Jung Won LEE

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RESEARCH INTERESTS

Management, Organizational Behavior, Social Networks, Networking, Psychology, Leadership

EDUCATION

2020	PhD in Management, University College London, United Kingdom

EMPLOYMENT

Full-time academic positions

2026 - Present	Visiting Scholar, Stanford Graduate School of Business, United States of America
2026 - Present	Associate Professor, ESSEC Business School, France
2019 - 2026	Assistant Professor, ESSEC Business School, France
2017 - 2017	Visiting scholar, Columbia Business School, United States of America

GRANTS AND HONORS

Awards and Honors

2020	Andreas Al-Laham Best Paper Award 2020, European Group for Organizational Studies, Belgium
2019	Best Symposium Award of the OMT Division at the Academy of Management Conference 2019.
2019	Finalist for the Best Symposium Award of the MOC Division at the Academy of Management Conference 2019
2018	Best Paper Proceedings, Academy of Management Annual Meeting, Academy of Management
2018	Best Paper Award. MOC Division, Academy of Management Annual Meeting, Academy of Management
2014	MRes Distinction, University College London, United Kingdom

Grants

2020	Research Grant, ESSEC Business School, France
2016	Graduate Student Travel Award, Society for Personality and Social Psychology, United States of America

2013 PhD Research Grants, University College London, United Kingdom

2013 PhD Scholarship, University College London, United Kingdom

PUBLICATIONS

Journal Articles

QUINTANE, E., LEE, S., LEE, J.W., UMAÑA RUIZ, C. and KILDUFF, M. (2026). Why Employees Who Work Across Silos Get Burned Out. *Harvard Business Review*, Special Issue, Summer 2026, pp. 95-98.

LEE, J.W., QUINTANE, E., LEE, S.Y., UMAÑA RUIZ, C. and KILDUFF, M. (2024). The Strain of Spanning Structural Holes: How Brokering Leads to Burnout and Abusive Behavior. *Organization Science*, 35(1), pp. 177-194.

KILDUFF, M. and LEE, J.W. (2020). The Integration of People and Networks. *Annual Review of Organizational Psychology and Organizational Behavior*, 7(1), pp. 155-179.

Conference proceedings

LEE, J.W. and KUWABARA, K. (2020). Lay Theories of Social Relations on Help-Seeking from Dormant Ties. In: *Academy of Management*. Academy of Management Proceedings, pp. 17746.

LEE, J.W., QUINTANE, E. and KILDUFF, M.J. (2019). Hidden Costs of Brokerage: Brokerage Behavior and Broker Exhaustion. In: *Academy of Management Annual Meeting*. Academy of Management Proceedings, pp. 10391.

ZOU, X., LEE, J.W. and SCHOLER, A. (2018). Rejection Sensitivity and Forming New Professional Relationships. In: *Academy of Management*. Academy of Management Proceedings, pp. 10260.

Conferences

LEE, J.W., LI, S. and LEVIN, D. (2025). Converting Pseudo Network Ties into Social Capital. In: 2025 HEC-INSEAD-ESSEC Management Research Workshop. Jouy-en-Josas.

LEE, J.W., QUINTANE, E., CARNABUCI, G. and KILDUFF, M. (2024). Future time perspective and tie formation. In: 2024 Social Network Society Conference. London.

LEE, J.W., QUINTANE, E., CARNABUCI, G. and KILDUFF, M. (2023). Future perspective and tie formation. In: 2023 Social Networks Society Conference. Exeter.

LEE, J.W. (2023). Future Time Perspective and Tie Formation. In: 2023 INSEAD - ESSEC - HEC Management Research Workshop. Fontainebleau.

LEE, J.W., QUINTANE, E., LEE, S.Y., UMAÑA RUIZ, C. and KILDUFF, M.J. (2020). Brokers who burn out: How brokerage leads to burnout and abusive behavior. In: 36th European Group for Organizational Studies (EGOS) Colloquium. Hamburg.

LEE, J.W., QUINTANE, E., LEE, S.Y., UMAÑA RUIZ, C. and KILDUFF, M. (2020). Brokers who burnout: How brokerage leads to burnout and abusive behavior. In: 2020 Sunbelt Virtual Conference.

LEE, J.W., UMANA, M.C., QUINTANE, E. and KILDUFF, M. (2019). Hidden costs of brokerage: Brokerage behavior and broker exhaustion. In: Academy of Management Annual Meeting.

LEE, J.W., LEE, S.Y. and KILDUFF, M. (2019). Brokers who burn out: How divide between brokerage leads to abusive behavior. In: Academy of Management Annual Meeting.

LEE, J.W., ZOU, X. and SCHOLER, A. (2018). Rejection sensitivity and forming new professional relationships. In: Academy of Management Annual Meeting.

Presentations at a Faculty research seminar

LEE, J.W., QUINTANE, E., LEE, S.Y., UMANA, M.C. and KILDUFF, M. (2021). Brokers Behaving Badly: How Tertius Separans Brokering Leads to Burnout and Abusive Behavior. In: Rotterdam School of Management.

Book reviews

KILDUFF, M. and LEE, J.W. (2018). David Obstfeld: Getting New Things Done: Networks, Brokerage, and the Assembly of Innovative Action. Administrative Science Quarterly.

OTHER RESEARCH ACTIVITIES

Affiliations

Since 2019	Member of European Group for Organizational Studies
Since 2013	Member of Academy of Management