

# Matthew Lee

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NYU Stern  
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## 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] Dimitriadi, 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 2<sup>nd</sup> 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