

Kevin Woojin Lee

University of British Columbia – Sauder School of Business
2053 Main Mall, Vancouver, British Columbia V6T 1Z2, Canada
kevin.lee@sauder.ubc.ca | +1 604.822.6888 | <http://kwjnlee.com>

ACADEMIC APPOINTMENTS

University of British Columbia – Sauder School of Business, Vancouver, British Columbia, Canada
2022- Assistant Professor, Organizational Behaviour & Human Resources
Affiliated faculty, Entrepreneurship & Innovation group

EDUCATION

New York University – Stern School of Business, New York, New York, United States
2022 PhD, Management & Organizations (Organization Theory | Sociology)
2020 MPhil, Management & Organizations
Dissertation: Augmenting or Automating? Breathing Life into the Uncertain Promise of AI
Committee: Beth Bechky (chair), Paul DiMaggio, Hila Lifshitz-Assaf, Damon Phillips

Columbia University – Columbia College, New York, New York, United States
2014 BA, double major: Economics | Musicology
Honors Thesis: Crisis in the Operatic Tradition: Innovation as Violation (supervised by Aaron Fox)

RESEARCH APPOINTMENTS

Harvard University – Harvard Business School, Boston, Massachusetts, United States
Fall 2023 Visiting Scholar | Digital, Data, Design Institute (blackbox Lab)

RESEARCH INTERESTS

future of work & organizations | technology, innovation, & entrepreneurship | worth, evaluation, & social inequality | lived experience of organizations & institutions | organization theory | qualitative methods

SELECTED HONORS AND AWARDS

Academy of Management – MOC Denny Gioia Award for Best Qualitative Paper, Finalist, 2024
UBC Sauder – Letter of Commendation for Teaching Performance (top quintile), 2024
UBC Sauder Exploratory Research Grant (\$13,500), 2023/24
Microsoft Fellowship for the Study of the Future of Work and Organizations (\$11,763), 2021/22
Academy of Management – OMT Above and Beyond the Call of Duty Reviewer Award, 2021
Fubon Center for Technology, Business, and Innovation, Doctoral Fellowship (\$5,000), 2020
Academy of Management – TIM Best Reviewers Award (top 3.5% of reviewers), 2020
NYU Stern Center for Global Economy and Business, PhD Grant (\$2,000), 2020
Academy of Management – OMT Best Entrepreneurship Paper Award, Finalist (Runner-up), 2018
Fulbright Research Grant, Finalist | South Korea, ethnomusicology, 2014
National Merit Scholarship, sponsored by the Boeing Company, 2010

ACADEMIC PUBLICATIONS

Peer-Reviewed Manuscripts

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

Under Review

Lee, Kevin. [title redacted for review]. Revise and Resubmit at *Administrative Science Quarterly*.

- 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. [title redacted for review]. Submitted to the *American Journal of Sociology*.

Working Papers

Coff, Julia, Frances Milliken, & Kevin Lee. "Awakening to New Possibilities: Employee Responses to the COVID-Induced Transition to Remote Work."

- AOM MOC Denny Gioia Award for Best Qualitative Paper, Finalist – Academy of Management
- Microsoft Fellowship for the Study of the Future of Work and Organizations

Lee, Kevin. "Anachronization: Loss as Lived Experience of the Future of Work."

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

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

Selected Research in Progress

Lee, Kevin. "Marginalizing Histories: Technological Reemergence and the Revival of a Problematic Past."

Lee, Kevin, Audrey Holm, & Lindsey Cameron. "A Thousand Flowers Have Bloomed, Now What? Building a Potager for the Concept of Work."

Reilly, Pat, Kevin Lee, & Tim Dowd. "The Sociology of Authorship in an Era of AI."

Voiseux, Gabrielle & Kevin Lee. "Technological Rationalization or Humanization? Bringing the Manager Back In."

Lee, Kevin & Ryan Zhou. "Automation and Deaths of Despair: Unearthing the Dark Side of the Future of Work."

Book Reviews

Lee, Kevin W. (2024). Book review of Michel Anteby's book *The Interloper: Lessons from Resistance in the Field*. *Industrial and Labor Relations Review*, online first.

Lee, Kevin W. (2023). Media review of Diane Vaughan's book *Dead Reckoning: Air Traffic Control, System Effects, and Risk*. *Organization Studies*, 44(6): 1024–1027.

INVITED TALKS & PRESENTATIONS

Syracuse University – iSchool | Centre for the Futures of Work, Information, and Technology, 2025

Harvard University – Arts and Sciences | Sociology (Culture Workshop), 2024

Harvard University – Arts and Sciences | Sociology (Economic Sociology Workshop), 2023

New York University – Arts and Sciences | Sociology (Culture Workshop), 2022

London School of Economics – Management | Information Systems & Innovation, 2021

NEOMA Business School | People & Organisations, 2021

Boston College – Carroll School of Management | Management & Organization, 2021

University of British Columbia – Sauder School of Business | OBHR, 2021

University College London (UCL) – School of Management | Organisations & Innovation, 2021

Boston University – Questrom School of Business | Strategy and Innovation, 2020

New York University – Stern School of Business | Future of Work & Organizations, 2019/2020/2021

CONFERENCE PRESENTATIONS

“Monsters of Our Own Creation: AI, Occupational Solidarity, and the Soul of the Future of Work.”

- European Group on Organizational Studies, 2025
- Creative Industries Conference, 2025
- Harvard Business School: Value and Valuations Conference, 2023
- IDEaS: Ethnographic Studies of Data, Algorithmic Routines, and Decision-Making Conference, 2023
- Junior Organization Theory (OT) Conference at the University of Michigan, 2022
- Chicago Ethnography Conference, 2022
- Economic Sociology Conference at MIT Sloan, 2021
- Wharton People and Organizations Conference, 2021
- East Coast Doctoral Conference at Columbia/NYU, 2021
- Harvard Kennedy School: Graduate Research in STS (GRiSTS) Conference, 2020
- Consortium on Competitiveness and Cooperation (CCC) Doctoral Student Colloquium, 2020
- Academy of Management: symposium presentation, 2019-present

“Soul: Humanness as Occupational Distinctiveness in an Age of Artificial Intelligence”

- Junior Organization Theory (OT) Conference at the University of Pennsylvania, 2025

“Anachronization: Loss as Lived Experience of the Future of Work.”

- Junior Organization Theory (OT) Conference at the London Business School, 2023
- Alberta Institutions Conference, 2022
- 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

“Awakening to New Possibilities” (with Julia Coff and Frances Milliken)

- Academy of Management: paper presentation, 2024
- NYU Stern Qualitative Research Seminar, 2024
- Process Research in Organizations Conference (PROC), 2024
- Purdue Work-Family Conference, 2024
- Academy of Management: symposium presentation, 2022

“A Thousand Flowers Have Bloomed, Now What?” (with Lindsey Cameron and Audrey Holm).

- Academy of Management: symposium presentation, 2025
- Alberta Future of Work Workshop, 2024

“Technological Rationalization or Humanization? Bringing the Manager Back In.” (with Gabrielle Voiseux)

- ILR Review Conference in Honor of Harry Katz, 2026
- AMR/Annals Idea Development Workshop at Pepperdine University, 2025
- Theory Crafters presentation, 2024

“‘Rocket Ship’ and ‘Roller Coaster’” (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, PDWS, WORKSHOPS, & PANELS ORGANIZED

“The Future of Sociology in Management Scholarship.” (2025). (with Yun Ha Cho and Jenna Song). PDW organized for the Academy of Management conference in Copenhagen. (presenters: Emilio Castilla, Jerry Davis, Renate Meyer, Woody Powell, Ezra Zuckerman Sivan).

“AI, STS, and Institutional Theory.” (2023). (with Anne Washington, Michael Lounsbury, and Deborah Anderson). Open panel organized for the Society for Social Studies of Science (4S) in Honolulu.

“The Humanness of Work in an Era of Artificial Intelligence.” (2023). (with Zoe Jonassen). Showcase symposium presented at the Academy of Management conference in Boston. (presenters: Melissa Valentine and Rebecca Hinds; Kevin W. Lee; Elmira Van Den Broek and Natalia Levina; Matt Beane, Dan Sholler, Danielle Bovenberg; Zoe Jonassen and Katherine Kellogg | discussant: Stephen Barley).

“AI in the Wild.” (2023). (with Hila Lifshitz-Assaf, Aron Lindberg, and Alan Zhang). PDW organized for the Academy of Management conference in Boston. (presenters: Marleen Huysman; Alan Zhang; Kevin W. Lee; Aron Lindberg; Sebastian Krakowski; Melissa Valentine; Stefan Seidel; Hila Lifshitz-Assaf).

“Office Work Interrupted: Evolving Understandings of Work and Organizing in the Shadow of COVID-19.” (2022). (with Julia Coff & Frances Milliken). Symposium at the Academy of Management conference in Seattle. (presenters: Mailys George and Kevin Rockman; Ingrid Erickson, Maggie Jack, and Melissa Mazmanian; Cynthia Barboza-Wilkes and Christine Beckman; Julia Coff, Frances Milliken, and Kevin W. Lee | discussant: Catherine Cramton).

“AI in the Wild.” (2022). (with Hila Lifshitz-Assaf, Aron Lindberg, and Alan Zhang). PDW organized for the Academy of Management conference in Seattle. (presenters: Katherine Kellogg; Jochem Hummel, Zhewei Zhang, and Joe Nandhakumar; Hila Lifshitz-Assaf; Aron Lindberg; Alan Zhang; Kevin W. Lee).

“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 (virtual). (presenters: Christine Beckman and Melissa Mazmanian, Hila Lifshitz-Assaf and Sarah Lebovitz, Kevin W. 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 (virtual). (presenters: Sarah Lebovitz, Elizabeth Watkins, and Kevin W. 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 in Boston. (presenters: Matt Beane, Sarah Sachs, Kevin W. Lee, Rohini Jalan | discussants: Paul Leonardi and Wanda Orlikowski).

PEER REVIEWING & EDITORIAL EXPERIENCE

Editorial Review Board

Organization Science, 2024-
Journal of Management, 2025-

Associate Editor

International Conference on Information Systems (ICIS), 2025

Ad Hoc Reviewer

Administrative Science Quarterly
Organization Science
Journal of Management
Academy of Management Discoveries
Organization Studies

Management Science
Journal of Management Studies
Work and Occupations
Human Relations
Science, Technology, & Human Values
Information & Management

Other Reviewing Experience

Social Sciences and Humanities Research Council of Canada (SHRCC), 2025
National Science Foundation, reviewer, 2024
Administrative Science Quarterly Student Blog, organizing committee, 2018-2021

SERVICE & PROFESSIONAL ACTIVITIES

Academy of Management

OMT Executive Board – Communications Chair, 2024-present
OMT Executive Board – Social Media Co-Chair, 2020-2023

University of British Columbia

OBHR Seminar Series coordinator, 2025-present
OBHR PhD Program director, 2024-present
Course Coordinator (COMM 192), 2023-present
UBC Sauder Exploratory Grant, Review Committee, 2025
Equity, Diversity, and Inclusion (EDI) Committee, member, 2023-2025

New York University

PhD Admissions, reviewer, 2016-2022
PhD Qualitative Data Analysis Group, organizer, 2017-2020
PhD Student Brownbag, organizer, 2018-2019

Columbia University

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

MEMBERSHIPS

Academy of Management (OMT, CTO)
American Sociological Association (OOW, Economic Sociology)
European Group for Organizational Studies (EGOS)

TEACHING & OTHER ACADEMIC EXPERIENCE

Instructor

Management & Organizational Behaviour (University of British Columbia | undergraduate – core)
Principles of Organizational Behaviour (University of British Columbia | undergraduate – minor)
Management & Organizations (New York University | undergraduate – core)

Guest Speaker

Qualitative Research Practicum (University of Pennsylvania – Lindsey Cameron | doctoral – elective)
Leadership in Organizations (New York University – Frances Milliken | masters – core)

Teaching Fellow

Leadership in Organizations (New York University – Frances Milliken | masters – core)
Management & Organizations (New York University – Michael North | undergraduate – core)
Patterns of Entrepreneurship (New York University – Jason Greenberg | undergraduate – elective)
Managing People & Teams (New York University – Beth Bechky | undergraduate – elective)

Research Assistant

Institute for Social and Economic Research and Policy (Columbia University – David Stark)
Graduate School of Business (Columbia University – Damon Phillips)

PUBLIC ENGAGEMENT**Public Speaking Engagements**

“AI and workforce transformation.” (2024). Panelist on how young professionals can navigate AI as the future of work and organizations. Invited by Microsoft and Ascend Vancouver.

“Why are they the way they are?” Generation Z as the future of work.” (2024). Keynote address on understanding and empowering Gen Z in the workplace. Organized by the University of British Columbia Alumni Association.

“Developing desirable workplaces.” (2022). Featured speaker for a virtual event on the future of work, moderated by journalist Francesca Fionda. Organized by the University of British Columbia Alumni Association.

Executive Education and Workshops

“Living and thriving in a world of hybrid work.” (2024). Company-wide workshop on how to thrive amid the transition toward hybrid work arrangements. Invited by Engineers and Geoscientists BC.

“Knowing your organization: Introduction to organizational behaviour.” (2023). Instructor for a seminar to equip retired executives with the tools they need to give back and contribute their wisdom to organizations across their field. Invited by the Elder’s Circle of the Society Promoting Environmental Conservation.

Student-Oriented Events

“Specialization Night.” (2025). Faculty panelist on the various specializations available to undergraduates at UBC Sauder. Invited by the Commerce Undergraduate Society (CUS) First-Year Committee.

“Consent Champions.” (2025). Panelist on issues related to inclusion and women empowerment in the workplace. Invited by the Commerce Undergraduate Society (CUS) Sexual Violence Prevention Commission.

“HR 101.” (2022). Faculty expert for panel discussion on careers in the human resources field. Organized by the Human Resources Management Club at the University of British Columbia – Sauder School of Business.

News Media Coverage

Los Angeles Times
Canadian Broadcasting Corporation
Human Resources Director Canada

SELECTED INDUSTRY EXPERIENCE

Orion Consultants, LLC, New York, New York
Senior Associate Consultant, Nov 2015-April 2016
Associate Consultant, June 2014-Nov 2015