

HUN WHEE LEE

OB/HRM PhD Candidate | Broad College of Business | Michigan State University
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EDUCATION

Michigan State University, Broad College of Business **East Lansing, Michigan**
Ph.D., Organizational Behavior and Human Resource Management (Minor: Research Methods)

Dissertation: “*Empowered or Entitled to Lead? An Evolutionary Perspective of How Managers Navigate Structural Empowerment*”

Advisory Committee: Dr. Russell E. Johnson (Chair)

Dr. D. Lance Ferris

Dr. Brent A. Scott

Dr. Nicholas A. Hays

Expected Graduation: May 2020

Seoul National University, Graduate School of Business **Seoul, South Korea**
Master of Science Degree in Organizational Behavior and Human Resource Management (2015)

Yonsei University, School of Business **Seoul, South Korea**
Bachelor of Arts Degree in Business Administration (2013)

RESEARCH INTERESTS

- Empowerment
- Proactivity
- Leadership
- Diversity
- Strategic HRM
- Research Methods

REFERRED JOURNAL PUBLICATIONS

Proactivity & Leadership

- Lee, H. W., Bradburn, J., Johnson, R., Lin, S., & Chang, C. (2019). The benefits of receiving gratitude for helpers: A daily investigation of proactive and reactive helping at work. *Journal of Applied Psychology*, 2, 197-213. DOI: 10.1037/apl0000346
- Rosen, C., Simon, L., Gajendran, R., Johnson, R., Lee, H. W., & Lin, S. (2019). Boxed in by your inbox: Implications of daily email demands for managers' leadership behaviors. *Journal of Applied Psychology*, 104(1), 19-33. <http://dx.doi.org/10.1037/apl0000343>

Diversity & Strategic HRM

- Lee, H. W., & Kim, E. (2019). Workforce diversity and firm performance: Relational coordination as a mediator and structural empowerment and multisource feedback as moderators. *Human Resource Management*. Forthcoming.
- Lee, H. W., Pak, J., Kim, S. & Li, L. (2019). Effects of human resource management systems on employee proactivity and group innovation. *Journal of Management*, 45, 819-846. DOI: 10.1177/0149206316680029

- Lee, H. W., Choi, J. & Kim, S. (2018). Does gender diversity help teams constructively manage status conflict? An evolutionary perspective of status conflict, team psychological safety, and team creativity. *Organizational Behavior and Human Decision Processes*, 144, 187-199. DOI: 10.1016/j.obhdp.2017.09.005

Research Methods

- Matusik, J., Heidl, R., Hollenbeck, J., Yu, A., Lee, H. W., & Howe, M. (2019). Wearable Bluetooth sensors for capturing relational variables and temporal variability in relationships: A construct validation study. *Journal of Applied Psychology*, 104, 357-387. DOI: 10.1037/apl0000334

BOOK CHAPTERS

- Johnson, R. E., Lin, S.-H., & Lee, H. W. (2018). Self-control as the fuel for effective self-regulation at work: Antecedents, consequences, and boundary conditions of employee self-control. In A. J. Elliot (Ed.), *Advances in Motivation Science* (Vol. 5, pp. 87-128). San Diego, CA: Academic Press.

REVISE AND RESUBMITTED MANUSCRIPTS

- Lee, H. W., Hays, N., & Johnson, R. Empowerment, leadership, and prestige and dominance orientations. *2nd round revision at Journal of Applied Psychology*
- Liao, Z., Lee, H. W., Johnson, R., Song, Z., & Liu, Y. Daily abusive supervision and its functional and dysfunctional outcomes. *1st round revision at Journal of Applied Psychology*
- Chong, S., Kim, Y., Lee, H. W., Johnson, R., & Lin, S. Mindfulness and workday respite activities. *2nd round revision at Organizational Behavior and Human Decision Processes*.
- Lin, S., Leblanc, C., Chang, C., Lee, H., & Johnson, R. Family-work enrichment and leadership. *2nd round revision at Journal of Applied Psychology*
- Liao, C., Lee, H. W., Johnson, R., & Lin, S. Daily servant leadership and depletion. *1st round revision at Journal of Management*

MANUSCRIPTS UNDER REVIEW

- Lee, H. W., Kim, Y. J., Johnson, R., & Lin, S. Proactive helping and perceived challenge-hindrance stressors. Under review at *Journal of Applied Psychology*
- Lee, H. W., Kim, J. Y., & Triana, M. TMT gender diversity, employee gender diversity, and firm performance. Under review at *Organization Science*
- Liao, Z., Yam, K., Lee, H. W. & Johnson, R. Corporate social responsibility and unethical pro-organizational behavior. Under review at *Organization Science*
- Gabriel, A., Rosen, C., Lee, H.W., Koopman, J. & Johnson, R. Daily receipt of venting. Under review at *Journal of Applied Psychology*.
- Kim, Y. J., Oh, J., Liao, Z., Lee, H. W., & Chung, S. Procrastination and its functional and dysfunctional outcomes. Under review at *Academy of Management Journal*.
- Yang, J., Lee, H. W., Zheng, X., & Johnson, R. Voice, creativity, and supervisor listening. Under review at *Journal of Business Research*.

CHAired SYMPOISUM

- Zhao, E. & Lee, H. W. (Chairs) (2018, June). *Leading through actions: How leadership behaviors influence employees and organizations*. Symposium presented at International Association for Chinese Management Research, Wuhan, China.
- Lee, H. W., & Johnson, R. (Chairs) (2017, August). *Toward a social interaction view of OCB*. Symposium presented at the 2017 Academy of Management Meetings, Atlanta, Georgia.

CONFERENCE PRESENTATIONS

- Johnson, R., Lee, H. W., & C. Chang (2019, August). Organizational citizenship behavior and its implications for moral licensing: A social hierarchy perspective. In. Y. Song, M. Tu, & J. Koopmann (Chairs), *Citizenship Behavior: Different Theoretical Perspectives to Understand the Predictors and Outcomes*. Symposium presented at the 2019 Academy of Management Meetings, Boston, Massachusetts.
- Oh, J. & Lee, H. W. (2019, August). When critical supervisory feedback is perceived as abusive supervision: A social hierarchy perspective. In. M. Huai & H. Lian (Chairs), *Abusive Supervision: New Understandings and Practical Implications*. Symposium presented at the 2019 Academy of Management Meetings, Boston, Massachusetts.
- Lee, H. W. & Kim, J. Y. (2019, August). When employee gender diversity benefits firm performance: The importance of TMT gender diversity. Paper presented at the 2019 Academy of Management Meetings, Boston, Massachusetts.
- Lee, H. W. (2019, June). Empowered or entitled to lead? An evolutionary perspective of how managers navigate structural empowerment. Poster presented at the Human Behavior & Evolution Society, Boston, MA.
- Ellen, P., Rosen, C., DeOrtentiis, P., Johnson, R., Lee, H. W., Koopman, J., & Gabriel, A. (2019, April). Political Contagion. In. S. Hill, A. Thomas, & J. Meriac (Chairs), *Do You Perceive It?: Perceptual Issues Surrounding Organizational Politics*. Symposium presented at the 2019 Society for Industrial and Organizational Psychology, Washington, D.C.
- Lee, H. W. & Kim, J. Y. (2018, October). When employee gender diversity benefits firm performance: The importance of TMT gender diversity. Paper presented at the Academy of Management Discoveries Paper Development Workshop, East Lansing, MI.
- Lee, H. W. & Kim, E. (2018, September). Diversity and firm performance: Relational coordination as a mediator and HR practices as moderators. Paper presented at the Relational Coordination Research Collaborative (RCRC) Webinar.
- Lee, H. W., Kim, J. Y., & Chung, G. H. (2018, September). When employee gender diversity benefits firm performance: The importance of TMT gender diversity. Paper presented at the 7th Human Capital Corporate Panel (HCCP), Seoul, South Korea.
- Lee, H. W., Kim, Y. J., Johnson, R., & Lin, S. (2018, August). A daily investigation of the consequences of receiving unsolicited help: Integrating the challenge-hindrance stressors and the approach-avoidance frameworks. In. J. Harvey & D. Bergeron (Chairs), *Perspectives on Performance: New Vantages on Organizational Citizenship Behavior*. Symposium presented at the 2018 Academy of Management Meetings, Chicago, Illinois.
- Lee, H. W. & Hays, N. (2018, August). Cascading empowerment: The role of prestige and dominance orientation. In. C. Case & N. Hays (Chairs), *Leaders Improving Lives: Harnessing the Power of Leaders for Good*. Symposium presented at the 2018 Academy of Management Meetings, Chicago, Illinois.
- Meng, C., Lee, H. W., & Ferris, L. (2018, August). Using power distance to differentiate forms of workplace mistreatment. In M. Chen & L. Ferris (Chairs), *Workplace Ostracism Research: What's Next?* Symposium presented at the 2018 Academy of Management Meetings, Chicago, Illinois.
- Lee, H. W., Yang, J., & Johnson, R. E. (2018, January). What does it take for voice behavior to lead to creative performance? Supervisor listening as a boundary condition. In E. Miron-Spektor (Chair), *Gender and voice*. Symposium presented at the 4th Israel Organizational Behavior Conference, Tel Aviv, Israel.
- Lee, H. W., Bradburn, J., Johnson, R., Lin, S., & Chang, C. (2017, August). The benefits of receiving gratitude for helpers: A daily investigation of proactive and reactive helping at work. In H. Lee & R. E. Johnson (Chairs), *Toward a social interaction view of OCB*. Symposium presented at the 2017 Academy of Management Meetings, Atlanta, Georgia.
- Heidl, R., Matusik, J., Hollenbeck, J., Lee, H. W., Yu, A., & Howe, M. (2017, August). Validity and utility of Bluetooth-based proximity sensors in organizational research. In A. Yu (Chair), *Using wearable sensor technology in organizational research*. Symposium presented at the 2017 Academy of Management Meetings, Atlanta, Georgia.
- Liao, C., Lee, H. W., & Lin, S. (2017, August). Serving today, laissez-faire tomorrow? An actor-centric examination of daily servant leader behaviors and the moderating role of perspective taking. In J.

Smallfield & B. Wu (Chairs), *The Darkside and Downside of Servant Leadership*. Symposium presented at the 2017 Academy of Management Meetings, Atlanta, Georgia.

- Lee, H. W. (2017, April). A relational model of multisource feedback. Poster presented at the 2017 annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.
- Lee, H. W. (2017, February). Helping at work. Paper presented at the 9th Annual Graduate Academic Conference, East Lansing, Michigan.
- Lee, H. W. (2016, October). Why and when do multisource feedback systems increase firm performance? Paper presented at the 6th Relational Coordination Research Collaborative Roundtable, Portland, Oregon.
- Lee, H. W. & Van Dyne, L. (2016, August). A normative model predicting voice behavior and voice quality. In Kim, Y. & Milliken, F. (Chairs), *an Exploration of Team and Managerial Effects on Employee Voice Frequency and Quality*. Symposium presented at the 2016 Academy of Management Meetings, Anaheim, California.
- Lee, H. W., Pak, J. & Kim, S. (2014, August). HPWS and Team Performance: The Roles of Team Reflexivity and Outcome Interdependence. In Academy of Management Proceedings (Vol. 2014, No. 1, p. 14770). Paper presented at the 2014 Academy of Management Meetings, Philadelphia, Pennsylvania.

SELECTED MEDIA CITATION

- [“You should not volunteer to help your coworkers,”](#) Harvard Business Review, March/April Issue, 2019.
- [“The hidden status battles that can roil the office,”](#) The Wall Street Journal, February 20, 2018.
- [“No, you can’t ignore email. It’s rude,”](#) New York Times, Feb 15, 2019.
- [“Keep to yourself! Don’t offer co-workers help unless asked,”](#) Michigan State University Today, Oct 24, 2018. This research was also cited by Miami Herald, Consumer Affairs, Entrepreneur Asia Pacific, StudyFinds, Futurity (ranked as the most-read story of 2018), and Moneyish.
- [“Is email evil? Bosses are getting boxed in by their inbox,”](#) Michigan State University Today, Sep 12, 2018. This research was also cited by the Tribune, Inverse, Repubblica, HR Drive, Times of India, Science Daily, Futurity, Economic Times, Market Business News, Business Standard, Consumer Affairs, and NBC's 25 News.

AWARDS & SCHOLARSHIP

- Dissertation completion fellowship (\$6,000), Michigan State University, 2019
- An award winner of Graduate Student Research Competition at the 6th Human Capital Corporate Panel (HCCP), 2016 (The grand prize: \$3,000).
- An award winner of Graduate Student Research Competition at the 5th Human Capital Corporate Panel (HCCP), 2014 (The third prize: \$1,000).
- National Humanities and Social Sciences Graduate Research Scholarship of Korean Student Aid Foundation (KOSAF), 2014 (\$7,000).
- Teaching fellowship, Seoul National University, 2013 – 2015.
- Full scholarship student funded by U.S. Department of State for an academic year at Florida Gulf Coast University, Global Undergraduate Exchange Program (August 2011 – April 2012).
- Classical Chinese Studies Scholarship Program of Korea Foundation for Advanced Studies (KFAS), 2008 – 2012.

PROFESSIONAL ACTIVITIES

- Ad-hoc reviewer, *Organizational Behavior and Human Decision Processes* (2016 – Present).
- Ad-hoc reviewer, *Human Resource Management* (2018 – Present).
- Ad-hoc reviewer, *Human Resource Management Journal* (2019 – Present).
- Ad-hoc reviewer, *Journal of Occupational and Organizational Psychology* (2019 – Present).
- External reviewer, the Research Grants Council (RGC) of Hong Kong (2016 – Present).
- Conference reviewer for *Academy of Management* (2014 – Present).

AFFILIATIONS

- Academy of Management, 2014 – Present.
- Society for Industrial and Organizational Psychology, 2016 – Present.
- Society for Personality and Social Psychology (SPSP), 2018 – Present.
- Human Behavior & Evolution Society, 2019 – Present.
- NorthEastern Evolutionary Psychology Society, 2019 – Present.
- Association of Korean Management Scholars (AKMS), 2014 – Present.
- International Association for Chinese Management Research, 2018 – Present.
- Student Partner of Relational Coordination Research Collaborative, 2014 – Present.

TEACHING EXPERIENCE

INSTRUCTOR RATING

- Instructor at Michigan State University
Management Capstone (MGT-460, Spring 2020) TBA
 Teach 40 students (seniors in the Management major or minor)
 Design a course on Leadership & Team Management
Organizational Behavior (MGT-325, Summer 2016) 4.64 / 5.00
 Taught 25 students in elective business course
- Recitation Section Instructor at Michigan State University
Organizational Behavior and Human Resource Management (MGT-315)
Fall 2016 4.31 / 5.00
 Led recitations for 112 students in core undergraduate course (Section ratings: 4.28, 4.39, & 4.27)
Spring 2017 4.08 / 5.00
 Led recitations for 116 students in core undergraduate course (Section ratings: 4.21, 4.00, & 4.03)
Fall 2017 4.17 / 5.00
 Led recitations for 120 students in core undergraduate course (Section ratings: 4.31, 4.02, & 4.18)
Spring 2018 4.18 / 5.00
 Led recitations for 114 students in core undergraduate course (Section ratings: 4.16, 4.10, & 4.27)
- Teaching Assistant at Michigan State University
Organizational Behavior and Human Resource Management (MGT- 325; Instructor: Dr. John Wagner; online course for students in non-business majors; Fall 2018 – Spring 2019)
Organizational Behavior and Human Resource Management (MGT- 315; Instructor: Dr. Brent Scott; online course for students in business majors; Summer 2017)
Developing Reward and Compensation Systems (MGT 822; Dr. Miles Meyer; Online Masters of Science in Management, Strategy & Leadership; Summer 2019)
Leadership & Team Management (MGT 840; Instructor: Dr. Russell Johnson; Online Masters of Science in Management, Strategy & Leadership; Spring 2016 – Present.)
- Teaching Assistant at Seoul National University
Human Resource Management (Global MBA, Fall 2013 & Fall 2014)
Human Resource Management (Executive MBA, Fall 2014)

SERVICE AT MICHIGAN STATE UNIVERSITY

- **Research mentoring undergraduate students (Name, Home Institution, Year)**
 - Aileen Acuna, Michigan State University, 2015-2017.
 - Pursuing her Masters degree at Cornell University's School of Industrial and Labor Relations.
 - First place award recipient of University Undergraduate Research and Arts Forum (UURAF), April 2017, Michigan State University (Title: "How can employees maintain their creativity when leaders undermine their suggestions? Communication is key").
 - Presenter of UURAF, April 2016, Michigan State University (Title: "I have a suggestion: Researching employee voice behavior")
 - Austin Langlinais, Michigan State University, 2017-present.

- Presenter of UURAF, April 2019, Michigan State University (Title: “*A Discussion on the Role of OCBs Within Group Work and Their Common Moderators*”)
- Presenter of UURAF, April 2018, Michigan State University (Title: “*What can an employee do to stop unethical actions in the workplace? Whistleblowing as a response*”)
- Megan McNamara, Calvin College, 2017-present.
- Pursuing her Masters degree in Marketing Research at Michigan State University

- **Service for the Management Department**

- Led “ESM data cleaning” session (2019, April) for doctoral students in the Management and Industrial Psychology departments at Michigan State University.
- Led “Multilevel analysis using Mplus” session (2019, April) for doctoral students in the Management, Industrial Psychology, and Human Resources and Labor Relations departments at Michigan State University. Students from Ohio State University and Penn State University also joined the session online.
- Led “Testing moderation using SPSS” session (2019, February)
- Served as Head Teaching Assistant of *MGT-315* for an academic year (2017-2018)
- Led “Testing multilevel moderated mediation using Mplus” session (2017, October)
- Developed class assignment and feedback report materials for MGT 818 (Talent Management Course of the Master of Science in Management, Strategy and Leadership program)
- Updated feedback report materials for MGT 840 (Leadership Course of the Master of Science in Management, Strategy and Leadership program)

RESEARCH CONSULTNG

- Lee, H. & Ferris, D. 2018 – present. Talent management feedback reports submitted to 212 managerial employees enrolled in MGT 818 (topic: Talent management), USA.
- Lee, H. & Johnson, R. 2016 - present. Leadership feedback reports submitted to 624 managerial employees enrolled in MGT 840 (topic: Leadership), USA.
- Lee, H. 2015. Research report submitted to a large scale food and beverage company (CJ), South Korea.

PROFESSIONAL WORK EXPERIENCE

- Ministry of National Defense, South Korea
 - Served in the Korean Army (2008 – 2010) and discharged as a sergeant.