

Soohyun (Ashley) Lee, Ph.D.

Assistant Professor
Department of Management, Marketing, and
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EDUCATION

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| Ph.D. in Industrial-Organizational Psychology with Quantitative Concentration
Baruch College & Graduate Center and City University of New York | Aug 2016 –
June 2022 |
| <ul style="list-style-type: none">• Dissertation: The bright and dark sides of upward social comparison: Knowledge sharing and knowledge hiding directed at high performers• Advisor: Kristin Sommer, Ph.D. | |
| M.Phil. and M.S in Industrial-Organizational Psychology
Baruch College & Graduate Center and City University of New York | Aug 2016 –
Sept 2020 |
| <ul style="list-style-type: none">• Thesis: Effects of Envy and Self-Efficacy Boost on Task Persistence and Harming Behavior• Advisor: Yochi Cohen-Charash, Ph.D. | |
| M.A. in Social Psychology
Sungkyunkwan University, South Korea | Sep 2013 –
Aug 2015 |
| <ul style="list-style-type: none">• Thesis: Will You Go Beyond Averages or Go Along With Averages?: The Role of Individualism-Collectivism in Work Motivation in Groups• Advisor: Hoon-Seok, Choi, Ph.D. | |
| B.A. in Psychology <i>Magna Cum Laude</i>
Sungkyunkwan University, South Korea | Mar 2009 –
Aug 2013 |

ACADEMIC INTERESTS

<u>Teaching Interest</u>	<u>Research Interests</u>
Human resource management	High performers
Employee assessment and selection	Social comparison
Organizational behavior	Emotions at work
Work motivation	Job stressors and employee well-being
	Cross-culture and diversity issues

TEACHING

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- | | |
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| Assistant Professor
<i>Department of Management, Marketing, and Professional Sales, Cotsakos College of Business, William Paterson University of New Jersey</i> | Aug 2022 –
Present |
| <ul style="list-style-type: none">• MGT2000 Principles of Management (2 sections)• MGT3150 Human Resources Management (1 section)• MGT3060 WP Online – Organizational Behavior (1 section)<ul style="list-style-type: none">• Co-developed the course using Open Education Resources | |

- MGT3150 WP Online – Human Resources Management
 - Co-developed the course using Open Education Resources
- MGT4850 & 4860 Business Honors Practicum (2 sections)
- MGT7040 Strategic Human Resource Management (2 sections)
- MGT7041 Applied Human Resource Planning & Development (1 section)

Pre-doctoral Teaching Fellow

Aug 2021 –
Aug 2022

Department of Management, Marketing, and Professional Sales, Cotsakos College of Business, William Paterson University of New Jersey

- MGT2000 Principles of Management (1 section)
 - Developed the course using Open Education Resources
- MGT3150 Human Resources Management (3 sections)
 - Developed the course using Open Education Resources
- MKT4020 Honors Thesis Supervision (2 sections)
- MGT7040 Strategic Human Resource Management (2 sections)
- MGT7041 Applied Human Resource Planning & Development (1 section)

Adjunct Lecturer

Aug 2017 –
May 2021

Department of Psychology, Baruch College, City University of New York

- PSY3056 Social Psychology (8 sections)
- PSY4181 Advanced Organizational Psychology (3 sections)
- Developed courses using Open Education Resources

Adjunct Lecturer

Jan 2020 –
May 2021

Department of Psychology, Lehman College, City University of New York

- PSY240 Industrial-Organizational Psychology (3 sections)
- Developed courses using Low-cost textbook

Graduate Teaching Assistant

Jan 2021 –
April 2021

Department of Psychology, Barnard College of Columbia University

- PSY 2156 Clinical Psychology (+100 students jumbo-class)

Graduate Teaching Assistant

Jan 2017 –
Dec 2019

Department of Psychology, Baruch College, City University of New York

- PSY 3056 Social Psychology (4 sections; +100 students jumbo-class)

Graduate Teaching Assistant

Sept 2013 –
May 2014

Department of Psychology, Sungkyunkwan University, South Korea

- Modern Social Psychology (1 section; +100 students jumbo-class)
- Group Dynamics (1 section; +100 students jumbo-class)

MENTORING

Faculty Advisor

Aug 2021 –
Present

Department of Management, Marketing, and Professional Sales, Cotsakos College of Business, William Paterson University of New Jersey

- Supervise honor students on the honors track
- Advise students for HR internship programs

Faculty Research Mentor <i>CUNY College Now STEM Research Academy</i>	July 2019 – Aug 2021
<ul style="list-style-type: none"> Supervised three teams of high school students' research Advised high school students' poster and oral presentations at New York States science symposium 	
Mentor of Doctoral Students <i>Baruch College, City University of New York</i>	Aug 2017 – Aug 2019
<ul style="list-style-type: none"> Mentored 1st-year doctoral students; helped them adjust to the graduate program 	
Panel discussant, Psi Chi program <i>Baruch College, City University of New York</i>	April 2018 – Nov 2018
<ul style="list-style-type: none"> Mentored undergraduate students in Psychology Club (Psi Chi) for graduate school applications 	

TEACHING-RELATED PROFESSIONAL DEVELOPMENT

Quality Assurance (QA) Certification Workshop <i>William Paterson University of New Jersey</i>	Aug 2022
Writing Across Curriculum (WAC) Workshop <i>William Paterson University of New Jersey</i>	Aug 2021
Doctoral Institute Workshop <i>Management and Organizational Behavior Teaching Society (MOBTS)</i>	July 2020
Faculty Seminar in Remote Communication-Intensive Teaching and Learning <i>Bernard L. Schwartz Communication Institute</i>	July 2020
Online Teaching Essentials Workshop <i>CUNY School of Professional Studies</i>	May 2020
Presentation at Pedagogy Day <i>Graduate Student Teaching Association (GSTA) of the Society for the Teaching of Psychology</i>	Oct 2019
Teach @CUNY Summer Institute <i>Graduate Center, City University of New York</i>	Aug 2018
Open Educational Resources (OER) Certificates Seminars <i>Baruch College, City University of New York</i>	Mar 2018 – May 2018
Professional Development Course – Teaching Strategies <i>Graduate Center, City University of New York</i>	Jan 2018 – May 2018
Professional Development Course – Advanced Spoken English: Teaching and Presentation Skills <i>Graduate Center, City University of New York</i>	Jan 2017 – May 2017

Practicum Course – Teaching of Psychology: A Futures Initiative Course
City University of New York

Jan 2017 –
May 2017

RESEARCH

Intern / Research Associate at Talent Assessment & Analytics (TAA) program May 2021 –
Human Resources Research Organization (HumRRO), Alexandria, Virginia Aug 2021

- Helped with updating O*NET information
- Conducted literature reviews on Army research.
- Led a project developing internal workforce pipelines
- Performed a job analysis of medical professionals

Ph.D. Research Assistant Aug 2016 –
Baruch College, City University of New York May 2021

- Led research projects at four labs (Emotions in Organizations, Workplace Mistreatment and Employee Well-being, Leadership and Motivation, and Personnel Selection and Employee Assessment)
- Designed and execute lab experiments, online experiments, and surveys
- Organized symposiums at conferences

Lab Manager of Emotions in Organizations Lab (PI: Dr. Yochi Cohen-Charash) Aug 2016 –
Baruch College, City University of New York May 2020

- Organized biweekly lab meetings
- Interviewed, managed, and trained undergraduate- and master-level research assistants

Research Associate Sept. 2015 –
Research Center for Applied Psychology, Sungkyunkwan University, South Korea July. 2016

- Designed and administered a cross-cultural study
- Coordinated with an international team

Master’s Student Research Assistant (PI: Dr. Hoon-Seok Choi) Sept. 2013 –
Department of Psychology, Sungkyunkwan University, South Korea Aug. 2015

- Led research projects at a social psychology lab
- Assisted with developing and validating a new scale. presented at a conference

Leader of Undergraduate Psychology Research Club Dec. 2010 –
Department of Psychology, Sungkyunkwan University, South Korea Nov. 2012

- Recruited and managed club members and worked with grad students
- Led weekly research meetings
- Conducted experiments, analyzed data, and presented at an academic conference

PUBLICATIONS

Yoon, Y. J, Varma, A., Katou, A., Cha, Y.J., & Lee, S. (2021, November) Host Country National Support to Expatriates: A Motivated Information Processing Account, *Cross-Cultural & Strategic Management*, 29 (1), 147-170. <https://doi.org/10.1108/CCSM-05-2021-0093>

- Lee, S., Zhou, Z. E., Xie, J., & Guo, H. (2021) Work-related Use of Information and Communication Technologies After Hours and Employee Fatigue: The Exacerbating Effect of Affective Commitment, *Journal of Managerial Psychology*, 36 (6), 477-490. <https://doi.org/10.1108/JMP-12-2019-0677>
- Mugayar-Baldocchi, M., Lee, S., & Gisler, S. (2020). Revolutionizing the Classroom: Transformative Teaching as an International Instructor. In T. M. Ober, E. Che, J. E. Brodsky, C. Raffaele, & P. J. Brooks (Eds.). *How We Teach Now: The GSTA Guide to Transformative Teaching* (pp. 210-222). Retrieved from the Society for the Teaching of Psychology website: <http://teachpsych.org/ebooks/howweteachnow-transformative>
- Gisler, S.*, Kato, A. E.*, Lee, S.*, & Leung, D. W*. (2018). One Size Does Not Fit All: Gender Inequity in STEM Varies Between Subfields. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11, 314-318. <https://doi.org/10.1017/iop.2018.21> [*: equal authorship, authors listed alphabetically]

IN-PREPARATION

- Lee, S., & Sommer, K. *The bright and dark sides of upward social comparison: Knowledge sharing and knowledge hiding directed at high performers* (Writing the draft for journal publication; Target journal – Journal of Knowledge Management)
- Lee, S., Kato, A. E., & Sommer, K. *Coping with Success: Effects of Coworker Relationship Quality on Outperformer* (Designing Study 3 for journal publication; Target journal – Journal of Managerial Psychology)
- Zhou, Z. E., Lee, S., & Thomas, A. *Antecedents and Consequences of Job Insecurity among Married Couples: Carry-over perspectives* (Writing the draft for journal publication; Target journal – Journal of Occupational and Organizational Psychology)

CONFERENCE PRESENTATIONS

- Kato, A. E., Lee, S., & Gonzalez, M. F (2023, June). *More than a Band-aid: Using I-O Principles to Seal Leaks in the Faculty Pipeline* (Speed learning session accepted and to be presented at the I/O's Impacting Academia Virtual Summit)
- Zhou, Z. E. & Lee, S (2023, April). *Novel Directions in Job Insecurity Research in Work and Nonwork Domains* (Symposium accepted and to be presented at the annual conference of the Society for Industrial and Organizational Psychology, Boston, MA)
- Thomas, A., Lee, S., & Zhou, Z. E. (2023, April). *The Congruence and Incongruence Effects of Couples' Job Insecurity*. In Zhou, Z. E. & Lee, S. (Chairs), *Novel Directions in Job Insecurity Research on Work and Nonwork Domains*. (Symposium accepted and to be presented at the annual conference of the Society for Industrial and Organizational Psychology, Boston, MA)
- Gonzalez, M. F., Cohen-Charash, Y., Lee, S., Johnson, K., & Spector, P. E (2022, August). *Envy Beyond Borders: A Meta-Analysis of National Culture and Reactions to Envy*. In Wu, I-H., & Gonzalez, M. F. (Chair) *Context Matters: The Implications of Workplace Envy Across Context*. (Symposium presented at the annual conference of the Academy of Management, Seattle, WA)
- Thomas, A., Lee, S., & Zhou, Z. E. (2022, April). *Impact of Leader Appreciation on Employee and Spousal Stress*. In C.E. Burnett (Chair), *Leadership and Health Outcomes: Explorations of the Far-Reaching Impact of Leadership*. (Symposium presented at the annual conference of the

- Society for Industrial and Organizational Psychology, Seattle, WA)
- Cheng, S. K. (Co-Chair), Ravid, D. M. (Co-Chair), Bromley, T., Collier-Spruel, L., **Lee, S.**, Wright, K., Young, C. (2022, April). *A foot in the door: Internship advice for I-O graduate students* (Panel discussion presented at the annual conference of Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA)
- Lee, S.**, & Cohen-Charash, Y. (2022, February). *The Influence of Boosting Self-Efficacy on Reactions to Envy*. In R. Campagna & E. Hart (Chairs), *Green With Envy: Antecedents and Consequences of Envy Perceptions*. (Symposium presented at the annual conference of the Society for Personality and Social Psychology, San Francisco, CA)
- Lee, S.**, Kim, S-Y., & Cha, Y-J. (2022, February). *The Effects of Online and Offline Interaction with Family and Friends on Well-Being at the Early Phase of Pandemic* (Poster presented at the Happiness and Well-Being Preconference of the Society for Personality and Social Psychology, San Francisco, CA)
- Lee, S.**, Kato, A. E., & Sommer, K. (2021, April). *Coping with Success: Effects of Coworker Relationship Quality on Outperformer*. (Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA)
- Alenick, P.R. **Lee, S.**, Cohen-Charash, Y., & Fleishmakher, D. (2021, April). *Got a Bad Reputation: Better Understanding Socially Undesirable Emotions* (Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA)
- Hu, X., Santuzzi, A. M., Dickson, M. W., Glazer, S., Jang, S., Abraham, E., Atoba, B., Chackoria, J., Della Pona, C. M., Gómez Ornelas, S., Iverson, N., **Lee, S.**, Panton, K., Solis, L. (2021, April). *International students in I/O Psychology: Sharing experiences and providing support* (Alternative session presented at the annual Conference of Society of Industrial and Organizational Psychology, New Orleans, LA)
- Lee, S.** (2020, May). *Effects of Self-Efficacy Boost on Envious Individuals' Task Performance and Harming Behavior*. (Data Blitz presented at the annual conference of Psychology Research Day, The Graduate Center, City University of New York, NY).
- Mugayar-Baldocchi, M., **Lee, S.**, & Gisler, S. (2019, October). *A Beginner's Guide to Expertly Teaching as an International* (Panel discussant at the annual Pedagogy Day organized by Graduate Student Teaching Association (GSTA) of Society for the Teaching of Psychology, New York, NY).
- Lee, S.**, & Cohen-Charash, Y. (2019, July). *Yes, I Can (Achieve What You Have): Effects of Self-Efficacy on Reactions to Envy*. (Poster presented at the biannual conference of the International Society for Research on Emotion, Amsterdam, Netherlands).
- Cohen-Charash, Y., Gonzalez, M. F., Larson, E.C., **Lee, S.**, & Alenick, P.R. (2019, July). *A Contextual Goal-Based Theory of Envy and its Outcomes* (Symposium presented at the biannual conference of the International Society for Research on Emotion, Amsterdam, Netherlands).
- Lee, S.**, Alenick, P.R., Zhou, Z. E., & Xie, J. (2019, April). *W ICTs after Hours and Fatigue: The Double-edged Effect of Affective Commitment*. (Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD) **[Top Poster of SIOP 2019]**.
- Naidoo, L. J., Natale A. N.*, & **Lee, S.*** (2019, April). *Using eye-tracking to study motivational processes*. In C.A. Scherbaum & P.J. Hanges (Chair), *In the mind's eye: Eye-tracking as a tool for the organizational sciences*. (Symposium presentation at the annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD). *Equal

authorship

- Gonzalez, M. F., Lee, S., Larson, E.C., & Cohen-Charash, Y. (2018, August). *Overcoming Value Judgments of Affect: Adverse Effects of Feeling Good and Benefits of Feeling Bad* (Symposium presentation at the annual conference of the Academy of Management, Chicago, IL).
- Lee, S., & Yu, P. P. (2018, April). *Cross-cultural differences in job and retirement attitudes in the U.S. and South Korea* (Poster presentation at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL).
- Kuraya, T., Yuk, Y., Seo, J., Lee, S., Moon, S., & Kim, C. (2016, July). *Adversity in the Eyes of the Beholder: Effects of Culture-Congruent vs. Culture-Incongruent Displays of Sadness in Korea and Japan* (Symposium presentation at the International Congress of Psychology, Yokohama, Japan).
- Yuk, Y., Ando, K., Kim, C., Kuraya, T., Lee, S., Moon, S., & Seo, J. (2016, July). *Differences in Cultural Display Rules between Japan and Korea: A Literature Review and Research Propositions* (Symposium presentation at the International Congress of Psychology, Yokohama, Japan).
- Lee, S., & Choi, H. (2016, January). *Will You Go Beyond Averages or Go Along With Averages?: The Role of Individualism-Collectivism in Work Motivation in Groups*. (Poster presentation at the annual conference of the Society for Personality and Social Psychology, San Diego, CA).
- Lee, H., Lee, S., Euh, H., & Choi, H. (2016, January). *A Two-Dimensional Measure of Individual's Cultural Orientation in Korea*. (Poster presentation at the annual conference of the Society for Personality and Social Psychology, San Diego, CA).

SCHOLARSHIPS, GRANTS, AND AWARDS

Faculty Summer Research Forum (FSRF) Fund <i>William Paterson University of New Jersey</i>	Aug 2022
Career Development Fund <i>William Paterson University of New Jersey</i>	May 2022
Doctoral Student Research Grant Scholarship <i>Graduate Center & City University of New York</i>	Mar 2021
Doctoral Institute Scholarship <i>Management and Organizational Behavior Teaching Society (MOBTS)</i>	June 2020
2nd place in Consulting Competition <i>Organization and Human Development Consulting Club (OHDCC) at Teachers College, Columbia University</i>	May 2020
Doctoral Consortia Scholarship <i>Southern Management Association (SMA)</i>	Oct 2019
Adjunct Faculty Travel Fund <i>Research Foundation of City University of New York</i>	May 2019

SIOP Best Poster Award <i>Society for Industrial and Organizational Psychology (SIOP)</i>	April 2019
Doctoral Student Travel Fund <i>Metropolitan Association of Applied Psychology (METRO)</i>	Mar 2019
Doctoral Student Conference Presentation Support <i>Graduate Center & City University of New York</i>	Jun 2018
Ph.D. Research Assistantship <i>Baruch College, City University of New York</i>	Aug 2016 – May 2020
Bachelor’s-Master’s track Scholarship <i>Sungkyunkwan University, South Korea</i>	Sep 2013 – Aug 2015
Merit-based Graduate Scholarship <i>Sungkyunkwan University, South Korea</i>	Mar 2014 – Dec 2014
KPA-SAGE Best Undergraduate Research Award <i>Korean Psychological Association and SAGE publications</i>	Aug 2013
Excellent Undergraduate Research Award <i>Sungkyunkwan University, South Korea</i>	Dec 2012
Merit-based Undergraduate Scholarship <i>Sungkyunkwan University, South Korea</i>	Mar 2011 – Dec 2012

PROFESSIONAL AND ACADEMIC SERVICE

DFW (Drop, Failure, Withdrawal) taskforce member <i>Cotaskos College of Business, William Paterson University of New Jersey</i>	Nov 2022 – Present
<ul style="list-style-type: none"> • Assist with creating strategies to reduce DFW rates in MGT courses • Gather inputs from instructors of MGT2000, 3060, and 4500 • Evaluate several syllabi of MGT2000 	
MGT Micro-credential taskforce member <i>Cotaskos College of Business, William Paterson University of New Jersey</i>	Nov 2022 – Present
<ul style="list-style-type: none"> • Assist with creating strategies to establish micro-credentials in the MGT program 	
Assurance of Learning (AoL) committee member <i>Cotaskos College of Business, William Paterson University of New Jersey</i>	Sept 2021 – Present
<ul style="list-style-type: none"> • Assist with the Closing-the-loop phase • Evaluate MBA students’ assignments to ensure the college meets AACSB Business Accreditation standards 	
Board Member of Early Career Researcher Section (ECRS) <i>International Society for Research on Emotion (ISRE)</i>	Aug 2019 – Present
<ul style="list-style-type: none"> • Lead poster award initiatives for recognizing early-career emotion researchers • Design and organize career development initiatives for early-career emotion researchers • Organize webinars and mentoring programs for early-career emotion researchers 	

Peer Reviewer of the Academy of Management (AOM), Academy of Management Review (AMR), and Society for Industrial-Organizational Psychology (SIOP) Feb 2017 – Present

- Review conference symposium papers and journal manuscripts

Honors Thesis Advisor Oct 2021 – May 2022
Department of Management, Marketing, and Professional Sales, William Paterson University of New Jersey

- Supervised an undergraduate student's honors thesis (Brian Wheeler)

Psychology Participation Pool (SONA) Administrator June 2018– Aug 2021
Baruch College, City University of New York

- Managed the research participation pool (approx. 5,000 students)
- Coordinated with faculty and grad students to support their research

President of Korean Students Association (KSA) Aug 2018 – Aug 2019
Graduate Center, City University of New York

- Led a mid-size graduate student association (approx. 60 members)
- Organized various onboarding and social meetings
- Managed annual budgets

PROFESSIONAL MEMBERSHIP

- Management and Organizational Behavior Teaching Society (MOBTS)
- International Society for Research on Emotion (ISRE)
- Academy of Management (AOM)
- Society for Industrial-Organizational Psychology (SIOP)
- Society for Personality and Social Psychology (SPSP)
- Metropolitan Association of Applied Psychology (METRO)