

JENNIFER C. LEE

PhD Candidate in Organizational Behavior, INSEAD

1 Ayer Rajah Ave., Singapore 138676

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INSEAD, Singapore and France

2027 Ph.D. in Management (Expected)

Specialization: Organizational Behavior

Disciplinary Track: Psychology and Behavioral Science

Dissertation: *Interpreting Influence: How Behaviors Shape Social Evaluations*

Committee: Andy Yap (Chair), Stefan Thau, Roderick Swaab

2023 M.S. in Management

Rice University, Houston, Texas

2020 B.A. Honors in Psychology

Thesis: *Adolescent's Evaluation of Self-Efficacy and Career Goals*

Advisors: Margaret Beier, Mikki Hebl

2020 Minor in Business and Certificate in Civic Leadership

RESEARCH INTERESTS

My research focuses on how individuals perceive others' behaviors in social settings, with particular interests in humility in negotiations and perceptions of networking behavior. I aim to understand how human perceptions, social norms, and cognition influence the dynamics of conflict, collaboration, and interpersonal interaction. I use a variety of methods including quantitative experimental designs, text analysis, archival data analysis, and meta-analysis.

Keywords: perceptions, social norms, negotiations, networks, computational social science

SELECTED RESEARCH

Lee, J. C., Ge, Z., Ang, S., Park, Y., du Plessis, C., Schaerer, M., Thau, S. (2025). Reconstructing Social Power: Evaluating the Construct Validity of Recall Tasks Through Automated Text Analysis and Memory Characteristics. *1st Revise and Resubmit under review at Journal of Applied Psychology*.

Lee, J. C., Yap, A. J. (2026). Network Penalty: Unveiling the Unintended Consequences of Using Your Network. *Manuscript in preparation for submission at Organization Science*.

Lee, J. C., Swaab, R. I. (2026). Intellectual Humility in Negotiations. *Manuscript in preparation for submission at Organizational Behavior and Human Decision Processes*.

AWARDS & HONORS

2025	Ian Potter Award for Outstanding Scholarship and Research (\$15,000 SGD), INSEAD
2025	Ph.D. Academic Excellence Award, INSEAD
2024	Graduate Student Poster Award Finalist, Society of Personality and Social Psychology
2023	Best Reviewer OB Division, Academy of Management (AOM)
2020	Distinction in Research and Creative Works, Rice University
2020	The Rich Family Endowment Award (\$1,400 USD), Rice University
2018	Fondren Library Research Award, Rice University
2016	Nordstrom Scholarship (\$10,000 USD)

CONFERENCE PRESENTATIONS AND TALKS

2026	Intellectual Humility in Negotiations <i>39th International Association of Conflict Management Conference (Vienna, Austria)</i>
2025	Construct Validity of Social Power Recall Manipulations <i>85th Annual Academy of Management Conference (Copenhagen, Denmark)</i>
2025	Intellectual Humility in Negotiations <i>38th International Association of Conflict Management Conference (Burlington, VT)</i> <i>14th Doctoral Consortium Wharton-INSEAD Alliance (Fontainebleau, France)</i>
2025	Network Penalty: Perceptual Consequences of Using Your Network <i>Trans-Atlantic Doctoral Consortium (London Business School)</i>
2024	Construct Validity of Social Power Recall Manipulations <i>IE Business School Department Seminar (Virtual)</i>
2024	Network Penalty: Perceptual Consequences of Using Your Network <i>84th Annual Academy of Management Conference (Chicago, IL)</i> <i>37th International Association of Conflict Management Conference (Singapore)</i> <i>6th Asian Management Research Consortium (Singapore)</i> <i>2024 Society of Personality and Social Psychology (San Diego, CA)</i> <i>12th Doctoral Consortium Wharton-INSEAD Alliance (Singapore)</i>

TEACHING EXPERIENCE

INSEAD

2025	Organizational Behavior (MBA Req) Teaching Assistant for Dr. Ella Miron-Spektor
2024	Power and Politics (EMBA Elective), Teaching Assistant for Dr. Andy Yap
2023	Paths to Power (MiM Elective, MBA Elective), Teaching Assistant for Dr. Andy Yap
2022	Power and Politics (MBA Elective), Teaching Assistant for Dr. Andy Yap
2022	Organizational Behavior (MBA Req) Teaching Assistant for Dr. Nadav Klein

Rice University

2018	Business Communication (BA Req), Teaching Assistant for Dr. Lydia Musher
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SERVICE

Conferences

2024 – present	International Association for Conflict Management (IACM) Reviewer
2024	IACM Organizing Committee Member for 37th Annual Conference in Singapore
2023 – present	Academy of Management (AOM) Annual Meeting Reviewer
2023 – present	Society of Personality and Social Psychology (SPSP) Annual Convention Reviewer

INSEAD Service

2024 – 2025	PhD Student Seminar Organizing Committee (Founder)
2023 – 2026	Organizational Behavior Area Student Representative
2023	Wharton-INSEAD Alliance 12 th Doctoral Consortium Organizing Committee (Chair)

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM), Member since 2022

International Association for Conflict Management (IACM), Member since 2022

Society for Personality and Social Psychology (SPSP), Member since 2022

OTHERS

Citizenship	U.S. Citizen
Skills	Qualtrics, R, Python, SPSS, HTML, JavaScript, Adobe Creative Suite
Languages	English (Native), Mandarin Chinese (Fluent), French (Conversational)
Interests	Running, hiking, Iyengar yoga, photography

REFERENCES

Andy Yap

Associate Professor of Organisational Behaviour,
Academic Director of Centre for Organisational
Research, INSEAD

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Stefan Thau

Professor of Organisational Behaviour,
The Cora Chaired Professor of Leadership and
Learning, INSEAD

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Roderick Swaab

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The Chaired Professor of Leadership and Conflict
Resolution, INSEAD

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