

YONGHOON G. LEE

Department of Management
The Hong Kong University of Science and Technology
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EMPLOYMENT

| | | |
|---------------------|--|----------------|
| Assistant Professor | The Hong Kong University of Science and Technology Department of Management | 2015 - Present |
| | Research Affiliate, the Center for Economic Policy | 2021 - Present |

EDUCATION

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| 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.* (Accepted) “The Glass Wall and the Gendered Evaluation of Role Expansion in Freelancing Careers,” *Academy of Management Journal* ([link](#)).
- [2] Jung, H.J., Lee, Y.G., & Park, S.H. (2022) “Just Diverse Among Themselves: How Does Negative Performance Feedback Change Board Diversity in Expertise and Ascriptive Backgrounds?” *Organization Science*, 34(2): 657-679 ([link](#)).
- [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](#)).
- [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] 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>.
- [9] 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
- [10] 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

- [11] 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.”
- Invited for 2nd round revision at *Strategic Management Journal*
- [12] 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 1st round revision at *Administrative Science Quarterly*
- [13] Lee, Y.G. “Status-based Market for Endorsement and Where It May Fail: A Study of the Market for Financial Advisors’ Endorsement of Corporate Acquisitions.”
- Under review at *Academy of Management Journal*
- [14] Lee, Y.G., Jung, H.J., & Yang, J.* “Racial Minority Representation on the Board and Foreign Competition Threat.”
- Under review at *Organization Science*

SELECTED MANUSCRIPTS IN PROGRESS

- [15] Lee, Y.G. “Identity, Networks, and the Road to a Successful Career for Creative Freelancers.”
- [16] Lee, Y.G., Kim, Y.H., & Li, J.* “Tainted Vindication from an Illegitimate Stigmatization: A Case from Blacklisted Artists in South Korean Film Industry.”
- [17] Lee, Y.G. “The Successful Third and the Persistence of Structural Holes in Collaboration Networks.”
- [18] Lee, Y.G. & Gargiulo, M. “Survival and Success.”
- [19] Lee, Y.G., Jung, H.J., & Casciaro, T. “The Mind of Network Broker.”
- [20] Lee, Y.G. & Cho, J. “Cultural Minds and Multiplexity of a Network.”
- [21] Lee, Y.G., Kim, J.C., & Zhu, L.* “Network Brokers and Privacy.”

TEACHING

- [1] Knowing Your Social Networks, MGMT4300, HKUST (2019–Present)
- 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–Present)
- 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

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