

Matthew LEE

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INSEAD
1 Ayer Rajah Avenue
Singapore 138676

ACADEMIC EMPLOYMENT

Assistant Professor of Strategy, INSEAD, 2014-present

EDUCATION

Harvard Business School, Harvard University

Doctor of Business Administration, Management, 2014

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

Bachelor of Science, Economics, with Distinction and Honors, 2005

Bachelor of Science, Science (Physics)

REFEREED PUBLICATIONS

- [7] Matthew Lee, Tommaso Ramus, and Antonino Vaccaro. "From protest to product: Strategic frame brokerage in a commercial social movement organization." Conditionally accepted, *Academy of Management Journal*.
- [6] Matthew Lee and Laura Huang*. "Gender bias, social impact framing, and evaluation of entrepreneurial ventures." Forthcoming, *Organization Science*. [*Authors contributed equally]
Nominee, Best Paper Award, Strategic Management Society Annual Meeting, 2016
Runner-up, Best Paper Award, R. H. Smith Entrepreneurship Conference, 2016
- [5] Stefan Dimitriadis, Matthew Lee, Lakshmi Ramarajan, and Julie Battilana. "Blurring the boundaries between the social and commercial sectors: The interplay of gender and local communities in the commercialization of social ventures." Forthcoming, *Organization Science*.
- [4] Juan Almandoz, 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*, 50: 31-67.
- [3] Matthew Lee and Jason Jay. 2015. "Strategic responses to hybrid social ventures." *California Management Review*, 57(3): 126-148.
- [2] Julie Battilana 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]
- [1] Christopher Marquis and 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

Matthew Lee 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. (under 2nd review at *Academy of Management Journal*)

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

WORKING PAPERS

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

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

"Outcome efficiency in impact investing decisions." (with Arzi Adbi and Jasjit Singh)

OTHER PUBLICATIONS

Matthew Lee, Julie Battilana, and Ting Wang. 2014. "Building an infrastructure for empirical research on social enterprise: Challenges and opportunities." In Jeremy 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.

INVITED RESEARCH PRESENTATIONS

"Outcome efficiency in impact investing decisions."

IESE Business School, Universidad de Navarra (scheduled, May 2018)

LUISS (scheduled, May 2018)

Academy of Management Annual Meeting, Atlanta

Sumantra Ghoshal Conference on Managerially Relevant Research, London Business School

Asian Management Research Conference, Singapore Management University

"Gender bias, social impact framing, and evaluation of entrepreneurial ventures"

Community of Social Innovation Workshop, Queen's School of Business

Bocconi University, Department of Management & Technology

École Polytechnique Fédérale de Lausanne (EPFL), Management, Technology, & Entrepreneurship Department

Doriot Entrepreneurship Conference, INSEAD

Strategic Management Society Annual Meeting, Berlin

Organizations with Purpose Symposium, London Business School

Emory Social Enterprise @ Goizueta Workshop, Emory University

Brownbag Seminar, INSEAD

First Cut Seminar, Singapore

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

Community of Social Innovation Conference, University of Michigan

Social Enterprise @ Goizueta Workshop, Emory University

University of Minnesota Strategic Management and Entrepreneurship Department
New York University Wagner School of Public Service
Queen's University Strategy & Organizations Department
University of Toronto Strategy Department
Nanyang Technological University Strategy, Management & Organization Department
National University of Singapore Strategy & Policy Department
INSEAD Strategy Area
University College London Strategy & Entrepreneurship Department
Social Entrepreneurship Research Conference, NYU-Stern
Harvard-MIT Economic Sociology Seminar
Work, Organizations and Markets Seminar, Harvard Business School
Academy of Management Annual Meeting, Orlando

“How the zebra got its stripes: Imprinting of individuals and hybrid social ventures.”

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

“Large corporations, social capital and community social welfare: Evidence from organized
community philanthropy, 1948-1997.”

Academy of Management Annual Meeting, Montreal
ABC Conference on Organizing Institutions, Boston College
Work, Organizations and Markets Seminar, Harvard Business School

OTHER PRESENTATIONS AND ORGANIZING

Panelist, “Social entrepreneurship”. Symposium at Strategic Management Society Annual Meeting,
Berlin, September 2016.

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

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

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

TEACHING

Introduction to Strategy (MBA core course), INSEAD, 2015-present

Business & Society Seminar (PhD course), INSEAD, 2017

Executive Education (various), INSEAD

Social Entrepreneurship (Head Teaching Fellow, undergraduate), Harvard College, 2009-2011
Harvard University Award for Distinction in Teaching (3 times, awarded to top 10%)

PUBLISHED TEACHING MATERIALS

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

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

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 University

INSTITUTIONAL SERVICE

INSEAD service:

Co-organizer, Strategy & Entrepreneurship Research Seminar, 2017-2018

Organizer, Singapore Brownbag Seminar Series, 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 (journals): *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*, *Springer Publishing*

AWARDS

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

Finalist, INFORMS/Organization Science Dissertation Proposal Competition, 2013

Doctoral Fellowship, Harvard Business School, 2008-2013

Reddy Mission Award, Pennsylvania State University Schreyer Honors College, 2005

U.S. Fulbright Grant (Malaysia), 2005

Phi Beta Kappa Honor Society, 2004

NON-ACADEMIC PROFESSIONAL EXPERIENCE

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

U.S. Department of State, Kuala Lumpur, Malaysia, 2006

Bates White, L.L.C., Washington, D.C., 2004-2005

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