

Soonbong Lee

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INTERESTS Platform & Policy Design for Social Good; Socially Responsible Operations; Fairness in Operations; Online & Matching Platforms; Market Design; Dynamic Optimization under Uncertainty; Data-driven Decision Making; Human-AI Interaction; Resource Allocation

ACADEMIC
APPOINTMENTS **Cornell University, SC Johnson College of Business** Jul. 2026 - Present
Assistant Professor Ithaca, NY
Operations, Technology, and Information Management Area

EDUCATION **Yale University** Sep. 2021 - May 2026
Ph.D. in Operations, School of Management New Haven, CT
 • Advisor: Vahideh Manshadi
Master of Philosophy in Operations Sep. 2021 - Aug 2024
Master of Arts in Operations

Yonsei University Sep. 2019 - Aug. 2021
Master of Science in Management Science Seoul, Korea
 • Advisor: Seongmoon Kim

Yonsei University Mar. 2013 - Aug. 2019
Bachelor of Business Administration Seoul, Korea
Bachelor of Arts in Applied Statistics
 • *Summa Cum Laude*

ACCEPTED AND
WORKING
PAPERS 1. “Dynamic Matching with Post-Allocation Service and its Application to Refugee Resettlement,” with Kirk Bansak, Vahideh Manshadi, Rad Niazadeh, and Elisabeth Paulson. *Management Science*, Forthcoming, 2025. [SSRN]

 (a) **Honorable Mention, George Nicholson Student Paper Competition, 2025**
 (b) **Finalist, Service Science Best Student Paper Award, 2025**
 (c) **First place, MSOM Best Student Paper Competition, 2024**
 (d) **First place, Michael H. Rothkopf Junior Researcher Paper Prize (awarded by INFORMS Auctions and Market Design Section), 2024**
 (e) Conference version accepted to *The 25th ACM Conference on Economics and Computation (EC)*, 2024
 (f) Accepted for oral presentation at the NBER Market Design Working Group Meeting, 2024
 (g) Oral presentation at *The 4th ACM Conference on Equity & Access in Algorithms, Mechanisms, & Optimization (EAAMO)*, 2024
 (h) Media: “[Using Operations Research to Improve the Refugee Resettlement Process.](#)” Yale Insights

2. “Why the Rooney Rule Fumbles: Limitations of Interview-stage Diversity Interventions in Labor Markets,” with Setareh Farajollahzadeh, Vahideh Manshadi, and Faidra Monachou. Major Revision at *Operations Research*, 2025. [SSRN]
 - (a) Selected for *MSOM Sustainable Operations SIG Day*, 2026
 - (b) Conference version accepted to *The 26th ACM Conference on Economics and Computation (EC)*, 2025
 - (c) Extended abstract at *The 5th ACM Conference on Equity & Access in Algorithms, Mechanisms, & Optimization (EAAMO)*, 2025
3. “Who to Offer, and When: Redesigning Feeding America’s Real-Time Donation Tool,” with Vahideh Manshadi and Daniela Saban. Working Paper, 2025. [SSRN]
4. “Portfolio Evaluation with the Vector Distance Based on Portfolio Composition,” with Heonbae Jeon, Hongseon Kim, Seung Bum Soh, and Seongmoon Kim. *Mathematics*, 11(1): 221, 2023.
5. “Improving Portfolio Performance with Distance-based Portfolio Combining Algorithms,” with Hongseon Kim, Seung Bum Soh, and Seongmoon Kim. *Journal of Financial Research*, 45(4): 941–959, 2022.

WORK IN PROGRESS

1. “Serving Fast and Slow: Optimal Notification Policies under Response Heterogeneity,” with Ari Lerner and Vahideh Manshadi, 2025.

PEER-REVIEWED CONFERENCE PAPERS

1. “Why the Rooney Rule Fumbles: Limitations of Interview-stage Diversity Interventions in Labor Markets,” with Setareh Farajollahzadeh, Vahideh Manshadi, and Faidra Monachou. *Proceedings of the 26th ACM Conference on Economics and Computation (EC)*, 2025.
2. “Dynamic Matching with Post-Allocation Service and its Application to Refugee Resettlement,” with Kirk Bansak, Vahideh Manshadi, Rad Niazadeh, and Elisabeth Paulson. *Proceedings of the 25th ACM Conference on Economics and Computation (EC)*, 2024.

HONORS AND AWARDS

Honorable Mention, George Nicholson Student Paper Competition, 2025
 Finalist, Service Science Best Student Paper Award, 2025
 First Place, MSOM Best Student Paper Competition, 2024
 First Place, Michael H. Rothkopf Junior Researcher Paper Prize (awarded by INFORMS Auctions and Market Design Section), 2024
 Martin Shubik Fellowship, Yale School of Management, 2024
 Graduate Fellowship, Yale University, 2021–2026
 Graduate Merit-based Scholarship, Kwanjeong Educational Foundation, 2020–2021
 Outstanding Master Student Grant, Yonsei University, 2019–2020
 Brain Korea 21 Scholarship, National Research Foundation of Korea, 2019–2020
 President’s Award for Graduation with Highest Honor, Yonsei University, 2019
 National Academic Excellence Scholarship, Korea Student Aid Foundation, 2017–2019
 Finalist, LG Global Challenger Undergraduate Research Competition, 2017
 Semester Highest Honors for Top 1% Students, Yonsei University, 2014, 2019
 Semester Honors for Top 3% Students, Yonsei University, 2013, 2016, 2017

INVITED TALKS & CONFERENCE PRESENTATIONS	“Why the Rooney Rule Fumbles: Limitations of Interview-stage Diversity Interventions in Labor Markets”	
	1. July 2026, MSOM Sustainable Operations SIG, Harvard Business School 2. Oct 2024, INFORMS Annual Meeting, Seattle, WA	
	“Who to Offer, and When: Redesigning Feeding America’s Real-Time Donation System”	
	3. April 2026, Kellogg Operations Rookiepalooza, Northwestern University 4. Oct 2025, INFORMS Annual Meeting, Atlanta, GA 5. Oct 2025, Cornell Young Researchers Workshop (Poster), Cornell University 6. July 2025, INFORMS Revenue Management and Pricing Section Conference, Columbia Business School 7. June 2025, MSOM Annual Conference, London Business School	
	“Dynamic Matching with Post-Allocation Service and its Application to Refugee Resettlement”	
	8. Oct 2025, INFORMS Annual Meeting, Atlanta, GA 9. Sep 2025, Next-Gen Scholar’s Symposium, National University of Singapore 10. Oct 2024, INFORMS Annual Meeting, Seattle, WA 11. July 2024, INFORMS Revenue Management and Pricing Section Conference, UCLA 12. July 2024, The 25th ACM Conference on Economics and Computation (EC’24), Yale University 13. June 2024, MSOM Annual Conference, University of Minnesota 14. June 2024, The 5th Annual Symposium on Foundations of Responsible Computing (FORC), Harvard University 15. May 2024, Ninth Marketplace Innovation Workshop, Virtual 16. April 2024, POMS Annual Conference, Minneapolis, MN	
TEACHING EXPERIENCE	Yale University	New Haven, CT
	<i>Teaching Assistant</i> , Data Science 2022 - 2026 • Overall student evaluations: 4.8/5 (Department average 4.5) in Spring 2024; 4.7/5 (Department average 4.3) in Spring 2025	
	Yonsei University	Seoul, Korea
	<i>Teaching Assistant</i> , Introduction to Management Science 2020 - 2021 • Honor for Top 0.5% Teaching Effectiveness Score	
OTHER EXPERIENCES	<i>Teaching Assistant</i> , Decision Making under Uncertainty 2020 - 2021	
	Korean Augmentation to the United States Army	Sep. 2014 - Jun. 2016
	<i>Sergeant</i>	Dongducheon, Korea