

STEPHEN H LEE

Carson College of Business, Washington State University
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ACADEMIC POSITIONS

Washington State University – Carson College of Business (2023 – present)
Assistant Professor, Department of Management Information Systems, and Entrepreneurship

University of Pennsylvania – The Wharton School (2020 – 2023)
Postdoctoral researcher, Management Department

EDUCATION

University of Washington – Foster School of Business (2020)
Ph.D., Business Administration (Organizational Behavior)
Minor in Research Methods and Social Statistics

University of Michigan – Ross School of Business (2010)
B.B.A., Business Administration (James B. Angell Scholar; Carson Scholar; with High Distinction)
Minor in Economics and Philosophy

REFEREED PUBLICATIONS

Lee, S. H. and Barnes, C. (2021). An attributional process model of workplace gossip. *Journal of Applied Psychology*, 106(2): 300–316.

Watkins, T., **Lee, S. H.**, Yam, K. C., Zhan, Y., Long, L. (2022). Helping after dark: Ambivalent leadership outcomes of helping followers after the workday. *Journal of Organizational Behavior*, 43(6): 1038–1062.

Holtom, B.*, **Lee, S. H.***, Lee, T. W.*, & Li, J*. (2022). Quasi-field experiment examining the effects of career opportunities on organizational embeddedness and intent to stay. *Journal of Managerial Issues*, 34(4): 312–333.

* All four authors contributed equally

Zhong, R., Tang, P. M., **Lee, S. H.** (in press). The gossiper's high and low: Investigating the impact of negative gossip about the supervisor on work engagement. *Personnel Psychology*.

MANUSCRIPTS UNDER REVIEW

Lee, S. H. and Johnson, M. D. [Title redacted for blind review: Helping and emotional expressions].

- Under 2nd review (*Academy of Management Journal*)

Zhong, R., Tang, P. M., **Lee, S. H.**, Wilson, K. S. [Title redacted for blind review: Negative work gossip spillover].

- Under 2nd review (*Journal of Applied Psychology*)

Wellman, N., Frank, E. L., Mitchell, M. S., **Lee, S. H.**, and Farh, C. I. C. [Title redacted for blind review: Ethical voice in organizations].

- 2nd revision (*Journal of Applied Psychology*)

Zhong, R., **Lee, S. H.**, Yang, M., Chen, W. [Perceived negative gossip].

- Under 1st review (*Journal of Management*)

Zhong, R., **Lee, S. H.**, Deng, Y. [Receiving workplace gossip].

- Under 1st review (*Organization Science*)

Kleshinski, C. E., Conder, S. L., Watkins, T., **Lee, S. H.**, & Krishnan, S. [Positive event disclosure]

- Under 1st review (*Journal of Applied Psychology*)

WORKING PAPERS & SELECTED RESEARCH IN PROGRESS

Lee, S. H. [Gossip and subgroups].

Lee, S. H., Farh, C. I. C., Lin, S., and Lee, S. M. [Voice enactment in teams].

Lee, S. H., Schabram, K., and Johnson, M. D. [Recipient responses to unethical help].

Lee, S. H. & Hasan, M. K. [Prosocial behavior and competition].

CONFERENCE PRESENTATIONS AND ORGANIZED SESSIONS

Zhong, R., Tang, P. M., and **Lee, S. H.** The influence of negative gossip about the supervisor on gossipers' work engagement. Paper presented in symposium at the 2022 Annual Meeting of the Academy of Management, Seattle, WA.

Wellman, N., Frank, E. L., Mitchell, M. S., **Lee, S. H.**, and Farh, C. I. C. Doing good and doing well: The nature and implications of ethical voice in organizations. Paper presented in symposium at the 2021 Annual Meeting of the Academy of Management.

Lee, S. H. Robin Hood wanted (or unwanted): Recipient reactions to unethical help. Paper presented in symposium at the 2019 Annual Meeting of the Academy of Management, Boston, MA.

Lee, S. H., Farh, C. I. C., Lin, S., and Lee, S. M. Voice justice: The importance of fair process when endorsing voice (or not). Paper presented in symposium at the 2019 Annual Meeting of the Academy of Management, Boston, MA.

Lee, S. H. and Johnson, M. D. Helping with attitude: The effects of expressed emotions on social closeness and reciprocity. Paper presented at the 2018 Annual Meeting of the Academy of Management, Chicago, IL.

Lee, S. H. and Schabram, K. What happens next? The temporal dynamics and long-term consequences of prosocial behavior. Symposium organized at the 2018 Annual Meeting of the Academy of Management, Chicago, IL.

TEACHING

Washington State University

BA 100: Introduction to Business

- Fall 2023 (1 section); Spring 2024 (2 sections)

University of Pennsylvania

MGMT 301: Teamwork and Interpersonal Influence (core undergraduate course)

- Fall, 2022 (6 sections); Spring 2022 (1 section); Fall 2021 (3 sections); Spring 2021 (2 sections); Fall 2020 (3 sections)

Teaching Assistant

- MGMT 610: Foundations of Teamwork and Leadership (Full-time MBA Fall 2020, Fall 2021)

University of Washington

MGMT 300: Leadership and Organizational Behavior (core undergraduate course)

- Winter 2019 (1 section); Winter 2018 (1 section)

Business Certificate Program (offered through Foster's Consulting and Business Development Center)

- Seattle: Summer 2018, 2019
- Tri-Cities: Autumn 2018

Teaching Assistant

- TMMBA 524: Leading Organizational Change (Technology Management MBA Spring 2016, 2018, 2019)
- MGMT 504: Ethical Leadership (Evening MBA Winter 2017; Full-time MBA Autumn 2017, 2018)

HONORS & AWARDS

Academy of Management Organizational Behavior Division Best Reviewer Award (2024)

Wharton Teaching Excellence Award (2022)

Wharton Teaching Excellence Award (2021)

American Psychological Foundation Div. 49 Richard Moreland Dissertation of the Year Award (2021)

PhD Program Distinguished Teaching Award (2020)

PhD Program Dean's Achievement Award (2018)

Management & Organization Teaching Stars (Winter 2018, Winter 2019)

SERVICE

Ad hoc reviewer, Journal of Experimental Social Psychology (2024)

Ad hoc reviewer, Organizational Behavior and Human Decision Processes (2023)

Ad hoc reviewer, Management and Organization Review (2022)

Volunteer reviewer, Academy of Management Annual Meeting, OB Division (2018-2024)

OB PhD admissions committee, doctoral student representative (2019-2020)

PROFESSIONAL AFFILIATIONS

Academy of Management (Divisions: Organizational Behavior, Conflict Management, and Research Methods)

American Psychological Association (Division 49: Society of Group Psychology and Group Psychotherapy)

PRIOR WORK EXPERIENCE

ZS Associates – Evanston, IL (2011-2015)

Business Associate and Associate Consultant