

# YONGHOON G. LEE

Department of Management  
Mays Business School  
Texas A&M University  
College Station, TX, 77843

Email: [yglee@tamu.edu](mailto:yglee@tamu.edu)

## EMPLOYMENT

---

Associate Professor	Texas A&M University, Mays Business School	2023 - Present
	Hong Kong University of Science and Technology (on leave)	2023
Assistant Professor	The Hong Kong University of Science and Technology	2015 - 2023
	Department of Management	
	Research Affiliate, the Center for Economic Policy	2021 - 2023

## EDUCATION

---

PhD	Organisational Behaviour, INSEAD	2015
MS	Business Administration, Korea University	2009
BE & BBA	Economics & Business Administration, Korea University	2007

## PUBLICATIONS (\* denotes doctoral students)

---

### *Refereed Journal Articles*

- [1] Lee, Y.G., Koval, C.Z., & Lee, S.S.\* (2023) "The Glass Wall and the Gendered Evaluation of Role Expansion in Freelancing Careers," *Academy of Management Journal*, 66(4): 1042-1070 ([link](#); [Harvard Business Review](#)).
- [2] Jung, H.J., Lee, Y.G., & Park, S.H. (2023) "Just Diverse Among Themselves: How Does Negative Performance Feedback Change Board Diversity in Expertise and Ascriptive Backgrounds?" *Organization Science*, 34(2): 657-679 ([link](#); media coverage by [Fortune](#), [TIME](#)).
- [3] Lee, Y.G. & Gargiulo, M. (2022) "Escaping the Survival Trap: Network Transition among Early-Career K-Pop Freelance Songwriters." *Administrative Science Quarterly*, 67(2): 339-377 ([link](#); [video](#)).
  - Awarded for the *ASQ Best Dissertation-based Paper Award*
- [4] Chan, T.H., Lee, Y.G., & Jung, H.J. (2021) "Anchored Differentiation: The Role of Temporal Distance in the Comparison and Evaluation of New Product Designs," *Organization Science*, 32(6): 1423-1541 ([link](#); [podcast](#)).
- [5] Prato, M., Kypraios, E., Ertug, G., & Lee, Y.G. (2019) "Middle-status Conformity Revisited: The Interplay between Achieved and Ascribed Status," *Academy of Management Journal*, 62(4):1003-1027 ([link](#)).

- [6] Ertug, G., Yogev, T., **Lee, Y.G.**, & Hedstrom, P. (2016) “The Art of Representation: How Audience-Specific Reputations Affect Success in the Contemporary Art Field,” *Academy of Management Journal*, 59(1):113-134 ([link](#); [blog](#)).
- [7] Jonczyk, C., **Lee, Y.G.**, Galunic, C., & Bensaou, B. (2016) “Relational Changes During Role Transitions: The Interplay of Efficiency and Cohesion,” *Academy of Management Journal*, 59(3):956-982 ([link](#)).

#### *Book Chapters & Conference Proceedings*

- [8] **Lee, Y.G.** & Jung, H.J. (Forthcoming) “Middle-Status Opportunism: Financial Advisors and Their Risky Acquisition Endorsements” Cooper, C.L. and Finkelstein, S. (Ed.) *Advances in Mergers and Acquisitions* (Advances in Mergers and Acquisitions, Vol. 23), Emerald Publishing Ltd, Bingley.
- [9] Yong, R., Kim, Y.H., & **Lee, Y.G.** (2018) “Brokerage in Networks” In *Oxford Bibliographies in Management*. Ed. Ricky Griffin. New York: Oxford University Press, <http://www.oxfordbibliographies.com/view/document/obo-9780199846740/obo-9780199846740-0146.xml>.
- [10] **Lee, Y.G.** & Hoefler, R. (2016) “The Constrained Referrals: How Dependence and Structural Equivalence Limit Referrals’ Performance,” *Academy of Management Meeting Best Paper Proceedings*
- Finalists for the *Best Paper Award*, OMT Division
- [11] **Lee, Y.G.** (2013) “Confused by the Middle: Status, Acquisition Advisors, and Their Opportunism in Acquisition Premium,” *Academy of Management Meeting Best Paper Proceedings*
- Finalists for the Louis R. Pondy Best Dissertation Paper Award, OMT Division

#### **MANUSCRIPTS UNDER REVIEW**

---

- [12] **Lee, Y.G.** & Choi, J.N. “Robustness in Disconnection: Soft and Hard Information and the Contingent Effect of Network on the Performance of Hedge Funds.”
- Resubmitted for 2<sup>nd</sup> round revision at *Strategic Management Journal*
- [13] Li, J.,\* **Lee, Y.G.**, & Chen, G. “Succession Concerns and the Acquisition of Family Firms: Evidence from China’s One-child Policy Reform.”
- Invited for 1<sup>st</sup> round revision at *Administrative Science Quarterly*

#### **SELECTED MANUSCRIPTS IN PROGRESS**

---

- [14] **Lee, Y.G.** & Cho, J. “Network Multiplexity and Cultural Minds.”
- [15] **Lee, Y.G.**, Jung, H.J., & Yang, J.\* “Racial Minority Representation on the Board and Foreign Competition Threat.”
- [16] **Lee, Y.G.** “Identity, Networks, and the Road to a Successful Career for Creative Freelancers.”
- [17] **Lee, Y.G.**, Kim, Y.H., & Li, J.\* “Tainted Vindication from an Illegitimate Stigmatization: A Case from Blacklisted Artists in South Korean Film Industry.”

- [18] **Lee, Y.G.** “The Successful Third and the Persistence of Structural Holes in Collaboration Networks.”
- [19] **Lee, Y.G.** & Gargiulo, M. “Survival and Success.”
- [20] **Lee, Y.G.**, Jung, H.J., & Casciaro, T. “The Mind of Network Broker.”
- [21] **Lee, Y.G.**, Kim, J.C., & Zhu, L.\* “Network Brokers and Privacy.”
- [22] Jung, H.J., **Lee, Y.G.**, & Greve, H.R. “When Do Firms Invite Female Directors?”
- [23] **Lee, Y.G.**, Chan, T.H., & Song, J.S. “Balancing Novelty and Familiarity in Multi-dimensional Idea Space”
- [24] **Lee, Y.G.**, & Song, J.S. “Pivoting and the Glass Wall against Female Entrepreneurs.”

## TEACHING

---

- [1] Knowing Your Social Networks, MGMT4300, HKUST (2019–2023)
  - New undergraduate course I developed to provide the understandings of social network theories and the various network analysis tools.
- [2] Corporate Strategy, MGMT4210, HKUST (2015–2023)
  - Core undergraduate course.

## INVITED TALKS, CONFERENCE, AND SEMINAR PRESENTATIONS

---

- [1] **Lee, Y.G.** “Identity, Networks, and the Road to a Successful Career for Creative Freelancers.”
  - 2023 London Business School, London, UK
  - 2022 Lundquist College of Business, University of Oregon, Eugene, OR
  - 2022 SC Johnson College of Business, Cornell University, Ithaca, NY
- [2] Li, J. & **Lee, Y.G.** “Succession Concern and Family Firms’ Acquisitions.”
  - 2022 Strategic Management Society, London, UK
  - 2022 Academy of Management Annual Meeting (STR Division), Seattle, WA
- [3] **Lee, Y.G.** & Jung, H.J. “Racial Minority Representation on the Board and Foreign Competition Threat.”
  - 2022 Kelley School of Business, Indiana University, Bloomington, IN
  - 2022 Mays Business School, Texas A&M University, College Station, TX
  - 2022 Korea Empirical Applied Microeconomics Conference, Jeju, Korea
  - 2021 Wharton People and Organization Conference, Philadelphia, PA
  - 2021 School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, IL
  - 2021 Academy of Management Annual Meeting (OMT Division), Virtual
- [4] **Lee, Y.G.**, Koval, C.Z., & Lee, S.S. “Glass Wall: Gendered Generalist-discount in Freelance Career”
  - 2022 Academy of Management Annual Meeting (OMT Division), Seattle, WA
  - 2021 Tepper School of Business, Carnegie Mellon University, PA
  - 2020 Wharton People and Organization Conference, Philadelphia, PA

- [5] **Lee, Y.G., Kim, Y.H., Li, J.** “Tainted Vindication from an Illegitimate Stigmatization: A Case from Blacklisted Artists in South Korean Film Industry”
- 2020 Wharton People and Organization Conference, Philadelphia, PA
- [6] **Lee, Y.G.** “The Persistence of Structural Holes”
- 2020 Academy of Management Annual Meeting (OMT Division), Vancouver, Canada
- [7] **Chan, T.H., & Lee, Y.G.,** “Anchored Differentiation: The Role of Temporal Distance in the Comparison and Evaluation of New Product Designs”
- 2020 Academy of Management Annual Meeting (OMT Division), Vancouver, Canada
- [8] **Jung, H.J., Lee, Y.G., & Park, S.H.** “Just Diverse Among Themselves: How Does Negative Performance Feedback Change Board Diversity in Expertise and Ascriptive Backgrounds?”
- 2020 Academy of Management Annual Meeting (STR Division), Vancouver, Canada
  - 2019 Wharton People and Organization Conference, Philadelphia, PA
- [9] **Lee, Y.G. & Choi, J.N.** “Robust or Simply Excluded: The Tradeoff of Structural Isolation and Performance of Relative Value and Long-Short Hedge Funds”
- 2019 European Group for Organizational Studies, Edinburgh, UK
- [10] **Lee, Y.G., Jung, H.J., & Casciaro, T.** “The Mind of the Network Broker”
- 2019 Academy of Management Annual Meeting, Boston, MA
  - 2018 INSEAD Network Evolution Conference, Fontainebleau, France
- [11] **Lee, Y.G.** “Tertius Dominans: Differential Access to Resources and the Consolidation of Brokerage in the Collaboration Network of K-Pop Songwriters”
- 2018 Wharton People and Organization Conference, Philadelphia, PA
- [12] **Lee, Y.G. & Gargiulo, M.** “Collaboration Networks, Survival, and Success in Creative Industries: Evidence from K-Pop Songwriters”
- 2017 Wharton People and Organization Conference, Philadelphia, PA
  - 2016 INSEAD Network Evolution Conference, Fontainebleau, France
- [13] **Lee, Y.G. & Jung, H.J.** “Meant to be Disconnected: Broker’s Perception Bias and Self-Justification Motivation”
- 2017 Academy of Management Annual Meeting (OB Division), Atlanta, GA
  - 2017 European Group for Organizational Studies, Copenhagen, Denmark
- [14] **Lee, Y.G. & Hoefler, R.** “The Constrained Referrals: How Dependence and Structurally Equivalence Limit Referrals’ Performance”
- 2016 Academy of Management Annual Meeting (OMT Division), Anaheim, CA
  - 2016 European Group for Organizational Studies, Naples, Italy
- [15] **Lee, Y.G.** “Divide and Conquer: Dependence Asymmetry and Maintenance of Brokerage Positions”
- 2015 Academy of Management Annual Meeting (OMT Division), Vancouver, Canada

- [16] **Lee, Y.G.** “Multirole Brokers and Brokerage Dynamics: Collaborations in the Korean Popular Music Industry”
- 2014 Academy of Management Annual Meeting (OMT Division), Philadelphia, PA
  - Nominated for OMT Division Best Symposium Award
  - 2014 Consortium for Cooperation and Competition (CCC), Boston, MA
- [17] Ertug, G., & **Lee, Y.G.** “Partnering Up: The Effect of Status Difference on Using an Advisor in Mergers and Acquisitions”
- 2014 European Group for Organizational Studies, Rotterdam, the Netherlands
  - 2014 Trans-Atlantic Doctoral Consortium, London Business School, London, UK
- [18] Jonczyk, C., **Lee, Y.G.**, Galunic, C., & Bensaou, B. “Losing Touch: Balancing Cohesion and Efficiency during Management Transitions”
- 2013 Academy of Management Annual Meeting (OB Division), Orlando, FL
- [19] **Lee, Y.G.** “Confused by the Middle: Status, Acquisition Advisors, and Their Opportunism in Acquisition Premium”
- 2013 Academy of Management Annual Meeting (OMT Division), Orlando, FL
  - 2013 Trans-Atlantic Doctoral Consortium, London Business School, London, UK
- [20] Galunic, C., Jonczyk, C., **Lee, Y.G.**, & Bensaou, B. “Tie Loss and Tie Gain: Trust and Efficiency during Management Transitions”
- 2012 Academy of Management Annual Meeting (OMT Division), Boston, MA
  - 2012 Early Career Researchers Workshop, UK Innovation Research Centre, Cambridge, UK
- [21] **Lee, Y.G.** “Prior Knowledge and Efficiency in Innovation Process at the Firm Level”
- 2009 Academy of Management Annual Meeting (TIM Division), Chicago, IL
- [22] **Lee, Y.G.**, & Bae, J. “Innovations in Korea: Absorptive Capacity, External Capabilities, and Organizational Networks”
- 2008 Asia Academy of Management Conference, Taipei, Taiwan

## PROFESSIONAL SERVICES

---

### *Editorial Board*

2022–Present      Administrative Science Quarterly

### *Ad-hoc reviewer*

*Administrative Science Quarterly* (12), *Academy of Management Journal* (31), *Organization Science* (11), *American Sociological Review* (2), *Strategic Management Journal* (1), *Journal of Management Studies* (3), *Journal of International Business Studies* (3), *Organizational Behavior and Human Decision Process* (1), *Management and Organization Review* (2), *Journal of World Business* (2), and *Journal of Business Research* (1)

## HONORS, AWARDS, & GRANTS

---

2023	<i>ASQ Best Dissertation-based Paper Award</i>
2018–2020	<i>RGC Early Career Scheme</i> , Principal Investigator
2016	<i>Above and Beyond the Call of Duty (ABCD) Reviewing Award</i> , Organization and Management Theory Division, Academy of Management Meetings
2016	Finalist for the <i>Best Paper Award</i> , Organization and Management Theory Division, Academy of Management Meetings
2014	Nominee for <i>Best Symposium Award</i> , Organization and Management Theory Division, Academy of Management Meetings
2014	Participant, OMT Doctoral Consortium, Academy of Management Meetings
2014	INSEAD Research Grant (2520-9GARGIU), €7300
2013	Finalist for the <i>Louis R. Pondy Best Dissertation Paper Award</i> , Organization and Management Theory Division, Academy of Management Meetings
2013	<i>Outstanding Reviewer Award</i> , Organizational Behavior Division, Academy of Management Meetings
2013	<i>SERI Scholarship Award</i> , Association of Korean Management Scholars, \$1000
2010–2015	Doctoral Fellowship, INSEAD
2005–2006	<i>Honors Scholarships</i> , Korea University
2005	<i>Semester High Honors</i> , Korea University