

# 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

- Deputy Director for Equality, Diversity, and Inclusion (2021–)
- Senior Management Team Member (2021–)
- 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., Chung 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**.
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*

- Liu, L.\*, Lee, S.Y., Fisher, C., & Kilduff, M. Long-term career outcomes of having star connections. [Under the Second Review](#) at **Journal of Applied Psychology** (manuscript available upon request)
- Lee, S.Y., Kinias, 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 **Canary Wharf Group** on their cultural transformation endeavors
- 2023 | Offered advice and guidance to the **UK Civil Service** on their new performance management system

## 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 (expected). Lee, S.Y. & Diez, B. Interviewer selling revisited: The effects of promoting extrinsic incentives in attracting job applicants. (Chicago, USA)
- 2024 (expected). 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– | **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 officers 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 (expected). **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. Nuria Tolsa–Cabellero. Doctoral Supervisor, Co-Chair of the Thesis Committee
  - She is now a post-doctoral fellow at the **University of Michigan, Ann Arbor**, 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: 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

- 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**

- One of the founding members with Directors (Professors Steve Yoo and Paolo Taticchi)
- 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**

- 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**

- 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