

Matthew Lee

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NYU Stern
44 West Fourth Street
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ACADEMIC APPOINTMENTS

New York University, Stern School of Business
Assistant Professor of Management & Organizations, 2019-present

INSEAD (Singapore)
Assistant Professor of Strategy, 2014–2019

EDUCATION

Harvard University, Harvard Business School
Doctor of Business Administration, Management, 2014

Pennsylvania State University
Bachelor of Science, Economics, with Distinction and Honors, 2005
Bachelor of Science, Science (Physics)

RESEARCH

Publications * equal authorship | † graduate student co-author (at time of first submission)

- [12] Lee, M., Adbi, A.†, and Singh, J. 2020. "Categorical cognition and outcome efficiency of impact investing decisions." *Strategic Management Journal*, 41(1): 86-107.
 - *Best Track Paper*, Strategic Management Society Hyderabad Special Conference
- [11] Lee, M., Battilana, J. 2020. "How the zebra got its stripes: Imprinting of individuals and hybrid social ventures." *Research in the Sociology of Organizations*, 69: Organizational Hybridity, 139-165.
 - *Best Paper*, NYU-Stern Social Entrepreneurship Research Conference
- [10] Lee, M.*, Ramus, T.*, and Vaccaro, A. 2018. "From protest to product: Strategic frame brokerage in a commercial social movement organization." *Academy of Management Journal*, 61(6): 2130-58.
- [9] Lee, M. and Marquis, C. 2018. "Large corporations, social capital, and community philanthropy." In S. Dorobantu, R.V. Aguilera, J. Luo, & F. Milliken (eds.), *Advances in Strategic Management*, 38: Sustainability, Stakeholder Governance, and Corporate Social Responsibility, 197-226.
- [8] Lee, M.* and Huang, L.* 2018. "Gender bias, social impact framing, and evaluation of entrepreneurial ventures." *Organization Science*, 29(1): 1-16.
 - *Winner*, IACMR-RRBM Award for Responsible Research in Management
 - *Nominee, Best Paper*, Strategic Management Society Annual Meeting
 - *Runner-up, Best Paper*, R. H. Smith Entrepreneurship Conference
- [7] Dimitriadis, S.†, Lee, M., Ramarajan, L., and Battilana, J. 2017. "Blurring the boundaries between the social and commercial sectors: The interplay of gender and local communities in the commercialization of social ventures." *Organization Science*, 28(5): 819-839.

- [6] Almandoz, J., Lee, M., and Marquis, C. 2017. "Different shades of green: The impact of complex and uncertain environments on the strategies of innovative hybrid organizations." In M.-D. Seidel & H. Greve (eds.), *Research in the Sociology of Organizations*, 50: Emergence, 31-67.
- [5] Lee, M. and Jay, J. 2015. "Strategic responses to hybrid social ventures." *California Management Review*, 57(3): 126-148.
- [4] Battilana, J.* and Lee, M.* 2014. "Advancing research on hybrid organizing – Insights from the study of social enterprises." *Academy of Management Annals*, 8(1): 397-441.
- [3] Lee, M., Battilana, J., and Wang, T. 2014. "Building an infrastructure for empirical research on social enterprise: Challenges and opportunities." In J. Short (ed.), *Research Methodology in Strategy and Management*, 9: Research Methods in Social Entrepreneurship, 241-264. Emerald.
- [2] Marquis, C. and Lee, M. 2013. "Who is governing whom? Senior managers, governance and the structure of generosity in large U.S. firms." *Strategic Management Journal*, 34(4): 483-497.
- [1] Battilana, J., Lee, M., Walker, J., and Dorsey, C. 2012. "In search of the hybrid ideal." *Stanford Social Innovation Review*, Summer 2012.

Articles Under Peer Review and Invited Revisions

- [A] "Commercialization of mission-oriented organizations as a structural hybridization process" (with Tommaso Ramus, Antonino Vaccaro, and Pietro Versari[†]). Revise & Resubmit.
- [B] "Community-mediated exchange and collective loan defaults in microfinance: Evidence from Indian demonetization" (with Arzi Adbi[†] and Jasjit Singh). Revise & Resubmit.
- [C] "Strategic Drift: Institutional Pluralism, Specialization, and Organizational Growth" (with Tommaso Ramus). Under review

Working Papers

- [D] "In search of structure: Toward a compensatory control theory of institutional cognition." (with Jennifer Whitson)
- [E] "Stakeholder value synergy and the viability of hybrid social ventures."

Work in Progress

- "Need, efficacy, and financing of the entrepreneurial poor: Evidence from Kiva.org."
- "Peer effects in corporate social responsibility reporting: A randomized field experiment."
- "Acquisitions, sales and mission drift in the natural foods industry." (with May-Anne Very)
- "An initial analysis of non-profit merger outcomes." (with Nathan Dietz and Jesse Lecy)

Selected Media Coverage of Research

- New York Times [8], Financial Times [8], CBS MoneyWatch [2], Forbes [10] [8] [7], Harvard Business Review [8], Harvard Business School Working Knowledge [12][1], INSEAD Knowledge [10] [8] [7] [5], MIT Enterprise Forum [1], New Straits Times [8], Stanford Social Innovation Review [7], World Bank [1]

Selected Invited or Refereed Research Presentations

(does not include co-author presentations)

- “Community-mediated exchange and collective loan defaults in microfinance: Evidence from Indian demonetization”
 - Telfer School of Management, University of Ottawa
 - Rotterdam School of Management, Business & Society Department
 - Copenhagen Business School, Strategy & Innovation Department
 - IESE Business School, Universidad de Navarra, Organizational Behavior Department
 - University of Toronto, Strategic Management Department
 - Cornell University Management & Organizations Department
 - Baruch College Management Department
 - George Washington University, International Business Department
 - New York University Organization Theory Brownbag
 - Junior Faculty Organization Theory Conference, McGill University
- “Categorical cognition and outcome efficiency of impact investing decisions”
 - Strategic Management Society Annual Meeting, Paris
 - Alliance for Research on Corporate Sustainability (ARCS) Annual Meeting, MIT
 - Community of Social Innovation Conference, University of Michigan
 - IESE Business School, Universidad de Navarra, Strategic Management Department
 - Libera Università Internazionale degli Studi Sociali Guido Carli (LUISS) Business School
 - Academy of Management Annual Meeting, Atlanta
 - Sumantra Ghoshal Conference on Managerially Relevant Research, London Business School
 - Asian Management Research Conference, Singapore Management University
- “Gender bias, social impact framing, and evaluation of entrepreneurial ventures”
 - Community of Social Innovation Conference, Queen’s School of Business
 - Bocconi University, Department of Management & Technology
 - École Polytechnique Fédérale de Lausanne (EPFL) Management, Technology, & Entrepreneurship Department
 - Doriot Entrepreneurship Conference, INSEAD
 - Strategic Management Society Annual Meeting, Berlin
 - Organizations with Purpose Symposium, London Business School
 - Emory Social Enterprise @ Goizueta Workshop, Emory University
 - Brownbag Seminar, INSEAD
 - First Cut Seminar, Singapore
- “Mission and Markets? The organizational viability of hybrid social ventures”
 - Community of Social Innovation Conference, University of Michigan
 - Social Enterprise @ Goizueta Workshop, Emory University
 - University of Minnesota, Strategic Management & Entrepreneurship Department
 - New York University, Wagner School of Public Service
 - Queen’s University, Strategy & Organizations Department
 - University of Toronto, Strategic Management Department
 - Nanyang Technological University Strategy Management & Organization Department
 - National University of Singapore Strategy & Policy Department
 - INSEAD, Strategy Area

- University College London, Strategy & Entrepreneurship Department
- Social Entrepreneurship Research Conference, NYU-Stern
- Harvard-MIT Economic Sociology Seminar
- Work, Organizations and Markets Seminar, Harvard Business School
- Academy of Management Annual Meeting, Orlando
- “How the zebra got its stripes: Imprinting of individuals and hybrid social ventures”
 - Academy of Management Annual Meeting, Orlando
 - European Group for Organizational Studies Annual Conference, Montreal
 - OMT-ASQ Conference on Organization Theory and New Venture Creation, INSEAD
 - Social Entrepreneurship Research Conference, NYU-Stern
 - Work, Organizations and Markets Seminar, Harvard Business School
 - ABC Institutional Theory Workshop, Banff
 - Community of Social Innovation Conference, Harvard Business School
- “Large corporations, social capital and community philanthropy”
 - Academy of Management Annual Meeting, Montreal
 - ABC Conference on Organizing Institutions, Boston College
 - Work, Organizations and Markets Seminar, Harvard Business School

Other Presentations and Organizing

- Organizer, NYU Management & Organizations Department Non-Market Strategy Workshop (virtual). Co-organized with Sinziana Dorobantu. New York University, November 2021.
- Organizer and Moderator, Strategic Management Society Stakeholder Interest Book Talk Series (virtual). Co-organized with Jiao Luo. Initial speakers include Christopher Marquis, Sarah Kaplan, Ed Freeman. March 2021-present.
- Organizer, NYU Management & Organizations Department Non-Market Strategy Workshop (virtual). Co-organized with Sinziana Dorobantu. New York University, November 2020.
- Moderator, “Bridging the Gap Between Market and Nonmarket Strategy: Entrepreneurship and Nonmarket Strategy.” Symposium at Academy of Management Annual Meeting (virtual), August 2020.
- Keynote Speaker, “Researching the Hybrid Ideal: Lessons learned and paths forward.” Social Entrepreneurship Research Conference, Indiana University Kelley School of Business, Bloomington, November 2019.
- Organizer and Presenter, “The Future of Hybrid Organizations and Social Enterprises.” Co-organized with Tommaso Ramus. Professional Development Workshop at Academy of Management Annual Meeting, Chicago, August 2018.
- Panelist, “Social Entrepreneurship.” Symposium at Strategic Management Society Annual Meeting, Berlin, September 2016.
- Organizer and Presenter, “Hybrid organizations and organizing: Challenges and opportunities for research.” Co-organized with Tommaso Ramus. Professional Development Workshop at Academy of Management Annual Meeting, Anaheim, August 2016.
- Presenter, “Causes and consequences of socially-oriented employment.” Dartmouth Tuck Strategy Summer Camp Workshop, August 2016.

- Presenter, “Social performance in strategic management research.” Dartmouth Tuck Strategy Summer Camp Workshop, August 2015.
- Panelist, “Asking wicked questions.” Community on Social Innovation Workshop, Queen’s School of Business, May 2014.
- Panelist, “Advancing research on social-business hybrid organizations: Emergence and internal dynamics.” Professional Development Workshop at Academy of Management Annual Meeting, Orlando, August 2013.
- Organizer and Presenter, “Inside the corporate social responsibility (CSR) black box: Antecedents and limits of CSR.” Co-organized with Christopher Marquis. Research Symposium at Academy of Management Meetings, San Antonio, August 2010.

TEACHING

NYU Stern School of Business

- Strategy, Full-Time MBA core course: 2019-2020
- Competitive Strategy, Part-Time MBA core course: 2020-2021
- Corporate Strategy, Part-Time MBA core course: 2020-2021

INSEAD

- Introduction to Strategy, MBA core course: 2015-2019
- Business & Society, PhD seminar course: 2017
- Executive Education, topics related to strategy, sustainability, and social impact: 2015-2019

Harvard College

- Social Entrepreneurship (Head Teaching Fellow, undergraduate), 2009-2011
 - Harvard University Award for Distinction in Teaching (3 times, awarded to top 10% university-wide)

Guest Lectures

- NYU, Management & Organizations PhD Pro-Seminar: Apr 2020, Apr 2021
- University of Toronto, Organizational Behaviour PhD Pro-Seminar: Apr 2021
- Brown University, Social Entrepreneurship: Apr 2016

Published Materials

- Simonovich, D., Lee, M., and Zemsky, P. 2017. “Strategy, value and competitive advantage.” INSEAD Course Note.
- Marquis, C. and Lee, M. 2015. “B Lab: Can it scale business as a force for good?” Harvard Business School Case 415-080.
- Sengul, M. and Lee, M. 2015. “Metal can and container industry in 2014.” INSEAD Case 01/2015-6111.

- Research publications have appeared in teaching syllabi at the following institutions (partial list): Columbia, Cornell, Georgetown, Harvard, INSEAD, University of Michigan, New York University, Northwestern, Notre Dame, Ohio State, University of Pennsylvania, Sciences Po, University of Southern California, University of Washington, Yale University.

INSTITUTIONAL SERVICE

- Editorial Review Boards
 - *Academy of Management Journal*: 2019-present
 - Best Reviewer Award, 2020
 - *Administrative Science Quarterly*: 2016-present
- Ad-hoc reviewing
 - Journals: *Administrative Science Quarterly*, *Academy of Management Journal*, *Academy of Management Review*, *Management Science*, *Organization Science*, *Strategic Management Journal*, *Proceedings of the National Academy of Sciences*, *Strategic Entrepreneurship Journal*, *Journal of Business Venturing*, *Entrepreneurship Theory & Practice*, *Production and Operations Management*, *Journal of Management Studies*, *California Management Review*, *Financial Analysts Journal*, *Nonprofit & Voluntary Sector Quarterly*, *Voluntas*, *Journal of Business Ethics*, *Business & Society*, *International Public Management Journal*, *Nonprofit Management and Leadership*
 - Books: *Routledge*, *Springer Publishing*, *Stanford University Press*
 - Institutional: *Social Sciences and Humanities Research Council of Canada (SSHRC)*
- NYU-Stern service
 - Management & Organizations Doctoral Admissions Committee: 2020-2022
 - Advisory Board, Center for the Future of Management: 2020-
 - Organizer, Macro Brownbag Seminar Series: 2020-
 - MBA Core Curriculum Committee: 2020-
 - Co-Organizer, Non-Market Strategy Research Workshop (w/ S. Dorobantu): Nov 2020, Nov 2021
 - Moderator, Endless Frontier Labs Life Sciences Startup Incubator: Feb 2020, Dec 2020, Jan 2021, Mar 2021, Oct 2022, Dec 2022
- INSEAD service
 - Co-organizer, Strategy & Entrepreneurship Research Seminar: 2017-2019
 - Organizer, Singapore Brownbag Seminar Series: 2017-2019
 - Panelist, INSEAD-Wharton Doctoral Consortium: Mar 2016
 - Panelist, Doctoral Admissions Recruitment: Jan 2016
 - Interviewer, EMBA Admissions: Nov 2015
 - Committee Member, Strategy Area Faculty Recruiting: 2015-2016
- PhD student dissertation committees
 - Minh Vo (PhD in Management, INSEAD, current student)
 - Anna Szerb (PhD in Management, INSEAD, current student)
 - May-Anne Very (PhD in Management, INSEAD, current student)
Initial placement: Assistant Professor, IESE
 - Leena Kinger-Hans (PhD in Management, INSEAD, 2020)
Initial placement: Assistant Professor, Indian School of Business
 - Arzi Adbi (PhD in Management, INSEAD, 2020)
Initial placement: Assistant Professor, National University of Singapore

- PhD student comprehensive exam committees
 - Sonya Pyo (Management, NYU-Stern, June 2020)
 - Michael Impink (Management, NYU-Stern, May 2020)
 - Arzi Adbi (Strategy, INSEAD, March 2018)
- PhD student external reviews
 - Francesca Capo (Management, LUISS, 2018)
- Other service
 - Steering Committee, Non-Market Strategy Research Community: 2020-present
 - Organizing Committee, Non-Market Strategy Research Community Doctoral Conference: Spring 2021
 - Co-Organizer, Stakeholder Interest Group Professional Development Workshop, Strategic Management Society Annual Meeting (w/ J. York, M. Desjardine, C. Bode): Oct 2020
 - Co-Organizer, HBS Strategy Alumni Doctoral Conference (w/ J. Chauvin): Aug 2020
 - Mentor, Academy of Management ONE Division Doctoral Consortium: Aug 2020
 - Strategic Management Society Stakeholder Interest Group Representative-At-Large: 2019-2021
 - Academy of Management Strategy (STR) Division research committee: 2018-2020
 - Committee Member, HBS Wyss Award for Faculty Mentoring: 2012-2014
 - Academy of Management Entrepreneurship (ENT) Division outstanding reviewer: 2012

AWARDS

- Best Reviewer Award, Academy of Management Review, 2021
- Honorable Mention (one of three), NYU Stern MBA Professor of the Year, 2020-2021
- Best Reviewer Award, Academy of Management Journal, 2020
- Dean's Award (less than 1% of graduating students), Harvard Business School, 2014
- Wyss Award for Excellence in Doctoral Research, Harvard Business School, 2013
- Finalist, INFORMS/Organization Science Dissertation Proposal Competition, 2013
- Doctoral Fellowship, Harvard Business School, 2008-2013
- Reddy Mission Award, Pennsylvania State University Schreyer Honors College, 2005
- U.S. Fulbright Grant (Malaysia), 2005
- Phi Beta Kappa, 2004

PROFESSIONAL EXPERIENCE

- The Bridgespan Group, Boston, MA and New York, NY, 2006-2008
- U.S. Department of State, Kuala Lumpur, Malaysia, 2006
- Bates White, L.L.C., Washington, D.C., 2004-2005
- Center for Strategic and International Studies, Washington, D.C., 2003