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ACADEMIC POSITION

UNIVERSITY OF PENNSYLVANIA

- Assistant Professor of Management, The Wharton School (2021–Present)
- Lecturer, The Wharton School (2020–2021)

EDUCATION

UNIVERSITY OF MICHIGAN (U-M)

- PhD in Strategy, Stephen M. Ross School of Business (2014–2021)
 - Dissertation: Organizing for Entrepreneurship
 - Committee: Felipe Csaszar, Gautam Ahuja, Jerry Davis, Justin Frake, Scott Page
- Certificate of Graduate Studies in Complex Systems (2018)

SEOUL NATIONAL UNIVERSITY (SNU)

- MS in Strategy and International Management, Graduate School of Business
- BA in Management & BA in Economics (*Summa Cum Laude*)

CITY UNIVERSITY OF LONDON

- Exchange Student, Bayes Business School

RESEARCH

PUBLICATIONS IN REFEREED JOURNALS

- [1] **Lee, S.**,[†] and Kim, J. D.[†] 2024. When Do Startups Scale? Large-scale Evidence from Job Postings. *Strategic Management Journal*, 45(9) 1633–1669. [[Link](#)]
 - Media Coverage: Harvard Business Review, Angellist, SMS Explorer, EurekAlert
- [2] Hurst, R.,[†] **Lee, S.**,[†] and Frake, J.[†] 2024. The Effect of Flatter Hierarchy on Applicant Pool Gender Diversity: Evidence from Experiments. *Strategic Management Journal*, 45(8) 1446–1484. [[Link](#)]
 - Awards
 - Strategy Science Conference Best Paper Award (2022)
 - Academy of Management OMT Division Best Paper Award (2022)
 - Strategic Management Society Conference Strategic Human Capital Interest Group Best Paper Award (2022)
 - Finalist, Strategic Management Society Conference Responsible Research Paper Prize (2022)

Note. † denotes equal authorship.

- Media Coverage: Harvard Business Review, The Wall Street Journal, The Loop, Wharton Magazine, Maryland Smith Research, Michigan News
 - Interview: Academy of Management OMT Division Best Paper Award Interview
- [3] **Lee, S.** 2022. The Myth of the Flat Start-up: Reconsidering the Organizational Structure of Start-ups. *Strategic Management Journal*, 43(1) 58–92. [[Link](#)]
- Awards
 - Winner, INFORMS/Organization Science Dissertation Proposal Competition (2019)
 - Strategic Management Society Conference Best PhD Paper Award (2019)
 - Runner-up, Industry Studies Association Dissertation Award (2021)
 - Finalist, Academy of Management TIM Division Dissertation Award (2022)
 - Strategic Management Journal’s Top Downloaded Articles of 2021 (2023)
 - Media Coverage: Harvard Business Review, The Wall Street Journal, The New York Times, Wharton Business Daily, World Economic Forum, The Loop, Ventureburn, TechTarget, Idea to Value, Digital Tonto, How Money Works
- [4] **Lee, S.**, and Csaszar, F. A. 2020. Cognitive and Structural Antecedents of Innovation: A Large-Sample Study. *Strategy Science*, 5(2) 71–97. [[Link](#)]
- Award: Michigan Ross Emeritus Award for the Best Second-year Paper (2017)

WORKS IN PROGRESS

- [5] Kim, J. D.,[†] and **Lee, S.**[†] Target Startup’s Organizational Structure and Acquirer’s Integration-Separation Decision.
- Stage: 1st Round R&R at *Organization Science*
- [6] Choi, J.,[†] and **Lee, S.**[†] Span of Control and Firm Growth. [[Link](#)]
- Stage: Under Review at *Strategic Management Journal*
- [7] Hurst, R.,[†] and **Lee, S.**[†] Do Diversity Claims Cause Labor Market Sorting by Political Partisanship? Evidence from Experiments. [[Link](#)]
- [8] **Lee, S.**,[†] and Glennon, B.[†] The Effect of Immigration Policy on Founding Location Choice: Evidence from Canada’s Start-up Visa Program. [[Link](#)]
- Stage: 1st Round R&R at *Management Science*
 - Media Coverage: Forbes, Canada Immigration News, NBER Bulletin on Entrepreneurship
- [9] **Lee, S.**,[†] and Rich, B.[†] The Unintended Effect of Salary History Bans on the Labor Market Mobility of Historically Marginalized Groups.
- [10] **Lee, S.**, and Lee, S. The Effect of Coworking Spaces on Local Entrepreneurship: Evidence from WeWork’s Geographical Expansion in the U.S.

NON-PEER REVIEWED ARTICLES

- Kim, J. D.,[†] and **Lee, S.**[†] 2024. Research: When Should Startups Scale? *Harvard Business Review*. [[Link](#)]
- Hurst, R.,[†] **Lee, S.**,[†] and Frake, J.[†] 2024. Research: Flat Hierarchies Can Discourage Women Applicants. *Harvard Business Review*. [[Link](#)]

BOOK CHAPTERS

- Song, J., and **Lee, S.** 2013. STX Offshore and Shipbuilding Co.: Cross-border M&A of Aker Yards. *SNU Business Case Series* (35). Woodumji: Seoul, KR.
- Song, J., and **Lee, S.** 2013. Samsung Electronics: Innovation and Growth Strategy in Semiconductor Division. *SNU Business Case Series* (32). Woodumji: Seoul, KR.
- Song, J., and **Lee, S.** 2013. Hyundai Motor, Driving Global. *SNU Business Case Series* (29). Woodumji: Seoul, KR.

PRESENTATIONS

PAPER

- Span of Control and Firm Growth.
 - 2024: Strategic Management Society (Scheduled: 2024), Academy of Management
- Target Startup's Organizational Structure and Acquirer's Integration-Separation Decision.
 - 2024: Strategic Management Society (Scheduled: 2024), Academy of Management, Strategy Science Conference
 - 2022: INFORMS/Organization Science Dissertation Proposal Pre-competition Workshop
- The Effect of Immigration Policy on Founding Location Choice: Evidence from Canada's Start-up Visa Program.
 - 2024: Academy of International Business
- When Do Startups Scale? Large-scale Evidence from Job Postings.
 - 2023: Academy of Management, Maryland Smith Entrepreneurship Research Conference
 - 2022: Industry Studies Association Conference, INSEAD Doriot Entrepreneurship Conference, LBS Sumantra Ghoshal Strategy Conference
 - 2021: Wharton People and Organizations Conference
- The Effect of Flatter Hierarchy on Applicant Pool Gender Diversity: Evidence from Experiments.
 - 2023: INFORMS/Organization Science Dissertation Proposal Pre-competition Workshop, Academy of Management, Decentralization in Organizations Conference, Temple University
 - 2022: Strategy Science Conference, Yonsei University, Utah/BYU Winter Strategy Conference
 - 2021: Consortium on Competitiveness and Cooperation Conference Entrepreneurship and Innovation Brownbag Series
- The Myth of the Flat Start-up: Reconsidering the Organizational Structure of Start-ups.
 - 2020: Seoul National University
 - 2019: Simon Fraser University, University of Texas-Austin, University College London, University of Illinois Urbana-Champaign, The Wharton School, Strategic Management Society, INFORMS/Organization Science Dissertation Proposal Competition, Michigan Ross Business Economics & Public Policy, Academy of Management, Consortium on Competitiveness and Cooperation Conference, LBS Trans-Atlantic Doctoral Conference,

Note. Presentations by co-authors or in internal seminars are not listed.

Columbia/NYU East Coast Doctoral Conference

- Cognitive and Structural Antecedents of Innovation: A Large-Sample Study.
– 2019: Academy of Management

OTHER

- Dartmouth Junior Faculty Strategy Research Summer Camp (2024)
- West Coast Research Symposium Doctoral Consortium Track 2 (2019)
- Academy of Management STR Dissertation Consortium (2019)
- Strategic Management Society Doctoral Workshop (2018)
- West Coast Research Symposium Doctoral Consortium Track 1 (2018)
- Academy of Management STR Doctoral Consortium (2018)
- Strategy Science Conference Doctoral Workshop (2018)

TEACHING

MGMT 6120: Managing the Emerging Enterprise

- Wharton MBA Core - Strategy Module (Fall 2022–Present)

MGMT 9260: Seminar in Strategy and Organization Design

- Wharton PhD Elective (Spring 2022–Present)

MGMT 2230: Business Strategy

- Wharton Undergraduate Elective (Fall 2020–2022)
- Awards: Wharton Undergraduate Program Teaching Excellence Award (2021, 2022, 2023)

STRAT 290: Business Strategy

- Michigan Ross BBA Core (Winter 2017)
- Award: Michigan Ross T. W. Leabo Memorial Award for Teaching Excellence (2018)

HONORS

AWARDS

- Wharton Undergraduate Program Teaching Excellence Award (2023)
- Strategic Management Journal's Top Downloaded Articles of 2021 (2023)
- Strategic Management Society Conference Strategic Human Capital Interest Group Best Paper Award (2022)
- Finalist, Strategic Management Society Conference Responsible Research Paper Prize (2022)
- Wharton Undergraduate Program Teaching Excellence Award (2022)
- Academy of Management OMT Division Best Paper Award (2022)
- Finalist, Academy of Management TIM Division Dissertation Award (2022)
- Strategy Science Conference Best Paper Award (2022)
- Wharton Undergraduate Program Teaching Excellence Award (2021)
- Runner-up, Industry Studies Association Dissertation Award (2021)
- Strategic Management Society Conference Best PhD Paper Award (2019)
- Winner, INFORMS/Organization Science Dissertation Proposal Competition (2019)

- Michigan Ross E. G. Flamholtz Award for Academic Excellence (2019)
- Michigan Ross T. W. Leabo Memorial Award for Teaching Excellence (2018)
- Michigan Ross W. A. Spivey/Valerie and W. Hall Award for Academic and Research Excellence (2018)
- Michigan Ross Emeritus Award for the Best Second-year Paper (2017)
- Michigan Ross Early PhD Candidacy Award (2016)

GRANTS

- Wharton Behavioral Lab Research Grant (2024)
- Wharton Environmental, Social and Governance (ESG) Initiative Research Fund (2023)
- Analytics at Wharton Data Science and Business Analytics Fund (2023)
- Wharton Center for Human Resources Fellowship (2022)
- Wharton Mack Institute Research Fellowship (2022)
- Analytics at Wharton Data Science and Business Analytics Fund (2022)
- Wharton Behavioral Lab Research Grant (2021)
- Wharton Dean's Research Fund (2021)
- Analytics at Wharton Data Science and Business Analytics Fund (2020)
- U-M Rackham Graduate Student Research Grant (2020)
- Michigan Ross Doctoral Studies Research Grant (2020)
- U-M Rackham Graduate Student Pre-candidacy Research Grant (2016)
- Korea Foundation for International Culture Exchange Research Grant (2013)
- Korea Student Aid Foundation Humanities and Social Sciences Research Grant (2013)
- Brain Korea 21 Research Grant (2012)

SCHOLARSHIPS

- Michigan Ross Doctoral Studies Fellowship (2014–2020)
- Kwan-Jeong Educational Foundation Doctoral Scholarship (2014–2019)
- Michigan Ross Regent Fellowship (2014)

SERVICE

EDITORIAL REVIEW BOARD

- *Organization Science* (2022–Present)
- *Strategy Science* (2024–Present)
- *Journal of Organization Design* (2024–Present)
- *Seoul Journal of Business* (2024–Present)

AD-HOC REFEREE

- Journal: *Administrative Science Quarterly*, *Journal of Organization Design*, *Management Science*, *Organization Science*, *Strategic Entrepreneurship Journal*, *Strategic Management Journal*, *Strategy Science*
- Conference: Academy of International Business (AIB), Academy of Management (AoM), Strategic Management Society (SMS)

CONFERENCE

- Panelist/Presenter
 - AoM PDW “New Data and Methods In Strategic Management Research” (2024)
 - AoM Symposium “Expanding Who Benefits From Entrepreneurship and Technology” (2023)
 - AoM Symposium “Experimentation, Pivoting, and Performance in Early-Stage Ventures” (2023)
- Organizer
 - AoM Symposium “Modeling Firm Growth and Organizational Design” (2024)
 - AoM Symposium “Psychological Design of Organizations” (2024)
 - AoM PDW “Publishing Organization Design Papers: An Editor and Author Perspective” (2024)
 - AoM PDW “Venture Scaling: A Human Capital Perspective” (2024)
 - AoM PDW “Publishing Organization Design Papers: An Editor and Author Perspective” (2023)
 - INFORMS/Organization Science Dissertation Proposal Competition (2022)
 - AoM PDW “Organizational Scaling: New Research Frontiers” (2022)
 - Consortium on Competitiveness and Cooperation Conference Entrepreneurship Brownbag Series (2021)
 - AoM PDW “Organization Design: From Finding Ideas to Publishing Papers” (2020)
 - AoM Showcase Symposium “Artificial Intelligence and the Next Frontier of Organizational Modeling” (2019)
 - AoM PDW “Organization Design: Established and Novel Methods to Provide New Insights to a Classic Problem” (2019)
 - AoM Showcase Symposium “Organizational Structure and Innovation: Charting the Way Forward” (2018)
- Committee
 - INFORMS/Organization Science Dissertation Proposal Competition (2023, 2024)
 - AoM TIM Division Best Dissertation Award (2023)
 - Industry Studies Association Conference Dissertation Award (2023)

SCHOOL

- Management Department Seminar Committee (2023)
- PhD Dissertation Committee
 - Daniel Schliesmann
 - Elaine S. Pak
- Undergraduate Advisor
 - Martha Julia (Julie) Espinal Aleman (Wharton Huntsman Program Senior Thesis; 2024)
 - Michael Sun (Wharton Social Impact Research Experience; 2023)
 - Andres Garrido Soler (Wharton Undergraduate Thesis; 2022)

OTHER

- Faculty Advisor, IDDEAS@Wharton (2024)
- Guest Speaker
 - Korea-Penn Engineers & Scientists Association (2024)
 - Wharton Korea Undergraduate Business Society (2021)
 - U-M ELI 601: Speaking in Research Contexts (2020, 2021)
- President, Michigan Ross PhD Forum (2018)
- Instructor, U-M ICOS Big Data Camp (2017, 2018)

OTHER INFORMATION

- Computational Skills: C/C++, Julia, LaTeX, Matlab, Python, R, SQL
- Military Service: Korean Augmentation to the United States Army (KATUSA) Sergeant, 1st Battalion, 15th Field Artillery Regiment, 1st Brigade, 2nd Infantry Division

[Last updated: October 2, 2024]