

STEPHANIE M. LEE

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EDUCATION

Doctor of Philosophy	Michigan State University (2011 – current) Department of Management Major: <i>Organizational Behavior/Human Resource Management</i>
Bachelor	California State University, Fullerton (2006-2010) B.A. Psychology

RESEARCH INTERESTS

- Teams
- Helping & voice
- Social Networks
- Turnover/Retention

REFERRED PUBLICATIONS

Lee, S. M., Koopman, J., Hollenbeck, J. R., Chang, L. C., & Lanaj, L. 2015. The team descriptive index (TDI): A multidimensional scaling approach for team description. *Academy of Management Discoveries*, 1: 5-30.

❖ Runner-up for the 2015 Academy of Management Discoveries Best Paper Award

Lanaj, K., Johnson, R. E., & **Lee, S. M.** Benefits of transformational leadership for leaders: A daily investigation of transformational behaviors and need fulfillment. *Journal of Applied Psychology*, 101: 237-251.

MANUSCRIPTS UNDER REVIEW AND BEING REVISED

Farh, C. I. C., & **Lee, S. M.** Voicing your way to the top: Implications of voice content, timing, and team composition for leadership emergence in self-managing teams. *Revise and Resubmit, Journal of Applied Psychology (1st round)*.

Porck, J. P., Matta, F. K., Hollenbeck, J. R., Oh, K. J., Lanaj, K., & **Lee, S. M.** Social identification and multiteam systems: The moderating role of task complexity. *Under Review*.

SELECTED WORKING MANUSCRIPTS

Kim, Y. J., Van Dyne, L., **Lee, S. M.** A dyadic perspective on helping: The effects of motives, pride, and gratitude.

Lee, S. M., Farh, C. I. C., & Matta, F. K. Building heart: Leader contributions to the dynamics of team affective identification.

CONFERENCE PRESENTATIONS

Lee, S. M., Farh, C. I. C., & Matta, F. K. (2015, August). Building heart: Leader contributions to the dynamics of team affective identification. In C. Zhang, Time in the spotlight: Exploring multiple approaches to the role of time in organizational behavior. Academy of Management meeting, Vancouver, BC.

Farh, C. I. C., & Lee, S. M. (2015, August). Voicing your way to the top: Implications of voice content, timing, and team composition for leadership emergence in self-managing teams. In C. Farh, Climbing the social hierarchy of groups: When, how, and to what ends?. Academy of Management meeting, Vancouver, BC.

Lanaj, K., Johnson, R. E., & Lee, S. M. (2015, August). The benefits of performing transformational behaviors for leaders. In N. Wellman, Leading today but not tomorrow: Exploring within-person fluctuations in leadership behavior. Academy of Management meeting, Vancouver, BC.

Farh, C. I. C., and Lee, S. M. (2014, August). Look who's talking?: Temporal and compositional contingencies of voice and innovation in teams. In Y. Kim, The power of speaking up in organizations: An exploration of outcomes of voice. Academy of Management meeting, Philadelphia, PA.

Lanaj, K., Johnson, R. E., & Lee, S. M. (2014, May). The benefits of performing transformational behaviors for leaders. In K. Lee, Interplay of stable individual differences and mood. Symposium of Industrial and Organizational Psychology Conference, Honolulu, HI.

Hollenbeck, J. R., Lee, S. M., Lanaj, K., Koopman, J. (2012, July). The team descriptive index (TDI): Operationalizing the multidimensional scaling approach to team description. Paper presented at the 2012 INGRoup Conference, Chicago, IL.

Pichler, S., Muse, L. A., Lee, S. Beenen, G. (2011, August). Developing a model of managerial interpersonal skills. In S. Pichler, L.A. Muse, & G. Beenen (Co-chairs), Managerial interpersonal skills: The state of the science. Academy of Management meeting, San Antonio, TX . *Authors contributed equally.

PROFESSIONAL ACTIVITIES & AFFILIATIONS

Academy of Management (AOM)

- Organizational Behavior Division
- Human Resources Division

GRADUATE ASSISTANT & TEACHING EXPERIENCE

- Graduate assistant for full-time MBA course *Leadership & Team Management* (MGT 840)
 - Spring semester of 2013, 2014, 2015, 2016
- Graduate assistant for *Management Capstone* (MGT 460)
 - Spring semester of 2013, 2014, 2015, 2016
- Instructor, *Management Skills* (MGT 325)
 - Summer 2012, Summer 2013
 - Evaluation: 4.68/5.0
- Instructor, *Managing Human Resources* (MGT 315)
 - Summer 2014
 - Evaluation: 4.52/5.0