

Michelle K. Lee

Smith School of Business
Goodes Hall | 143 Union Street Room 435
Kingston, ON K7L 3N6

Queen's University
Phone: 613-533-3175
michelle.k.lee@queensu.ca

ACADEMIC APPOINTMENTS

Queen's University, Smith School of Business, Kingston, ON
Assistant Professor of Strategy and Organizations

July 2021-Present

EDUCATION

University of Washington, Foster School of Business, Seattle, WA

June 2021

Ph.D. in Strategic Management

Dissertation: "Class Effects: The Role of Social Class Background on CEO Selection and Career Outcomes"

Committee: Warren Boeker & Abhinav Gupta (co-chairs), H. Kevin Steensma, Jerald Herting (Dpmt. of Sociology)

Binghamton University, State University of New York, Binghamton, NY

January 2009

Bachelor of Science in Accounting with concentration in Marketing

PwC Scholar (School of Management Honors), Binghamton Scholars Program, President's Honors

RESEARCH INTERESTS

Social Class, Corporate Elites, Corporate Governance, Corporate Social Responsibility

PUBLICATIONS

Lee, M., Gupta, A., and Hambrick, D. The Distinct Effects of Wealth- and CSR-oriented Shareholder Unrest on CEO Career Outcomes: A New Lens on Settling Up and Executive Job Demands. Forthcoming at *Academy of Management Journal*.

- Media coverage by *Wall Street Journal*: <https://www.wsj.com/amp/articles/ceo-social-political-issues-11624307505>

Lee, M., Kish-Gephart, J., Mizruchi, M., Palmer, D., and Useem, M. 2021. Social Class in Organizations: Entrance, Promotion, and Organizational and Societal Consequences of the Managerial Elite. *Journal of Management Inquiry*, 30(4): 385-394. *Equal Authorship

RESEARCH IN PROGRESS

Lee, M. and Gupta, A. Class Advantage? How Social Class Background affects CEO Selection. *Under 1st review*.

Lee, M. and Boeker, W. Status and Evaluation in Online Communities: Deviation and Conformity among Newly-Elite Evaluators. Targeted for *Strategic Management Journal*.

Lee, M. and Gai, S. Class Based Performance. *Collecting additional data*.

Lee, M. and Gupta A. Imprinting and CSR. *Updating manuscript*.

Tan, D. and **Lee, M.** Pro Bono in Law Firms. *Conducting analysis*.

Lee, M., Gupta, A., Hambrick, D. Women in Top Management. *Collecting data*.

HONORS AND AWARDS:

SMS Best PhD Paper Nomination, Strategic Management Society Annual Conference in London, 2020
Excellence in Teaching Award, University of Washington, 2018-2021
SMS Best Paper Nomination, Strategic Management Society Annual Conference in Houston, 2017
SMS Doctoral Scholarship, Strategic Management Society Annual Conference in Houston, 2017
Outstanding Performance Award (top performer award), Deloitte Tax LLP, 2014-2015
Binghamton Scholars Program & PwC Scholar, 2005-2009

CONFERENCES AND INVITED PRESENTATIONS:

“Class Advantage? How Social Class Background affects CEO Selection.”

- Queen’s University, Kingston, ON. November 2020
- Pennsylvania State University, University Park, PA. November 2020
- Emlyon Business School, Lyon, France. November 2020
- UNC Greensboro, Greensboro, NC. November 2020
- Hong Kong University, Hong Kong. October 2020
- Hong Kong Baptist University, Hong Kong. October 2020

“Social Class in Organizations: Entrance, Promotion, and Organizational and Societal Consequences of the Managerial Elite” *with Jennifer Kish-Gephart, Mark Mizruchi, Donald Palmer, and Michael Useem*

- Academy of Management (AOM) 80th Annual Meeting. Panel symposium organizer and moderator. Virtual Conference. Sponsored by OMT, STR, SIM divisions. August 2020

“Shareholder Unrest and Its Influence on CEO Career Outcomes” *with Abhinav Gupta and Donald Hambrick*

- Strategic Management Society (SMS) 40th Annual Conference. Virtual Conference. October 2020
- Academy of Management (AOM) 80th Annual Meeting. Virtual Conference. August 2020
- TCU Corporate Governance Doctoral Consortium, Fort Worth, TX.

“Status and Evaluation in Online Communities: Deviation and Conformity among Newly-Elite Evaluators” *with Warren Boeker.*

- Strategic Management Society (SMS) 37th Annual Conference. Houston, TX. October 2017
- Academy of Management (AOM) 77th Annual Meeting. Atlanta, GA. August 2017

TEACHING EXPERIENCE:

MGMT 430: Strategic Management (capstone senior undergraduate course)

Foster School of Business, University of Washington

Solely responsible for course design, lectures, leading case discussions, and grading

- Spring 2021: 4.8/5.0 (Class size: 49) Recipient of *Excellence in Teaching Award* *Virtual
- Winter 2019: 4.8/5.0 (Class size: 49) Recipient of *Excellence in Teaching Award*
- Winter 2018: 4.6/5.0 (Class size: 50) Recipient of *Excellence in Teaching Award*

CONSORTIA AND WORKSHOPS:

- OMT Doctoral Consortium (August 2020). Virtual conference.

- STR Doctoral Consortium (August 2019). Boston, MA.
- SMS Las Vegas Early Career Workshop (March 2019). Las Vegas, NV.
- Doctoral Consortium. West Coast Research Symposium 16th Annual Conference (September 2018). Seattle, WA.
- OMT Dissertation Proposal Workshop (August 2018). Chicago, IL.
- 10th Annual Medici Summer School in Management Studies (June 2018). Bologna, Italy.
- Strategic Management Society 14th Annual Doctoral Workshop (October 2017). Houston, TX.
- Research Frontiers in Nonmarket Strategy. Academy of Management (August 2017). Atlanta, GA.
- Doctoral Consortium. West Coast Research Symposium 14th Annual Conference (September 2016). Seattle, WA.
- Social Movements, Stakeholders, and Non-Market Strategy PDW. Academy of Management (August 2016). Anaheim, CA.
- Intro to Social Network Analysis PDW. Academy of Management (August 2016). Anaheim, CA.

PROFESSIONAL CERTIFICATION

Certified Public Accountant, New York State

September 2011

PROFESSIONAL MEMBERSHIPS

- Academy of Management
- Strategic Management Society

SERVICE ACTIVITIES

- Ad-hoc Reviewer: Organization Science, Human Relations, AOM Annual Meeting OMT, STR, and TIM divisions

PROFESSIONAL EXPERIENCE

Deloitte Tax LLP, New York, NY 2013-2015
Partnership Solutions Group. Senior Consultant (recipient of Outstanding Performance Award over three periods)

Mazars USA LLP, New York, NY 2012-2013
Real Estate Group. Associate
Private Company Services Group. Associate 2010-2011

ADDITIONAL

Volunteer for Neighborhood Legal Clinic (Pro Bono legal clinic), 2018-2021

Volunteer for Relief Bus, Shower to the People (homeless outreach in NYC and Seattle), 2013-2015, 2018-Present

Interests: Traveling, hiking, emerging cuisines, cooking, reducing waste

REFERENCES

Warren Boeker
Douglas E. Olesen Excellence Chair in
Entrepreneurship
Foster School of Business, University of Washington
Seattle, WA 98195
Phone: 206-543-8731
wboeker@uw.edu

Abhinav Gupta
Michael G. Foster Endowed Fellow Associate
Professor of Management
Foster School of Business, University of Washington
Seattle, WA 98195
Phone: 206-543-4052
abhinavg@uw.edu

H. Kevin Steensma
Michael G. Foster Endowed Professor of
Management
Foster School of Business, University of Washington
Seattle, WA 98195
Phone: 206-543-4897
steensma@uw.edu

Donald C. Hambrick
Evan Pugh University Professor & Smeal Chaired
Professor of Management
Smeal College of Business
Pennsylvania State University
Phone: 814-863-0917
dch14@psu.edu