

Daniel J. Lee

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ACADEMIC APPOINTMENTS

University of Delaware–Lerner College of Business, Newark, DE

Associate Professor of Entrepreneurship

July 2025–Present

Assistant Professor of Entrepreneurship

July 2021–July 2025

Sweet Briar College, Sweet Briar, VA

Assistant Professor of Economics and Leadership

July 2019–July 2021

Rice University–Jones Graduate School of Business, Houston, TX

Liu Idea Lab (LILIE) Research Associate

October 2017–Present

Postdoctoral Fellow in Entrepreneurship and Innovation

July 2016–July 2019

EDUCATION

Georgia State University, Atlanta, GA

Doctor of Philosophy in Economics, 2016

• Dissertation: Three Essays on Social Issues in Experimental Economics

• Committee: Susan K. Laury (*chair*), Michael K. Price, Charles Courtemanche, John A. List (*external*)

Master of Arts in Economics, 2013

Emory University, Atlanta, GA

Bachelor of Arts in Mathematics and Economics with High Honors, 2010

RESEARCH AND TEACHING INTERESTS

Entrepreneurship and Innovation, Experimental and Behavioral Economics, Applied Microeconomics

PEER-REVIEWED PAPERS

“Learning to Quit: A Multi-Year, Multi-Site Field Experiment with Innovation-Driven Startups”
with Esther Bailey, Daniel C. Fehder, Eric Floyd, and Yael V. Hochberg, *In Press, Journal of Financial Economics*

“The Effect of Workers’ Compensation Laws on Entrepreneurial Activity” with Julio DeCastro and Indu Khurana, *Strategic Entrepreneurship Journal*, 2026 DOI: <https://doi.org/10.1002/sej.70017>

“Making the Grade (But Not Disclosing It): How Withholding Grades Affects Student Behavior and Employment?” with Eric Floyd and Sorabh Tomar, *Management Science*, 2024, Vol 70(4): 2023-2704. DOI: <https://doi.org/10.1287/mnsc.2023.4816>

“Gender Bias in High Stakes Pitching: An NLP Approach” with Indu Khurana, *Small Business Economics*, 2023, Vol 60(2): 485-502. DOI: <https://doi.org/10.1007/s11187-021-00598-y>

“Towards an Understanding of Gender Differences in Single-Sex Higher Ed” with R. August Hardy, *Virginia Economic Journal*, 2023, Vol 28: 8-21. ISSN: 1085-1046

“Will Girls be Girls? Risk Taking and Competition in an All-Girls School” with Susan K. Laury and Kurt E. Schnier, *Economic Inquiry*, 2019, Vol 57(3): 1408-1420. DOI: <https://doi.org/10.1111/ecin.12765>

“Does Implicit Bias Predict Dictator Giving?” *Games*, 2018, Vol 9(4):73. DOI: <https://doi.org/10.3390/g9040073>

“Culture, Compliance, and Confidentiality: A Study of Taxpayer Behavior in the United States and Italy” with James Alm, Michele Bernasconi, Susan K. Laury and Sally Wallace, *Journal of Economic Behavior and Organization*, 2017, Vol 140: 176-196. DOI: <https://doi.org/10.1016/j.jebo.2017.05.018>

MASSIVELY MULTI-COAUTHORED REPLICATION STUDIES

“Investigating the analytical robustness of the social and behavioural sciences” with Balazs Aczel, Szaszi Barnabas, Harry Clelland, cMarton Kovacs...Brian Nosek, *Nature*, 2026, Vol 652: 135-142
DOI: <https://doi.org/10.1038/s41586-025-09844-9>

“Reproducibility in Management Science”* with Miloš Fišar, Ben Greiner, Christoph Huber, Elena Katok, Ali Ozkes, and the Management Science Reproducibility Collaboration, *Management Science*, 2024, Vol 70(3): 1343-2022. DOI: <https://doi.org/10.1287/mnsc.2023.03556>

* Note: Authorship as a Member of the Management Science Reproducibility Collaboration

WORKING PAPERS

“Generative AI and Language Expectancy Violations in Entrepreneurial Crowdfunding” with Thomas Allison, Indu Khurana, Raji Kunapuli, and Maija Renko *Revise and Resubmit, Journal of Business Venturing*

“Gender and Hybrid Entrepreneurship: The Impact of Job Perks” with Indu Khurana, and JP Tamvada, *Under Review, Journal of Business Venturing*

“Escaping the Penalty of Marginalization through Management Education: Social Class, Occupational Choice, and Earnings” with Indu Khurana, Mark Packard, and JP Tamvada, Targeting: *Journal of Management*

“Startups and Large Corporation Collaboration: Evidence from a Randomized Field Experiment” with Daniel C. Fehder and Yael V. Hochberg. Targeting: *Strategic Management Journal*

“University Research, Technological Commercialization, and Location” with Daniel C. Fehder, Naomi Hausman and Yael V. Hochberg. *The Center for Growth and Opportunity Working Paper, May 2022*, Targeting: *Academy of Management: Discoveries*

“What Americans Care About” with Ray Fisman, Shachar Kariv, John A. List and Michael K. Price. Targeting: *Science*

“Risk Aversion and Implicit Bias” *SSRN Paper No. 3007091*

BOOK REVIEWS AND NON-REFEREED PUBLICATIONS

Special Issue Editorial: “Integrating Cross-Field Views on Intergroup Conflict” 2022. *Journal of Economic Psychology*. DOI: <https://doi.org/10.1016/j.joep.2022.102494>

Book Review: “Rise of the Thought Leader,” 2017. *Science*, Vol. 356 Issue 6333. (review of *The Ideas Industry: How Pessimists, Partisans, and Plutocrats Are Transforming the Marketplace of Ideas* by Daniel W. Drezner; Oxford University Press, 2017.). DOI: <https://10.1126/science.aam7400>

OTHER WORKS IN PROGRESS

“Evaluation of Entrepreneurial Activity in the West Bank”
with Daniel C. Fehder, Yael V. Hochberg, Joshua Krieger, and Rebecca Dizon-Ross

- *J-PAL Grant Recipient*
- *First Endline Phase Completed Spring 2020*
- *Manuscript in Preparation for Journal of Economic Psychology*

EDITORIAL SERVICE

Review Editor, *Frontiers in Behavioral Economics* 2022-Present

Guest Editor, *Journal of Economic Psychology*, special issue on “Intergroup Conflict” Fall 2021

Article Editor, *SAGE Open*

TEACHING EXPERIENCE**University of Delaware**

ENTR 461: Corporate Innovation and Intrapreneurship;	Starting Fall 2023
ENTR 350: Introduction to Entrepreneurship;	Starting Fall 2021 Sweet Briar College
CORE 170: Decisions in a Data Driven World;	Spring 2021
CORE 180: Dollars and Sense;	Fall 2019, 2020; Spring 2020, 2021
ECON 101: Principles of Microeconomics;	Spring 2020
ECON 102: Principles of Macroeconomics;	Fall 2019
ECON 201: Intermediate Microeconomics;	Fall 2020
ECON 234: Game Theory;	Spring 2021
ECON 342: Environmental Economics;	Fall 2020

Rice University

BUSI 463: Entrepreneurial Strategy;	Spring 2018
Introduction to Unit Economics (Napier Rice Launch Challenge Workshop);	November 2018

Georgia State University

Introduction to Stata (Research Excellence in Economics Short Course);	February 2015
ECON 3910 Intermediate Microeconomics;	Summer 2014
ECON 2100: The Global Economy;	Fall 2013

OTHER RELEVANT POSITIONS

<i>Fisher College of Business, Risk Institute Fellow</i>	Ohio State University
June 2018-June 2020	Columbus, OH
<i>Rowan Center for Innovation and Entrepreneurship, Inaugural Fellow</i>	Rowan University
August 2017-August 2018	Philadelphia, PA
<i>Becker Friedman Institute, Visiting Scholar</i>	University of Chicago
January 2015	Chicago, IL
<i>Economics Intern</i>	Federal Reserve Bank of Atlanta
August 2014-June 2016	Atlanta, GA
<i>Graduate Research Assistant for Dr. Susan K. Laury</i>	Georgia State University
August 2011-June 2016	Atlanta, GA
<i>Graduate Research Assistant for Dr. J. Todd Swarthout</i>	Georgia State University
August 2012-June 2013	Atlanta, GA
<i>Education Innovations Laboratory, Research Assistant</i>	Harvard University
Summer 2010	Cambridge, MA

GRANTS, HONORS AND AWARDS

Lerner College, Faculty Research Grant	Fall 2024
NSF iCorps, Northeast Region, Advancing Research Translation Through Social Capital	2024
University of Delaware, GUR Grant	2022
VFIC, Mednick Fellowship	2020
J-PAL, Crime and Violence Initiative <i>Co-PI</i>	2020
Ohio State University, Risk Management Fund <i>Co-PI</i>	2018
NASA Translational Research Institute for Space Health–“Focused Investigation Program” <i>Co-PI</i>	2017
Rice University, Faculty Initiatives Fund <i>Co-Investigator</i>	2017
Innovation Growth Lab, Grants Programme <i>Co-Investigator</i>	2017
UNU-WIDER, Research Grant– “Disadvantaged Groups and Social Mobility”	2015
Georgia State University, CEAR Scholar	2011-2016
Georgia State University, CEAR Graduate Travel Grant	2014, 2015

PROFESSIONAL ACTIVITIES**Invited and Conference Presentations**

Academy of Management Annual Meeting, Copenhagen, DK;	2025
John’s Hopkins University, Baltimore, MD	2024
Allied Social Sciences Association Annual Meeting, San Antonio, TX; <i>Discussant</i>	2024

Academy of Management Annual Meeting, Boston, MA;	2023
Thurgau Experimental Economics Meeting (theem), Kreuzlingen, CH;	2023
Society for the Advancement of Behavioral Economics Annual Meeting, Stateline, NV;	2022
Southern Economic Association Annual Meeting, Houston, TX;	2021
Virginia Association of Economists Annual Meeting, Zoom, Remote	2021
West Virginia State University, Institute, WV (<i>Zoom</i>)	2020
Liberal Arts College Behavioral and Experimental Economics Workshop, Northfield, MN	2020 <i>Postponed</i>
Virginia Association of Economists Annual Meeting, Hampden Sydney, VA	2020 <i>Cancelled</i>
Niagara University, Niagara Falls, NY	2019
Marist College, Poughkeepsie, NY	2019
Louisiana University at Lafayette, Lafayette, LA	2019
NASA Human Research Program Investigators' Workshop, Galveston, TX	2019
Farmingdale State College, Farmingdale, NY	2018
Baylor University, Waco, TX	2018
Economic Science Association North American Meeting, Antigua, GT;	2018
Strategic Management Society Annual Meeting, Paris, FR;	2018
INSEAD Doriot Entrepreneurship Conference (IDEC), Fontainebleau, FR;	2018
TE χ AS Experimental Association Symposium, San Antonio, TX;	2018
Southeastern International Development Economics Workshop, Atlanta, GA; (<i>Discussant</i>)	2018
Innovation Growth Lab Winter Research Meeting, Washington, DC;	2017
Economic Science Association North American Meeting, Richmond, VA;	2017
TE χ AS Experimental Association Symposium, Arlington, TX;	2017
Advances in Field Experiments, Chicago, IL;	2016
Bradley University, Peoria, IL;	2016
Southern Economic Association Annual Meeting, New Orleans, LA;	2015
UNU-WIDER Workshop on Discrimination and Affirmative Action, Helsinki, Finland;	2015
Economic Science Association North American Meeting, Dallas, TX;	2015
Georgia State University, Atlanta, GA; (<i>EMF Brownbag</i>)	2015
Rady Spring School in Behavioral Economics, San Diego, CA; (<i>Poster Presentation</i>)	2015
University of Chicago, Chicago, IL; (<i>Graduate Brownbag</i>)	2015
Southeastern International Development Economics Workshop, Atlanta, GA; (<i>Discussant</i>)	2014
Workshop Attendance	
George Mason University, LEC: Law Institute for Economics Professors, Park City, UT;	2025
NBER Summer Institute, Cambridge, MA;	2017
Summer Institute on Field Experiments, Chicago, IL;	2016
CEAR/Huebner Summer Risk Institute, Atlanta, GA;	2015
Southern Economic Association Annual Meeting, Atlanta, GA;	2014
Rady Spring School in Behavioral Economics, San Diego, CA;	2014

SERVICE

University of Delaware Service

University Library Committee
Faculty Advisor: UD Horn Signature Internship Program
BUAD Chair Review Committee, 2024
UDAdvance Dossier Workshop
Faculty and Staff Search Committees: *BUAD 4x, Lerner 1x, Library 1x*
Faculty Coordinator: Hen Hatch and Pitch Party
GUR Reviewer (*3x*)
ENTR Learning Assessment Committee
New Venture Development Business Unit
Horn Entrepreneurship Awards Committee

Sweet Briar College Service

Assessment Committee
Math Faculty Search Committee (*2x*)

Quality Enhancement Plan Subcommittee
Faculty Advisor: First Year at Sweet Briar, FAN Club, Ethics Bowl
Business and Economics Pipeline Committee
President's Working Group on Conservation Innovation Grant Project

Rice University Service

LILIE Changemaker Summit Facilitator
Napier Rice Launch Challenge Startup Mentor
OwlSpark University Startup Accelerator Interactive Mentor

Professional and Community Service

Reviewer: Hillel Einhorn New Investigator Award, Society for Judgment and Decision Making
NSF GRFP Reviewer
Lynchburg Regional Business Alliance: Entrepreneur Target Advisory Group
City of Lynchburg: Business Development Council
University of Houston: Pitch Madness Judge, Battle of the Classes Judge
SXSW Interactive: On-Site Coaching

Refereeing

Academy of Management Annual Meeting, American Economic Journal: Economic Policy, American Economic Review, Economics of Education Review, Entrepreneurship Theory and Practice, Journal of Behavioral and Experimental Economics, Journal of Economic Behavior and Organization, Journal of Labor Economics, Journal of Retailing and Consumer Services, Open Textbook Library, Qeios, Review of Economics and Statistics, Southern Economic Journal, Sustainability, The UnJournal

PROFESSIONAL AFFILIATIONS

Academy of Management, Strategic Management Society, American Economic Association, Southern Economic Association, Economic Science Association

MEDIA INTERVIEWS AND ARTICLES

“Terrarium startup OBENaturelle tops 2023 Hen Hatch”
Delaware Business Times, Maddy Lauria December 28, 2023
“New Study Explores The Role of Grades In MBA Recruiting”
Poets and Quants, Greg Yang September 26, 2022
“What Happens When M.B.A. Students Don't Tell Recruiters Their Grades?”
Wall Street Journal, Chris Kornelis, September 17, 2022
“Common test of ‘implicit’ racial bias fails to predict prosocial behavior in new study,”
PsyPost.org, Eric Dolan, October 19, 2018

LANGUAGES AND SOFTWARE

Programming: Stata, Matlab, R, z-Tree, L^AT_EX, MSOffice
Speech: English (Native), French (Fluent)

REFERENCES

Susan K. Laury	John A. List	Yael V. Hochberg
Department of Economics	Department of Economics	Jones Graduate School of Business
Georgia State University	University of Chicago	Rice University
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