

Kevin W. Lee

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Department of Management and Organizations
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EDUCATION

New York University – Stern School of Business, New York, New York

2022 (exp.) PhD in Management & Organizations [Organization Theory | Sociology]

2020 MPhil in Management & Organizations

Columbia University – Columbia College, New York, New York

2014 BA, double major: Economics | Musicology

RESEARCH INTERESTS

Changing nature of work & organizing, technology & innovation, entrepreneurship, qualitative methods

My research concerns the changing nature of work and organizing: the dramatic transformations brought about by our societies' pursuit of progress, efficiency, and rationality, often embodied in our embrace of technology, innovation, and entrepreneurship. I have paid special attention to a question emblematic of our lived experience of these changes: caught as we are between the past and the future, who and what have we been defining as valuable and worthy enough to take with us, as opposed to leave behind?

DISSERTATION

Augmenting or Automating? Breathing Life into the Uncertain Promise of Artificial Intelligence
Committee: Beth Bechky (chair), Paul DiMaggio, Hila Lifshitz-Assaf, Damon Phillips

My dissertation is an ethnographic study of a startup, which was developing an AI that is threatening a form of work long used to distinguish humans from machines: artistic expression, here in the form of music composition. All of those who worked at the organization primarily identified as members of the occupational community their AI would affect: music composers. These people were in an analytically puzzling position. While the literature has demonstrated how members of occupations affected by technologies have strived to preserve their community's relationship with their work, these people were developing a technology that might compromise it. I discovered how they justified behaving in this way: they positioned the music they were automating as work that they and their community would not find worthy enough to be protected from the advance of machines. My dissertation suggests that looking closely at what occupation members value may be crucial to understanding what they hold onto and let go on the frontier of the future, especially when developing technologies like AI.

HONORS, AWARDS, AND GRANTS

Microsoft Fellowship for the Study of the Future of Work and Organizations (\$8763), 2021

Academy of Management – OMT Above and Beyond the Call of Duty Reviewer Award, 2021

Fubon Center for Technology, Business, and Innovation, Doctoral Fellowship (\$5000), 2020

NYU Stern Sydney Winters Doctoral Fellowship, 2020

Academy of Management – TIM Best Reviewers Award (top 3.5% of reviewers), 2020

NYU Stern Center for Global Economy and Business, PhD Grant (\$2000), 2020

Academy of Management – OMT Best Entrepreneurship Paper Award, Finalist (Runner-up), 2018

Fulbright Research Grant, Finalist | South Korea, ethnomusicology, 2014

Columbia University Senior Thesis Funding Grant (\$500), 2014

National Merit Scholarship, sponsored by the Boeing Company, 2010

PUBLICATIONS

Published Manuscripts

Lee, Kevin W. & Watkins, Elizabeth A.* (2021). "From Performativity to Performances: Reconsidering Platforms' Production of the Future of Work, Organizing, and Society." **Sociologica**, 14(3): 205-215. [invited by David Stark; for a "Symposium on the Platform Economy"]. *equal authorship

Working Papers

Lee, Kevin W. & Bechky, Beth A. "Anachronization: The Loss of Valued Work in a Commercializing Opera Company." Revise and Resubmit at **Organization Science**.

Lee, Kevin W. "Augmenting or Automating? Breathing Life into the Uncertain Promise of Artificial Intelligence." [job market paper].

- Microsoft Fellowship for the Study of the Future of Work and Organizations
- Fubon Center for Technology, Business, and Innovation, Doctoral Fellowship
- NYU Stern Center for Global Economy and Business, PhD Grant

Lee, Kevin W. & Phillips, Damon J. "'Rocket Ship' and 'Roller Coaster': Navigating between Attachment and Distance at a Unicorn Startup."

- OMT Best Entrepreneurship Paper Award, Finalist (Runner-up) – Academy of Management.

Research in Progress

Lee, Kevin W. "The Algorithmic Evaluation of Applicants: Artificial Intelligence, Diversity, and Selection into the Medical Profession."

(with Frances J. Milliken and Julia Coff). "You *Can* Take It With You: Worker Adaptation to the Virtualized Organization."

- Microsoft Fellowship for the Study of the Future of Work and Organizations

RECENT POPULAR MEDIA

Lee, Kevin W. (2020). Technology is Society Made Unequal: How COVID-19 Exposes What Matters to Us. **Honeysuckle Magazine**. [op-ed | invited by editorial team; special issue on the pandemic]

PRESENTATIONS & INVITED TALKS

"Augmenting or Automating? Breathing Life into the Uncertain Promise of Artificial Intelligence"

- Economic Sociology Conference at MIT Sloan, 2021 (scheduled)
- Wharton People and Organizations Conference, 2021 (scheduled)
- Academy of Management: symposium presentation, 2019/2020/2021
- East Coast Doctoral Conference at Columbia/NYU, 2021
- NYU Stern Future of Work & Organizations Initiative, 2020/2021
- Harvard Kennedy School: Graduate Research in STS (GRiSTS) Conference, 2020
- Boston University Questrom School of Business: Strategy and Innovation Brownbag, 2020
- Consortium on Competitiveness and Cooperation (CCC) Doctoral Student Colloquium, 2020

"Anachronization: The Loss of Valued Work in a Commercializing Opera Company" (with Beth Bechky)

- Alberta Institutions Conference, 2022 (scheduled)
- Academy of Management: OMT Division paper session, 2021
- American Sociological Association: Economic Sociology section session, 2021
- European Group for Organizational Studies: Subtheme 44/Micro-institutions, 2021
- Wharton People and Organizations Conference, 2019
- Academy of Management: OMT Division paper session, 2016

“Rocket Ship’ and ‘Roller Coaster’: Navigating between Attachment and Distance at a Unicorn Startup.” (with Damon Phillips)

- Trans-Atlantic Doctoral Conference (TADC) at the London Business School, 2019
- American Sociological Association: Organizations regular session, 2018
- Academy of Management: OMT Division paper session, 2018
- East Coast Doctoral Conference at Columbia/NYU, 2017/2018
- Expanding Understanding of Business Creation conference at Princeton University, 2017
- INFORMS College on Organization Science Program, 2016

SYMPOSIA ORGANIZED

“Time Machines: The Relationship between Technology and Temporality.” 2021. (with Hila Lifshitz-Assaf and Elana Feldman). Showcase Symposium presented at the Academy of Management conference. (presenters: Christine Beckman and Melissa Mazmanian, Hila Lifshitz-Assaf and Sarah Lebovitz, Kevin Lee, Ashley Whillans, Ryan Raffaelli | discussant: Elana Feldman).

“Artificially Intelligent Futures: Technology, the Changing Nature of Work, and Organizing.” 2020. (with Sarah Lebovitz and Elizabeth Watkins). Symposium presented at the Academy of Management conference. (presenters: Sarah Lebovitz, Elizabeth Watkins, and Kevin Lee | discussant: Beth Bechky).

“Producing Technological Futures: Reflecting on Workplace Automation, Inequality, and Ethics.” 2019. (with Rohini Jalan). Symposium presented at the Academy of Management conference. (presenters: Matt Beane, Sarah Sachs, Kevin Lee, Rohini Jalan | discussants: Paul Leonardi and Wanda Orlikowski)

PROFESSIONAL MEMBERSHIPS AND SERVICE

Service

Professional Service

Academy of Management – OMT Social Media Co-Chair, 2020-present

Administrative Science Quarterly (ASQ) – Student Blog, editorial committee, 2018-2021

New York University

PhD Admissions, reviewer / invited student presenter / panelist, open house, 2016-present

PhD Student Brownbag, organizer, 2018-2019

PhD Qualitative Data Analysis Group, organizer, 2017-present

Peer Reviewing

Ad Hoc Journal Reviewer

Work and Occupations | Human Relations | Science, Technology, & Human Values

Conference Reviewer

Academy of Management (OMT, TIM, ENT) | International Conference on Information Systems

Affiliations

Professional Affiliations

Academy of Management (OMT, TIM) | American Sociological Association (OOW, Economic Sociology)

New York University

Future of Work and Organizations (FOWO) Initiative | Complex Organizations Workshop | Qualitative Paper Workshop | Sociology of Culture Workshop | Ethnography Workshop

Columbia University

Science, Knowledge, and Technology (SKAT) Workshop | Initiative for the Study and Practice of Organized Creativity and Culture (ISPOCC)

TEACHING, ADMINISTRATIVE, AND OTHER ACADEMIC EXPERIENCE (*virtual)

New York University

Instructor

Management & Organizations, Summer 2021 (Instructor Rating: 4.8/5)

Guest Lecturing

Leadership in Organizations [Frances Milliken], Fall 2019, 2020* / Spring 2019, 2021*

Teaching Fellowships

Leadership in Organizations [Frances Milliken], Spring 2019 / Fall 2019, 2020*

Managing People & Teams [Beth Bechky], Spring 2018, 2020*, 2021*

Patterns of Entrepreneurship [Jason Greenberg], Spring 2019

Management & Organizations [Michael North], Fall 2018

Columbia University

Research Assistant

Institute for Social and Economic Research and Policy [David Stark], 2014-2016

Graduate School of Business [Damon Phillips], 2013-2016

Program Development

Columbia Entrepreneurship [helped launch university-wide initiative], 2013-2016

INDUSTRY EXPERIENCE

Orion Consultants, LLC, New York, New York

Senior Associate Consultant, Nov 2015-April 2016

Associate Consultant, June 2014-Nov 2015

AppNexus, New York, New York

Summer Global Services Fellow, June 2013-Aug 2013

Radius Ventures, LLC, New York, New York

Summer Venture Capital Intern, May 2012-Aug 2012

MISCELLANEOUS

Born: June 20 1992 / Renton, Washington (United States Citizen)

Languages: English (native), French (proficient), Korean (rudimentary)