

SUNNY LEE

UCL School of Management, University College London (UCL)

Levels 38/50, One Canada Square, London, E14 5AA, U.K.

sunny.lee@ucl.ac.uk | [School Webpage](#) | [Google Scholar](#) | [Personal Webpage](#)

ACADEMIC POSITIONS

UCL School of Management, U.K.

2019– | Associate Professor (with tenure)

2014–2019 | Assistant Professor

EDUCATION

2014 | **London Business School, U.K.**

Ph.D. in Organisational Behaviour

Doctoral advisors: Madan Pillutla and Stefan Thau

2003 | **University of Chicago, U.S.**

Master of Public Policy

Irving B. Harris Fellowship conferred by Harris School of Public Policy

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

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

Departmental Fellowship

RESEARCH INTERESTS

Biases in personnel decisions, diversity in the workplace, employee burnout and well-being, social network dynamics

PUBLICATIONS

* Denotes doctoral students as of the time of writing; titles contain links to articles.

- 2024 | Kilduff, M., Wang, K.*, [Lee, S.Y.](#), Tsai, W.P., Chaung Y.T., & Tsai F.S. [Hiding and seeking knowledge providing ties from rivals: A strategic perspective on network perceptions](#). **Academy of Management Journal**
- 2023 | Lee, J.W.*, Quintane, E., [Lee, S.Y.](#), Kilduff, M., & Ruiz, C. [The strain of spanning structural holes: How brokering leads to burnout and abusive behavior](#). **Organization Science**
- 2021 | Kniffin, K., et al. (among the selectively invited 24 scholars). [COVID-19 and the workplace: A review and preview of impacts for employees, teams, and organizations](#). **American Psychologist**, 76, 63–77
- 2019 | Kesebir, S., [Lee, S.Y.](#), Elliot, E., & Pillutla, M.M. [Gender differences in lay beliefs about competition](#). **Motivation and Emotion**, 43, 719–739
- 2017 | Moore, M., [Lee, S.Y.](#), Kim, K.*, & Cable, D. [The advantage of being oneself: The role of applicant self-verification in organizational hiring decisions](#). **Journal of Applied Psychology**, 102, 1493–1513

6. 2016 | [Lee, S.Y.](#), Kesebir, S., & Pillutla, M.M. [Gender differences in response to competition with same-gender coworkers: A relational perspective](#). **Journal of Personality and Social Personality**, 110, 869–886
7. 2016 | Birkinshaw, J., Crilly, D., Bouquet, C., & [Lee, S.Y.](#) [How do firms manage strategic dualities? A process perspective](#). **Academy of Management Discoveries**, 2, 51–78
8. 2015 | [Lee, S.Y.](#), Pitesa, M., Thau, S., & Pillutla, M.M. [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
9. 2015 | [Lee, S.Y.](#), Pitesa, M., Thau, S., & Pillutla, M.M. [Discrimination in selection decisions: Integrating stereotype fit and interdependence theories](#). **Academy of Management Journal**, 53, 789–812
10. 2014 | Inesi, E., [Lee, S.Y.](#), & Rios, K. [Objects of desire: Subordinate ingratiation triggers self-objectification among the powerful](#). **Journal of Experimental Social Psychology**, 53, 19–30

Book Chapter

11. 2020 | Kesebir, S., [Lee, S.Y.](#), Qiu, J.*, & Pillutla, M.M. [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

MANUSCRIPTS IN THE REVIEW PROCESS

Full titles are removed to respect and facilitate the blind peer review process.

1. Liu, L.*, [Lee, S.Y.](#), Fisher, C., & Kilduff, M. The effect of star connections on promotion outcomes. Under 2nd review at **Journal of Applied Psychology**
2. Tolsa-Caballero, N.*, & [Lee, S.Y.](#), The effects of ranking on re-entering competitions. Under review at **Management Science**

RESEARCH IN PROGRESS

1. [Lee, S.Y.](#), & Ching, K. Nepotism in selection project. Manuscript in preparation, targeting *Management Science*
2. [Lee, S.Y.](#), & Diez, B. Interviewer selling project. Manuscript in preparation, targeting *Journal of Applied Psychology*
3. Diez, B., [Lee, S.Y.](#), & Pitesa, M. Job advert project. Data collection in progress, targeting *Academy of Management Discoveries*
4. Thampan, S.*, [Lee, S.Y.](#), & Kilduff, M. Implications of gender difference in having star connections in the workplace. Data collection in progress, targeting *Organizational Behavior and Human Decision Processes*

KEY RESEARCH IMPACT ACTIVITIES

2023 (Jan-Aug) | Offered advice and guidance to [the UK Cabinet Office's Line Manager Capabilities Team](#) on their new performance management system (Report available upon request)

KEY RESEARCH PRESENTATIONS

Invited Talks

- 2023 | Amazon, U.K.
- 2023 | Sainsbury Wellcome Centre, U.K.
- 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, U.S.
- 2016 | Singapore Management University, Singapore
- 2014 | University College London, U.K.
- 2014 | Erasmus University, the Netherlands

Academy of Management Annual Meetings

- 2022. Tolsa–Caballero, N., & Lee, S.Y. The downside of ranking systems: Qualified candidates may quit (Seattle, U.S.)
 - This paper was selected to appear in the *2022 Best Paper Proceedings*
- 2022. Wang, K.*, Lee, S.Y., & Kilduff, M. Disappoint friends or downplay organizational norms? The influence of workplace friendship trajectory (Seattle, U.S.)
- 2022. Wang, K.*, Lee, S.Y., & Kilduff, M. How referrals affect employees' reactions to new hires they have referred (Seattle, U.S.)
- 2019. Lee, J.*, Lee, S.Y., & Kilduff, M. Hidden costs of brokerage: Brokerage behavior and broker exhaustion. Presented at a symposium of Brokers Behaving Badly (Boston, U.S.)
- 2018. Liu, L.*, Lee, S.Y., Fisher, C., & Kilduff, M. Great expectations? The effect of high-reputation connections on evaluations of employees (Chicago, U.S.)
- 2017. Lee, J.*, & Lee, S.Y. The dark side of brokerage: Brokers' energy depletion and unethicality (Atlanta, U.S.)
 - This paper was selected to appear in *2017 Best Paper Proceedings*.
- 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, U.S.)
- 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, U.S.)
- 2013. Lee, S.Y., & Pillutla, M.M. Racial discrimination taking both ways: Moderation of social goal and task type (Orlando, U.S.)
 - This paper was selected to appear in *2013 Best Paper Proceedings*.
- 2012. Lee, S.Y., Pillutla, M.M., Thau, S., & Pitesa, M. Fundamental social goals and the attractiveness bias in selection decisions (Boston, U.S.)
- 2011. Birkinshaw, J., Lee, S.Y., & Bouquet, C. Implementing global strategy: Insights from a dual-core headquarters experiment (San Antonio, U.S.)

Other Conferences

- 2020. Lee, J.W.*, Quintane, E., Lee, S.Y., Kilduff, M., & Ruiz, C. How brokerage leads to burnout and abusive behavior at the 36th 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 36th 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 Conference (Long Beach, U.S.)

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 Conference (Austin, U.S.)

TEACHING EXPERIENCE

Degree Course

2014– | **Influence and Negotiations**, UCL, U.K.

A core course for the MSc in Industrial/Organisational and Business Psychology

Average Instructor Effectiveness Rating: **4.7/5.0** (range: 4.2–5.0)

Best Teaching Award (2022, 2023)

2023– | **Negotiations and Bargaining**, London Business School, U.K.

An elective course for MBA, Master of Finance, and Sloan students

Average Instructor Effective Rating: Waiting for the score

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

An elective course for executive MBAs

Average Instructor Effectiveness Rating: **4.6/5.0** (range:4.3–4.7)

2022– | **Global Business Mindset**, UCL, U.K.

A compulsory virtual summer primer program for all undergraduate and master's students

Executive Education

2024 (expected). *People Analytics for Transforming Organisations*, UCL, U.K.

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

2023–. *Transformational Leadership*, UCL, U.K.

A six-day custom program for directors at Canary Wharf Group, U.K.; main teacher of a two-day session on change management and organizational culture

2023–. *Succeed as a Board Member*, UCL, U.K.

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

2023–. *Sustainable Transformation of Business*, UCL/Bocconi University, U.K.

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

2021. The Guardian One-Day MBA: Essentials of Business Success. Upon private request, U.K.

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

2018–2019. *Management Skills for Police Leaders*, UCL, U.K.

A week custom program for senior police offices in the London Metropolitan Police; main teacher for a session on managerial negotiations

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

A custom program for senior managers at GB Style Ltd.

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

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

A one-day workshop for professional services staff members across UCL

2023. *Negotiation and Conflict Resolution*, UCL Academic Office, U.K.

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

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

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

2021. *Leadership in a Crisis*, UCL, U.K.

A half-day workshop for the MBA students

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

A half-day workshop for undergraduate students

2009. *Organisational Strategy*, London School of Economics and Politics, U.K.

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

2025 (expected). Swati Thampan. 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, U.S.

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, U.K.

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

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

Committee Members for Thesis Committees: Numerous and the details available on request

PROFESSIONAL SERVICE**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 Organisational Behaviour Research Day for PhD Students
 Samsung Scholarship for Korean Doctoral Students in Business & Management
 Intramural Grants Program at Northern Illinois University

INSTITUTIONAL SERVICE

School Growth

2023– | Co-Academic Director (with Dr Anthony Klotz) for the MSc People Analytics and Human-Centric Management program (to be launched in the 2025/2026 academic year)
 2023 | External Engagement Director for the UCL Centre for Sustainable Business and Society (to be launched in the Term 3 of the 2023/24 academic year)

School Board and Diversity

2021– | Senior Management Team Member
 2021– | Deputy Director for Equality, Diversity, and Inclusion
 2021 | Recruitment Committee Co-Chair for Diversity and Accreditation Coordinator
 2018–2020 | Athena SWAN Leader (Acquired the Bronze Award for the institution in 2020)

Faculty and Research-related

2022 | UCL Diversity Research Conference, Initiator and Organizer
 2019–2022 | Research Committee Member
 2020–2022 | Faculty Promotion Committee Member
 2015, 2021 | Faculty Recruitment Committee Member
 2021–2022 | Research Ethics Committee Taskforce Member
 2015–2018 | Research Seminar Series Chair (co-chair in 2018)
 2016–2022 | Research Assistant Recruitment Committee Co-Chair (2016) and Member
 2015–2021 | Reading Group Chair

PhD Student Engagement

2015, 2017 | PhD Student Recruitment Committee Member
 2019– | PhD Student Lunch Meetings Member

Other

2021 | External Assessor for Faculty Promotion at Goldsmiths University

INDUSTRY EMPLOYMENT

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

Senior Marketing Program Manager (full-time)

2005–2006 | **LG Ad, South Korea**

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

2004 | **Accenture, South Korea**

Business Analyst, Management Consulting Division (full-time)

2003 | **EY Parthenon, South Korea**

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

2000 | **Asian Pacific Economic Cooperation**

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

REFERENCES

Available upon request