

SUNNY LEE

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ACADEMIC EMPLOYMENT

University College London, UK

- Oct 2019–up to now. Tenured Associate Professor in Organisational Behaviour (Sabbatical in 2025)
- Sep 2014–Sep 2019. Assistant Professor in Organisational Behaviour

EDUCATION

Jul 2014. London Business School, UK

PhD in Organisational Behaviour (Doctoral Fellowship: 2008–2014)

Jul 2003. University of Chicago, USA

Master of Public Policy (Harris Fellowship: 2001–2003)

Aug 2000. Seoul National University, South Korea

BA in English Literature and Language (cum laude)

RESEARCH INTERESTS

My research explores how different levels of factors and obstacles, ranging from social biases to informal social networks and organizational structures, affect employees' experiences and career outcomes.

PEER-REVIEWED PUBLICATIONS

* denotes the authors who were doctoral students at the time each project started. + denotes equal authorship.

1. Lee, S.Y. & Dietz, B. (2025). Beyond pay: The effects of interviewers' emphasis on pay and career growth on attracting highly qualified applicants. *International Journal of Selection and Assessment*. [\[Link\]](#)
2. Liu, L.*, Kilduff, M., Lee, S.Y., & Fisher, C. (2025). Buffered by reflected glory? The effects of star connections on career outcomes, *Journal of Applied Psychology*, 110, 1490–1510 [\[Link\]](#)
3. Kilduff, M., Wang, K.*, Lee, S.Y., Tsai, W.P., Chuang Y.T., & Tsai F.S. (2024). Hiding and seeking knowledge providing ties from rivals: A strategic perspective on network perceptions. *Academy of Management Journal*, 67, 1207–1233. [\[Link\]](#)
4. Lee, J.W.*, Quintane, E., Lee, S.Y., Kilduff, M., & Ruiz, C. (2023). The strain of spanning structural holes: How brokering leads to burnout and abusive behavior. *Organization Science*, 35, 177–194. [\[Link\]](#)
5. Kniffin, K. et al. (2021). COVID-19 and the workplace: A review and preview of impacts for employees, teams, and organizations. *American Psychologist*, 76, 63–77. [\[Link\]](#)
6. Kesebir, S., Lee, S.Y., Elliot, E., & Pillutla, M.M. (2019). Gender differences in lay beliefs about competition. *Motivation and Emotion*, 43, 719–739. [\[Link\]](#)
7. 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. [\[Link\]](#)
8. 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 Psychology*, 110, 869–886. [\[Link\]](#)
9. 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. [\[Link\]](#)
10. 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. [\[Link\]](#)
11. 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. [\[Link\]](#)

12. 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. [\[Link\]](#)

OTHER PUBLICATIONS

Academy of Management Best Conference Proceedings

- a. Joeng, Y.H.*, Lee, S.Y. & Kesebir, S. (2026). Organizational gender composition and employee voice. [\[Link to be available soon\]](#)
- b. Tolsa-Caballero, N.* & Lee, S.Y. (2022). The downside of ranking systems: Qualified contenders may quit. [\[Link\]](#)
- c. Lee, J.W.* & Lee, S.Y. (2017). The dark side of brokerage: Brokers' energy depletion and unethicality. [\[Link\]](#)
- d. Lee, S.Y. & Pillutla, MM. (2013). Racial discrimination taking both ways: Moderation of social goal and task-type. [\[Link\]](#)

Book and Book Chapters

- e. Lee, S.Y. (2026). *Your Next Move: How to Negotiate Your Life on Your Own Terms*. Quarto Group
- f. Kesebir, S., Lee, S.Y., Qiu, J.*, & Pillutla, MM. (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. [\[Link\]](#)

Working Papers

- g. Lee, S.Y., Puranam, P.⁺, & Mai, K.⁺ Would You Let an AI Be Your Boss? Turing and Weberian Thresholds in AI Acceptability, available at SSRN [\[Link\]](#)
- h. Lee, S.Y., Kinias, Z., & Vanneste, B. In groups we trust: Lower betrayal aversion toward a group than toward an individual, available at SSRN [\[Link\]](#)
- i. Lee, J.H. et al., Who thrives in collaboration with AI? Dispositional and cognitive predictors of human–ai augmentation

SELECTED RESEARCH IN PROGRESS

The details of the papers are omitted to respect blind review process.

- 13. Wang, K.*, Kilduff, M., Quintane, E., Lee, S.Y., & Zhu, Z. Brokering and performance implications, [Under 2nd Review at Academy of Management Journal](#)
- 14. Lee, S.Y., Madan, N., Puranam, P., & SMD, A.* Decentralized decision making. [Under Review at Organizational Behavior and Human Decision Processes](#)
- 15. Joeng, Y.H.*, Lee, S.Y. & Kesebir, S. Gender difference at work (1), [Under Review at Organization Science](#)
- 16. Qiu, J.*, Lee, S.Y., Kesebir, S., & Li, S. Gender difference at work (2). [Under Review at Organizational Behavior and Human Decision Processes](#)
- 17. Lee, S.Y., Puranam, P., & SMD, A.* Organizational hierarchy. Manuscript in preparation
- 18. Lee, S.Y.⁺, Li, Y.*⁺, Li, S., & Kilduff, M. Dissonance ties. Data collection in progress
- 19. Li, Y.*, Li, S., & Kilduff, M & Lee, S.Y. Dissonance ties (2). Data collection in progress

ACADEMIC SERVICES

Journal Editorial Board Member

2026– | Associate Editor, *Academy of Management Inside Organizations*

2022– | Consulting Editor, *Motivation and Emotion*

Journal Editorial Review Board Member

2025– | *Academy of Management Discoveries*

2022– | *Organizational Behavior and Human Decision Processes*

Journal Ad-hoc Reviewer (selected journals)

- *Academy of Management Discoveries* (on ERB; Best Reviewer Award in 2023)
- *Academy of Management Inside Organizations*
- *Academy of Management Journal*
- *Academy of Management Review*
- *Journal of Organizational Behavior*
- *Journal of Personality and Social Psychology*
- *Management Science*
- *Motivation and Emotion* (Consulting Editor)
- *Organizational Behavior and Human Decision Processes* (on ERB)
- *Organization Science*

Other Reviewer Roles

- UCL Reading Group (2015–)
- Academy of Management Annual Conferences (Occasionally)
- London Business School OB Research Day for Doctoral Students (2018–2020)
- Samsung Global Research Scholarship for Korean Doctoral Students in Management (2020–)

Examiner Roles (Committee for Tenure, Recruitment, and Grant)

- 2025 | External Assessor for Faculty Recruitment at Imperial Business School
- 2025 | External Assessor for Faculty Tenure Case at Smurfit Business School, UCD, Ireland
- 2025 | External Assessor for Faculty Tenure Case at IE Business School, Spain
- 2021 | External Assessor for Faculty Tenure Case at Goldsmiths, University of London, UK
- 2024 | Panellist for Probation Hearing, UCL, UK
- 2015 | Intramural Grants Program at Northern Illinois University, USA

SELECTED RESEARCH PRESENTATIONS

Research Talks/Presentations

- 2027 (planned) | King's College, London
- 2026 (planned) | CEIBS, China
- 2026 | ESCP, France
- 2026 | Indian School of Business, India (virtual)
- 2026 | Sungkyunkwan University, South Korea
- 2025 | Warwick Business School, UK
- 2025 | Surrey Business School, UK
- 2025 | The Chinese University of Hong Kong, Shenzhen
- 2025 | Sungkyunkwan University, South Korea
- 2025 | PWC Academy, UAE
- 2024 | Ewha University, South Korea
- 2024 | SKK Graduate School of Business, South Korea
- 2023 | Amazon, UK
- 2023 | Sainsbury Wellcome Centre, UK
- 2023 | Singapore Management University, Singapore

2022 | Singapore Management University, Singapore

2022 | Seoul National University, South Korea (Management Consulting Student Association)

2021 | KAIST College of Business, South Korea

2018 | Georgia Institute of Technology, USA

2016 | Singapore Management University, Singapore

2014 | University College London, UK

2014 | Erasmus University, the Netherlands

Academy of Management Annual Conferences

- 2026. Joeng, Y.H.*, Lee, S.Y. & Kosebiri, S. Organizational gender composition and employee voice (USA)
 - [Finalist for the 2026 Best Conference Paper with International Implications](#)
 - [Nominated for Carolyn B. Dexter Award](#)
 - [AoM Best Conference Proceedings](#)
- 2026. Lee, S.Y., Puranam, P., & SMD, A*. Organizer and Presenter of the Symposium: ‘Unraveling the dynamic and lived experience of decentralization: Multilevel, social, and process-oriented perspectives’ (USA)
- 2025. Lee, S.Y. & Wang, K.*. Organizer and Presenter of the Symposium: ‘Agency and context in action: Unpacking the complexities of brokerage and team dynamics’(Denmark)
- 2025. Lee, S.Y. & Qiu, Judy. Organizer and Presenter of the Symposium: ‘When organizational helping misses the mark: Rejected, avoided and unsolicited support’(Denmark)
- 2024. Lee, S.Y. & Dietz, B. Interviewer selling revisited: The effects of promoting extrinsic incentives in attracting job applicants (USA)
- 2024. Wang, K.*, Kilduff, M., Quintane, E., & Lee, S.Y. Flexibility in social network brokering (USA)
- 2024. Goh, K. et al. Organizing for inclusion: Integrating and extending research on diversity and organization design (USA)
- 2022. Tolsa-Caballero, N., & Lee, S.Y. The downside of ranking systems: Qualified candidates may quit (USA)
 - [AoM Best Conference Proceedings](#)
- 2022. Wang, K.*, Lee, S.Y., & Kilduff, M. Disappoint friends or downplay organizational norms? The influence of workplace friendship trajectory (USA)
- 2021. Wang, K.*, Lee, S.Y., & Kilduff, M. How referrals affect employees’ reactions to new hires they have referred (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” (USA)
- 2018. Liu, L.*, Lee, S.Y., Fisher, C., & Kilduff, M. Great expectations? The effect of high-reputation connections on evaluations of employees (USA)
- 2017. Lee, J.*, & Lee, S.Y. The dark side of brokerage: Brokers’ energy depletion and unethicality (USA)
 - [AoM Best Conference 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 (USA)
- 2015. Lee, S.Y., Wakeman, W.*, & Sivanathan, N. Unwelcome compliments: The psychological costs of successful deception (Canada)
- 2014. Moore, C., Lee, S.Y., Kim, K.*, & Cable, D. Authenticity in the workplace: Highlighting costs and bridging conceptualizations (USA)

- 2013. Lee, S.Y., & Pillutla, MM. Racial discrimination taking both ways: Moderation of social goal and task type (USA)
 - [AoM Best Conference Proceedings](#)
- 2012. Lee, S.Y., Pillutla, MM., Thau, S., & Pitesa, M. Fundamental social goals and the attractiveness bias in selection decisions (USA)
- 2011. Birkinshaw, J., Lee, S.Y., & Bouquet, C. Implementing global strategy: Insights from a dual-core headquarters experiment (USA)

Other Conferences

- 2026. Joeng, Y.H.*, Lee, S.Y. & Kesebir, S. Organizational gender composition and employee voice. *International Association for Conflict Management Annual Conference* (Austria)
- 2026. Li, Y.*, Li, S., Kilduff, M., & Lee, S.Y. The social costs of creativity: Creative employees as the target of dissonant ties. *Annual Social Network Society Conference* (Spain)
- 2026. Lee, S.Y., Madan, N., Puranam, P., & SMD, A.* Decentralization preference. Manuscript in preparation. *Decentralization in Organizations Conference* (France)
- 2026. Joeng, Y.H.*, Lee, S.Y. & Kesebir, S. Organizational gender composition and employee voice. *UCL Diversity Research Conference* (UK)
- 2026. Joeng, Y.H.*, Lee, S.Y. & Kesebir, S. Organizational gender composition and employee voice. *Organization Science Winter Conference* (France)
- 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, JW., Quintane, E., Lee, S.Y., Kilduff, M., & Ruiz, C. How brokerage leads to burnout and abusive behavior. *EGOS Colloquium* (Germany)
- 2020. Liu, L., Lee, S.Y., Fisher, C., & Kilduff, M. How connections to star managers help and hurt careers. *EGOS Colloquium* (Germany)
- 2015. Inesi, M.E., Lee, S.Y., & Rios, R. Power impacts social identity and the self-concept. Society for *Personality and Social Psychology Annual Conference* (USA)
- 2014. Lee, S.Y., Kesebir, S., & Pillutla, MM. Gender differences in responses to same-sex competition. *Society for Personality and Social Psychology Annual Conference* (USA)

RESEARCH IMPACT AND ADVISORY ROLES

Advisory Roles

- 2024– | Academic Advisor to **Rsad Limited (Dubai)** on the topics of HRM and OB
- 2024– | Academic Advisor to **See Talent Limited (UK)** on the topics of diversity and inclusion
- 2024 | Offered advice to the **UK Civil Service** on their new leadership dimensions
- 2023 | Offered advice to and produced commissioned research work for the **UK Civil Service** on their new performance management system for middle managers
- 2023 | Offered advice to **Canary Wharf Group** on their cultural transformation endeavours

Practitioner-Oriented Publications

1. Clements, P. (2026). How disagreement became the ultimate workplace power move. *The Independent*. [Featuring expert commentary from S.Y. Lee] [[Link](#)]
2. Lee, S.Y., Liu, L.*, Fisher, C., & Kilduff, M. (2025). When working for an industry titan can hurt your success. *Harvard Business Review*. [[Link](#)]
3. Quintane, E., Lee, S.Y., Lee, JW., Ruiz, C., & Kilduff, M. (2024). The dark side of collaborating across silos. *Harvard Business Review*. [[Link](#)]

4. Lee, S.Y.⁺ & Chamorro-Premuzic, T. (2024). Peter Principle: Why competent workers can become incompetent managers. *Fast Company*. [Link]
5. Chamorro-Premuzic, T.⁺ & Lee, S.Y.⁺ (2024). Why are difficult conversations difficult and what organizations can do about it? *Fast Company*. [Link]
6. Lee, S.Y.⁺ & Chamorro-Premuzic, T.⁺ (2023). Workers fall into two camps of competence and confidence. Here's how to manage both. *Fast Company*. [Link]
7. Chamorro-Premuzic, T.⁺ & Lee, S.Y.⁺ (2023). If we don't develop these 4 human traits, ChatGPT can replace us, psychologists say. *Fast Company*. [Link]
8. Lee, S.Y.⁺ & Chamorro-Premuzic, T.⁺ (2022). The science of resting well. *Fast Company*. [Link]
9. Lee, S.Y. (2022). Negotiation: Tackling our misconceptions. *The Guardian*. [Link]
10. Lee, S.Y.⁺ & Chamorro-Premuzic, T.⁺ (2021). The surprising behavioral science behind effective job negotiations. *Fast Company*. [Link]
11. Lee, S.Y. (2021). The art of negotiating salary and why it is important for everyone to take part. *Human Resources Review*. [Link]
12. Lee, S.Y. (2021). It's time we reconsidered our approach to imposter syndrome. *HR Director*. [Link]
13. Lee, S.Y. (2020). What has 2020 meant for female leadership? *Management Today*. [Link]
14. Lee, S.Y. (2020). Female academics need to embrace competition. *Times Higher Education*. [Link]

AWARDS, FELLOWSHIPS & FUNDING

Awards

2023 | **Best Reviewer Award**, Academy of Management Discoveries

2023 | **Best Teaching Award (5.0/5.0)**, UCL

2022 | **Best Teaching Award (4.9/5.0)**, UCL

2020 | **Athena SWAN Bronze Award** (Institutional award), awarded by Advance HE

2013, 2017, 2022 | **Best Paper Proceedings**, Academy of Management Annual Conferences

2015 | **Student Appointed Best Author To Meet**, Society for Personality and Social Psychology Annual Conferences

Fellowships & Funding

In the process of applying for several grant opportunities

2014– | **Internal Research Fellowship (£100,000)**, UCL School of Management

2008–2014 | **Ph.D. Fellowship (£144,000)**, London Business School

2013 | **Best Doctoral Student Paper (\$2,000)**, Samsung Global Research/AKMS (as part of the 73rd Academy of Management Annual Conferences)

2001–2003 | **Irving B. Harris Fellowship (\$50,000)**, University of Chicago

1997–2000 | **Faculty Fellowship (\$8,000)**, Seoul National University

TEACHING EXPERIENCE

Degree Course (MBAs and postgraduates)

In 2024, I was relieved of teaching duties at UCL in order to fulfil the increased responsibilities associated with my role as Academic Director.

2015– | *Influence and Negotiations*, UCL, UK
 - Best Teaching Award (2022 & 2023)

2019– | *Negotiations and Bargaining*, **London Business School, UK**
 2024 | *Business Negotiations*, **SKK Graduate School of Business, Korea**
 2018–2021 | *Negotiation and Cross-Cultural Management*, **UCL/Peking University, China**
 2026– | *Strategic Human Resources Management*, **UCL, UK**
 2025– | *People Analytics*, **SKK Graduate School of Business, Korea**
 2022– | *Global Business Mindset*, **UCL, UK**

Executive Education

2023– | **Transformational Leadership**, UCL, UK
 2023– | **Succeed as a Board Member**, UCL, UK
 2023– | **Sustainable Transformation of Business**, UCL/Bocconi University
 2023– | **Negotiation and Conflict Resolution**, UCL Academic Office, UK
 2021 | **The Guardian One-Day MBA: Essentials of Business Success**. London, UK
 2018–2021 | **Management Skills for Police Leaders**, UCL, UK
 2021, 2022 | **HR Analytics and Team Effectiveness**, Private Client, South Korea
 2021 | **Executive Negotiations for Small and Medium Enterprises**, Private Client, South Korea
 2021 | **Negotiations for Executives**, Private Client, Seoul and New York

Other Invited Teaching Experience

2023– | **Driving Sustainable Success through People**, UCL, UK
 2024 | **How to Disagree Well**, UCL Astrea, UK
 2024 | **Leading Diversity in Academia**, UCL Faculty of Medical Sciences, UK
 2024 | **Getting Your Voice Heard**, UCL Astrea, UK
 2023 | **Succeeding as Minorities**, UCL Faculty of Medical Sciences, UK
 2022 | **Surviving on Challenges Together: Teamwork and Team Resilience**, UCL-Japan Challenge
 2021 | **Leadership in a Crisis**, UCL, UK
 2018, 2019 | **Knowledge Economy**, UCL, UK
 2009 | **Organizational Strategy**, London School of Economics and Political Science, UK

ACADEMIC ADVISING

Doctoral Student Supervision

2025– | **Ying Li**. Co-advisor
 2020–2025 | **Kun Wang**. Co-advisor (placement: Hong Kong Polytechnic University, China)
 2020–2023 | **Swati Thampan**. Co-advisor (placement: PWC, UK)
 2018–2021 | **Nuria Tolsa-Cabellero**. Co-advisor (placement: Indiana University Bloomington, USA)
 2014–2020 | **Lei Liu**. Co-advisor (placement: University of Exeter Business School, UK)
 2014–2019 | **Jung Won Lee**. Co-advisor (placement: ESSEC Business School, France)

Doctoral Student Committee Members

2021 | Kira Choi (London Business School). External Examiner of the Dissertation Committee: She is now an assistant professor at EM Lyon Business School, France

2015–2024 | Members for Other Doctoral Committees: Numerous and the details available on request

INSTITUTIONAL SERVICES

School Board, Growth, and External Engagement

2023– | Founder & Academic Director for MSc People Analytics and Human-Centric Management

2019–2024 | Member for the School's Senior Management Team

2023 | Played a key role in building multi-faceted collaborations with Canary Wharf Group

Diversity, Equity, and Inclusion

2020–2024 | Deputy Director for Equality, Diversity, and Inclusion

2019–2020 | Athena SWAN Leader (Acquired the Bronze Award in 2020)

2021–2024 | Founder and Chair for UCL's 30% Scholarship in liaison with 30% Club

2022– | Founder and Member for UCL Diversity Research Conference

Faculty and Research-related Services

2019, 2020, 2021, and 2022 | Research Committee Member

2020, 2021, 2022, and 2023 | Faculty Promotion Committee Member

2015, 2016, 2020, 2021, and 2026 | Faculty Recruitment Committee Member

2020– | Research Ethics Committee Member

2021–2022 | Research Ethics Committee Taskforce Team

2014–2018 | Research Seminar Series Chair

2014–2021 | Reading Group Chair

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

Business Analyst, Management Consulting Division (full-time)

Aug 2003–Dec 2003 | **T-Plus Consulting (now EY Parthenon), South Korea**

Long-term Intern (full-time)

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

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