

PROMOTION RECOMMENDATION
The University of Michigan-Dearborn
College of Business

Jung Hyun Lee, assistant professor of organizational behavior, Department of Management Studies, College of Business, is recommended for promotion to associate professor of organizational behavior, with tenure, Department of Management Studies, College of Business.

Academic Degrees:

Ph.D.	2012	George Washington University, Washington, DC
M.A.	2000	Yonsei University, Seoul, Korea
B.A.	1997	Yonsei University, Seoul, Korea

Professional Record:

2012 – present	Assistant Professor, University of Michigan-Dearborn
2007 – 2012	Instructor/Graduate Research Assistant, George Washington University
2006 – 2007	Human Resource Manager, Naver Corp., Seoul, Korea
2004 – 2005	Corporate Culture Manager, British American Tobacco, Seoul, Korea
2001 – 2003	Human Resource Associate, Samsung Data System, Seoul, Korea

Summary of Evaluation:

Teaching: Based on classroom observations and syllabi review, Professor Lee's teaching approach has evolved from a more traditional lecture format towards one more focused on active application of concepts. Her course design is thoughtful and thorough, with detailed plans for each class. Exercises and activities receive systematic debriefing to place them within the course context, and assignments are crafted to highlight core concepts. Course readings include articles from both scholarly and trade publications, and she updates the articles regularly to make sure that students are aware of and engage in current disciplinary inquiry. Professor Lee has systematically invested time and effort to improve her teaching and to remain up-to-date with teaching innovations. For example, she has worked on her course design with instructional designers at the Hub for Teaching and Learning Resources, and she regularly attends teaching workshops at both the Dearborn and Ann Arbor campuses. Professor Lee's commitment to teaching excellence can be seen in her efforts to improve the Human Resource Management (HRM) curriculum at both the undergraduate and graduate levels. She has taken the lead in revising the HRM curriculum to meet the needs of our employers and students. To better understand employers' needs, she organized and facilitated focus group meetings with employers and recent graduates. Professor Lee also worked to renew the SHRM endorsement of our HRM curriculum, demonstrating the alignment between our undergraduate HRM program with current SHRM standards.

Research: Professor Lee's research publications have a good balance of quality and quantity. Within the disciplinary area of HRM, her research area focuses on employee experiences within organizations and the factors that influence those experiences. More specifically, she researches how adverse events, such as workplace harassment and breaches of psychological contracts, affect individual and organizational outcomes. She also has conducted research in the area of leadership, first as a key antecedent of workplace harassment, and second as an independent stream of research focusing on the intricacies of various

types of leadership. Professor Lee has published eleven papers in peer-reviewed journals, nine of which appear in journals rated as "Very Good" by the College of Business. She is the lead author on six publications including one which is sole authored. Professor Lee is active in conference presentations, reporting 20 conference papers to date. The quality of her work has been recognized several times, through the Academy of Management Best Paper Proceedings (2018, 2014, and 2013) and a Sage Best Paper Award at the Midwest Academy of Management in 2017.

Recent and Significant Publications:

- Lee, J., Cho, J., Paik, Y., Pillai, R., Oh, S. 2018. "Does Ethical Leadership Predict Follower Outcomes Above and Beyond the Full-Range Leadership Model and Authentic Leadership? An Organizational Commitment Perspective," *Asia Pacific Journal of Management*. (forthcoming)
- Lee, J., Wang, G, Piccolo, R. 2018. "Jekyll and Hyde Leadership: A Multi-level, Multi-sample Examination of Charisma and Abuse on Follower and Team Outcomes," *Journal of Leadership & Organizational Studies*. (forthcoming)
- Walsh, B., Lee, J., Jensen, J., M., McGonagle, A, Samnani, A-K. 2018. "Positive Leader Behaviors and Workplace Incivility: The Mediating Role of Perceived Norms for Respect," *Journal of Business and Psychology*, 33(4), 495-508.
- Lee, J. 2018. "Passive Leadership and Sexual Harassment: Roles of Observed Hostility and Workplace Gender Ratio," *Personnel Review*, 47(3), 594-612.
- Philipich, K., Lee, J., Ramanan, R. 2018. "An Inter-Temporal Analysis of the Volatility of Oil Spot Prices and CEO Compensation in the Oil and Gas Industry," *Oil, Gas & Energy Quarterly*, 67(1), 25-36.

Service: Since joining the College of Business, Professor Lee has consistently contributed to the department, college, campus, and university through her service activities. Her service to the department includes two search committees for tenure-track HR faculty and three LEO Lecturer Review Committees. At the college level, Professor Lee has served on the Scholarship and Awards Committee and the Faculty Grievance Committee. She also has served as the governing faculty secretary. Professor Lee is currently serving as faculty advisor for the SHRM student organization and is a member of both the Undergraduate Curriculum Committee and the College of Business LEO Review Committee. At the campus level, Professor Lee served on the Honor Scholars Committee for the College of Arts, Sciences, and Letters. Finally, at the university level, Professor Lee serves on the Research Policies Committee. Professor Lee also contributes to the broader academic profession through reviewing for conferences and journals, and serving on the editorial board of *Journal of Managerial Psychology*.

External Reviewers:

Reviewer A: "Dr. Lee has conducted outstanding work in the area of leadership and incivility. The three articles I mentioned previously are outstanding in terms of research insights... I believe Dr. Lee is above average when compared to the productivity of peers at similar universities. The quantity of her research, combined with 'very good' outlets, places her in this 'above average' category."

Reviewer B: "My impression of the quality, quantity, focus and scholarly impact of Dr. Lee's work is that she has been very productive, has published in quality journals, and she has established a coherent research stream. Based on her research statement, her works in progress, and her previous

success, it seems she has a plan for continued research productivity... I would classify Dr. Lee as equal or superior to her peer group working in the same field.”

Reviewer C: “Dr. Lee’s research is thematic and focused on advancing understanding of issues related to employee mistreatment...and the roles leaders play in allowing such mistreatment to propagate... Dr. Lee appears to be the complete academic, contributing to research, teaching, and service.”

Reviewer D: “[I]t is clear that Dr. Lee is establishing expertise in a few specific literature streams. She is certainly becoming known in the leadership arena, as well as for her work on what might be labeled as ‘dark side’ organizational behavior phenomena – harassment, criticism, workplace deviance, etc. Dr. Lee’s work is thematic and programmatic, and she is clearly contributing to several research streams in important and cumulative ways.”

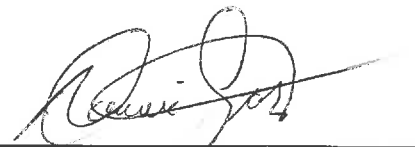
Reviewer E: “Dr. Lee’s work provides new insights into how positive and negative leadership behaviors promote or inhibit employees’ incivility through the specific norms that each leadership behavior fosters in the workplace... Dr. Lee’s conceptual piece (‘Dual roles in psychological contracts’) illustrates her ability to think critically about theoretical issues in organization behavior and challenge our taken for granted assumptions about organizational behavior...”

Reviewer F: “These articles are of good quality based on the rankings of the journal where they appear.”

Summary of Recommendation: Professor Lee is an excellent researcher, a very capable teacher both inside and outside the classroom, and contributes well in both external and internal service. We are very pleased to recommend, with strong support of the departmental Promotion and Tenure committee, department chair, and dean, Jung Hyun Lee for promotion to associate professor of organizational behavior, with tenure, Department of Management Studies, College of Business.



N. Raju Balakrishnan, Dean
College of Business



Domenico Grasso, Chancellor
University of Michigan-Dearborn

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