

Sunny Lee | Curriculum Vitae

UCL School of Management, Levels 38/50, One Canada Square, London, E14 5AA, UK

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ACADEMIC EMPLOYMENT

UCL School of Management, University College London, UK

Oct 2019– | Associate Professor in Organizational Behavior (with tenure)

Leadership appointments

- Senior Management Team Member (October 2020–)
- Academic Director/Developer for MSc in People Analytics (2023–)

Sept 2014–2019 | Assistant Professor in Organizational Behavior

EDUCATION

2014 | **London Business School, UK**

Ph.D. in Organizational Behavior

Doctoral advisors: Professors Madan Pillutla and Stefan Thau

2003 | **University of Chicago, USA**

Master of Public Policy (Harris Fellowship)

2000 | **Seoul National University, South Korea**

B.A. in English Literature and Language (Cum Laude)

RESEARCH INTERESTS

Biases in Organizational Decision Making, People Analytics, Human-Technology Interactions

PUBLICATIONS

** denotes doctoral students as of the time of writing. I would like to thank all editors and anonymous reviewers for the academic journals as well the editors from Fast Company (Lydia Dishman) and Harvard Business Review.*

Peer-Reviewed Academic Journals

1. Kilduff, M., Wang, K.*, Lee, S.Y., Tsai, W.P., Chaung Y.T., & Tsai F.S. (In Press). Hiding and seeking knowledge providing ties from rivals: A strategic perspective on network perceptions. **Academy of Management Journal** [[Link](#)]
2. Lee, J.W.*, Quintane, E., Lee, S.Y., Kilduff, M., & Ruiz, C. (2024). The strain of spanning structural holes: How brokering leads to burnout and abusive behavior. **Organization Science**, 35, 177–194. [[Link](#)]
3. Kniffin, K. et al (among the selectively invited 24 scholars) (2021). COVID-19 and the workplace: A review and preview of impacts for employees, teams, and organizations. **American Psychologist**, 76, 63–77. [[Link](#)]
4. Kesebir, S., Lee, S.Y., Elliot, E., & Pillutla, M.M. (2019). Gender differences in lay beliefs about competition. **Motivation and Emotion**, 43, 719–739. [[Link](#)]

5. Moore, M., Lee, S.Y., Kim, K.*, & Cable, D. (2017). The advantage of being oneself: The role of applicant self-verification in organizational hiring decisions. **Journal of Applied Psychology**, 102, 1493–1513. [[Link](#)]
6. Lee, S.Y., Kesebir, S., & Pillutla, M.M. (2016). Gender differences in response to competition with same-gender coworkers: A relational perspective. **Journal of Personality and Social Personality**, 110, 869–886. [[Link](#)]
7. Birkinshaw, J., Crilly, D., Bouquet, C., & Lee, S.Y. (2015). How do firms manage strategic dualities? A process perspective. **Academy of Management Discoveries**, 2, 51–78. [[Link](#)]
8. Lee, S.Y., Pitesa, M., Thau, S., & Pillutla, M.M. (2015). When beauty helps and it hurts: An organizational context model of attractiveness discrimination in selection decisions. **Organizational Behavior and Human Decision Processes**, 128, 15–28. [[Link](#)]
9. Lee, S.Y., Pitesa, M., Thau, S., & Pillutla, M.M. (2014). Discrimination in selection decisions: Integrating stereotype fit and interdependence theories. **Academy of Management Journal**, 53, 789–812. [[Link](#)]
10. Inesi, E., Lee, S.Y., & Rios, K. (2014). Objects of desire: Subordinate ingratiation triggers self-objectification among the powerful. **Journal of Experimental Social Psychology**, 53, 19–30. [[Link](#)]

Book Chapters & Conference Best Proceedings

11. Kesebir, S., Lee, S.Y., Qiu, J.*, & Pillutla, M.M. (2020). Same-sex peer norms: Implications for gender differences in negotiation. In Olekalns, M., & Kennedy, J. (Eds.), **Handbook on Gender and Negotiation**, London, England, Edward Elgar. [[Link](#)]
12. Tolsa-Caballero, N. & Lee, S.Y. (2022). The downside of ranking systems: Qualified contenders may quit. **Academy of Management Best Paper Proceedings**. [[Link](#)]
13. Lee, J.W. & Lee, S.Y. (2017). The dark side of brokerage: Brokers' energy depletion and unethicality. **Academy of Management Best Paper Proceedings**. [[Link](#)]
14. Lee, S.Y. & Pillutla, M.M. (2013). Racial discrimination taking both ways: moderation of social goal and task-type. **Academy of Management Best Paper Proceedings**. [[Link](#)]

Other Publications

1. Quintane, E., Lee, S.Y., Lee, J.W., Ruiz, C., & Kilduff, M. (2024, accepted). The dark side of collaborating across silos. **Harvard Business Review**. [[Link](#)]
2. Lee, S.Y. & Chamorro-Premuzic (2023). Workers fall into two camps of competence and confidence. Here's how to manage both. **Fast Company**. [[Link](#)]
3. Chamorro-Premuzic & Lee, S.Y. (2023). If we don't develop these 4 human traits, ChatGPT can replace us, psychologists say. **Fast Company**. [[Link](#)]
4. Chamorro-Premuzic & Lee, S.Y. (2022). The science of resting well. **Fast Company**. [[Link](#)]
5. Lee, S.Y. (2022). Negotiation: Tackling our misconceptions. **The Guardian**. [[Link](#)]
6. Chamorro-Premuzic & Lee, S.Y. (2021). The surprising behavioral science behind effective job negotiations. **Fast Company**. [[Link](#)]
7. Featured Interview by Kim, S.H & Cho, C.H. (2021). The importance of leadership vision in hybrid working. **Money Today**. [[Link](#)].
8. Lee, S.Y. (2021). The art of negotiating salary and why it is important for everyone to take part. **HR Review**. [[Link](#)]
9. Lee, S.Y. (2021). It's time we reconsidered our approach to imposter syndrome. **HR Director**. [[Link](#)]

10. Lee, S.Y. (2020). What has 2020 meant for female leadership? **Management Today**. [[Link](#)]
11. Lee, S.Y. (2020). Female academics need to embrace competition. **The Higher Education**. [[Link](#)]
12. Featured Interview by Mowbray, K. (2020). Dr Sunny Lee: How we can tackle gender bias in work and academia. **Medium**. [[Link](#)]

WORKING PAPERS

Full titles are removed to respect in case papers are under review

1. Liu, L.*, Lee, S.Y., Fisher, C., & Kilduff, M. Star connections project. Invited 3rd round of revision at *Journal of Applied Psychology* (manuscript available upon request)
2. Lee, S.Y. & Diez, B. Job search project. Under review at *Journal of Applied Psychology*
3. Lee, S.Y., Kiniyas, Z., & Vanneste, B.S. (2021). In Groups We Trust: Lower Betrayal Aversion toward a Group than toward an Individual. *Working Paper*, available at SSRN [[Link](#)]

Details of key research in progress are available upon request

KEY RESEARCH IMPACT ACTIVITIES

- 2024– | Academic Advisor to **RSAD Limited** on the topics of organizational behaviors, people analytics, and leadership
- 2024– | Academic Advisor to **See Talent Limited** on the topics of diversity and inclusion in the workplace
- 2023– | Offered advice and guidance to the **UK Civil Service** on their new performance management system
- 2023 | Offered advice and guidance to **Canary Wharf Group** on their cultural transformation endeavors

HONORS & AWARDS

- 2022 & 2023 | Best Teaching Award, awarded by *UCL School of Management*
- 2023 | Best Reviewer Award, awarded by *Academy of Management Discoveries*
- 2020 | Athena SWAN Bronze Award (Institutional award), awarded by *Advance HE*
- 2013, 2017, 2022 | Best Paper Proceedings, selected by the *Academy of Management Annual Conferences*

FUNDING & FELLOWSHIP

- 2013 | Best Doctoral Student Paper (\$2,000), Samsung Global Research
- 2008–2014 | Ph.D. Fellowship (£144,000), London Business School
- 2001–2003 | Irving B. Harris Fellowship (\$46,000), University of Chicago

KEY RESEARCH PRESENTATIONS

Invited Talks

- 2023 | Amazon, UK
- 2023 | Sainsbury Wellcome Centre, UK
- 2023 | Singapore Management University, Singapore
- 2022 | Singapore Management University, Singapore
- 2022 | Management Consulting Student Association, Seoul National University, South Korea
- 2021 | KAIST College of Business, South Korea
- 2018 | Georgia Institute of Technology, USA
- 2016 | Singapore Management University, Singapore
- 2014 | UCL, UK
- 2014 | Erasmus University, the Netherlands

Academy of Management Annual Conferences

- 2024. Lee, S.Y. & Diez, B. Interviewer selling revisited: The effects of promoting extrinsic incentives in attracting job applicants. (Chicago, USA)
- 2024. Goh, K. et al. Practical organizing for inclusion: integrating and extending research on diversity and organization design (Chicago, USA)
- 2022. Tolsa–Caballero, N., & Lee, S.Y. The downside of ranking systems: Qualified candidates may quit (Seattle, USA)
- 2022. Wang, K.*, Lee, S.Y., & Kilduff, M. Disappoint friends or downplay organizational norms? The influence of workplace friendship trajectory (Seattle, USA)
- 2021. Wang, K.*, Lee, S.Y., & Kilduff, M. How referrals affect employees' reactions to new hires they have referred (Seattle, USA)
- 2019. Lee, J.*, Lee, S.Y., & Kilduff, M. Hidden costs of brokerage: Brokerage behavior and broker exhaustion. Presented at a symposium "Brokers Behaving Badly" (Boston, USA)
- 2018. Liu, L.*, Lee, S.Y., Fisher, C., & Kilduff, M. Great expectations? The effect of high-reputation connections on evaluations of employees (Chicago, USA)
- 2017. Lee, J.*, & Lee, S.Y. The dark side of brokerage: Brokers' energy depletion and unethicity (Atlanta, USA)
- 2016. Ha, J.*, Lee, S.Y., & Ku, G. The effects of self-promotion on self-promoters' self-beliefs and job satisfactions. Presented at a symposium of the conference (Anaheim, USA)
- 2015. Lee, S.Y., Wakeman, W.*, & Sivanathan, N. Unwelcome compliments: The psychological costs of successful deception (Vancouver, Canada)
- 2014. Moore, C., Lee, S.Y., Kim, K.*, & Cable, D. Authenticity in the workplace: Highlighting costs and bridging conceptualizations (Philadelphia, USA)
- 2013. Lee, S.Y., & Pillutla, M.M. Racial discrimination taking both ways: Moderation of social goal and task type (Orlando, USA)

2012. Lee, S.Y., Pillutla, M.M., Thau, S., & Pitesa, M. Fundamental social goals and the attractiveness bias in selection decisions (Boston, USA)

2011. Birkinshaw, J., Lee, S.Y., & Bouquet, C. Implementing global strategy: Insights from a dual-core headquarters experiment (San Antonio, USA)

Other Conferences

2024. Qiu, J*., Lee, S.Y. & Kesebir, S. Gender and the decline of leader-directed help seeking over time. *International Association for Conflict Management Annual Conference* (Singapore)

2022. Lee, S.Y. Gender difference in help-related behaviors. *UCL Diversity Research Conference* (UK)

2020. Lee, J.W.*., Quintane, E., Lee, S.Y., Kilduff, M., & Ruiz, C. How brokerage leads to burnout and abusive behavior at the **EGOS Colloquium** (Hamburg, Germany)

2020. Liu, L.*., Lee, S.Y., Fisher, C., & Kilduff, M. How connections to star managers help and hurt careers at the *EGOS Colloquium* (Hamburg, Germany)

2015. Inesi, M.E., Lee, S.Y., & Rios, R. Power impacts social identity and the self-concept at the *Society for Personality and Social Psychology Annual Conference* (Long Beach, USA)

2014. Lee, S.Y., Kesebir, S., & Pillutla, M.M. Gender differences in responses to same-sex competition at the *Society for Personality and Social Psychology Annual Conference* (Austin, USA)

TEACHING EXPERIENCE

Degree Course (MBA, Executive MBA, and postgraduate)

2025 (expected) | **People Analytics**, SKK Graduate School of Business, Sungkyunkwan University

- Global MBA students
- Contracted faculty member (by invitation and contract)

2015– | **Influence and Negotiations**, UCL

- Master's students
- Average Instructor Effectiveness Rating: 4.7/5.0
- Best Teaching Award (2022 & 2023)

2023– | **Negotiations and Bargaining**, London Business School

- MBA students, executive MBA students, and master's students
- Contracted faculty member (by invitation and contract)
- Average Instructor Effective Rating: 4.2/5.0

2018–2020 | **Negotiation and Cross-Cultural Management**, UCL/Peking University

- o I voluntarily stepped down at the request of another faculty member who wanted to teach the course to uphold the spirit of inclusion and diversity
- Executive MBA students
- Average Instructor Effectiveness Rating: 4.6/5.0

2022– | **Global Business Mindset**, UCL

- The School's compulsory primer for master's students on global teams, ethics, and communication, diversity, and regional
- Module developer (with Professors Nina Seppala and Paolo Taticchi) and instructor

Executive Education (including open and custom programs)

2025 (Expected) | **People Analytics for Transforming Organizations**, UCL

A three-day open program; the program director and main instructor of sessions on people analytics and human resources management

2023– | **Transformational Leadership**, UCL

A six-day custom program for directors at Canary Wharf Group, UK; the program director and main instructor of a two-day session on change management and organizational culture

2023– | **Succeed as a Board Member**, UCL

A three-day open program; the main instructor of a session on strategizing diversity and inclusion

2023– | **Sustainable Transformation of Business**, UCL/Bocconi University

A three-day custom program for directors at Leonardo, Italy; the main instructor of a session on diversity, equity, and inclusion

2021 | **The Guardian One-Day MBA: Essentials of Business Success**. Upon private request

A one-day workshop for managers and executives recruited by *The Guardian*

2018–2019 | **Management Skills for Police Leaders**, UCL

A one-week custom program for senior police offices in the London Metropolitan Police; the main instructor for a session on managerial negotiations and leadership

2022 | **Performance Management and Team Effectiveness**, upon private request, Korea

A custom program for senior managers at GB Style Ltd; the program director and one of the two main instructors

2021. **Negotiations for Executives**, upon private request, South Korea

A custom program for the selected alumni of the Management Consulting Student Association

Other Invited Teaching Experience (all by invitation)

2024. **How to Disagree Well**, UCL Astrea

A half workshop for professional services staff members across UCL

2023, 2024– | **Driving Sustainable Success through People**, UCL

A one-day workshop for master students participating UCL Summer Immersion Programme

2024. **Leading Diversity in Academia**, UCL Faculty of Medical Sciences

A half-day workshop for early-career researchers in the medical sciences

2024. **Getting Your Voice Heard**, UCL Astrea

A workshop for professional services staff members across UCL

2023–. **Negotiation and Conflict Resolution**, UCL Academic Office

A two-day workshop for mid-career researchers in the medical sciences

2023. **Succeeding as Minorities**, UCL Faculty of Medical Sciences

A half-day workshop for early-career researchers in the medical sciences

2022. **Surviving on Challenges Together: Teamwork and Team Resilience**, UCL

A half-day workshop for UCL-Japan-Youth Challenge participants

2021. **Leadership in a Crisis**, UCL School of Management

A half-day workshop for the MBA students

2018–2019. **Knowledge Economy**, UCL Department of Arts and Sciences

A half-day workshop for undergraduate students

2009. **Organizational Strategy**, London School of Economics and Politics, UK

A three-week seminar for undergraduates participating in the summer school organized by the London School of Economics and Politics

ACADEMIC ADVISING

Doctoral Student Supervision (UCL Students unless indicated otherwise)

2025 (expected). Kun Wang. Doctoral Supervisor, Co-Chair of the Thesis Committee

2021. Swati Thampan. Doctoral Supervisor, Co-Chair of the Thesis Committee

- She quit the program due to her personal situation and successfully defended her thesis for master's in research degree. She is now a senior associate at **PWC**, UK.

2021. Nuria Tolsa–Cabellero. Doctoral Supervisor, Co-Chair of the Thesis Committee

- She is now a visiting assistant professor at the **University of Indiana**, USA

2021. Kira Choi (London Business School). Member of the Thesis Committee

- She is now an assistant professor at the **EM Lyon Business School**, France.

2020. Lei Liu. Doctoral Supervisor, Co-Chair of the Thesis Committee

- She is now an assistant professor at **Exeter University**, UK

2019. Jung Won Lee. Doctoral Supervisor, Co-Chair of the Thesis Committee

- She is now an assistant professor at the **ESSEC Business School**, France

Members for Other Doctoral Committees: Numerous and the details available on request

Supervisors for undergraduate and postgraduate dissertations (2015–): 50 times and all students' theses passed

PROFESSIONAL SERVICES

Journal Editorial Board Member

2022– | **Organizational Behavior and Human Decision Processes**

2022– | **Motivation and Emotion**

Journal Ad-hoc Reviewer

- *Academy of Management Discoveries* (**Best Reviewer Award in 2023**)
- *Academy of Management Journal*
- *Academy of Management Review*
- *Economic Letters*
- *Journal of Organizational Behavior*
- *Journal of Personality and Social Psychology*
- *Management Science*
- *Motivation and Emotion*
- *Nature*
- *Organizational Behavior and Human Decision Processes*
- *Organization Science*
- *Psychology of Women Quarterly*

Other Reviewer Roles

- UCL Reading Group
- UCL Ethical Approval Review Board
- Academy of Management Annual Conferences
- London Business School Organizational Behavior Research Day for Doctoral Students
- UK Korean Embassy Contest on World Peace
- Samsung Global Research Scholarship for Korean Doctoral Students in Management
- Intramural Grants Program at Northern Illinois University

INSTITUTIONAL SERVICES

School Board, Growth and External Engagement

2021- | **Senior Management Team** Member

- o Elected by the Directors of the school

2023- | **Academic Director and Developer** for *MSc People Analytics and Human-Centric Management*

2023- | Impact Manager for the **UCL Centre for Sustainable Business**

- o One of the founding members with Directors (Professors Steve Yoo and Paolo Taticchi)
- o Played an essential role in initiating the UCL-Mulberry Sustainability Summit (2024)

2023 | Played a key role in building **multi-faceted collaborations with Canary Wharf Group**, including the development of exec-ed program titled 'Transformational Leadership Program'

2023 | Took the lead in securing a **commissioned research project for the UK Civil Service**

- o The team (including Professors Davide Ravasi and Nina Seppala) successfully completed the project

Diversity, Equity, and Inclusion

2021- | **Deputy Director for Equality, Diversity, and Inclusion**

2018-2020 | **Athena SWAN Leader (Acquired the Bronze Award in 2020)**

2021- | **Developer and Chair for UCL's 30% Scholarship** in liaison with 30% Club

2022 | **Founder for UCL Diversity Research Conference**

- o Transferred the leadership to junior faculty members from 2023 to uphold the spirits of inclusion and diversity

Faculty and Research-related Services

2019-2022 | Research Committee Member

2020-2022 | Faculty Promotion Committee Member

2015, 2021 | Faculty Recruitment Committee Member

2021-2022 | Research Ethics Committee Taskforce Team

2015-2018 | Research Seminar Series Chair

2016-2022 | Research Assistant Recruitment Committee Co-Chair (2016) and Member

2015-2021 | Reading Group Chair

Other Services

2014– | Reading Group Member

2019–2023 | Doctoral Student Lunch Meetings Member

2015, 2017 | Doctoral Student Recruitment Committee Member

2021 | External Assessor for Faculty Promotion at Goldsmiths University

INDUSTRY EMPLOYMENT

Mar 2006–Jun 2008 | **Hewlett Packard, South Korea**

Senior Marketing Program Manager (full-time)

Jan 2005–Feb 2006 | **LG Ad, South Korea**

Senior Researcher for Consumer Behavior and Brand Strategy (full-time)

Jan–Dec 2004 | **Accenture, South Korea**

Business Analyst, Management Consulting Division (full-time)

Aug–Dec 2003 | **EY Parthenon, South Korea**

Long-term Intern (full-time, 5 months)

Jan–Dec 2000 | **Asian Pacific Economic Cooperation**

Research Assistant to the Chairman of Investment Experts' Group (part-time)

REFERENCES

Available upon Request