YONGHOON G. LEE

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EMPLOYMENT

2023 - Present	Associate Professor with Tenure Gina and Anthony Bahr `91 Professorship in Business Texas A&M University, Mays Business School
2023 - 2024	Associate Professor with Tenure Hong Kong University of Science and Technology (on leave)
2015 - 2023	Assistant Professor The Hong Kong University of Science and Technology Department of Management
2021 - 2023	Research Affiliate The Hong Kong University of Science and Technology The Center for Economic Policy

EDUCATION

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

PUBLICATIONS (* denotes doctoral students; ǂ denotes equal authorship)

Refereed Journal Articles

[1] **Lee, Y.G.** & Choi, J.N. (2025). "Informal Networks and Information Environments." *Strategic Management Journal*, 46(5): 1120-1148 (link).

[2] **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*; *The Conversation*).

- One of Three Finalists of *AMJ 2023 Best Paper Award*

[3] 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; video; media coverage by Fortune, TIME).

[4] **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*

[5] 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).

[6] 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).

[7] 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).

[8] 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

[9] **Lee, Y.G.** & Jung, H.J. (2024) "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, Leeds. pp. 89-100 (link).

[10] 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.

[11] **Lee, Y.G.** & Hoefer, 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

[12] **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

[13] **Lee, Y.G.**[‡] & Song, J.S.[‡] "Gendered Discount in Distant Search among Early-Stage Entrepreneurs."

- Invited for a revision at *Administrative Science Quarterly*

[14] **Lee, Y.G.**, Jung, H.J., & Yang, J.* "Racial Minority Representation on the Board."

- Invited for a revision at *Academy of Management Discoveries*

[15] Li, J.,* **Lee, Y.G.**, & Chen, G. "Succession Concerns and Acquisitions by Family Firms: Evidence from China's One-child Policy Reform."

- Invited for a revision at *Organization Science*

[16] Greve, H.R.‡, Jung, H.J.‡, & **Lee, Y.G.**‡ "On Par with Yours: Layered Institutionalization of Women Representation on Boards."

- Under review at *Organization Science*

SELECTED MANUSCRIPTS IN PROGRESS

Networks

[17] **Lee, Y.G.** "Expertise-Network Alignment"

[18] **Lee, Y.G.**‡ & Kim, M.J.‡ "Reinforced Brokerage."

[19] **Lee, Y.G.**, Jung, H.J., & Casciaro, T. "The Mind of Network Broker."

[20] Choi, Y., **Lee, Y.G.**, & Chan-Ahuja, S. "Space and Secondhand Brokerage."

[21] Zhu, L.*, Kim, J.C., & **Lee, Y.G.** "Brokers and their Boundaries: How Network Structure Influences Consumer Disclosure."

[22] **Lee, Y.G.** & Cho, J. "Network Multiplexity and Cultural Minds."

Gender, Race, & Political Discriminations

[23] **Lee, Y.G.** "Job Rotation and the Glass Wall."

[24] Oh, S., Cho, Y., & **Lee, Y.G.** "Gendered Learning in Near Wins and Near Setbacks."

[25] Kim, M., Park, S.H., Jung, H.J., & **Lee, Y.G.**, "Female Top-Gun."

[26] Kim, Y.H., **Lee, Y.G.**, & Li, J.* "When Victims Don't Fit the Script: Audience Classification and Career Penalties after the Korean Blacklist Scandal."

Strategic Leadership

[27] Chung, S.B., **Lee, Y.G.,** Jung, H.J., & Park, S.H. "Board Diversity and Strategic Change."

TEACHING

[1] Organization Theory, MGMT636, Texas A&M University (2024–2026)

- Doctoral Seminar.

[2] Strategic Management, MGMT466, Texas A&M University (2024–2026)

- Core undergraduate course.

[3] Knowing Your Social Networks, MGMT4300, HKUST (2019–2023)

- A new undergraduate course I developed to provide an understanding of social network theories and the various network analysis tools.

[4] Corporate Strategy, MGMT4210, HKUST (2015–2023)

- Core undergraduate course.

PROFESSIONAL SERVICES

Editorial Board

2024–Present	Academy of Management Journal
2024–Present	Organization Science
2022–Present	Administrative Science Quarterly

Ad-hoc reviewer

American Sociological Review, *Management Science*, *Strategic Management Journal*, *Journal of Management Studies*, *Journal of International Business Studies*, *Organizational Behavior and Human Decision Process*, *Management and Organization Review*, *Journal of World Business*, and *Journal of Business Research.*

INVITED TALKS, CONFERENCE, AND SEMINAR PRESENTATIONS

[1] **Lee, Y.G.** "Job Rotation and the Glass Wall."
- 2025 Strategic Management Society, San Francisco, CA
- 2025 Wharton People and Organization Conference, Philadelphia, PA
- 2025 Equitable Opportunity Conference, Boston, MA

[2] Kim, M., Park, S.H., Jung, H.J., & **Lee, Y.G.**, "Female Top-Gun."
- 2025 Wharton People and Organization Conference, Philadelphia, PA

[3] **Lee, Y.G.**, Greve, H.R., & Jung, H.J. "On Par with Yours: From Political Contestation to Institutionalized Organizational Goal of Women Representation on Boards."
- 2025 SLIDE, Dallas, TX

[4] **Lee, Y.G.**, & Song, J.S. "Pivoting and the Glass Wall against Female Entrepreneurs."
- 2025 McGill Conference on Everyday Entrepreneurship, Montreal, Canada
- 2024 Wharton People and Organization Conference, Philadelphia, PA
- 2024 University of Massachusetts Amherst, Amherst, MA

[5] **Lee, Y.G.** & Kim, M.J. "Reinforced Brokerage."
- 2025 Sociological Science Conference, Ithaca, PA

[6] Zhu, L.*, Kim, J.C., & **Lee, Y.G.** "Brokers and their Boundaries: How Network Structure Influences Consumer Disclosure."
- 2024 Academy of Management Annual Meeting (OMT Division), Chicago, IL

[7] **Lee, Y.G.** & Cho, J. "Network Multiplexity and Cultural Minds."
- 2023 INSEAD, Network Evolution Conference, Fontainebleau, France

[8] **Lee, Y.G.** & Choi, J.N. "Robustness in Disconnection: Informal Networks and Strategic Decisions Using Soft and Hard Information in Uncertain Markets."
- 2023 ESMT, Berlin, Germany

- 2023 Hong Kong University, HK
- 2023 Hong Kong Polytechnique University, HK
- 2023 Sungkyunkwan University, Seoul, Korea
- 2020 KAIST, Seoul, Korea
- 2019 European Group for Organizational Studies, Edinburgh, UK

[9] **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

[10] Li, J. & **Lee, Y.G.** "Succession Concern and Family Firms' Acquisitions."

- 2025 Lone Star Management Research Consortium, College Station, TX
- 2022 Strategic Management Society, London, UK
- 2022 Academy of Management Annual Meeting (STR Division), Seattle, WA

[11] **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-Champagne, IL
- 2021 Academy of Management Annual Meeting (OMT Division), Virtual

[12] **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 Melon University, PA
- 2020 Wharton People and Organization Conference, Philadelphia, PA

[13] **Lee, Y.G.**, Kim, Y.H., Li, J. "Tainted Vindication from an Illegitimate Stigmatization: A Case from Blacklisted Artists in South Korean Film Industry"

- 2024 Academy of Management Annual Meeting (OMT Division), Chicago, IL
- 2020 Wharton People and Organization Conference, Philadelphia, PA

[14] **Lee, Y.G.** "The Persistence of Structural Holes"

- 2020 Academy of Management Annual Meeting (OMT Division), Vancouver, Canada

[15] 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

[16] 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

[17] **Lee, Y.G.**, Jung, H.J., & Casciaro, T. "The Mind of the Network Broker"

- 2024 Intra-Organization Network Conference, Lexington, KY
- 2019 Academy of Management Annual Meeting, Boston, MA
- 2018 INSEAD Network Evolution Conference, Fontainebleau, France

[18] **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

[19] **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

[20] **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

[21] **Lee, Y.G.** & Hoefer, 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

[22] **Lee, Y.G.** "Divide and Conquer: Dependence Asymmetry and Maintenance of Brokerage Positions"

- 2015 Academy of Management Annual Meeting (OMT Division), Vancouver, Canada

[23] **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

[24] 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

[25] 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

[26] **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

[27] 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

[28] **Lee, Y.G.** "Prior Knowledge and Efficiency in Innovation Process at the Firm Level"

- 2009 Academy of Management Annual Meeting (TIM Division), Chicago, IL

[29] **Lee, Y.G.**, & Bae, J. "Innovations in Korea: Absorptive Capacity, External Capabilities, and Organizational Networks"

- 2008 Asia Academy of Management Conference, Taipei, Taiwan

HONORS, AWARDS, & GRANTS

2024	*AMJ 2023 Best Paper Award Finalist*
2023	*ASQ Best Dissertation-based Paper Award*
2018–2020	*RGC Early Career Scheme,* Principal Investigator
2016	*Above and Beyond the Call of Duty (ABCD) Reviewing Award*, Organization and Management Theory Division, Academy of Management Meetings
2016	Finalist for the *Best Paper Award*, Organization and Management Theory Division, Academy of Management Meetings
2014	Nominee for *Best Symposium Award*, 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 *Louis R. Pondy Best Dissertation Paper Award*, Organization and Management Theory Division, Academy of Management Meetings
2013	*Outstanding Reviewer Award*, Organizational Behavior Division, Academy of Management Meetings
2013	*SERI Scholarship Award*, Association of Korean Management Scholars, $1000
2010–2015	Doctoral Fellowship, INSEAD
2005–2006	*Honors Scholarships,* Korea University
2005	*Semester High Honors,* Korea University