

Min Young Lee

Organizational Behavior Area | Kenan-Flagler Business School

University of North Carolina, Chapel Hill, NC

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EDUCATION

Georgia Institute of Technology, Scheller College of Business	Atlanta, GA
Ph.D., Organizational Behavior; Minor: Research Methods	2022
Columbia University, Teachers College	New York, NY
M.A., Developmental Psychology, Human Development	2016
Emory University	Atlanta, GA
B.A., Psychology and Sociology	2013

PROFESSIONAL EXPERIENCE

University of North Carolina, Kenan-Flagler Business School	Chapel Hill, NC
Post-Doctoral Research Associate, Manager of Center for Decision Research	2022-Present

RESEARCH INTEREST

Counternormative Behaviors | Social Dynamics | Self-perceptions

REFEREED JOURNAL ARTICLES

- Lee, M. Y., Badura, K. L., Baker, B., & Sherf, E. N. (2024). Perceived personal and contextual impunity: Conceptualization, antecedents, and implications for workplace misconduct. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0001196>
- Badura, K. L., Galvin, B. M., & Lee, M. Y. (2022). Leadership emergence: An integrative review. *Journal of Applied Psychology* <https://doi.org/10.1037/apl0000997>

JOURNAL ARTICLE UNDER PEER REVIEW

- Sherf, E. N., Lee, M. Y., McElroy, T. (proposal invited for full manuscript submission after 1st R&R). Title removed for blind review. *Academy of Management Annals*

WORK IN PROGRESS

- Lee, M. Y. & Mitchell, M. S. Snuffing out employee motivation: How gaslighting influences employee motivation and behavior. Target: *Academy of Management Journal*. (Preparing for submission).

- **Lee, M. Y., & Badura, K. L.** Reading between the humble lines: How leader expressed humility shapes follower outcomes. Target: *Journal of Applied Psychology* (Additional data collection).
- **Lee, M. Y. & Hur, Y. Y.** Perception of mediocrity and its downstream workplace consequences. Target: *Organizational Behavior and Human Decision Processes*. (Data collection).
- Mitchell, M. S., **Lee, M. Y.**, & Christian, M. S. Acceptance and resistance of resilience talk. Target: *Academy of Management Journal*. (Idea development).
- Sherf, E. N. & **Lee, M. Y.** Justice enactment through an ability-motivation-opportunity lens. Target: *Academy of Management Review*. (Writing).

TEACHING EXPERIENCES

University of North Carolina, Kenan-Flagler Business School

- Instructor, Leading and Managing in Organizations (BUSI 405) Spring 2024
Rating: 4.4/5; 44 students (In-person)

Georgia Institute of Technology, Scheller College of Business

- Instructor, Organizational Behavior (MGT 3101) Fall 2020
Rating: 4.8/5; 43 students (Hybrid)
- Center for enhancement of teaching and learning “Thank a Teacher” Award Recipient
- Instructor, Organizational Behavior (MGT 3101) Spring 2020
Rating waived due to COVID-19; 43 students (In-person to Online)
- GT Professor Appreciation Recognition: Women’s Basketball, Men’s Basketball
- Guest Lecturer, EMBA/MBA Elective Courses Fall 2017 - Spring 2023
Cross-cultural Management (Undergraduate; MGT 3118)
Cross-cultural Management (MBA; MGT 6118)
Global Workforce Management (EMBA; MGT 6121)

HONORS & AWARDS

- Ashton Watson Stalnaker Memorial Award for Ph.D. Student Excellence (\$2,250) 2022
- MOBTS (Management & Organizational Behavior Teaching Society) Doctoral Institute Scholarship 2021

REFERRED PRESENTATION, ORGANIZED SYMPOSIA, & PDW

- Giurge, L. M., Harari, D., **Lee, M.Y.** (2025) Making the most of it: Being successful in a post-doc and beyond, Organizer at the Academy of Management Annual Conference, Copenhagen.

- **Lee, M. Y.,** Harari, D., & Giurge, L. M. (2024) Making the most of it: Being successful in a post-doc and beyond, Organizer at the Academy of Management Annual Conference, Chicago, IL.
- Harari, D., Giurge, L. M., **Lee, M. Y.** (2023) Making the most of it: Being successful in a post-doc and beyond, Organizer at the Academy of Management Annual Conference, Boston, MA.
- **Lee, M. Y.** (2023) Perceived personal and contextual impunity: Conceptualization, antecedents, and implications for workplace misconduct. Presented at Sookmyung Women's University, Seoul, South Korea
- **Lee, M. Y.** (2023) Perceived personal and contextual impunity: Conceptualization, antecedents, and implications for workplace misconduct. Presented at the Piedmont Organizational Behavior Summit, Chapel Hill, North Carolina
- **Lee, M. Y.,** Badura, K. L., & Baker, B (2020). Development and validation of workplace impunity scale. In M. Y., Lee (Chair), Understanding the Darker Side to Organizational Behavior. Symposium presented at the 80th annual meeting of the Academy of Management, virtual conference due to the COVID-19 pandemic

ACADEMIC SERVICE

- **University of North Carolina, Kenan-Flagler Business School**
Center for Decision Research Manager 2022-Present
- **Ad-hoc Reviewer**
Academy of Management Annual Meeting 2019-Present
Applied Psychology 2021
- **Georgia Institute of Technology, Scheller College of Business**
Behavioral Lab Research Coordinator Fall 2019-Spring 2020

ACADEMIC RESEARCH ASSISTANTSHIP

- Georgia Institute of Technology, Scheller College of Business 2018-2022
- Neuro-cognition, Early Experience and Development (NEED) Lab 2015-2016
- Children's and Mother's Emotions Lab (CAMEL) 2012-2014
- The Emory Spatial Cognition Laboratory 2013

PROFESSIONAL AFFILIATION

Academy of Management
Society for Industrial and Organizational Psychology

REFERENCES

Katie Badura

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Scheller College of Business
Georgia Institute of Technology
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Marie S. Mitchell

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Edward M. O'Herron Scholar
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Elad N. Sherf

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Sarah Graham Kenan Scholar
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