

# STEPHEN H LEE

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## ACADEMIC POSITIONS

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**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

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**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

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**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., and 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.\*, and 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., and **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

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

- 2<sup>nd</sup> revision (*Academy of Management Journal*)

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].

- 2<sup>nd</sup> revision (*Journal of Applied Psychology*)

Zhong, R., **Lee, S. H.**, Chen, J., and Wilson, K. S. [Title redacted for blind review: Negative work gossip spillover].

- Under 2<sup>nd</sup> review (*Journal of Applied Psychology*)

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

- 1<sup>st</sup> revision (*Journal of Applied Psychology*)

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

- Under 1<sup>st</sup> review (*Journal of Management*)

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

- Under 1<sup>st</sup> review (*Organization Science*)

## **WORKING PAPERS & SELECTED RESEARCH IN PROGRESS**

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

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

## **CONFERENCE PRESENTATIONS AND ORGANIZED SESSIONS**

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Zhong, R., Tang, P. M., and **Lee, S. H.** The influence of negative gossip about the supervisor on gossipers' work engagement. (Author) 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. (Presenter) Symposium at the 2021 Annual Meeting of the Academy of Management.

**Lee, S. H.** Robin Hood wanted (or unwanted): Recipient reactions to unethical help. (Presenter) 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). (Presenter) 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. (Presenter) Paper session 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. (Organizer) Symposium at the 2018 Annual Meeting of the Academy of Management, Chicago, IL.

## **TEACHING**

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### **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**

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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**

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

Ad hoc reviewer, Group & Organization Management (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**

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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**

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**ZS Associates** – Evanston, IL (2011-2015)

Business Associate and Associate Consultant