**Eric Y. Lee**

Department of Management and Organization

Smeal College of Business | The Pennsylvania State University

 415 Business Building | University Park, PA 16802

 Email: mailto:ericlee@psu.edu

Phone: +1-814-865-2463

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| **ACADEMIC POSITION** |

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| **The Pennsylvania State University, Smeal College of Business** |  |
| Assistant Professor | July 2021 - present |

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| **EDUCATION** |

Ph.D. **Terry College of Business, University of Georgia**

Major: Strategy & Entrepreneurship

MBA **Yonsei School of Business, Yonsei University**

 Major: Marketing and Finance

B.M. **Berklee College of Music**

Major: Professional Music

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| **RESEARCH INTERESTS** |

Corporate governance

Competitive dynamics

Social evaluations

Preemptive strategy

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| **PUBLICATIONS** |

**Lee, E. Y.** & Tsai, W. External disruption following CEO succession: How human and social capital changes may attract competitive attacks. ***Academy of Management Journal****.* (in press).

Gamache, D.; Busenbark, J.;Steinbach, A.; **Lee, E. Y.;** & Matusik, J. Organization-investor fit: The role of temporal preferences in shaping investor attraction and organizational performance. ***Personnel Psychology.*** (in press).

Busenbark, J.; Graffin, S.; Campbell, R.; & **Lee, E. Y.** (2022). A marginal effects approach to interpreting main effects and moderation. ***Organizational Research Methods.***, 25(1): 147-169

Graffin, S.; Hubbard, T.; Christensen, D.; & **Lee, E. Y.** 2020. The influence of CEO risk tolerance on initial pay packages. ***Strategic Management Journal****.*, 41(4): 788-811

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| **UNDER REVIEW** |

Curran, K.; **Lee, E. Y.;** Pfarrer, M.; & Graffin, S. [Celebrity spillover and competitors]. ***Journal of Management.*** (conditionally accepted).

Hambrick, D. & **Lee, E. Y.** [The costs of CEO succession planning]. ***Organization Science****.* (revise-and-resubmit, 2nd round).

**Lee, E. Y.**; Busenbark, J.; Graffin, S.; & Wowak, K. [Voluntary disclosure of FDA recalls and impression management]. ***Journal of Operations Management****.* (reject-and-resubmit).

**Lee, E. Y.** & Misangyi, V. F. [Racial middle CEOs]. ***Strategic Management Journal***. (Under initial review)

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| **WORKING PAPERS** |

**Lee, E. Y.**; Quigley, T.; & Graffin, S. [CEO succession planning]. Target Journal: ***Strategic Management Journal.***(Writing stage).

**Lee, E. Y.** & Pfarrer, M. [Media influence and strategic actions]. Target Journal: ***Academy of Management Journal.*** (Writing stage).

**Lee, E. Y.** & Pfarrer, M. [Governance ambiguity]. Target Journal: ***Academy of Management Review.*** (Writing stage).

**Lee, E. Y.**, & Maich, K. [Female CEOs and competition]. Target Journal: ***Strategic Management Journal.*** (Data collection stage).

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| **HONORS, BEST PAPER PROCEEDINGS, & AWARDS** |

**Lee, E. Y.** &Tsai, W. (2022). CEO succession and competitive attacks from rivals. ***Academy of Management Proceedings.***

**University of Georgia, Career Outcomes Teaching Award, 2020**

**Lee, E. Y.** & Busenbark, J. 2019, October. ***A theory of competitive expectations: How music theory can inform competitive intuitions and progression.*** Presented at the annual meeting of the Strategic Management Society. Minneapolis, MN.

***Winner: Best Conference Ph.D. Paper***

**Lee, E. Y.** 2017, October. ***You have the right to remain silent: Anticipatory impression management through strategic restraint.*** Presented at the annual meeting of the Strategic Management Society. Houston, TX.

***Winner: Best Conference Ph.D. Paper***

***Winner: Best Paper for Strategic Leadership & Governance IG***

***Finalist: Best Conference Paper***

Outstanding Reviewer Award, Stakeholder Strategy IG, SMS 2018 Conference

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| **INVITED PRESENTATIONS** |

University of Florida, January 2024

Virginia Tech, June 2021

The Pennsylvania State University, November 2020

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| **CONFERENCE PRESENTATIONS, SYMPOSIUMS, & CONSORTIA** |

**Lee, E. Y.** 2023, August. ***Exploring managerial inaction: The internal negative spillover effect of potential negative media coverage***. Paper presented at the Oxford Annual Reputation Symposium. Oxford, UK.

Nair, K. & **Lee, E. Y.** 2022, September*.* ***CEO political ideology, competitive repertoire conformity, and long-term firm performance.*** Paper presented at the Strategic Management Society Conference. London.

**Lee, E. Y.** & Tsai, W. 2022, August. ***CEO succession and competitive attacks from rivals.*** Presented at the annual meeting of the Academy of Management. Seattle, WA.

***Finalist: Best Conference Paper***

Calvano Da Silva, F., Andrei, A., Albader, L., Nair, K., & **Lee, E. Y.** 2022, August. ***Shareholder influence in governance: The role of institutional investors, family ownership, and shareholder activism.*** Co-organizer of professional development workshop conducted at the annual meeting of the Academy of Management.

Viswanathan, K. & **Lee, E. Y.** 2021, August. ***Voluntary disclosure research in strategic management.*** Organizer of symposium conducted at the annual meeting of the Academy of Management.

Viswanathan, K. & **Lee, E. Y.** 2020, August. ***Voluntary disclosure research in strategic management.*** Organizer of symposium conducted at the annual meeting of the Academy of Management.

Doctoral Workshop at the SMS Annual Conference, Minneapolis, MN, 2019

OMT Dissertation Proposal Workshop, Boston, MA, 2019

Early Career Workshop and the SMS SL&G Special Conference, Las Vegas, NV, 2019

**Lee, E. Y.** & Nair, K. 2019, August. ***Shareholder influence in governance: The role of institutional investors and shareholder activism.*** Organizer of symposium conducted at the annual meeting of the Academy of Management. Boston, MA.

**Lee, E. Y.** 2019, May. ***When do managers disclose information about negative events? A voluntary disclosure theory perspective.*** Paper presented at the Trans-Atlantic Doctoral Consortium at London Business School. London, England.

Nair, K.; **Lee, E. Y.;** & Zajac, E. 2019, March. ***Whose call is it? Examining the CEO/Analyst relationship.*** Paper presented at the Strategic Management Society Special Conference. Las Vegas, NV.

**Lee, E. Y.;** Busenbark, J.; & Connelly, B. 2019, March. ***Staggered boards: Boon or bust for corporate competitiveness?.*** Paper presented at the Strategic Management Society Special Conference. Las Vegas, NV.

**Lee, E. Y.** & Quigley, T. 2018, September. ***The value of succession planning: Heirs, market reactions, and performance following sudden CEO death.*** Paper presented at the annual meeting of the Strategic Management Society. Paris, France.

**Lee, E. Y.** & Gamache, D. 2018, September. ***Time in a bottle: The temporal alignment between firms and institutional investors.*** Paper presented at the annual meeting of the Strategic Management Society. Paris, France.

**Lee, E. Y.** & Busenbark, J. 2018, August. ***When do managers disclose information about negative events? A voluntary disclosure theory perspective.*** Paper presented at the annual meeting of the Academy of Management. Chicago, IL.

**Lee, E. Y.**; Hubbard, T.; & Graffin, S. 2018, August. ***The influence of CEO risk tolerance on initial pay packages and strategic change.*** Paper presented at the annual meeting of the Academy of Management. Chicago, IL.

**Lee, E. Y.** & Gamache, D. 2018, August. ***When is giving bad?*** Presented at the Impression and Symbolic Management Symposium at the annual meeting of the Academy of Management. Chicago, IL.

**Lee, E. Y.** 2018, August. ***Why not manage your reputation? A voluntary disclosure theory perspective***. Deephouse, D. L.; Graffin, S. D.; Pfarrer M. D. (Chairs), PK3: The return of the Pecha Kucha on Social Evaluations. Professional development workshop conducted at the annual meeting of the Academy of Management. Chicago, IL.

**Lee, E. Y.**; Short, C.; & Oliver, A. 2017, August. ***AIMing to impress: Anticipatory impression management and the organization.*** Organizer of symposium conducted at the annual meeting of the Academy of Management. Atlanta, GA.

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| **PROFESSIONAL ACTIVITIES & ACADEMIC SERVICE** |

**Memberships**

Academy of Management

Strategic Management Society

**Reviewing**

Business Policy, Ad hoc reviewer 2022 – present

MIS Quarterly, Ad hoc reviewer 2022 – present

Journal of Management, Ad hoc reviewer 2020 – present

Strategic Management Journal, Ad hoc reviewer 2019 – present

Strategic Management Society Conference, 2018 – present

Academy of Management Conference, 2017 – present

**Service**

Asian Americans in Business Academia (AABA), Founding Committee Member 2021 - present

**Teaching Experience**

MGMT 481: Global Strategic Management.

* Spring 2023. 37 students. Median Instructor Rating: 7/7 Median Class Rating: 7/7
* Spring 2023. 37 students. Median Instructor Rating: 7/7 Median Class Rating: 7/7
* Spring 2023. 36 students. Median Instructor Rating: 7/7 Median Class Rating: 7/7
* Spring 2022. 43 students. Median Instructor Rating: 7/7 Median Class Rating: 7/7
* Spring 2022. 42 students. Median Instructor Rating: 7/7 Median Class Rating: 7/7
* Spring 2022. 39 students. Median Instructor Rating: 7/7 Median Class Rating: 7/7

MGMT 5560: International Strategic Management.

* Spring 2020. 49 students. Instructor Rating: 4.88/5.00 Class Rating: 4.85/5.00
* Fall 2018. 21 students. Instructor Rating: 4.89/5.00 Class Rating: 4.74/5.00

Graduate Assistant for Dr. Charles Lyons, University of Georgia. 2016 - 2017.

* *Class management and grading for two sections of MGMT 3000: Introduction to Management.*

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| **WORK EXPERIENCE** |

Intralink

* *Consultant – International business development*May 2015 – Mar 2016

Full Sail University

* *International business development rep* May 2012 - May 2015

Gotham Radio

* *Founder*Jan 2007- May 2012

Roadwarrior Entertainment

* *Recording artist and assistant concert promoter*Jan 2005 - May 2012

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| **LANGUAGES** |

ENGLISH: Native KOREAN: Good

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| **NATIONALITY** |

U.S. Citizen