

PROMOTION RECOMMENDATION
The University of Michigan
College of Literature, Science, and the Arts

Approved by the Regents
May 15, 2008

Fiona Lee, associate professor of psychology, with tenure, College of Literature, Science, and the Arts, is recommended for promotion to professor of psychology, with tenure, College of Literature, Science, and the Arts. (Also associate professor of business administration, with tenure, Stephen M. Ross School of Business.)

Academic Degrees:

Ph.D. 1995 Harvard University
B.A. 1987 Scripps College

Professional Record:

2002 – present Associate Professor, Department of Management and Organizations,
University of Michigan
2001 – present Associate Professor, Department of Psychology, University of Michigan
1999 – 2002 Sanford Robertson Assistant Professor of Business Administration,
University of Michigan
1995 – 2002 Assistant Professor, Department of Management and Organizations,
University of Michigan
1995 – 2001 Assistant Professor, Department of Psychology, University of Michigan

Summary of Evaluation:

Teaching – Professor Lee has an exceptional teaching and mentoring record. It is distinguished by versatility, a careful and deliberate approach to improvement, and a focus on mentoring students at all levels. These characteristics are reflected in her classroom ratings, in the quality of the curriculum content, and in letters from former students.

Research – Professor Lee’s research addresses wide-ranging topics relevant to organizational, social, cultural, and personality psychology. She studies a unique combination of topics using methodologies and approaches in her research from several disciplines. Since her last promotion she has twelve articles in peer-reviewed journals, six chapters in edited books, and two “best paper” conference proceedings. She was awarded the Sanford Robertson Assistant Professorship for early career research and teaching excellence from the School of Business.

Recent and Significant Publications:

“Cultural psychology of workways,” with J. Sanchez-Burks, in the *Handbook of Cross Cultural Psychology*, S. Shinobu and D. Cohen (eds.), Lawrence Erlbaum, 2007.
“Mea culpa: Predicting stock prices from organizational attributions,” with C. Peterson and L. Tiedens, *Personality and Social Psychology Bulletin*, 30(12), 2004, pp. 1-14.
“Do situational expectations produce situational inferences? The role of future expectations in directing inferential goals,” with M. Hallahan, *Journal of Personality and Social Psychology*, 80(4), 2001, pp. 545-556.
“Is it lonely at the top? Independence and interdependence of power-holder,” with L. Tiedens, in *Research in Organizational Behavior*, B. Staw and R. Sutton (eds.), 23, 2001, pp. 43-91.

Service – Professor Lee has performed an exceptional level of service, including a two-year term on the Psychology Executive Committee and an additional year on the Augmented Executive Committee. She was chair of the Organizational Psychology Area when this area merged with the Personality Area to become the Personality and Social Contexts Area. She has also served on several review committees.

External Reviews:

Reviewer (A)

“Dr. Lee’s most impressive work in social psychology is her study...on the role of situational expectations on situational inferences. ... I was impressed with the systematic nature of Dr. Lee’s work... ...[she] has contributed valuable research on cross-cultural identity...”

Reviewer (B)

“Dr. Lee’s research focuses on the identity dynamics arising from the meeting of two cultures in the same individual or context. This original work fills a niche in social and cultural psychology. As such, Dr. Lee possesses the most sought-after research expertise in all major social psychology programs in this country. ...in my view, Dr. Lee is definitely among the ten most accomplished scientist in her cohort of culture and identity researchers. ... Many of these publications are so important that I think all social psychologists should read them.”

Reviewer (C)

“She started with some of the accepted ways of construing issues in areas such as help-seeking, power, and culture, found they could not adequately account for the findings she was producing, then developed more sophisticated, nuanced and insightful theoretical formulations. I love Fiona Lee’s methodological range. ... She is a bridge, an interdisciplinarian, to the benefit of each of the individual fields that she brings together.”

Reviewer (D)

“...I have to count Dr. Lee’s research to be the most interesting I have read in a while. ...some of her research challenges central conclusions of the field; other research combines work in social, personality and organizational psychology in strikingly innovative ways. ...I know of very few people who do work truly ‘at the intersection’ of so many sub-disciplines. In that, I believe Dr. Lee is unique.”

Reviewer (E)

“...Dr. Lee is a stellar scholar who has made outstanding achievement in comparison to others who have been working in the same area for a similar length of time, and therefore deserves promotion to Professor at your University. ... Her work is innovative as it connects diverse topics to address theoretically important issues... Dr. Lee’s work is consistently characterized by sophisticated thinking on the dynamics of human behaviors, and diverse methodologies in testing her ideas.”

Reviewer (F)

“Dr. Lee is clearly publishing empirical work in top tier psychology journals... And, given that her focus involves applications to organizations, she is also publishing the level of applied work

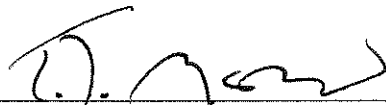
one would expect for the top candidates in the field – and doing so in the top applied journals... Plus, there are articles in very good specialty journals...”

Reviewer (G)

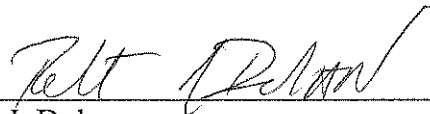
“The study of cultural diversity, cultural differences, and/or contextual influences on identity management is quite popular. Dr. Lee has been active in this field for quite some time now and she has produced a...solid body of research findings.”

Summary of Recommendation:

Professor Lee has an outstanding record as a researcher, teacher, and citizen. The Executive Committee of the College of Literature, Science, and the Arts and I recommend that Assistant Professor Fiona Lee be promoted to associate professor of psychology, with tenure, in the College of Literature, Science, and the Arts.



Terrence J. McDonald
Arthur F. Thurnau Professor,
Professor of History, and Dean
College of Literature, Science, and the Arts



Robert J. Dolan
Dean, Stephen M. Ross School of Business

May 2008