

## Soonbong Lee

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INTERESTS      Platform & Policy Design for Social Good; Socially Responsible Operations; Fairness in Operations; Online & Matching Platforms; Market Design; Dynamic Optimization under Uncertainty; Data-driven Decision Making; Human-AI Interaction; Resource Allocation

EDUCATION      **Yale University**      Sep. 2021 - Present  
Ph.D. Candidate in Operations, School of Management      New Haven, CT  
    • Advisor: Vahideh Manshadi  
Master of Philosophy in Operations      Sep. 2021 - Aug 2024  
Master of Arts in Operations  
  
**Yonsei University**      Sep. 2019 - Aug. 2021  
Master of Science in Management Science      Seoul, Korea  
    • Advisor: Seongmoon Kim  
  
**Yonsei University**      Mar. 2013 - Aug. 2019  
Bachelor of Business Administration      Seoul, Korea  
Bachelor of Arts in Applied Statistics  
    • *Summa Cum Laude*

ACCEPTED AND WORKING PAPERS

1. “Dynamic Matching with Post-Allocation Service and its Application to Refugee Resettlement,” with Kirk Bansak, Vahideh Manshadi, Rad Niazadeh, and Elisabeth Paulson. *Management Science*, Forthcoming, 2025. [SSRN]
  - (a) **Honorable Mention, George Nicholson Student Paper Competition, 2025**
  - (b) **Finalist, Service Science Best Student Paper Award, 2025**
  - (c) **First place, MSOM Best Student Paper Competition, 2024**
  - (d) **First place, Michael H. Rothkopf Junior Researcher Paper Prize (awarded by INFORMS Auctions and Market Design Section), 2024**
  - (e) Conference version accepted to *The 25th ACM Conference on Economics and Computation (EC)*, 2024
  - (f) Accepted for oral presentation at the NBER Market Design Working Group Meeting, 2024
  - (g) Oral presentation at *The 4th ACM Conference on Equity & Access in Algorithms, Mechanisms, & Optimization (EAAMO)*, 2024
  - (h) Media: “[Using Operations Research to Improve the Refugee Resettlement Process.](#)” Yale Insights
2. “Why the Rooney Rule Fumbles: Limitations of Interview-stage Diversity Interventions in Labor Markets,” with Setareh Farajollahzadeh, Vahideh Manshadi, and Faidra Monachou. Major Revision at *Operations Research*, 2025. [SSRN]
  - (a) Conference version accepted to *The 26th ACM Conference on Economics and Computation (EC)*, 2025

	(b) Extended abstract at <i>The 5th ACM Conference on Equity &amp; Access in Algorithms, Mechanisms, &amp; Optimization (EAAMO)</i> , 2025
	3. “Who to Offer, and When: Redesigning Feeding America’s Real-Time Donation Tool,” with Vahideh Manshadi and Daniela Saban. Working Paper, 2025. [SSRN]
	4. “Portfolio Evaluation with the Vector Distance Based on Portfolio Composition,” with Heonbae Jeon, Hongseon Kim, Seung Bum Soh, and Seongmoon Kim. <i>Mathematics</i> , 11(1): 221, 2023.
	5. “Improving Portfolio Performance with Distance-based Portfolio Combining Algorithms,” with Hongseon Kim, Seung Bum Soh, and Seongmoon Kim. <i>Journal of Financial Research</i> , 45(4): 941–959, 2022.
WORK IN PROGRESS	1. “Improving Matching Systems through Human–Algorithm Feedback: Learning from Non-Compliance with Large Language Models,” with Ari Lerner, Vahideh Manshadi, and Daniela Saban, 2025.
	2. “Design of Priority List for Allocating Perishable Items: Efficiency–Equity Trade-offs and Optimal Policies,” with Ari Lerner and Vahideh Manshadi, 2025.
PEER-REVIEWED CONFERENCE PAPERS	1. “Why the Rooney Rule Fumbles: Limitations of Interview-stage Diversity Interventions in Labor Markets,” with Setareh Farajollahzadeh, Vahideh Manshadi, and Faidra Monachou. <i>Proceedings of the 26th ACM Conference on Economics and Computation (EC)</i> , 2025.
	2. “Dynamic Matching with Post-Allocation Service and its Application to Refugee Resettlement,” with Kirk Bansak, Vahideh Manshadi, Rad Niazadeh, and Elisabeth Paulson. <i>Proceedings of the 25th ACM Conference on Economics and Computation (EC)</i> , 2024.
HONORS AND AWARDS	Honorable Mention, George Nicholson Student Paper Competition, 2025
	Finalist, Service Science Best Student Paper Award, 2025
	First Place, MSOM Best Student Paper Competition, 2024
	First Place, Michael H. Rothkopf Junior Researcher Paper Prize (awarded by INFORMS Auctions and Market Design Section), 2024
	Martin Shubik Fellowship, Yale School of Management, 2024
	Graduate Fellowship, Yale University, 2021–2026
	Graduate Merit-based Scholarship, Kwanjeong Educational Foundation, 2020–2021
	Outstanding Master Student Grant, Yonsei University, 2019–2020
	Brain Korea 21 Scholarship, National Research Foundation of Korea, 2019–2020
	President’s Award for Graduation with Highest Honor, Yonsei University, 2019
	National Academic Excellence Scholarship, Korea Student Aid Foundation, 2017–2019
	Finalist, LG Global Challenger Undergraduate Research Competition, 2017
	Semester Highest Honors for Top 1% Students, Yonsei University, 2014, 2019
	Semester Honors for Top 3% Students, Yonsei University, 2013, 2016, 2017

INVITED TALKS & CONFERENCE PRESENTATIONS	<b>“Who to Offer, and When: Redesigning Feeding America’s Real-Time Do- nation System”</b>	
	1. Oct 2025, INFORMS Annual Meeting, Atlanta, GA	
	2. Cornell Young Researchers Workshop 2025 (Poster), Cornell University	
	3. July 2025, INFORMS Revenue Management and Pricing Section Conference, Columbia Business School	
	4. June 2025, MSOM Annual Conference, London Business School	
	<b>“Diversity in Labor Market: Implications of the Rooney Rule”</b>	
	5. Oct 2024, INFORMS Annual Meeting, Seattle, WA	
	<b>“Dynamic Matching with Post-Allocation Service and its Application to Refugee Resettlement”</b>	
	6. Oct 2025, INFORMS Annual Meeting, Atlanta, GA	
	7. Sep 2025, Next-Gen Scholar’s Symposium, National University of Singapore	
	8. Oct 2024, INFORMS Annual Meeting, Seattle, WA	
	9. July 2024, INFORMS Revenue Management and Pricing Section Conference, UCLA	
	10. July 2024, The 25th ACM Conference on Economics and Computation (EC’24), Yale University	
	11. June 2024, MSOM Annual Conference, University of Minnesota	
	12. June 2024, The 5th Annual Symposium on Foundations of Responsible Computing (FORC), Harvard University	
	13. May 2024, Ninth Marketplace Innovation Workshop, Virtual	
	14. April 2024, POMS Annual Conference, Minneapolis, MN	
	15. Oct 2024, INFORMS Annual Meeting	
TEACHING EXPERIENCE	<b>Yale University</b>	New Haven, CT
	<i>Teaching Assistant</i> , Data Science	2022 - Present
	<ul style="list-style-type: none"> <li>Overall student evaluations: 4.8/5 (Department average 4.5) in Spring 2024; 4.7/5 (Department average 4.3) in Spring 2025</li> </ul>	
	<b>Yonsei University</b>	Seoul, Korea
	<i>Teaching Assistant</i> , Introduction to Management Science	2020 - 2021
	<ul style="list-style-type: none"> <li>Honor for Top 0.5% Teaching Effectiveness Score</li> </ul>	
	<i>Teaching Assistant</i> , Decision Making under Uncertainty	2020 - 2021
OTHER EXPERIENCES	<b>Korean Augmentation to the United States Army</b>	Sep. 2014 - Jun. 2016
	<i>Sergeant</i>	Dongducheon, Korea

## REFERENCES

**Professor Vahideh Manshadi**

Michael H. Jordan Professor of Operations  
Yale School of Management, Yale University  
[vahideh.manshadi@yale.edu](mailto:vahideh.manshadi@yale.edu)

**Professor Rad Niazadeh**

Associate Professor of Operations Management  
The University of Chicago Booth School of Business  
[rad.niazadeh@chicagobooth.edu](mailto:rad.niazadeh@chicagobooth.edu)

**Professor Faidra Monachou**

Assistant Professor of Operations  
Yale School of Management, Yale University  
[faidra.monachou@yale.edu](mailto:faidra.monachou@yale.edu)

**Professor Edward Kaplan**

William N. and Marie A. Beach Professor of Operations Research  
Yale School of Management, Yale University  
[edward.kaplan@yale.edu](mailto:edward.kaplan@yale.edu)