

ELIJAH X. M. WEE

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ACADEMIC APPOINTMENT

University of Washington	Seattle, WA
Department of Management and Organization	
Foster School of Business	
Associate Professor (with tenure, effective 9/16/2025)	2025 - present
Assistant Professor (COVID-19 tenure extension during AY2020-2022)	2017- 2025

EDUCATION

Ph.D.	
Robert H. Smith School of Business, University of Maryland	College Park, MD
Bachelor of Social Sciences (First Class Honors in Social Work)	
Faculty of Social Sciences, National University of Singapore	Singapore

RESEARCH INTERESTS

- *Challenging established social hierarchies*
- *Emergence and implementation of employee-led change*
- *Marginalized individuals and groups*

KEY REFEREED JOURNAL PUBLICATIONS¹

- Quan, X. S.,^{*,#} Wee, E. X. M.[#] (in-press). Leveling the playing field: Social class origin influences the impact of a strong BATNA on deservingness and negotiation first offer. **Organizational Behavior and Human Decision Processes**
- Wee, E. X. M., Antoine, G.,^{*} & Barnes, C. (2024). The gendered effect of status-striving in sleep deprivation disclosure. *Sleep Health*, 10(5), 540-549.
 - Sleep Health Journal received a 5-year impact factor of 4.4 and is the multidisciplinary journal of the National Sleep Foundation.
- Tang, P. M.^{*}, Klotz, A. C., Koopman, J., Wee, E. X. M., & Lu, Y.^{*} (2023). A theory of professional touching behavior in organizations: Implications for human resource scholars and practitioners. *Research in Personnel and Human Resource Management*, 41, 127-159.
- Wee, E. X. M.,[#] Derfler-Rozin, R.,[#] & Marr, J. C.[#] (2023) Jolted: How task-based jolts disrupt status conferral by impacting higher- and lower-status individuals' generosity. *Journal of Applied Psychology*, 180(5), 750-772.
 - An earlier version of this paper received the Best OB Paper Award from AOM (1 out of 970 submissions).

¹ * denotes Ph.D. or former Ph.D. student # denotes equal authorship

- **Wee, E. X. M., & Fehr, R. (2021).** Compassion during difficult times: Team compassion behavior, suffering, supervisory dependence, and employee voice during COVID-19. *Journal of Applied Psychology*, 160(12), 1805-1820.
- This paper is nominated for the Responsible Research in Business & Management (RRBM) Honor Roll
- **Liu, X.,^{*,#} Liao, H.,[#] Derfler-Rozin, R.,[#] Zheng, X.,[#] Wee, E. X. M., & Qiu, F.^{*} (2020).** In line and out of the box: How ethical leaders help offset the negative effect of morality on creativity. *Journal of Applied Psychology*, 105, 1447-1465.
- This paper is nominated for the RRBM Honor Roll
- **Wee, E. X. M., & Taylor, M. S. (2018).** Attention to change: A multilevel theory on the process of emergent continuous organizational change. *Journal of Applied Psychology*, 103(1), 1-13.
- **Wee, E. X. M., Liao, H., Liu, D., Liu, J. (2017).** Moving from abuse to reconciliation: A power-dependence perspective on how and when a follower may triumph over abusive supervision. *Academy of Management Journal*, 60(6), 2352-2380.
- This paper received the Williams A. Owens Scholarly Achievement Award.
- An earlier version of this paper received the Most Innovative Student Paper Award.

PAPERS UNDER REVISION & REVIEW

- **Yamamoto, K.,^{*,#} Wee, E. X. M.,[#] Avolio, B., & Rhee, Y.,^{*} [titled withheld for blind review]** Improv and status mutability in groups
- Third revise-and-resubmit at the *Organization Science*
- **Liu, D.,[#] Wee, E. X. M.,[#] Chen, Y.,[#] & Tang, G. [titled withheld for blind review]** Employee proactive tactics to address occupational stigma
- Second revise-and-resubmit at the *Organization Science*
- **Wee, E. X. M., Sherf, E. N., & Liu, D. [titled withheld for blind review]** Strengths-based perspective taking on incumbent employees' attitudes and performance
- Second revise-and-resubmit at the *Administrative Science Quarterly*
- **Wee, E. X. M., Venkataramani, V., & Zhang, R.^{*} [titled withheld for blind review]** Supervisory sponsorship and employee innovation
- This paper received the *Best Paper with Practical Implications Award* from the OB Division, AOM
- Second revise-and-resubmit at the *Journal of Organizational Behavior*
- **Wee, E. X. M.,[#] Moy, J.,^{*,#} & Lim, B. C. [titled withheld for blind review]** Nationality diversity and status
- Under review at the *Organizational Behavior and Human Decision Processes*

SELECTED WORKING PAPERS

- **Wee, E. X. M., & Speech, M. P.** Disabilities and humor (data collection)
- **Chico, R.,^{*} Ma, E.,^{*} & Wee, E. X. M.** Neurodiversity and accommodation (data collection)
- **Kim, J.,^{*} & Wee, E. X. M.** Nonverbal communication, ability contagion, and resilience (data collection)

ADDITIONAL PUBLICATION

- **Liao, H., Wee, E., & Liu, D. 2017.** Shifting the power balance with an abusive boss. *Harvard Business Review*. 9 October 2017. <https://hbr.org/2017/10/research-shifting-the-power-balance-with-an-abusive-boss>

HONORS AND AWARDS

Research Awards

- Summer Research Award, UW Consulting & Business Development Center, USD10,000 per year, 2025 to 2028
- Williams A. Owens Scholarly Achievement Award, Society for Industrial and Organizational Psychology (SIOP), 2019
- S. Rains Wallace Dissertation Award, SIOP, 2018
- Smith Outstanding Dissertation Award, University of Maryland, 2018
- Best Paper with Practical Implications Award, Organizational Behavior (OB) Division, Academy of Management (AOM), 2017
- Alvah H. Chapman Jr. Outstanding Dissertation Award - Finalist, Florida International University, 2017
- Allan N. Nash Outstanding Doctoral Student Award, University of Maryland, 2017
- Best Paper Award, OB Division, AOM, 2016
- Most Innovative Student Paper Award, OB Division, AOM, 2013
- 2012 “Diamond in the Rough” Best Proposal, Managerial and Organizational Cognition Division, AOM, 2012
- Chief of Defence Force Best Paper Award, Singapore Armed Forces, 2007

Scholarships and Fellowships

- Global Faculty Fellowship, Global Business Center, University of Washington, 2023-present
- Ann G. Wylie Dissertation Fellowship, University of Maryland, 2017
- Student Scholarship, International Association for Conflict Management (IACM) Dispute Resolution Research Center (DRRC), 2016
- Tan Ean Kiam Postgraduate Scholarship, 2011
- Lee Foundation Postgraduate Scholarship, 2011
- Dean’s Summer Research Fellowship, University of Maryland, 2011-2015

Teaching Awards

- [Poets & Quants for Undergrads’ 2023 50 Best Undergraduate Professors](#)
- Faculty of the Year – Management and Organizational Department, 2020

Service Awards

- 2024 Best Reviewer Award – OB Division, AOM, 2024
- Graduate School’s Outstanding Graduate Assistant Award, University of Maryland, 2015

REFEREED CONFERENCE PROCEEDINGS

- Liu, D., Wee, E., Chen, Y., & Tang, G. 2023. Rising from the shadows of stigma! Interpersonal capitalization and social worth affirmation. In Taneja, S. (Ed.), *Proceedings of the Eighty-third Annual Meeting of the Academy of Management*.
- Lim, J. H., & Wee, E. 2020. Agentic and/or communal? Pathways to status and leadership outcomes for men versus women implementors. In Taneja, S. (Ed.), *Proceedings of the Eighty Annual Meeting of the Academy of Management*.
- Wee, E., Barnes, C., & Antoine, G. E. 2019. Let me tell you about burning the midnight oil: A gendered effect on status conferral. In Taneja, S. (Ed.), *Proceedings of the Seventy-nine Annual Meeting of the Academy of Management*.
- Wee, E., & Venkataramani, V. 2017. How ideas come to life: Effect of role and context on supervisory sponsorship. In Atinc, G. (Ed.), *Proceedings of the Seventy-seven Annual Meeting of the Academy of Management*.

- **Wee, E.,** Derfler-Rozin, R., & Marr, J. C. 2016. Choosing dominance or prestige? Effect of jolts to the hierarchy. In John Humphreys (Ed.), *Proceedings of the Seventy-sixth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.
- **Wee, E.,** & Liao, H. 2013. Power-dependency dynamics and abusive supervision: The role of follower's balancing operations and leader's trustworthiness. In Leslie Toombs (Ed.), *Proceedings of the Seventy-third Annual Meeting of the Academy of Management*. Online ISSN: 1543-8463.

REFEREED CONFERENCE PRESENTATIONS

- Speech, M. E., & **Wee, E.** (co-organizers) 2024, Disability unveiled: Impact of contextual factors and perceptions on disability in the workplace. *Symposium at the AOM, Chicago, Illinois, August 2024*
- Li, J. & **Wee, E.** (co-organizers) 2023. Hierarchy and teams. *Symposium at the AOM, Boston, Massachusetts, August 2023*
- Lim, J. H., & **Wee, E.** 2022. Agentic and/or communal? Pathways to status and leadership outcomes for men versus women implementors *Presented at the AOM, Seattle, Washington, August 2022.*
- **Wee, E.,** Barnes, C., & Antoine, G. E. 2019. Let me tell you about burning the midnight oil: A gendered effect on status conferral. *Presented at the AOM, Boston, Massachusetts, August 2019.*
- **Wee, E.,** & Venkataramani, V. 2017. How ideas come to life: Effect of role and context on supervisory sponsorship. *Presented at the AOM, Atlanta, Georgia, August 2017.*
- **Wee, E.,** Derfler-Rozin, R., & Marr, J. C. 2016. Choosing dominance or prestige? Effect of jolts to the hierarchy. *Presented at the AOM, Anaheim, California, August 2016.*
- **Wee, E.,** Liao, H., Liu, D., Liu, J. Moving from abuse to reconciliation: A power-dependency perspective on how follower may triumph over abusive supervision. *Presented at Trans-Atlantic Doctoral Conference, London, UK, May 2015.*
- **Wee, E.,** & Taylor, M. S. Defy the gravity of change: A multilevel perspective on bottom-up continuous organizational change. *Presented at Leading Organizational Change From a Multilevel Perspective, NSF Workshop, College Park, Maryland, April 2015.*
- **Wee, E.** International followership symposium. *Invited panelist at International Leadership Association, San Diego, California, October 2014.*
- Sherf, E., & **Wee, E.,** The how, who, and what of task conflict: Unbundling the task conflict-team performance relationship. *Presented at the AOM, Philadelphia, Pennsylvania, August 2014.*
- **Wee, E.,** & Liao, H. Power-dependency dynamics and abusive supervision: The roles of follower's balancing operations and leader's trustworthiness. *Presented at the AOM, Orlando, Florida, August 2013.*
- **Wee, E.,** & Taylor, M. S. Grassroots movement: A multilevel model of bottom-up change from work unit employees. *Presented at the AOM Conference, Boston, Massachusetts, August 2012.*
- **Wee, E.,** Dynamic followership. *Presented at International Leadership Association Conference, Prague, Czech Republic, November 2009.*

INVITED PRESENTATIONS

Leeds School of Business, University of Colorado Boulder (2026)
 Fostering Community Workshop, Foster School of Business (2026)
 Amazon Executive Seminar (2026)
 Demystifying Foster Academics, Foster School of Business (2025)
 International MBA Student Orientation, Foster School of Business (2025)
 KAIST College of Business, South Korea (2025)
 College of Business, Lehigh University (2024)
 Kenan-Flagler Business School, University of North Carolina at Chapel Hill (2024)
 Olin School of Business, Washington University in St. Louis (2024)
 Global Business Center Advisory Board, Foster School of Business (2024)

Scheller College of Business, Georgia Institute of Technology (2023)
 Nanyang School of Business, Nanyang Technological University (2021)
 Inclusion Seminar (Keynote speaker), Ministry of Manpower, Singapore (2021)
 Extra-ordinary conversations: Co-solutioning for an inclusive society (Keynote speaker) (2020)
 S. Rains Wallace Dissertation Award Presentation, SIOP (2019)
 Kenan-Flagler Business School, University of North Carolina at Chapel Hill (2016)
 McCombs School of Business, University of Texas at Austin (2016)
 Foster School of Business, University of Washington (2016)
 Rotman School of Business, University of Toronto (2016)
 Sauder School of Business, University of British Columbia (2016)
 Imperial College Business School, Imperial College London (2016)
 Neeley School of Business, Texas Christian University (2016)
 Isenberg School of Management, University of Massachusetts Amherst (2016)
 HKUST Business School, Hong Kong University of Science & Technology (2016)
 Lee Kong Chian School of Business, Singapore Management University (2016)
 Nanyang School of Business, Nanyang Technological University (2016)

SELECTED MEDIA MENTIONS

- “Why do people brag about their sleep deprivation” *Live Radio Interview, The Phil Luciano Show*, 2025
- “The effects of bragging about sleep deprivation on status” *Psychology Today*, 2025
- “Compassion during crisis” *Foster Business Magazine*, 2022
- “A good night’s sleep is not a bad thing” *Foster Business Magazine*, 2024
- “The thorny issue of workplace touching” *Foster Business Magazine*, 2024
- “Status shift” *Foster Business Magazine*, 2023
- “Influence: Why inclusive hiring makes for a better organizational culture” *Live Radio Interview, MoneyFM 89.3*, 2019
- “How can you flip the power dynamic at the workplace to your favor? Make your boss need you” *Live Radio Interview, MoneyFM 89.3*, 2019
- “Inclusive hiring is more of a boon than bane” *The Straits Times*, 2019
- “How to deal with a jerk without being a jerk” *New York Times*, 2019
- “With a boss from hell, it’s not just fight or flight” *The Straits Times*, 2019
- “Bullying boss? To deal with an abusive supervisor, change the power dynamic” *Foster Business Magazine*, 2018
- “Starting over with a verbally abusive boss” *AOM Insights*, 2018

TEACHING EXPERIENCE

Foster School of Business, University of Washington

- **Executive MBA**
 - Global Executive MBA: Leading Teams and Organizations
 - Executive MBA: Power and Status Dynamics
- **Technology MBA (TMMBA)**
 - TMMBA 524: Leading Organizational Change
- **MBA**
 - MGMT545: Leading and Managing High-Performance Organizations
 - MGMT597: Power and Status Dynamics in the Workplace

- **Executive Program**
 - Civil Aviation Administration of China Future Leaders Program
 - Global Technical Leadership at Boeing
 - Boeing China ATMB Executive Development Program
 - Boeing Ed Wells Program
 - Engineering Leadership Institute
 - Business Management Certificate
- **Undergraduate**
 - MGMT300: Leadership and Organizational Behavior

EDITORIAL BOARD AND PROFESSIONAL SERVICE ACTIVITIES

Editorial Board Member

- Journal of Applied Psychology (2022-present)
- Organizational Behavior and Human Decision Processes (2024 – present)

Ad-hoc reviewer

- Academy of Management Journal (2017-present)
- Academy of Management Review (2021-present)
- Administrative Science Quarterly (2019-present)
- Organization Science (2018-present)
- Personnel Psychology (2023-present)

Academy of Management

- Future Management Professor – Round Table Discussant (2025)
- Best Conference Paper Award Committee (2024-2025)
- Best Symposium Award Committee (2023)
- Best OB Student Paper Award Committee (2021)
- Best Paper with Practical Implications Award Committee (2019)
- Reviewer (2012 – present)

Society of Industrial & Organizational Psychology

- S. Rains Wallace Dissertation Award (2020 - present)
- Reviewer (2014 – present)

Responsible Research in Business and Management (RRBM)

- Selection board for RRBM honor roll (2022 – present)

Administrative Science Quarterly

- The ASQ Student Blog, contributor, 2014.

External Reviewer for Research Proposal

- Research Grants Council (RGC), Hong Kong, China, 2015 - present.

UNIVERSITY SERVICE

Foster School of Business, University of Washington

- Director of the University of Washington Institute for Neurodiversity and Employment, 2025 - present
- Faculty Senate, 2025 – present

- Russell Investments International Case Competition, 2025
- Undergraduate Curricular Review Committee, 2023 - 2024
- MGMT300 Course Coordinator, 2023 – present
- Global Faculty Fellows, Global Business Center, 2023 – present
- Foster Undergraduate Scholarship Review, 2019 - present

Department of Management & Organization, Foster School of Business, University of Washington

- Chair of PhD OB Admission Committee, 2026
- M&O Internal Brown Bag Series, 2025-present
- PhD Coordinator for Organizational Behavior, 2025-2026
- Facilitator of Academic Life Series, 2022 - 2024
- Member of Faculty Recruitment Committee (Strategy), 2022
- Member of Ph.D. Admission Committee, 2022
- Speaker Series Committee, 2019 – 2022
- Member of Faculty Recruitment Committee (Strategy), 2019
- Member of Faculty Recruitment Committee (Organizational Behavior), 2018
- Member of Faculty Recruitment Committee (Strategy), 2017

Department of Management & Organization, Robert H. Smith School of Business, University of Maryland

- Co-organizer of “Leading Organizational Change from a Multilevel Perspective,” NSF Workshop, April 17-18, 2015.
- Coordinator of Socialization seminar for incoming Ph.D. students, 2013.
- Ph.D. student mentor, 2013 – 2015.

CONSULTING RESEARCH PROJECTS

- Pan Pacific Hotels Group (2018-2023)
- Kuehne + Nagel (2019)
- ERA Realty Network (2017)
- World Bank Group (2014)
- Frederick News-Post (2013)
- Trybe Singapore (2011)
- The GMP Group (2009)

SELECTED PROFESSIONAL EXPERIENCE

Public Service Division, Prime Minister’s Office, Singapore

- Assistant Director (Learning & Development), Public Service Division, Prime Minister’s Office, Singapore
- Psychology Lecturer, Temasek Polytechnic
- Staff Officer, Center of Leadership Development, Singapore Armed Forces
- Artillery Officer, 23rd Singapore Artillery Battalion, Singapore Armed Forces