

MATTHEW SCOTT LEE

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ACADEMIC EMPLOYMENT

INSEAD

Assistant Professor of Strategy 2014-present

EDUCATION

Harvard University, Cambridge, MA 2014

Harvard Business School

Doctor of Business Administration, Management

Dissertation: Mission and Markets? Organizational Hybridity in Social Ventures

Committee: Julie Battilana (co-chair), Christopher Marquis (co-chair), Frank Dobbin,
Michael Tushman

Pennsylvania State University, University Park, PA 2005

Bachelor of Science, Economics, with Distinction and Honors

Bachelor of Science, Science (Physics)

RESEARCH

REFEREED PUBLICATIONS

Almandoz, J., Lee, M., & Marquis, C. "Different shades of green: The impact of complex and uncertain environments on the strategies of innovative hybrid organizations." Forthcoming, *Research in the Sociology of Organizations*.

Lee, M. & Marquis, C. 2015. "Corporate responses to hybrid social ventures." *California Management Review*, 57(3): 126-148.

Battilana, J. & Lee, M. 2014. "Social enterprises as hybrid organizations: A review and roadmap for organization studies." *Academy of Management Annals*, 8(1): 397-441.

Marquis, C. & 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.

OTHER PUBLICATIONS

Lee, Matthew, Julie Battilana, and Ting Wang. 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.

Battilana, Julie, Matthew Lee, John Walker, and Cheryl Dorsey. 2012. "In search of the hybrid ideal." *Stanford Social Innovation Review*, Summer 2012.

WORKING PAPERS

"Blurring the boundaries between the social and commercial sectors: The interplay of gender and local communities in the commercialization of social ventures." (with J. Battilana, S. Dimitriadis, and L. Ramarajan, **revision submitted at *Organization Science***)

"Framing the (Middle) Way: Strategic Frame Selection and Alignment in a New Social Enterprise." (with T. Ramus and A. Vaccaro, **revision requested at *Academy of Management Journal***)

"How the zebra got its stripes: Imprinting of individuals and hybrid social ventures." Harvard Business School Working Paper, No. 14-005, July 2013. (with J. Battilana, **revision requested at *Academy of Management Journal***)

- *Winner, Best Paper Award*, 2012 NYU-Stern Social Entrepreneurship Research Conference

"Gender bias, social impact framing, and evaluation of entrepreneurial ventures." (with L. Huang, **under review**)

- *Nominated, Best Paper Award*, 2016 Strategic Management Society Annual Meeting
- *Runner-up, Best Paper Award*, 2016 R. H. Smith Entrepreneurship Conference

"Large corporations, social capital and community social welfare: Evidence from organized community philanthropy, 1948-1997." (with C. Marquis)

"In search of structure: Toward a compensatory control theory of institutional cognition." (with J. Whitson)

"Mission and Markets? The organizational viability of hybrid social ventures."

"Innovative entrepreneurship and institutional complexity."

INVITED PRESENTATIONS AND SYMPOSIA ORGANIZED

- Academy of Management Annual Meeting, 2010-2015
- Community of Social Innovation: 2012-2015

- Emory Social Enterprise @ Goizueta Workshop: 2014, 2016
- NYU-Stern Social Entrepreneurship Research Conference: 2011, 2012
- European Group for Organizational Studies: 2013
- Harvard Business School Work, Organization, and Markets Seminar: 2011, 2012, 2013

TEACHING

Principles of Strategy Analysis (MBA core course) INSEAD, Singapore	2015-present
Leading Change and Organizational Renewal (facilitator; executive education) Harvard Business School, Boston, MA	2009-2013
Social Entrepreneurship (head teaching fellow; undergraduate) Harvard College, Cambridge, MA	2009-2011
<ul style="list-style-type: none"> • Harvard University Award for Distinction in Teaching Awarded to top 10% of Teaching Fellows college-wide, received 3 times 	
Econometrics, Economic Demography (teaching assistant) Pennsylvania State University, University Park, PA	2004-2005

SERVICE

INSEAD service

Faculty recruiting committee	2015-2016
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External service

Editorial Board Member, <i>Administrative Science Quarterly</i>	2016-present
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Ad-hoc reviewer: Academy of Management Journal, Academy of Management Review, Management Science, Organization Science, Strategic Management Journal

SELECTED PROFESSIONAL EXPERIENCE

The Bridgespan Group , Boston, MA and New York, NY A management and strategy consultancy for non-profits in partnership with Bain & Company	2006-2008
U.S. Department of State , Kuala Lumpur, Malaysia	2006
Bates White, LLC , Washington D.C.	2004-2005

Center for Strategic and International Studies (CSIS), Washington D.C. 2003

AWARDS, MEMBERSHIPS, AND ACTIVITIES

Dean's Award, Harvard Business School 2014

- Awarded to less than 1% of all graduates for service to school and society

Wyss Award for Excellence in Doctoral Research, Harvard Business School 2013

- Awarded to one management doctoral candidate

Finalist, INFORMS/Organization Science Dissertation Proposal Competition 2013

Doctoral Fellowship, Harvard Business School 2008-2014

Reddy Mission Award, Penn State University Schreyer Honors College 2005

Fulbright Grant (Malaysia) 2005

Phi Beta Kappa Honor Society 2004