

Matthew Lee

+1 (267) 733-5242
mlee@stern.nyu.edu
www.matthewscottlee.com

NYU Stern
44 West Fourth Street
New York, NY 10012

ACADEMIC APPOINTMENTS

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

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)

- [12] Lee, M., Battilana, J. “How the zebra got its stripes: Imprinting of individuals and hybrid social ventures.” Accepted, *Research in the Sociology of Organizations*.
 - *Best Paper*, NYU-Stern Social Entrepreneurship Research Conference
- [11] 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
- [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). Received 2nd revise & resubmit, *Academy of Management Journal*.
- [B] "Community-mediated exchange and collective loan defaults in microfinance: Evidence from Indian demonetization" (with Arzi Adbi and Jasjit Singh). Under review.

Working Papers

- "In search of structure: Toward a compensatory control theory of institutional cognition." (with Jennifer Whitson)
- "An initial analysis of non-profit merger outcomes." (with Nathan Dietz and Jesse Lecy)
- "Mission and markets? The organizational viability of hybrid social ventures."

Work in Progress

- "Peer effects in corporate social responsibility reporting: A randomized field experiment."
- "Acquisitions, sales and mission drift in the natural foods industry."

Selected Media Coverage of Research

- New York 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]

Research Presentations

- "Community-mediated exchange and collective loan defaults in microfinance: Evidence from Indian demonetization."
 - Baruch College Department of Management (scheduled)
 - George Washington University Department of International Business (scheduled)

- 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
 - 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 Strategy 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 social welfare: Evidence from organized community philanthropy, 1948-1997.”
 - 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

- Keynote Speaker, Social Entrepreneurship Research Conference, Indiana University Kelley School of Business, Bloomington, November 2019.
- Organizer, “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, “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, “Inside the corporate social responsibility (CSR) black box: Antecedents and limits of CSR.” Co-organized with Christopher Marquis. Professional Development Workshop at Academy of Management Meetings, San Antonio, August 2010.

TEACHING

New York University

- Strategy, Full-Time MBA core course: 2019

INSEAD

- Introduction to Strategy, MBA core course: 2015-2019
- Business & Society Seminar, PhD 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)

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, 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 service:
 - Editorial Board member, *Academy of Management Journal*, 2019-present
 - Editorial Board member, *Administrative Science Quarterly*, 2016-present
 - Ad-hoc reviewer (journals): *Academy of Management Journal*, *Academy of Management Review*, *Management Science*, *Organization Science*, *Strategic Management Journal*, *Production and Operations Management*, *International Journal of Public Management*, *Journal of Management Studies*, *California Management Review*, *Nonprofit & Voluntary Sector Quarterly*, *Voluntas*, *Journal of Business Ethics*, *Business & Society*, *Strategic Entrepreneurship Journal*, *International Public Management Journal*, *Journal of Business Venturing*
 - Ad-hoc reviewer (books): *Springer Publishing*, *Routledge*
- NYU service:
 - MBA Core Curriculum Committee, 2020-
- INSEAD service:
 - Co-organizer, Strategy & Entrepreneurship Research Seminar, 2017-2019
 - Organizer, Singapore Brownbag Seminar Series, 2017-2019
 - Panelist, INSEAD-Wharton Doctoral Consortium, 2016
 - Panelist, Doctoral Admissions Recruitment, 2016
 - Interviewer, EMBA Admissions, 2015
 - Faculty recruiting committee, 2015-2016
- Graduate student advising:
 - Arzi Adbi (INSEAD PhD in Strategy (2020); Placement: National University of Singapore)
 - Leena Kinger-Hans (INSEAD PhD in Entrep. & Family Enterprise; Current student)
 - May-Anne Very (INSEAD PhD in Entrep. & Family Enterprise; Current student)
- Graduate student external reviews:

- Francesca Capo (2018 PhD, LUISS)
- Other service:
 - Strategic Management Society Stakeholder Interest Group Representative-At-Large, 2019-2021
 - Academy of Management Strategy (STR) Division research committee, 2018-2020
 - Academy of Management Entrepreneurship (ENT) Division outstanding reviewer, 2012

AWARDS

- Dean's Award, Harvard Business School, 2014
 - Awarded to less than 1% of all graduating students for service to school and society
- 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