

Matthew S. Lee

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ACADEMIC APPOINTMENTS

Harvard University , Harvard Kennedy School	
Associate Professor (without tenure) of Public Policy & Management	2022-present
<i>Off tenure clock 20-21, 22-23, 25-26</i>	
New York University , Stern School of Business	
Assistant Professor of Management & Organizations	2019-2022
INSEAD (Singapore)	
Assistant Professor of Strategy	2014-2019

EDUCATION

Harvard University , Harvard Business School	
Doctor of Business Administration, Management	2014
Pennsylvania State University	
Bachelor of Science, Economics	2005
Bachelor of Science, Science (Physics)	2005

RESEARCH

Publications * equal authorship | † graduate student co-author (at time of initial journal submission)

- [17] Kim, J.D. *, and **Lee, M.** * 2026. "Putting a price on mission: Social responsibility orientation and startup employment." Forthcoming, *Strategic Management Journal*.
- [16] **Lee, M.**, and Whitson, J. 2026. "Flowing with the current and making waves: A model of personal control and institutional migration." Forthcoming, *Academy of Management Review*.
- [15] Battilana, J., Ramarajan, L., **Lee, M.**, Pons, V. 2026. "Why business leaders need to champion democracy". Forthcoming, *MIT Sloan Management Review*.
- [14] **Lee, M.**, Mayne, Q., and de Jong, J. 2026. "An exploratory study of mayoral transition work". *Public Administration Review*, 86(2): 474-490.
- [13] Adbi, A.†, **Lee, M.**, and Singh, J. 2024. "Community influence on microfinance loan defaults under crisis conditions: Evidence from Indian demonetization." *Strategic Management Journal*, 45(3): 535-563.
- [12] **Lee, M.**, Adbi, A.†, and Singh, J. 2020. "Categorical cognition and outcome efficiency of impact investing decisions." *Strategic Management Journal*, 41(1): 86-107.
 - *Best Track Paper*, Strategic Management Society Hyderabad Special Conference
- [11] **Lee, M.**, Battilana, J. 2020. "How the zebra got its stripes: Imprinting of individuals and hybrid social ventures." *Research in the Sociology of Organizations*, 69: Organizational Hybridity, 139-165.
 - *Best Paper*, NYU-Stern Social Entrepreneurship Research Conference
- [10] **Lee, M.***, Ramus, T.*, and Vaccaro, A. 2018. "From protest to product: Strategic frame brokerage in a commercial social movement organization." *Academy of Management Journal*, 61(6): 2130-58.

- [9] **Lee, M.** and Marquis, C. 2018. "Large corporations, social capital, and community philanthropy." In S. Dorobantu, R.V. Aguilera, J. Luo, & F. Milliken (eds.), **Advances in Strategic Management**, 38: Sustainability, Stakeholder Governance, and Corporate Social Responsibility, 197-226.
- [8] **Lee, M.*** and Huang, L.* 2018. "Gender bias, social impact framing, and evaluation of entrepreneurial ventures." **Organization Science**, 29(1): 1-16.
 - *Winner*, IACMR-RRBM Award for Responsible Research in Management
 - *Nominee, Best Paper*, Strategic Management Society Annual Meeting
 - *Runner-up, Best Paper*, R. H. Smith Entrepreneurship Conference
- [7] Dimitriadis, S.[†], **Lee, M.**, Ramarajan, L., and Battilana, J. 2017. "Blurring the boundaries between the social and commercial sectors: The interplay of gender and local communities in the commercialization of social ventures." **Organization Science**, 28(5): 819-839.
- [6] Almandoz, J., **Lee, M.**, and Marquis, C. 2017. "Different shades of green: The impact of complex and uncertain environments on the strategies of innovative hybrid organizations." In M.-D. Seidel & H. Greve (eds.), **Research in the Sociology of Organizations**, 50: Emergence, 31-67.
- [5] **Lee, M.** and Jay, J. 2015. "Strategic responses to hybrid social ventures." **California Management Review**, 57(3): 126-148.
- [4] Battilana, J.* and **Lee, M.*** 2014. "Advancing research on hybrid organizing – Insights from the study of social enterprises." **Academy of Management Annals**, 8(1): 397-441.
- [3] **Lee, M.**, Battilana, J., and Wang, T. 2014. "Building an infrastructure for empirical research on social enterprise: Challenges and opportunities." In J. Short (ed.), **Research Methodology in Strategy and Management**, 9: Research Methods in Social Entrepreneurship, 241-264. Emerald.
- [2] Marquis, C. and **Lee, M.** 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.
- [1] Battilana, J., **Lee, M.**, Walker, J., and Dorsey, C. 2012. "In search of the hybrid ideal." **Stanford Social Innovation Review**, Summer 2012.

Articles Under Peer Review and Invited Revisions

- [A] "Peer effects in corporate social responsibility reporting: A randomized field experiment." (with Jasjit Singh and Devanshee Shukla[†]). Minor revision, *Organization Science*.
 - *Best Track Paper*, Strategic Management Society Annual Meeting, Toronto
- [B] "Organizational civic culture: Workplaces as engines of democratic participation" (with Reuben Hurst, Max Kagan and Justin Frake). Conditionally accepted, *Administrative Science Quarterly*.
- [C] "B Corporations and employee retention." Under 3rd round review, *Academy of Management Journal*.
- [D] "Strategic drift: Institutional pluralism, specialization, and organizational growth" (with Tommaso Ramus and Stefano Brusoni). Revise & Resubmit, *Organization Science*.
- [E] "Organization design for the management of institutional multiplicity." (with Tommaso Ramus, Antonino Vaccaro, and Pietro Versari[†]). Under review.
- [F] "Two sides of the same token: How multitokenism shapes minority representation in organizations." Under review.

Work in Progress

- "Architectural social innovation"

- “Need, efficacy, and financing of the entrepreneurial poor: Evidence from Kiva.org”
- “Acquisitions, sales and mission drift in the natural foods industry” (with May-Anne Very†)

Selected Media Coverage of Research

- New York Times [8], Financial Times [8], CBS MoneyWatch [2], Forbes [10] [8] [7], Harvard Business Review [8], Harvard Business School Working Knowledge [12][1], INSEAD Knowledge [13] [10] [8] [7] [5], MIT Enterprise Forum [1], New Straits Times [8], Stanford Social Innovation Review [13] [7], World Bank [1], Chronicle of Philanthropy, EIX [13], Smart Cities Dive [15]

Selected Invited or Refereed Research Presentations (co-author presentations not included)

- “B Corporations and employee retention”
 - Strategic Management Society Annual Meeting, Berlin (scheduled)
 - Academy of Management Annual Meeting, Philadelphia (scheduled)
- “Organizational civic culture: Workplaces as engines of democratic participation”
 - Strategic Management Society Annual Meeting, Berlin (scheduled)
 - INSEAD, Organizational Behaviour Area (scheduled)
 - Academy of Management Annual Meeting, Philadelphia (scheduled)
 - Rice University, Strategy Department
- “Two sides of the same token: How multitokenism shapes minority representation in organizations.”
 - MIT Sloan Equitable Opportunities Conference
 - Wharton People and Organizations Conference
- “Peer effects in corporate social responsibility reporting: A randomized field experiment.”
 - Harvard Kennedy School CPL/Bloomberg Joint Faculty Seminar
 - University of Pennsylvania, Wharton School, Management Department
 - Harvard University SCANCOR seminar
 - Strategic Management Society Annual Meeting, Toronto
 - Academy of Management Annual Meeting, Boston
 - Alliance for Research on Corporate Sustainability (ARCS) Annual Meeting, Univ. of Virginia
- “Social Responsibility Orientation and Employer Advantage across the Employment Lifecycle”
 - McGill University, Desautels Faculty of Management, Strategy & Organization Department
 - London Business School, Strategy & Entrepreneurship Department
 - Rutgers University, Management & Global Business Department
 - Strategic Management Society Annual Meeting, Toronto
 - Academy of Management Annual Meeting, Boston
 - University of Michigan, Ross School of Business, Strategy Department
- “Organization design for the management of institutional multiplicity”
 - Boston College, Carroll School of Management, Management and Organization Department
- “Community Influence on Microfinance Loan Defaults under Crisis Conditions: Evidence from Indian Demonetization”
 - Harvard Kennedy School
 - Telfer School of Management, University of Ottawa

- Rotterdam School of Management, Business & Society Department
- Copenhagen Business School, Strategy & Innovation Department
- IESE Business School, Universidad de Navarra, Organizational Behavior Department
- University of Toronto, Strategic Management Department
- Cornell University, Management & Organizations Department
- Baruch College, Management Department
- George Washington University, International Business Department
- New York University Organization Theory Brownbag
- Junior Faculty Organization Theory Conference, McGill University
- “Categorical cognition and outcome efficiency of impact investing decisions”
 - Strategic Management Society Annual Meeting, Paris
 - Alliance for Research on Corporate Sustainability (ARCS) Annual Meeting, MIT
 - Community of Social Innovation Conference, University of Michigan
 - IESE Business School, Universidad de Navarra, Strategic Management Department
 - Libera Università Internazionale degli Studi Sociali Guido Carli (LUISS) Business School
 - 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 Conference, 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 & Entrepreneurship Department
 - New York University, Wagner School of Public Service
 - Queen’s University, Strategy & Organizations Department
 - University of Toronto, Strategic Management 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-ASQ 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 philanthropy”
 - 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

- Moderator, “Publishing Non-Market Strategy Research in Leading Journals.” Non-Market Strategy Research Community Doctoral Conference, May 2025
- Organizer, “Harvard Social Intrapreneurship Symposium.” Co-organized with Lingling Jiang. Gathering of 15 leading scholars in social intrapreneurship hosted at Harvard Kennedy School, November 2024.
- Organizer, “Corporate Purpose and Strategy: A Microfoundational Perspective.” Co-organized with Anna Szerb. Research Symposium at Academy of Management Meetings, Boston, August 2023.
- Organizer, “Stakeholder Heterogeneity and Corporate Purpose.” Co-organized with Anna Szerb. Research Symposium at Academy of Management Meetings, Seattle, August 2022.
- Organizer, NYU Management & Organizations Department Non-Market Strategy Workshop (virtual). Co-organized with Sinziana Dorobantu. New York University, November 2021.
- Organizer and Moderator, Strategic Management Society Stakeholder Interest Book Talk Series (virtual). Co-organized with Jiao Luo. Initial speakers include Christopher Marquis, Sarah Kaplan, Ed Freeman. 2021-2022.
- Organizer, NYU Management & Organizations Department Non-Market Strategy Workshop (virtual). Co-organized with Sinziana Dorobantu. New York University, November 2020.
- Moderator, “Bridging the Gap Between Market and Nonmarket Strategy: Entrepreneurship and Nonmarket Strategy.” Symposium at Academy of Management Annual Meeting (virtual), August 2020.
- Keynote Speaker, “Researching the Hybrid Ideal: Lessons learned and paths forward.” Social Entrepreneurship Research Conference, Indiana University Kelley School of Business, Bloomington, November 2019.
- Organizer and Presenter, “The future of hybrid organizations and social enterprises.” Co-organized with Tommaso Ramus. Professional Development Workshop at Academy of Management Annual Meeting, Chicago, August 2018.
- Panelist, “Social Entrepreneurship.” Symposium at Strategic Management Society Annual Meeting, Berlin, September 2016.
- Organizer and Presenter, “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.” Dartmouth Tuck Strategy Summer Camp Workshop, August 2016.
- Presenter, “Social performance in strategic management research.” Dartmouth 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 and Presenter, “Inside the corporate social responsibility (CSR) black box: Antecedents and limits of CSR.” Co-organized with Christopher Marquis. Research Symposium at Academy of Management Meetings, San Antonio, August 2010.

TEACHING

Harvard Kennedy School

- Strategies for Social Impact, Masters-level elective: 2022-present
- Executive Education, topics related to strategy, sustainability, and social impact: 2022-present

NYU Stern School of Business

- Strategy, Full-Time MBA core: 2019-2021
- Competitive Strategy, Part-Time MBA core: 2020-2022
- Corporate Strategy, Part-Time MBA core: 2020-2021

INSEAD

- Introduction to Strategy, MBA core: 2015-2019
- Business & Society, PhD seminar: 2017
- Executive Education, topics related to strategy, sustainability, and social impact: 2015-2019

Harvard College

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

Guest Lectures

- Harvard Advanced Leadership Initiative Core Curriculum: Sep 2024, Feb 2025, Apr 2025, Oct 2025
- Indigenous Leaders Program (Harvard Business School Exec. Ed.): June 2025
- U.S. Department of State Secretary’s Leadership Seminar (Harvard Business School Exec. Ed.): Mar 2025
- Mayor of Philadelphia Leadership Team Retreat: Jan 2025
- Non-Market Strategy Research Community Virtual PhD seminar: Mar 2022, Mar 2023
- NYU, Management & Organizations PhD Pro-Seminar: Apr 2020, Apr 2021
- University of Toronto, Organizational Behaviour PhD Pro-Seminar: Apr 2021

- Brown University, Social Entrepreneurship Undergraduate Course: Apr 2016

Published Materials

- Stern, I., Lee, M., Chick, S., and Aggarwal, R. 2020. "Sustaining the Mission: Strategic Options to Scale Unjani Clinics NPC by 2030." INSEAD Case 01/2020-6445.
- Simonovich, D., Lee, M., and Zemsky, P. 2017. "Strategy, value and competitive advantage." INSEAD Course Note.
- Marquis, C. and Lee, M. 2015. "B Lab: Can it scale business as a force for good?" Harvard Business School Case 415-080.
- Sengul, M. and Lee, M. 2015. "Metal can and container industry in 2014." INSEAD Case 01/2015-6111.
- Research publications have appeared in teaching syllabi at the following institutions (partial list): Columbia, Cornell, Georgetown, Harvard, INSEAD, 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

- Journal service
 - *Administrative Science Quarterly*: Editorial review board (2016-2026)
 - *Strategic Management Journal*: Editorial review board (2023-2026)
 - *Organization Science*: Editorial review board (2023-2026), Outstanding reviewer award (2022, 2025)
 - *Academy of Management Journal*: Editorial review board (2019-2022), Best reviewer award (2020)
 - *Academy of Management Review*: Best reviewer award (2021)
- Other ad-hoc reviewing
 - Journals (selected): *American Journal of Political Science*, *American Sociological Review*, *Entrepreneurship Theory & Practice*, *International Public Management Journal*, *Journal of Business Venturing*, *Journal of Business Venturing Insights*, *Journal of Management Studies*, *Management Science*, *MIS Quarterly*, *Nonprofit & Voluntary Sector Quarterly*, *Nonprofit Management and Leadership Organization Science*, *Organization Studies*, *Organization Theory*, *Proceedings of the National Academy of Sciences*, *Production and Operations Management*, *Strategic Entrepreneurship Journal*
 - Books: *Routledge*, *Springer Publishing*, *Stanford University Press*
 - Institutional: *National Science Foundation (NSF)*, *Social Sciences and Humanities Research Council of Canada (SSHRC)*
- Harvard University service
 - Faculty Affiliate, Harvard Advanced Leadership Initiative: 2025-
 - HKS Candid Conversations Faculty & Staff Working Group: 2022-2023
 - Advanced Leadership Initiative Faculty Panel: 2022, 2023
 - HBS Doctoral Advising Award Committee: 2012-2014
- New York University service
 - Management & Organizations Doctoral Admissions Committee: 2020-2022
 - Advisory Board, Center for the Future of Management: 2020-2022

- Organizer, Macro Brownbag Seminar Series: 2020-2022
 - MBA Core Curriculum Committee: 2020-2022
 - Co-Organizer, Non-Market Strategy Research Workshop (w/ S. Dorobantu): Nov 2020, Nov 2021
 - Moderator, NYU Endless Frontier Labs Life Sciences Startup Incubator: Feb 2020, Dec 2020, Jan 2021, Mar 2021, Oct 2022, Dec 2022
- INSEAD service
 - Co-organizer, Strategy & Entrepreneurship Research Seminar: 2017-2019
 - Organizer, Singapore Brownbag Seminar Series: 2017-2019
 - Panelist, INSEAD-Wharton Doctoral Consortium: Mar 2016
 - Panelist, Doctoral Admissions Recruitment: Jan 2016
 - Interviewer, EMBA Admissions: Nov 2015
 - Committee Member, Strategy Area Faculty Recruiting: 2015-2016
- PhD student dissertation committees (*committee co-chair)
 - Sam Yuqing Li (PhD in Management, NYU-Stern, current student)
 - Sonya Pyo (PhD in Management, NYU-Stern, current student)
 - Anna Szerb (PhD in Management, INSEAD, 2024)
Initial placement: Assistant Professor, NYU-Stern Abu Dhabi
 - May-Anne Very* (PhD in Management, INSEAD, 2022)
Initial placement: Assistant Professor, IESE
 - Leena Kinger-Hans (PhD in Management, INSEAD, 2020)
Initial placement: Assistant Professor, Indian School of Business
 - Arzi Adbi (PhD in Management, INSEAD, 2020)
Initial placement: Assistant Professor, National University of Singapore
- PhD student comprehensive exam committees
 - Sonya Pyo (Management, NYU-Stern, June 2020)
 - Michael Impink (Management, NYU-Stern, May 2020)
 - Arzi Adbi (Strategy, INSEAD, March 2018)
- PhD student external reviews
 - Francesca Capo (Management, LUISS, 2018)
- Undergraduate advising
 - Kai Wong (Special Concentration Tutor, Harvard College, 2025-2026)
- Other service
 - Best reviewer, Strategic Management Society Stakeholder Interest Group: 2023
 - Steering Committee, Non-Market Strategy Research Community: 2020-present
 - Organizing Committee, Non-Market Strategy Research Community Doctoral Conference: Spring 2021
 - Co-Organizer, Stakeholder Interest Group Professional Development Workshop, Strategic Management Society Annual Meeting (w/ J. York, M. Desjardine, C. Bode): Oct 2020
 - Co-Organizer, HBS Strategy Alumni Doctoral Conference (w/ J. Chauvin): Aug 2020
 - Mentor, Academy of Management ONE Division Doctoral Consortium: Aug 2020
 - Representative-at-large, Strategic Management Society Stakeholder Interest Group: 2019-2021
 - Member, Academy of Management Strategy (STR) Division research committee: 2018-2020
 - Committee Member, HBS Wyss Award for Faculty Mentoring: 2012-2014
 - Outstanding reviewer, Academy of Management Entrepreneurship (ENT) Division: 2012

AWARDS

- Harvard Impact Lab Development Fellowship, 2026
- Best Faculty Advisor, Harvard Kennedy School, 2025
- “40 under 40” Best MBA Professor, Poets & Quants, 2022
- Honorable Mention (one of three), NYU Stern MBA Professor of the Year, 2020-2021
- Dean’s Award (less than 1% of graduating students), Harvard Business School, 2014
- 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, 2004

PROFESSIONAL EXPERIENCE

- The Bridgespan Group, Boston, MA and New York, NY, 2006-2008
- U.S. Department of State, Kuala Lumpur, Malaysia, 2006
- Bates White, LLC, Washington, D.C., 2004-2005
- Center for Strategic and International Studies, Washington, D.C., 2003