

# Julie Lee, PhD

College of Public Health Curriculum Vitae  
Department of Health Management and Policy  
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319-335-0595  
March 2025

## Educational and Professional History

### Degrees Earned

- 2015 Bachelor of Business Administration, Seoul National University, Seoul, South Korea  
With honors
- 2015 Bachelor of Arts in Sociology, Seoul National University, Seoul, South Korea  
With honors
- 2017 Master of Science in Business Administration, Seoul National University, Seoul, South Korea  
Dissertation Title: Family matters: supervisor's work-family conflict, leadership, and employee performance
- 2024 PhD in Organizational Behavior, John M. Olin Business School, Washington University in St. Louis, St. Louis, Missouri  
Dissertation Title: Employee Caregiving Responsibilities and Work Outcomes  
Committee Members: Hillary Anger Elfenbein (Chair), Hannah Birnbaum, William Bottom, and Erik Dane

### Employment History

- 2013 Young Fellow, Asan Institute for Policy Studies, Seoul, South Korea
- 2016 Project Officer, National Democratic Institute for International Affairs, Seoul Office, Seoul, South Korea
- 2017 Associate for Operations, Development and Outreach, Human Rights Watch, Seoul Office, Seoul, South Korea
- 2024 - 2025 Instructor, Department of Health Management and Policy, College of Public Health, University of Iowa, Iowa City, Iowa
- 2025 - Present Assistant Professor, Department of Health Management and Policy, College of Public Health, University of Iowa, Iowa City, Iowa

### Honors and Awards

- 2015 Scholarship for Graduate Students, Seoul National University
- 2016 South Korean National Research Fellowship for Humanities
- 2022 Moog Scholar Award, Olin Business School  
Recognized as a doctoral student with exceptional research and teaching.
- 2023 Finalist, Mark S. Wrighton Research Award on Aging 3MT Competition  
Title: "Eldercare Responsibilities and Work Outcomes: A Longitudinal Approach."

## Teaching

### Course Teaching

#### Other Institutions

2020 - 2020	Negotiations and Conflict Management, OB 461, Olin Business School, Washing University, St. Louis, Missouri
2020 - 2020	Negotiations and Conflict Management, OB 524, Olin Business School, Washing University, St. Louis, Missouri
2021 - 2021	Negotiations and Conflict Management, OB 461, Olin Business School, Washing University, St. Louis, Missouri, Credit Hours: 3, Enr: 30, Percent of Course: 100%
2023 - 2023	Negotiations and Conflict Management, OB 461, Olin Business School, Washing University, St. Louis, Missouri

## Scholarship/Professional Productivity

### Publications or creative works

#### Peer-reviewed papers and journal articles

1. **Lee, J.**, Yun, S., Lee, S., Lee, J. H. (2019). Curvilinear Relationship between Self-efficacy and Creativity: The Moderating Role of Supervisor Close Monitoring. *Journal of Business and Psychology*. 34(3) 377-388.
2. **Lee, J. H.**, Elfenbein, H. A., Bottom, W. P. (2023). The foreign language effect in negotiations: Negotiation Language and framing effect on the contract terms and subjective outcomes. *International Journal of Conflict Management*.

### Research Interests/Current Projects

- Employee Work-Family Balance, Family Caregiving, and Negotiations
- Healthcare Workforce
- Negotiations, Organizational Behavior, and Human Resources

### Grants and Contracts

#### Completed

1. Foreign Language Effect in Negotiations, Olin PhD Research Grant
  - 2019
2. Geographic Discrimination and Entrepreneurship, Olin PhD Research Grant
  - 2021
3. Working While Caring for the Elderly: A Qualitative Approach, Olin PhD Research Grant
  - 2022
4. Bauer Leadership Center Dissertation Support Grant
  - 2023

- Awarded to investigate how leaders can embrace employees with family caregiving responsibilities and increase organizational effectiveness.
5. Buchheit Graduate Student Family Support Fund
    - 2023
  6. Employee Caregiving Responsibilities and Work Outcomes, Olin PhD Research Grant
    - 2023

## Presentations

### Oral Presentations

- Jan 2021 Liang, A., Baer, M., **Lee, J. H.** The Effect of Geographical Discrimination on Investment Decisions. Participated in the “Evaluation and Selection of Creative Ideas in Organizations Symposium at the Annual Meeting of Academy of Management, On-line.
- Jan 2022 **Lee, J. H.** Employees with family eldercare responsibilities. Selected to participate in “Navigating the Qualitative Dissertations PDW at the Annual Meeting of Academy of Management, Seattle, Washington.

### Other Presentations

- Jan 2016 **Lee, J. H.**, Yoon, S. I., Choi, W., Kim, S. L., Yun, S. Bottom-Line Mentality and Creativity: Moderating Effect of Self-efficacy and Justice. Paper presented at the Annual Conference of Society for Industrial and Organizational Psychology, Leadership/Leadership Development/Coaching/Motivation Session, Anaheim, California.
- Jan 2016 Lee, J., **Lee, J. H.**, & Yun, S. Curvilinear Relation between Self-efficacy and Creativity: Moderating Effect of Close Monitoring. Paper presented at the Annual Meeting of the Academy of Management, Individual Differences and Creativity Session, Anaheim, California.
- Jan 2016 **Lee, J. H.**, Kim, S. L., & Yun, S. The Impact of Work-family Conflict on Employee OCB. Paper presented and discussed at the Fall Conference of Korean Academy of Leadership, Seoul, South Korea.
- Jan 2017 **Lee, J. H.**, Choi, W., Yoon, S., & Yun, S. Crossover Effect of Leader’s Work-family Conflict on Employee Citizenship Behavior. Paper presented at the Annual Conference of Society for Industrial and Organizational Psychology, Work-Family/HR Session, Orlando, Florida.
- Jan 2017 **Lee, J. H.**, Choi, W., Yoon, S., Yun, S. Crossover Effect of Leader’s Work-family Conflict on Employee Citizenship Behavior. Paper presented at the Annual meeting of the Academy of Management, Work-family Session, Atlanta, Georgia.
- Jan 2020 **Lee, J. H.**, Elfenbein, H. A., Bottom, W. P. Foreign Language Effect In Negotiations: Negotiation Language and Framing Effect On Objective and Subjective Outcomes. Paper presented at the International Association of Conflict Management, On-line.
- Jan 2023 **Lee, J. H.**, Elfenbein, H. A., Bottom, W. P. Foreign Language Effect in Negotiations. Paper presented at the Annual Meeting of the Academy of Management, Negotiation Outcomes Session, Boston, Massachusetts.

## Service

### Professional Service

#### Professional Organizations

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| 2015 - 2018 | Society of Industrial and Organizational Psychology, Member |
| 2017 - 2023 | Academy of Management, Member<br>OB and HR Divisions        |

#### National/International Committees

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| 2017        | Society of Industrial and Organizational Psychology, Ad hoc Reviewer |
| 2018 - 2023 | Annual Conference, Academy of Management, Ad hoc Reviewer            |

### University, College, Department Service

#### University

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| 2023 | Graduate Student and Postdoc Reading Community, Center for Teaching and Learning, Washington University in St. Louis, Member |
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