

Young Won Rhee

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EDUCATION

Foster School of Business, University of Washington, Seattle, WA, USA

Ph.D. in Business Administration – Organizational Behavior 2023 (expected)
(Minor: Research Methods & Social Statistics)

Seoul National University, Seoul, Korea

M.S. in Business Administration – Organizational Behavior 2015

B.B.A. in Business Administration 2013

B.A. in Psychology (Double Major) 2013

RESEARCH INTERESTS

Behavioral Ethics

Teams

Creativity

Dissertation

“We Are Moral”: How a Team Moral Identity Influences the Functions and Outcomes of a Team (Defense Expected: June 2023)

Committee: Scott J. Reynolds (Chair), Bruce J. Avolio, Elizabeth E. Umphress, and Cynthia Levine (Psychology)

Synopsis: My dissertation introduces the construct of team moral identity, which I define as a team’s shared sense of self that regards morality as a central, distinctive, and enduring characteristic of the team. I draw on the social identity theory and self-verification literature to propose critical antecedents and consequences of team moral identity. I validate a scale measuring team moral identity, examine the nomological network around the construct, and test the theoretical relationships proposed in the theoretical model.

**Academy of Management 2022 Best Paper Proceedings (SIM Division)*

PUBLICATIONS

Sung, S. Y., Rhee, Y. W., Lee, J. E., and Choi, J. N. (2020) Dual pathways of emotional competence towards incremental and radical creativity: Resource caravans through feedback-seeking frequency and breadth. *European Journal of Work and Organizational Psychology*, 29 (3), 421-433.

Sung, S. Y., Rhee, Y. W., Lee, J. E., Choi, J. N., and Yoon, H. J. (2019). Multi-level predictors of employee feedback-seeking behaviors: From the cost-benefit perspective. *Social Behavior and Personality*, 47 (2), 1-11.

Rhee, Y. W. and Choi, J. N. (2017). Knowledge management behavior and individual creativity: Goal orientations as antecedents and in-group social status as moderating contingency. *Journal of Organizational Behavior*, 38 (6), 813-832.

**Awarded for being the eighth most cited article in 2019 JOB impact factor*

MANUSCRIPTS UNDER REVIEW

Rhee, Y. W. and Choi, J. N. (under 1st review). How does coworker social status drive helping behavior among members? Effect of status-driven helping on team performance. *Organizational Behavior and Human Decision Processes*

WORK IN PROGRESS

Rhee, Y. W. and Reynolds, S.J. Team moral identity: A theory of its antecedents, and implications. **Writing stage.** *Target: Academy of Management Review.*

Rhee, Y. W. and Reynolds, S.J. We are a moral team: The conceptualization, measurement, and an examination of consequences of team moral identity. **Writing stage.** *Target: Academy of Management Journal.*

Rhee, Y. W. and Reynolds, S.J. Moral Feedback: A theory of its mechanisms, contingencies, and implications. **Writing stage.** *Target: Academy of Management Review.*

Rhee, Y. W., Umphress, E. E., and Heng, Y. T. Intentions matter: Examining unethical acts intended to harm others, help the self, and help others. **Data collection for study 3.** *Target: Journal of Applied Psychology.*

Wee, E. X. M., Avolio, B., Rhee, Y. W., and Yamamoto, K. Improv intervention and team processes. **Data collection for study 3.** *Target: Academy of Management Journal.*

Rhee, Y. W. Varying effects of unethical pro-group behavior on team and individual performance: Abusive supervision as a critical contingency. **Data collection for study 2.** *Target: Journal of Applied Psychology.*

CHAired CONFERENCE SESSION

Umphress, E. E. and Rhee, Y. W. (2018, August). Interfacing unethical pro-other behavior (UPB): Investigating the social and moral dynamics of UPB. Symposium organized at the Annual Meeting of the Academy of Management, Chicago, U.S.A.

CONFERENCE PRESENTATIONS

Rhee, Y. W. and Reynolds, S. J. (2022, August). Team moral Identity: A theory of its antecedents, and implications. *Paper accepted at the Annual Meeting of the Academy of Management, Seattle, U.S.A.*

**Best Paper Proceedings (SIM Division)*

Rhee, Y. W. and Umphress, E. E. (2022, August). How does observing a member's unethical behavior influence your group behavior? Intention matters. *Symposium paper accepted at the Annual Meeting of the Academy of Management, Seattle, U.S.A.*

Rhee, Y. W. (2020, August). Moral Feedback: A theory of its mechanisms, contingencies, and implications. *Paper presented at the Annual Meeting of the Academy of Management*

Rhee, Y. W. (2019, August). Varying effects of unethical pro-group behavior on team and individual performance: Abusive supervision as a critical contingency. *Paper presented at the Annual Meeting of the Academy of Management, Boston, U.S.A.*

Umphress, E. E. and Rhee, Y. W. (2019, August). Unpacking unethical behavior: Intentions, social dynamics, and their consequences. *Symposium paper presented at the Annual Meeting of the Academy of Management, Boston, U.S.A.*

Umphress, E. E., Rhee, Y. W., and Heng, Y. T. (2018, August). Intentions matter: Examining unethical acts intended to harm others, help the self, and help others. *Symposium paper presented at the Annual Meeting of the Academy of Management, Chicago, U.S.A.*

Sung, S. Y., Lee, J. E., Rhee, Y. W., and Choi, J. N. (2015, August). Multilevel antecedents of feedback-seeking frequency and breadth: Linear and curvilinear effects on incremental and radical creativity. *Paper presented at the Annual Meeting of the Academy of Management, Vancouver, Canada.*

TEACHING EXPERIENCES

Instructor

MGMT 300: Leadership and Organizational Behavior

- Winter 2021 (4.3/5.0)
- Spring 2020 (4.2/5.0)

FGBUS 250: Foundation of Global Business (Co-instructor)

- Autumn 2020 (4.5/5.0)

Teaching Assistant (MBA Courses)

MGMT 500: Management and Leadership

MGMT 501: Leading Teams and Organizations (4.1/5.0)

MGMT 504: Ethical Leadership

MGMT 545: Leading & Managing High-Performance Organizations

HONORS & AWARDS

Ph.D. Program Teaching Award	2022
Best Paper Proceedings, SIM Division	2022
Jeffrey Brotman Distinguished Leader Fellowship	2017 – 2021
National Research Fellowship for Humanities	2014

PROFESSIONAL ACTIVITIES

Membership

Academy of Management (Division: OB, HR, & SIM)

Service

Academy of Management Annual Meeting (OB/SIM Division Reviewer) 2016 –

Applied Psychology: An International Review (Ad Hoc Reviewer) 2020 –

SERVICE

University of Washington TA Program

Workshop Planning and Facilitation – *What if? Preparing for Challenging Moments* 2021

Workshop Panelist – *Panel Discussion with Experienced International TAs* 2021

WORK EXPERIENCE

Republic of Korea Air Force

Human Resource and Administration Department, 17th Fighter Wing 2009 - 2011

Center for Industrial Relations and Human Resources

Research Assistant 2016 - 2017