

Alice Lee-Yoon

3181 S Sepulveda Blvd.
Los Angeles, CA, 90034

alice.lee-yoon.phd@anderson.ucla.edu
(1) 310 895 4461

EDUCATION

- University of California, Los Angeles Sept 2019 - June 2024 (expected)
- PhD Candidate in Management and Organizations
 - Dissertation: "Benefits of Rewarding People with Time Over Money"
- University of British Columbia Sept 2013 - May 2017
- Bachelor of Arts, Psychology

PUBLICATIONS

- Hur, Julia D.,* **Alice Lee-Yoon**,* and Ashley V. Whillans* (2021). "Who is more useful? The impact of performance incentives on work and personal relationships." *Organizational Behavior and Human Decision Processes*, 165, 103-114. (* indicates shared first authorship)
- Lee-Yoon, Alice**, Grant E. Donnelley, and Ashley V. Whillans (2020). "Overcoming resource scarcity: Consumers' response to gifts intending to save time and money." *Journal of the Association for Consumer Research*.
- Whillans, Ashley V., **Alice Lee-Yoon**, and Elizabeth W. Dunn (2020). "Service provider salience: When guilt undermines consumer willingness to buy time." *Collabra: Psychology*, 6(1), 28.
- Lee-Yoon, Alice** and Ashley V. Whillans (2019). "Making seconds count: When valuing time promotes subjective well-being." *Current Opinion in Psychology*, 26, 54-57.
- Whillans, Ashley V. and **Alice Lee-Yoon** (2018). "Counting seconds and cents: The development of a short scale to examine how people think about trade-offs between time and money." In *SAGE Research Methods Cases* (pp. 1-10). London, OH: SAGE Publications Ltd.

PAPERS UNDER REVIEW

- Lee-Yoon, Alice**, Sherry Wu, Jason Chin, Heather Caruso, and Eugene Caruso (invited resubmission). "Pluralistic ignorance of stigma impedes take-up of welfare benefits." *Journal of Personality and Social Psychology*.
- Lee-Yoon, Alice** and Sanford DeVoe (under review). "A humanizing separation from work: Benefits of rewarding people with time over money." *Organizational Behavior and Human Decisions Processes*.

POPULAR PRESS

Contributor to Donnelly, Grant E. and Ashley V. Whillans. "Gifts in the age of COVID." *The Wall Street Journal*.

ONGOING PROJECTS

Lee-Yoon, Alice, Julia D. Hur, and Ashley V. Whillans (manuscript in progress). "Performance incentives decrease authenticity: The moderating role of instrumentality." *Target: Organizational Behavior and Human Decision Processes*

- *One pre-registered survey and two pre-registered experiments.*

Lee-Yoon, Alice, Joyce He, and Vanessa Conzon (manuscript in progress). "Misperceived controllability of social class background prevents it from being a diversity dimension." *Target: Organization Science*

- *Interviews, one pre-registered survey, and one pre-registered experiment.*

Alice Lee-Yoon, Lauren Howe, and Ashley V. Whillans (data collection in progress). "Vacation is feminine: Gender stereotypes lead men to take vacations less."

- *One pilot survey and one pre-registered survey.*

CHAired SYMPOSIA

Lee-Yoon, Alice and Ashley V. Whillans. "Employees want time and autonomy, but at what cost or consequence? How the management of time, autonomy, and flexibility shapes the employee experience." Symposium presented at the Academy of Management Conference, August 2023. Boston.

Lee-Yoon, Alice and Ashley V. Whillans. "How time management, autonomy, and flexibility can shape the employee experience." Symposium presented at the International Association for Conflict Management, July 2023. Greece.

CONFERENCE PRESENTATIONS

Lee-Yoon, Alice, Joyce He, and Vanessa Conzon. "Misperceived changeability of social class background prevents it from being considered a diversity characteristic." Paper presented as a part of the "Advancing Diversity and Reducing Inequality in Organizations" symposium at the Academy of Management Conference, August 2023. Boston.

Lee-Yoon, Alice and Sanford DeVoe. "The interpersonal benefits of giving time bonus over monetary bonus to employees." Data blitz presentation at the Happiness Pre-Conference, SPSP, February 17, 2022. San Francisco.

Lee-Yoon, Alice and Sanford DeVoe. "Employee-manager mismatch in thinking about vacation as time vs. money." Data blitz presentation at East Cost Doctoral Conference, April 30, 2021. Online.

Lee-Yoon, Alice, Julia Hur, and Ashley V. Whillans. "How payment schedules shape social interactions." Paper presented at Academy of management 78th Annual Meeting, August 14, 2018. Chicago.

Lee-Yoon, Alice, Ashley V. Whillans, Soyeon Choi, and Eunkook Suh. "Happiness now or later? Cultural differences in happiness and motivation when sacrificing present desires for future goals." Poster presented at Society for Personality and Social Psychology Convention, March 1, 2018. Atlanta.

Lee-Yoon, Alice and Ashley V. Whillans. "Can wealth and financial security enhance happiness?" Poster presented at Multidisciplinary Undergraduate Research Conference. March 24, 2017. Vancouver, British Columbia.

AWARDS AND GRANTS

Dissertation Year Award (<i>Given to one top performing PhD candidate in each department</i>)	\$20,000
Center for Impact Grant	\$10,000
Morrison Center for Marketing & Data Analytics Research Funding	\$4,000
Loblaw Writing Contest for Business Idea	\$1500
SPSP Diversity Undergraduate Travel Award	\$500
Member of the Psi Chi Honors Society	

SERVICE TO PROFESSION

Reviewer

- Psychological Reports
- Academy of Management Conference
- International Association for Conflict Management Conference

REFERENCES

Sanford E. DeVoe
Professor of Management and Organizations
UCLA Anderson School of Management
Sanford.devoe@anderson.ucla.edu

Ashley V. Whillans
Associate Professor of Business Administration
Harvard Business School
Awhillans@hbs.edu

Eugene M. Caruso
Professor of Management and Organizations
UCLA Anderson School of Management
Eugene.caruso@anderson.ucla.edu

Sherry Wu
Assistant Professor of Management and Organizations
UCLA Anderson School of Management
Sherry.wu@anderson.ucla.edu