

Sunkee Lee, Ph.D.

Carnegie Mellon University • Tepper School of Business • Organizational Behavior and Theory Group
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ACADEMIC POSITIONS

2017–present	Tepper School of Business, Carnegie Mellon University Assistant Professor of Organizational Theory and Strategy (Xerox Junior Faculty Chair, AY 2019–2020)	Pittsburgh, U.S.A.
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EDUCATION

2017	INSEAD Ph.D. in Management (Strategy) Dissertation: “Essays on Organization Design and Organizational Learning” Committee: Phanish Puranam, Philipp Meyer-Doyle, Gabriel Szulanski, and Linda Argote	Singapore / Fontainebleau, France
2012	Seoul National University Master of Science in Business Administration (Strategy)	Seoul, Korea
2010	Korea University Bachelor of Business Administration (Exchange semester at the Wharton School, University of Pennsylvania in Fall 2008)	Seoul, Korea

RESEARCH INTERESTS

Organization design; organizational learning; exploration/exploitation; incentives; spatial design; microfoundations of strategy

MAJOR PEER-REVIEWED ACADEMIC PUBLICATIONS

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- [1] **Sunkee Lee** & Philipp Meyer-Doyle. 2017. How Performance Incentives Shape Individual Exploration and Exploitation: Evidence from micro-data. *Organization Science*, 28(1), 19–38.
- [2] **Sunkee Lee** & Phanish Puranam. 2017. Incentive Redesign and Collaboration in Organizations: Evidence from a natural experiment. *Strategic Management Journal*, 38(12), 2333–2352.
- [3] **Sunkee Lee**. 2019. Learning-by-Moving: Can reconfiguring spatial proximity between organizational members promote individual-level exploration? *Organization Science*, 30(3), 467–488.
- An earlier version of this paper titled, “The Organizational Design of Spatial Proximity and Its Influence on Organizational Learning: Evidence from a natural experiment,” was the recipient of the *William H. Newman Award for Best Paper Based on a Dissertation* and the *Business Policy and Strategy Division Distinguished Student Paper Award* at the 2017 Academy of Management Conference
 - An executive summary of this research was published in the *Harvard Business Review* (March-April 2018 issue) (<https://hbr.org/2018/03/why-you-should-rotate-office-seating-assignments>)
- [4] Philipp Meyer-Doyle, **Sunkee Lee**, & Constance E. Helfat. 2019. Disentangling the Microfoundations of Acquisition Behavior and Performance. *Strategic Management Journal*, 40(11), 1733–1756.
- Meyer-Doyle and **Lee** equally contributed to this study as first authors; **Lee** is the corresponding author
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OTHER ACADEMIC PUBLICATIONS

- [1] **Sunkee Lee**, Florian Rittiner, & Gabriel Szulanski. 2016. The Past, Present, and Future of Organizational Learning Research: A conversation with Professor Linda Argote. *Journal of Management Inquiry*, 25(1), 85–92.
- [2] Gabriel Szulanski & **Sunkee Lee**. Forthcoming. Knowledge Transfer: Barriers, Methods, and Timing of Methods. *The Handbook of Group and Organizational Learning*. Linda Argote & John Levine (eds.). Oxford University Press: Oxford, U.K.

WORKING PAPERS

- [1] Vibha Gaba, **Sunkee Lee**, Philipp Meyer-Doyle, & Amy Ding Zhao. Prior Experiences of Managers and Responsiveness to Performance Feedback: Evidence from mutual funds. *Invited for 1st round R&R at Organization Science*.
– Equal contribution across all authors
- [2] Linda Argote, **Sunkee Lee**, & Jisoo Park. Unwinding the Learning Curve: Processes of Search, Knowledge Creation, Retention and Transfer. *Invited for minor revision at Management Science*.
- [3] **Sunkee Lee** & Jisoo Park. Do Individuals Learn Differently from Senior versus Junior Colleagues' Failures in Organizations? Evidence from microdata on heart surgeons. *Under review at Organization Science*.
– Equal contribution between authors
- [4] Oliver Hahl, Sae-Seul Park, & **Sunkee Lee**. Ingroup Flexibility: Differing manifestations of ingroup bias in third-party regulation markets and beyond. *Under review at Administrative Science Quarterly*.
- [5] **Sunkee Lee**, Manuel Sosa, & Phanish Puranam. How Office Spatial Design Impacts Individuals' Creativity: Evidence from a lab experiment. *Data analysis stage*.

HONORS, AWARDS, GRANTS, AND SCHOLARSHIPS

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| 2019–2020 | Xerox Junior Faculty Chair , Tepper School of Business, Carnegie Mellon University |
| 2018 | Carnegie Mellon University Berkman Faculty Development Fund
* For research project “The Influence of Incentives on the Microfoundations of Individual-level Exploration vs. Exploitation Behaviors: Evidence from an fMRI study”: \$6,400 |
| 2017 | Winner, William H. Newman Award for Best Paper Based on a Dissertation , The 77th Annual Meeting of the Academy of Management (Atlanta, USA) |
| 2017 | Winner, BPS Division Distinguished Student Paper Award , The 77th Annual Meeting of the Academy of Management (Atlanta, USA) |
| 2016 | INSEAD Research Grant
* For research project “How Office Spatial Design Impacts Individuals' Creativity: Evidence from a lab experiment”: €5,040
* For research project “Not All Successes and Failures Are the Same: Learning From extreme versus moderate successes and failures”: €6,800 |
| 2015 | Finalist, Best Doctoral Student Paper Prize , The 6th Israel Strategy Conference (Jerusalem, Israel) |

2015	Honorable Mention, Best Conference Paper Prize , Strategic Management Society (at the 35th Annual Conference, Denver, USA)
2015	Finalist, Strategic Human Capital Interest Group Best Paper Prize , Strategic Human Capital Interest Group of the Strategic Management Society (at the 35th Annual Conference, Denver, USA)
2015	Winner, Best Doctoral Student Paper Scholarship , Samsung Economic Research Institute/AKMS (at the 75th Annual Meeting of the Academy of Management, Vancouver, Canada)
2012–2017	INSEAD Doctoral Student Fellowship , INSEAD
2011–2017	Doctoral Study Abroad Fellowship , Korea Foundation for Advanced Studies * Awarded with scholarship of US\$62,000

INVITED ACADEMIC CONFERENCES, WORKSHOPS, OR SEMINARS (BY PAPER OR SESSION)

- [1] **Sunkee Lee & Philipp Meyer-Doyle**. “How Performance Incentives Shape Individual Exploration and Exploitation: Evidence from micro-data”
- Strategic Management Society Conference (Madrid, Spain), 2014
 - INSEAD-Wharton Doctoral Consortium (Fontainebleau, France), 2014
 - Trans-Atlantic Doctoral Conference (London, UK), 2015
 - Academy of Management Conference (Vancouver, Canada), 2015
 - Korea University Business School Seminar Series (Seoul, South Korea), 2015
 - Strategic Management Society Conference (Denver, USA), 2015
 - Israel Strategy Conference (Jerusalem, Israel), 2015
 - Hong Kong University of Science and Technology Business School (Hong Kong), 2016
- [2] **Sunkee Lee & Florian Rittiner**. “Foundations Session: A Conversation with Linda Argote about Organizational Learning”.
- Strategic Management Society Conference (Atlanta, USA), 2013
 - * Session chair (Video link: <https://www.youtube.com/watch?v=5K5tIsjoKiw>)
- [3] **Sunkee Lee & Phanish Puranam**. “Incentive Redesign and Collaboration in Organizations: Evidence from a natural experiment”.
- Academy of Management Conference (Vancouver, Canada), 2015
 - Wharton-INSEAD Ph.D. Consortium (Philadelphia, USA), 2015
- [4] **Sunkee Lee**. “Learning-by-Moving: Can reconfiguring spatial proximity between organizational members promote individual-level exploration” (Original title: “The Organizational Design of Spatial Proximity and Its Influence on Organizational Learning: Evidence from a natural experiment.”)
- ESADE Business School (Barcelona, Spain), 2016
 - Korea University Business School (Seoul, South Korea), 2016
 - University of Texas at Austin, McCombs School of Business (Austin, USA), 2016
 - National University of Singapore Business School (Singapore), 2016
 - Hong Kong Polytechnic University Business School (Hong Kong), 2016
 - Carnegie Mellon University, Tepper School of Business (Pittsburgh, USA), 2016
 - New York University, Stern School of Business / NYU Shanghai (New York, USA), 2016
 - University of Colorado at Denver Business School (Denver, USA), 2016
 - University of Pennsylvania, Wharton School (Philadelphia, USA), 2016

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- University of North Carolina, Kenan-Flagler Business School (Chapel Hill, USA), 2016
 - University of Massachusetts at Amherst, Isenberg School of Management (Amherst, USA), 2016
 - Carnegie School of Learning Conference (Asilomar, USA), 2017
 - Academy of Management Conference (Atlanta, USA), 2017
 - Purdue University (West Lafayette, USA), 2017
 - Journal of Organization Design Conference (Sønderborg, Denmark), 2018

[5] Philipp Meyer-Doyle, **Sunkee Lee**, & Constance E. Helfat. “Disentangling the Microfoundations of Acquisition Behavior and Performance.” (Original title: “Disentangling the Microfoundations of Dynamic Capabilities: Evidence from microdata on acquisitions.”)

- Academy of Management Conference (Chicago, USA), 2018

[6] Vibha Gaba, **Sunkee Lee**, Philipp Meyer-Doyle, & Amy Ding Zhao. “Prior Experiences of Managers and Responsiveness to Performance Feedback: Evidence from mutual funds.” (Original title: “How Human Capital Shapes Responsiveness to Performance Feedback: Evidence from US mutual fund industry.”)

- Strategic Management Society Conference (Paris, France), 2018

[7] Oliver Hahl, Sae-Seul Park, & **Sunkee Lee**. “Ingroup Flexibility: Differing manifestations of ingroup bias in third-party regulation markets and beyond.”

- Organization Science Winter Conference (Phoenix, USA), 2019
- Academy of Management Conference (Boston, USA), 2019

[8] **Sunkee Lee** & Jisoo Park. “Do Individuals Learn Differently from Senior versus Junior Colleagues' Failures in Organizations? Evidence from microdata on heart surgeons.” (Original title: “Seniority-Contingent Learning from Others' Failures Within Organizations: Evidence from Microdata on Heart Surgeons.”)

- Organization Science Winter Conference (Phoenix, USA), 2019
- Conference in Honor of Jim March at Carnegie Mellon University (Pittsburgh, USA), 2019
- KAIST College of Business (Seoul, South Korea), 2019
- Strategic Management Society Conference (Minneapolis, USA), 2019
- Frankfurt School of Finance and Management (Frankfurt, Germany), 2019
- University of California at Irvine (Irvine, USA), 2019

MAJOR MEDIA MENTIONS

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| 2019 | Yahoo Finance <ul style="list-style-type: none">– Title: “5 Ways to Turbocharge Your Creativity”– Link: https://au.finance.yahoo.com/news/5-ways-turbocharge-your-creativity-explained-by-psychologist-210000218.html |
| 2019 | Tuck School of Business, Knowledge in Practice <ul style="list-style-type: none">– Title: “Beyond Anecdotes, CEOs Really Do Matter”– Link: http://www.tuck.dartmouth.edu/news/articles/tuck-professor-uses-statistical-approach-proving-the-impact-of-ceo-behavior |
| 2018 | The Wall Street Journal <ul style="list-style-type: none">– Title: “What Your CEO Is Reading: Reality Hackers; Biohackers; Office Furniture Hackers”– Link: https://blogs.wsj.com/cio/2018/03/30/what-your-ceo-is-reading-reality-hackers-biohackers-office-furniture-hackers |

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- 2018 **Harvard Business Review**
 – Title: “Why You Should Rotate Office Seating Assignments”
 – Link: <https://hbr.org/2018/03/why-you-should-rotate-office-seating-assignments>
- 2017 **Maeil Business Newspaper (In Korean)**
 – Title: [View & Outlook] 일 잘하는 직원만 콕 집어 성과급, 조직 전체에는 ‘마이너스’ 될 수도
 – Link: <http://news.mk.co.kr/newsRead.php?year=2017&no=489528>
- 2017 **Forbes India**
 – Title: “How Your Bonus Affects Your Colleague’s Behavior”
 – Link: <http://www.forbesindia.com/printcontent/46727>
- 2017 **INSEAD Knowledge**
 – Title: “How Your Bonus Affects Your Colleague’s Behavior”
 – Link: <https://knowledge.insead.edu/strategy/how-your-bonus-affects-your-colleagues-behaviour-5866>
- 2015 **INSEAD Knowledge**
 – Title: “When Financial Incentives Don’t Work”
 – Link: <https://knowledge.insead.edu/strategy/when-financial-incentives-dont-work-4171>

TEACHING

- 2018 Spring **Organizational Behavior**, Tepper School of Business undergraduate course (2 sections)
 – Teaching rating: **4.54/5.0** (University-wide undergraduate course average teaching rating: 3.99/5.0)
- 2019 Spring **Organizational Behavior**, Tepper School of Business undergraduate course (2 sections)
 – Teaching rating: **4.8/5.0** (University-wide undergraduate course average teaching rating: 4.23/5.0)
- 2019 Fall **Seminar in Strategic Management: Core Strategy Research and Implications for Teaching Strategy**,
 Tepper School of Business Ph.D. seminar (1 section)
 – Teaching rating: **5.0/5.0** (University-wide course average teaching rating: 4.25/5.0)

SCHOLARLY SERVICES

- Member, Editorial Review Board, *Strategic Management Journal*, 2019–present
- Member, Samsung Economic Research Institute/AKMS Best Doctoral Student Paper Scholarship Committee, 2019
- Member, Academy of Management William H. Newman Award Committee, 2019
- Ad hoc reviewer, *Management Science*, 2019–present
- Ad hoc reviewer, *Strategy Science*, 2018–present
- Ad hoc reviewer, *Organization Science*, 2018–present
- Ad hoc reviewer, *Strategic Management Journal*, 2017–2019
- Track Chair, *Academy of Management Annual Conference* (BPS Division, Behavioral Strategy Track), 2017
- Ad hoc reviewer, *Organizational Behavior and Human Decision Processes*, 2016–present
- Ad hoc reviewer, *Journal of Organization Design*, 2016–present
- Ad hoc reviewer, *Journal of Management Inquiry*, 2015–present
- Reviewer, *Academy of Management Annual Conference* (BPS/TIM/OMT/IM Divisions), 2013/2015/2016/2019
- Reviewer, *Strategic Management Society Conference* (Strategic Human Capital/Knowledge and Innovation Tracks), 2015/2016/2018/2019

OTHER PROFESSIONAL EXPERIENCES

2019	SK Group – Advisory on corporate physical space reconfiguration project	Seoul, Korea
2008	STX Corporation, London Office – Internship	London, UK
2008	SK Energy & Service (E&S), Overseas Business Planning Unit – Internship	Seoul, Korea
2007	General Electric (GE) Energy, Power Generation Sales Team – Internship	Seoul, Korea
2005–2007	Republic of Korea Army, Defense Intelligence Agency – Served as intelligence agent and English-Korean interpreter – Honorably discharged as sergeant	Classified

Last updated: January 2020