

## MATTHEW SCOTT LEE

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### ACADEMIC EMPLOYMENT

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#### INSEAD

Assistant Professor of Strategy 2014-present

### EDUCATION

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**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 (Harvard Sociology),  
Michael Tushman

**Pennsylvania State University**, University Park, PA 2005

**Bachelor of Science, Economics, with Distinction and Honors**

**Bachelor of Science, Science (Physics)**

### RESEARCH

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#### Refereed Publications

1. Dimitriadis, Stefan, **Matthew Lee**, Lakshmi Ramarajan, and Julie Battilana. Forthcoming. "Blurring the boundaries between the social and commercial sectors: The interplay of gender and local communities in the commercialization of social ventures." *Organization Science*.
2. Almandoz, John, **Matthew Lee**, and Christopher Marquis. 2017. "Different shades of green: The impact of complex and uncertain environments on the strategies of innovative hybrid organizations." *Research in the Sociology of Organizations*.
3. **Lee, Matthew** and Jason Jay. 2015. "Strategic responses to hybrid social ventures." *California Management Review*, 57(3): 126-148.
4. Battilana, Julie\* and **Matthew Lee**\*. 2014. "Advancing research on hybrid organizing – Insights from the study of social enterprises." *Academy of Management Annals*, 8(1): 397-441. [\*Authors contributed equally]

5. Marquis, Christopher & **Matthew Lee**. 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.

### Papers Under Review or Revision at Refereed Journals

6. **Lee, Matthew** and Laura Huang. "Gender bias, social impact framing, and evaluation of entrepreneurial ventures." (provisionally accepted at *Organization Science*)
  - *Nominated, Best Paper Award*, 2016 Strategic Management Society Annual Meeting
  - *Runner-up, Best Paper Award*, 2016 R. H. Smith Entrepreneurship Conference
7. **Lee, Matthew**, Tommaso Ramus, and Antonino Vaccaro. "From protest to product: strategic frame brokerage in a commercial social movement organization." (under 3<sup>rd</sup> review at *Academy of Management Journal*)
8. **Lee, Matthew** and Julie Battilana. "How the zebra got its stripes: Imprinting of individuals and hybrid social ventures." Harvard Business School Working Paper, No. 14-005, July 2013. (revision requested at *Academy of Management Journal*)
  - *Winner, Best Paper Award*, 2012 NYU-Stern Social Entrepreneurship Research Conference

### Book Chapters and Other Publications

9. **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.
10. Battilana, Julie, **Matthew Lee**, John Walker, and Cheryl Dorsey. 2012. "In search of the hybrid ideal." *Stanford Social Innovation Review*, Summer 2012.

### Working Papers

11. "Large corporations, social capital and community social welfare: Evidence from organized community philanthropy, 1948-1997." (with Christopher Marquis)
12. "In search of structure: Toward a compensatory control theory of institutional cognition." (with Jennifer Whitson)
13. "Mission and Markets? The organizational viability of hybrid social ventures."
14. "Innovative entrepreneurship and institutional complexity."

15. “Framing the double bottom line: Social enterprises and the efficiency of impact investing portfolios.” (with Arzi Adbi and Jasjit Singh)

## INVITED RESEARCH PRESENTATIONS

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**Lee, Matthew**, Arzi Adbi and Jasjit Singh. “Framing the double bottom line: Social enterprises and the efficiency of impact investing portfolios.”

- Academy of Management Annual Meeting, Atlanta, August 2017 (scheduled)
- Sumantra Ghoshal Conference on Managerially Relevant Research, London Business School, May 2017
- Asian Management Research Conference, Singapore Management University, April 2017

**Lee, Matthew** and Laura Huang. “Gender bias, social impact framing, and evaluation of entrepreneurial ventures.”

- Community of Social Innovation Workshop, Queen’s School of Business, May 2017
- Bocconi University, Department of Management & Technology, May 2017
- École Polytechnique Federale de Lausanne (EPFL), Management, Technology, & Entrepreneurship Research Seminar, May 2017
- Doriot Entrepreneurship Conference, INSEAD, May 2017
- Strategic Management Society Annual Meeting, Berlin, September 2016
- Organizations with Purpose Symposium, London Business School, September 2016
- Emory Social Enterprise @ Goizueta Workshop, Emory University, June 2016
- Brownbag Seminar, INSEAD, January 2016
- First Cut Seminar, Singapore, January 2016

**Lee, Matthew**. “Mission and Markets? The organizational viability of hybrid social ventures.”

- Community of Social Innovation Conference, University of Michigan, May 2015
- Social Enterprise @ Goizueta Workshop, Emory University, May 2014
- University of Minnesota Strategic Management and Entrepreneurship Department, February 2014
- New York University Wagner School of Public Service, February 2014
- Queen’s University Strategy & Organizations Department, January 2014
- University of Toronto Strategy Department, January 2014
- Nanyang Technological University Strategy, Management & Organization Department, December 2013
- National University of Singapore Strategy & Policy Department, December 2013
- INSEAD Strategy Area, December 2013
- University College London Strategy & Entrepreneurship Department, December 2013
- Social Entrepreneurship Research Conference, NYU-Stern, November 2013
- Harvard-MIT Economic Sociology Seminar, October 2013

- Work, Organizations and Markets Seminar, Harvard Business School, October 2013
- Academy of Management Annual Meeting, Orlando, August 2013

**Lee, Matthew** and Julie Battilana. “How the zebra got its stripes: Imprinting of individuals and hybrid social ventures.”

- Academy of Management Annual Meeting, Orlando, August 2013
- European Group for Organizational Studies Annual Conference, Montreal, July 2013
- OMT-Administrative Science Quarterly Conference on Organization Theory and New Venture Creation, INSEAD, January 2013
- Social Entrepreneurship Research Conference, NYU-Stern, November 2012
- Work, Organizations and Markets Seminar, Harvard Business School, October 2012
- ABC Institutional Theory Workshop, Banff, July 2012
- Community of Social Innovation Conference, Harvard Business School, May 2012

**Lee, Matthew** and Christopher Marquis. “Large corporations, social capital and community social welfare: Evidence from organized community philanthropy, 1948-1997.”

- Academy of Management Annual Meeting, Boston, August 2012
- ABC Conference on Organizing Institutions, Boston College, October 2011
- Work, Organizations and Markets Seminar, Harvard Business School, October 2011

## **OTHER RESEARCH PRESENTATIONS AND ORGANIZING**

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Panelist, Symposium titled “Social Entrepreneurship”. Strategic Management Society Annual Meeting, Berlin, September 2016.

Organizer, Professional Development Workshop titled “Hybrid organizations and organizing: Challenges and opportunities for research.” Academy of Management Annual Meeting, Anaheim, August 2016 (co-organized with Tommaso Ramus).

Presenter, “Causes and consequences of socially-oriented employment.” Tuck Strategy Summer Camp Workshop, August 2016.

Presenter, “Social performance in strategic management research.” Tuck Strategy Summer Camp Workshop, August 2015.

Panelist, “Asking Wicked Questions.” Community on Social Innovation Workshop, Queen’s School of Business, May 2014.

Panelist, Professional Development Workshop titled “Advancing research on social-business hybrid organizations: Emergence and internal dynamics.” Academy of Management Annual Meeting, Orlando, August 2013.

Organizer, Professional Development Workshop titled “Inside the corporate social responsibility (CSR) black box: Antecedents and limits of CSR.” Academy of Management Meetings, San Antonio, August 2010 (co-organized with Christopher Marquis).

## TEACHING

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Principles of Strategy Analysis (MBA core course) 2015-present  
 Business & Society Seminar (PhD)  
 Executive Education (Various)  
 INSEAD, Singapore

Leading Change and Organizational Renewal (facilitator; executive education) 2009-2013  
 Harvard Business School, Boston, MA

Social Entrepreneurship (head teaching fellow; undergraduate) 2009-2011  
 Harvard College, Cambridge, MA

- Harvard University Award for Distinction in Teaching  
 Awarded to top 10% of Teaching Fellows college-wide, received 3 times

## TEACHING MATERIAL DEVELOPMENT

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Marquis, Christopher and **Matthew Lee**. “B Lab: Can it scale business as a force for good?” Harvard Business School Case 415-080 (June 2015).

Sengul, Metin and **Matthew Lee**. “Metal can and container industry in 2014.” INSEAD Case 01/2015-6111 (Jan 2015).

Research publications appear 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

## SERVICE

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### *INSEAD service*

Co-organizer, Strategy-EFE Research Seminar 2017-2018  
 Panelist, INSEAD-Wharton Doctoral Consortium 2016  
 Panelist, Doctoral Admissions Recruitment 2016  
 Interviewer, EMBA Admissions 2015

Faculty recruiting committee 2015-2016

*Editorial service*

Editorial Board Member, *Administrative Science Quarterly* 2016-present

Ad-hoc reviewer: Academy of Management Journal, Academy of Management Review, Management Science, Organization Science, Strategic Management Journal, Production and Operations Management, Journal of Management Studies, California Management Review, Nonprofit & Voluntary Sector Quarterly

## SELECTED MEDIA MENTIONS

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*Bloomberg Businessweek Middle East*. "Social Animals." 1 Sep 2016.

*Stanford Social Innovation Review Blog*. Benefit Corporation and L3C adoption: A survey. 5 Dec 2014.

*Harvard Business School Working Knowledge*. "Hybrid' organizations a difficult bet for entrepreneurs." 12 August 2013.

*Social Enterprise Law Blog*. "How many benefit corporations have been formed?" 23 July 2013.

*MIT Enterprise Forum*. "Opportunities and challenges facing hybrid organizations." 30 April 2013.

*Harvard Business School Working Knowledge*. "Beyond heroic entrepreneurs." 18 Jan 2012

*CBS MoneyWatch*. "Women make companies more generous." 18 Nov 2011.

*Catalyst Knowledge Center*. "Gender and corporate responsibility: It's a matter of sustainability." 16 Nov 2011.

## SELECTED PROFESSIONAL EXPERIENCE

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**The Bridgespan Group**, Boston, MA and New York, NY 2006-2008

A management and strategy consultancy for non-profits in partnership with Bain & Company

**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

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**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

Awarded to one management doctoral candidate

**Finalist, INFORMS/Organization Science Dissertation Proposal Competition** 2013

<b>Doctoral Fellowship, Harvard Business School</b>	2008-2014
<b>Reddy Mission Award, Penn State University Schreyer Honors College</b>	2005
<b>Fulbright Grant (Malaysia)</b>	2005
<b>Phi Beta Kappa Honor Society</b>	2004