

Eric Y. Lee

Department of Management
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ACADEMIC POSITION

Texas A&M University, Mays Business School July 2024 - present
Assistant Professor

University of Notre Dame, Mendoza College of Business Fall 2024
Visiting Professor

The Pennsylvania State University, Smeal College of Business July 2021 - June 2024
Assistant Professor

EDUCATION

Ph.D. **Terry College of Business, University of Georgia**
Major: Strategy & Entrepreneurship

Visiting Ph.D. **Northwestern University, Kellogg School of Management** (3 months)
Sponsor: Edward J. Zajac

MBA **Yonsei School of Business, Yonsei University**
Major: Marketing and Finance

B.M. **Berklee College of Music**
Major: Professional Music

RESEARCH INTERESTS

Competitive dynamics
Corporate governance & strategic leadership
Social evaluations
Music theory

PUBLICATIONS

Lee, E. Y.; Busenbark, J.; Withers, M.; & Zajac, E. (in-press). How music theory can inform competitive dynamics: Anticipatory awareness and successful preemption. *Academy of Management Review*.

Hambrick, D. & Lee, E. Y. (in-press). A model of CEO succession planning as a risky investment: Anticipated costs, uncertain results, and contingency conditions. *Organization Science*.

Curran, K.; Lee, E. Y.; Pfarrer, M.; & Graffin, S. (in-press). Sharing the spotlight: The benefits of having a celebrity competitor. *Journal of Management*.

Gamache, D.; Busenbark, J.; Steinbach, A.; Lee, E. Y.; & Matusik, J. 2024. Organization-investor fit: The role of temporal preferences in shaping investor attraction and organizational performance. *Personnel Psychology*, 77: 1159-1194

Lee, E. Y. & Tsai, W. 2024. External disruption following CEO succession: How human and social capital changes may attract competitive attacks. *Academy of Management Journal*, 67(3): 625-647

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

Chang, D.; Jang, J.; Lee, E. Y.; Lee, H.; & Chang, B. 2017. When a good company transgresses: A study of the influences of CSR, moral decoupling, and ethnocentrism. *Journal of Global Fashion Marketing*, 8(1): 40-53

UNDER REVIEW

Nair, K. & Lee, E. Y. [CEO political ideology and competition]. *Academy of Management Journal*. (revise-and-resubmit, 1st 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]. *Journal of Management*. (under initial review).

Lee, E. Y. & Pfarrer, M. [Media influence and strategic actions]. *Administrative Science Quarterly*. (under initial review).

WORKING PAPERS

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

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

Borgholthaus, C., Lee, E. Y., & Tuggle, C. [Reg focus and competitive actions]. Target Journal: *Strategic Management Journal*. (Data analysis stage).

Lee, E. Y., Borgholthaus, C., & Tuggle, C. [Board opportunity and competitive behaviors]. Target Journal: *Strategic Management Journal*. (Data analysis stage).

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

HONORS & AWARDS

Best Reviewer Award, Competitive Strategy IG, SMS 2024 Conference

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

INVITED PRESENTATIONS

University of Virginia Darden School of Business, November 2024

Texas A&M University, January 2024

University of Florida, January 2024

Virginia Tech, June 2021

The Pennsylvania State University, November 2020

CONFERENCE PRESENTATIONS, SYMPOSIUMS, & CONSORTIA

Nair, K., Lee, E. Y., Andrei, A., & Ocasio, W. 2024, August. *Perspectives on “Woke Capitalism”* Co-organizer of symposium held at the annual meeting of the Academy of Management.

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.

PROFESSIONAL ACTIVITIES & ACADEMIC SERVICE

Memberships

Academy of Management
Strategic Management Society
Southern Management Association

Reviewing

Organization Science, Editorial Review Board 2024 – present, Ad hoc reviewer 2022 – present
Management Science, Ad hoc reviewer 2025 – present
Strategic Organization, Ad hoc reviewer 2025 – present
Organizational Behavior and Human Decision Processes, Ad hoc reviewer 2024 – present
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 590: Professional Colloquium in Management & Organization

- Fall 2023. 3 students. Median Instructor Rating: 5/5 Median Class Rating: 5/5

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.*

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

LANGUAGES

ENGLISH: Native KOREAN: Good

NATIONALITY

U.S. Citizen