

KAI CHI (SAM) YAM

Department of Management and Organization
National University of Singapore Business School
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ACADEMIC EMPLOYMENT

National University of Singapore

Apr 2021 – Present	Assistant Dean (Faculty Development)
Jan 2020 – Present	Associate Professor and Dean's Chair
June 2015 – Dec 2019	Assistant Professor

EDUCATION

2015	Ph.D. Organizational Behavior Minor in Philosophy and Research Methods University of Washington, Seattle, WA
2014	M.S. Organizational Behavior University of Washington, Seattle, WA
2011	M.A. Human Development Washington State University, Pullman, WA
2009	B.S. Psychology (with Distinction) University of Washington, Seattle, WA

RESEARCH INTERESTS

Behavioral Ethics; Leadership; Humor; Human-Robot Interaction

CITATION STATISTICS

Google Scholar: 1600; h-index: 22
Web of Science: 831; h-index: 18
Field-Weighted Citation Impact (2015-present): 4.00

KEY REFEREED PUBLICATIONS

(Italicized names were PhD or post-doctoral advisees when the research project was started)

44. Qin, X., **Yam, K. C.**, *Chen, C.*, Li, W., & Dong, X. (in press). Talking about the COVID-19 crisis is positively associated with team cultural tightness: Implications for team deviance and creativity.
Journal of Applied Psychology
43. *Tang, P. M.*, **Yam, K. C.**, Koopman, J., & Ilies, R. (in press). Admired and disgusted? Third parties' paradoxical emotional reactions and behavioral consequences towards others' unethical pro-organizational behavior.
Personnel Psychology
42. **Yam, K. C.**, *Bigman, Y.*, *Tang, P. M.*, Ilies, R., De Cremer, D., Soh, H. & Gray, K. (in press). Robots at work: People prefer—and forgive—service robots with perceived feelings.
Journal of Applied Psychology
41. **Yam, K. C.**, Reynolds, S. J., Wiltermuth, S., & Zhang, Y. (in press). The benefits and perils of job candidates' signaling their morality in selection decisions.
Personnel Psychology
40. **Yam, K. C.**, *Jackson, J. C.*, Barnes, C., *Lau, J.*, Qin, X., & *Lee, H. Y.* (2020). The rise of COVID-19 cases is associated with support for political leaders.
Proceedings of the National Academy of Sciences (PNAS), 117, 25429-25433.
 - *The first two authors contributed equally*
39. **Yam, K. C.**, *Jackson, J. C.*, *Lau, J.*, Qin, X., Barnes, C., & Chong, J. K. (2020). Association of high profile football matches in Europe with traffic accidents in Asia: Archival study.
British Medical Journal (Impact factor₂₀₁₉ = 30.2)
 - *The first two authors contributed equally*
38. *Tang, P. M.*, **Yam, K. C.**, & Koopman, J. (2020). Feeling proud but guilty? Unpacking the paradoxical nature of unethical pro-organizational behavior.
Organizational Behavior and Human Decision Processes, 20, 68-86.
37. Qin, X., *Chen, C.*, **Yam, K. C.**, & Huang, M. (2020). The double-edged sword of leader humility: Investigating when and why leader humility promotes versus inhibits subordinate deviance.
Journal of Applied Psychology, 105, 693-712.
36. Landy, J. F. et al. (2020). Crowdsourcing hypothesis tests: Making transparent how design choices shape research results.
Psychological Bulletin, 146, 451–479.
 - *A 49-author collaboration on the special issue on replication and reproducibility*
35. **Yam, K. C.**, Barnes, C., Leavitt, K., Wei, W., *Lau, J.*, & Uhlmann, E. (2019). Why so

- serious? A laboratory and field investigation of the link between morality and humor.
Journal of Personality and Social Psychology, 117, 758-772.
34. Ng, T., & Yam, K. C. (2019). When and why does employee creativity fuel deviance? Exploring key psychological mechanisms.
Journal of Applied Psychology, 104, 1144-1163.
33. Owens, B., Yam, K. C., Bender, J., Mao, M., & Hart, D. (2019). The impact of leader moral humility on follower moral efficacy and behavior.
Journal of Applied Psychology, 104, 146-163.
32. Ng, T., Yam, K. C., & Aguinis, H. (2019). Employee perceptions of corporate social responsibility: Effects on pride, embeddedness, and turnover.
Personnel Psychology, 72, 107-137.
- *Recipient of IACMR/RRBM Responsible Research in Management Award*
31. Fehr, R., Welsh, D., Yam, K. C., Baer, M., Wei, W., & Vaulont, M. (2019). The role of moral decoupling in the causes and consequences of unethical pro-organizational behavior.
Organizational Behavior and Human Decision Processes, 153, 27-40.
30. Rego, A., Yam, K. C., Owens, B. P., Story, J., Cunha, M. P., Bluhm, D., & Lopes, M. (2019). Conveyed leader psychological capital predicting leader effectiveness through positive energizing.
Journal of Management, 45, 1689-1712.
29. Rego, A., Owens, B. P., Yam, K. C., Bluhm, D., Cunha, M. P., Silard, T., Gonclaves, L., Martins, M., Simpson, A. V., & Liu, W. (2019). Leader humility and team performance: Exploring the mechanisms of team psychological capital and task allocation effectiveness.
Journal of Management, 45, 1009-1033.
- *The first three authors contributed equally*
28. Yam, K. C., Christian, M., Wei, W., Liao, Z., & Nai, J. (2018). The mixed blessing of leader sense of humor: Examining costs and benefits.
Academy of Management Journal, 61, 348-369.
- *The last three authors contributed equally*
27. Liao, Z., Yam, K. C., Johnson, R., Wu, L., & Song, Z. (2018). Cleansing my abuse: A reparative response model of perpetrating abusive supervisor behavior.
Journal of Applied Psychology, 103, 1039-1056
26. Klotz, A., He, W., Yam, K. C., Bolino, M., Wei, W., & Houston, L. (2018). Good actors but bad apples: Deviant consequences of daily impression management at work.
Journal of Applied Psychology, 103, 1145-1154.
25. Yam, K. C., Klotz, A., He, W., & Reynolds, S. J. (2017). From good soldiers to psychologically entitled: Examining when and why citizenship behavior leads to deviance.

Academy of Management Journal, 60, 373-396.

24. Lian, H., **Yam, K. C.**, Ferris, L., & Brown, D. (2017). Self-control at work. *Academy of Management Annals*, 11, 703-732.
 - *The first two authors contributed equally*
23. Fehr, R., **Yam, K. C.**, He, W., Chiang, J., & Wei, W. (2017). Polluted work: A self-control perspective on air pollution, organizational citizenship, and counterproductive work behavior. *Organizational Behavior and Human Decision Processes*, 143, 98-110.
22. Djurdjevic, E., Stoverink, A., Klotz, A., de Motta Veiga, S., Koopman, J., **Yam, K. C.**, & Chiang, J. (2017). Workplace status: The development and validation of a scale. *Journal of Applied Psychology*, 102, 1124-1147.
21. **Yam, K. C.**, Fehr, R., Keng-Highberger, F., Klotz, A., & Reynolds, S. J. (2016). Out of control: A self-control perspective on the link between surface acting and abusive supervision. *Journal of Applied Psychology*, 101, 292-301.
20. Fehr, R., **Yam, K. C.**, & Dang, C. T. (2015). Moralized leadership: The construction and consequences of ethical leader perceptions. *Academy of Management Review*, 2, 182-209.
19. **Yam, K. C.**, Reynolds, S. J., & Hirsh, J. B. (2014). The hungry thief: Physiological deprivation and its effect on unethical conduct. *Organizational Behavior and Human Decision Processes*, 125, 123-133.
18. **Yam, K. C.**, Chen, X. P., & Reynolds, S. J. (2014). Ego depletion and its paradoxical effect on ethical decision making. *Organizational Behavior and Human Decision Processes*, 124, 204-214.
17. **Yam, K. C.**, Fehr, R., & Barnes, C. (2014). Morning employees are perceived as better employees: Employees' start times influence supervisor performance ratings. *Journal of Applied Psychology*, 99, 1288-1299.
16. Reynolds, S. J., Dang, C., **Yam, K. C.**, & Leavitt, K. (2014). The role of moral knowledge in everyday immorality: What does it matter if I know what is right? *Organizational Behavior and Human Decision Processes*, 123, 124-137.

ADDITIONAL REFEREED PUBLICATIONS

(Italicized names were PhD or post-doctoral advisees when the research project was started)

15. Ong, W. J., **Yam, K. C.**, & Barnes, C. (in press). Moral evaluations of humor apply beyond just those telling the joke. *Social Cognition*
14. Chen, C., Qin, X., **Yam, K. C.**, & Wang, H. (in press). Empathy or schadenfreude? Exploring observers' differential responses to abusive supervision.

Journal of Business and Psychology

13. **Tan, N., Yam, K. C.,** Zhang, P., & Brown, D. (2021). Are you gossiping about me? The costs and benefits of high workplace gossip prevalence.
Journal of Business and Psychology
12. Ilies, R., Yang, G., Lim, S., **Yam, K. C.,** & Li, X. (2020). Happy but uncivil? Examining when and why positive affect leads to incivility.
Journal of Business Ethics, 165, 595-614.
11. **Yam, K. C.,** Fehr, R., Burch, T., Zhang, Y., & Gray, K. (2019). Would I really make a difference? Moral typecasting theory and its implications for helping ethical leaders.
Journal of Business Ethics, 160, 675-692.
10. Li, J., Barnes, C., **Yam, K. C.,** Guarana, C., & Wang, L. (2019). Don't like it when you need it the most: Examining the effect of manager ego depletion on managerial voice endorsement.
Journal of Organizational Behavior, 40, 869-882.
9. Zhang, Y., **Yam, K. C.,** Kouchaki, M., & Zhang, J. (2019). Cut you some slack? An investigation of the perceptions of a depleted employee's unethicality.
Journal of Business Ethics, 157, 673-683.
8. **Zhu, J., Liao, Z., Yam, K. C.,** & Johnson, R. (2018). Shared leadership: A state-of-the-art review and future research agenda.
Journal of Organizational Behavior, 39, 834-852.
 - *The first two authors contributed equally*
7. **Yam, K. C.** (2018). The effects of thought suppression on ethical decision making: Mental rebound vs. ego depletion.
Journal of Business Ethics, 147, 65-79.
6. He, W., Fehr, R., & **Yam, K. C.,** Long, L. R., & Hao, P. (2017). Interactional justice, leader-member exchange, and employee performance: Examining the moderating role of justice differentiation.
Journal of Organizational Behavior, 38, 537-557.
5. **Yam, K. C.,** & Reynolds, S. J. (2016). The effects of victim anonymity on unethical behavior.
Journal of Business Ethics, 136, 13-22.
4. Li, S., He, W., **Yam, K. C.,** & Li, S. (2015). When and why empowering leadership increases follower taking charge: A multilevel examination in China.
Asia Pacific Journal of Management, 32, 645-670.
3. Gaspar, J., Seabright, M., Reynolds, S. J., & **Yam, K. C.** (2015). Counterfactual and factual reflection: The influence of past misdeeds on future immoral behavior.
Journal of Social Psychology, 155, 370-380.
2. **Yam, K. C.** (2013). Experimental manipulation to reduce the negative effects of money.

Journal of Applied Social Psychology, 43, 104-109.

1. **Yam, K. C.**, Bumpus, M. F., & Hill, L. G. (2012). Motivating effort: A theoretical synthesis of the self-sufficiency and two market theories. *British Journal of Social Psychology*, 51, 709-716.

BOOK CHAPTERS

Yam, K. C., Gloor, J. L., & Liu, L. (forthcoming). *Humor and its effects for leaders in the East and in the West*. In D. De Cremer (Ed.), *Asian Global Leadership*. De Gruyter.

- *The three authors contributed equally*

Yan, L., Lam, C., & **Yam, K. C.** (forthcoming). *Knock, knock. Who's there? An (evidence-based) chapter full of the pros and cons of leader humor*. In K. Vaidya (Ed.), *Leading with a sense of humor*.

SELECTED PRACTITIONER ARTICLES

Harvard Business Review

Liao, Z., **Yam, K. C.**, Johnson, R., Liu, W., & Song, Z. L. (April 4th, 2018). When your boss has an angry outburst, what do they do next? <https://hbr.org/2018/04/when-your-boss-has-an-angry-outburst-what-do-they-do-next>

Yam, K. C., Lian, H., Ferris, L., & Brown, D. (June 5th, 2017). Leadership takes self-control: Here's what we know about it. Harvard Business Review. <https://hbr.org/2017/06/leadership-takes-self-control-heres-what-we-know-about-it>

Yam, K. C. (March 17th, 2017). When joking with your employees lead to bad behavior. Harvard Business Review. https://hbr.org/2017/03/when-joking-with-your-employees-leads-to-bad-behavior?utm_campaign=hbr&utm_source=facebook&utm_medium=social

Yam, K. C., Klotz, A., He, W., & Reynolds, S. (Sept 16th, 2016). Pushing employees to go the extra mile can be counterproductive. Harvard Business Review. <https://hbr.org/2016/09/pushing-employees-to-go-the-extra-mile-can-be-counterproductive>

Barnes, C. M., **Yam, K. C.**, & Fehr, R. (May 13th, 2014). With flextime, bosses prefer early birds to night owls. Harvard Business Review. <https://hbr.org/2014/05/with-flextime-bosses-prefer-early-birds-to-night-owls>

Other Outlets

Yam, K. C. (Dec 17th, 2020). Does football viewership lead to unexpected traffic accidents in Asia? The British Medical Journal Opinion. <https://blogs.bmj.com/bmj/2020/12/17/does-football-viewership-lead-to-unexpected-traffic-accidents-in-asia/>

Yam, K. C. (August 15th, 2020). Coronavirus: Will flexible work practice be the new normal? Yahoo! Finance. <https://sg.news.yahoo.com/coronavirus-will-flexible-work-practice-be-the-new-normal-045949007.html>

Yam, K. C. (June 25th, 2020). Leveraging technology: The rise of robots in the post-pandemic world. Yahoo! Finance. <https://sg.finance.yahoo.com/news/leveraging-technology-the-rise-of-robots-in-the-postpandemic-world-104938620.html>

Yam, K. C. (March 23rd, 2020). It does not always pay to be a humble leader. TODAY.

- <https://www.todayonline.com/commentary/does-not-pay-be-humble-leader-work-office-boss-career>
- Yam, K. C.** (Dec 6th, 2019). Why being yelled at by your boss could reap payback. The Straits Times. <https://www.straitstimes.com/opinion/why-being-yelled-at-by-your-boss-could-reap-payback>
- Yam, K. C.** (Oct 4th, 2019). Deconstructing the robot job threat. Business Times. <https://www.businesstimes.com.sg/opinion/deconstructing-the-robot-job-threat>
- Yam, K. C.** (Feb 26th, 2019). Even NASA thinks a sense of humor is a must in hiring astronauts. Channel News Asia. <https://www.channelnewsasia.com/news/commentary/sense-of-humour-hiring-how-important-nasa-astronauts-mars-11275812>
- Yam, K. C.** (Nov 10th, 2017). Hunger, thirst and fatigue, and their links to unethical behavior. South China Morning Post. <http://www.scmp.com/business/companies/article/2119339/hunger-thirst-and-fatigue-and-their-links-unethical-behaviour>
- Yam, K. C., & Lau, J.** (June 28th, 2017). It's ok for leaders to have a sense of humor. London School of Economics Business Review. <http://blogs.lse.ac.uk/businessreview/2017/06/28/its-okfor-leaders-to-have-a-sense-of-humour/>
- Yam, K. C.** (May 12th, 2017). Why it pays to always be nice to your staff. South China Morning Post. <http://www.scmp.com/business/companies/article/2093917/why-it-pays-always-be-nice-your-staff>
- Yam, K. C.** (April 4th, 2017). How (not) to turn good soldiers into bad apples. London School of Economics Business Review. <http://blogs.lse.ac.uk/businessreview/2017/04/04/how-not-to-turn-good-soldiers-into-bad-apples/>
- Yam, K. C.** (Feb 10th, 2017). Empowering employees can bring rewards for Hong Kong Managers. South China Morning Post. <http://www.scmp.com/business/companies/article/2069491/empowering-employees-can-bring-rewards-hk-managers>
- Yam, K. C.** (May 13th, 2016). Why air pollution is damaging more than just your breathing. South China Morning Post. <http://www.scmp.com/business/article/1942630/why-air-pollution-damaging-more-just-your-breathing>
- Yam, K. C.** (April 10th, 2016). When corporate citizenship backfires. The Straits Times. <http://www.straitstimes.com/opinion/when-corporate-citizenship-backfires-on-the-company>
- Yam, K. C.** (April 7th, 2016). Why service with a smile may not always pay. TODAY. <http://www.todayonline.com/commentary/why-service-smile-may-not-always-pay>
- Yam, K. C.** (August 21st, 2015). 9 to 5 syndrome: How flexible working hours can kill your career. South China Morning Post. <http://www.scmp.com/business/companies/article/1851353/9-5-syndrome-how-flexible-working-hours-can-kill-your-career>

CONFERENCE PAPER PRESENTATIONS

- Yam, K. C., & Huang, L.** (2019). Marking or breaking the barriers? An organizational territoriality perspective of leader humor. Academy of Management Annual Meeting, Boston, MA.
- Liao, Z., **Yam, K. C.**, & Johnson, R. (2019). How does CSR reconcile employees' paradoxical

- responses to unethical pro-organizational behavior. Academy of Management Annual Meeting, Boston, MA.
- *Finalist for Best Paper Award, Academy of Management MOC Division*
- Tan, N., **Yam, K. C.**, Tang, P., & Yao, J. (2019). Perceived gossip prevalence in the workplace: Implications on OCB, work engagement, and well-being. Academy of Management Annual Meeting, Boston, MA.
- Yam, K. C.**, Barnes, C., Leavitt, K., Uhlmann, E., & Wei, W. (2018). New insights on moral underpinnings of humor, consequences of aggressive humor, and who laugh more. Academy of Management Annual Meeting, Chicago, IL
- *Selected for a showcase symposium*
- Yam, K. C.**, Reynolds, S. J., Zhang, P., & Su, R. (2018). Unintended consequences of empowering leadership. Academy of Management Annual Meeting, Chicago, IL
- Mai, K., **Yam, K. C.**, Aw, S., & Wei, W. (2018). Fertility cycle and female employees' extra role behaviors: A 28-day diary study. Academy of Management Annual Meeting, Chicago, IL
- Fehr, R., Welsh, D., **Yam, K. C.**, Baer, M., & Wu, W. (2017). Moral decoupling and the causes and consequences of unethical pro-organizational behavior. Academy of Management Annual Meeting, Atlanta, GA
- *Selected for a showcase symposium*
- Ferris, L., **Yam, K. C.**, & Lian, H. (2017). I come to praise ego depletion, not to bury it. Academy of Management Annual Meeting, Atlanta, GA
- Tan, N., **Yam, K. C.**, & Nai, J. (2017). Workplace gossip prevalence on job performance: The mediating role of performance pressure. Academy of Management Annual Meeting, Atlanta, GA
- Yam, K. C.**, Welsh, D., He, W., Bush, J. (2016). Tough love: Perceived promotion-focused abusive supervision increases follower job performance. Academy of Management Annual Meeting, Anaheim, CA
- Yam, K. C.**, Liao, Z., Nai, J., & Wei, W. (2016). No laughing matter: When and how leader humor increases follower deviance. Academy of Management Annual Meeting, Anaheim, CA
- Yam, K. C.**, Fehr, R., Pan, J., & Welsh, D. (2016). Does morality trump innovation? The impact of CEO moral identity on firm innovation. Academy of Management Annual Meeting, Anaheim, CA
- Yam, K. C.**, Fehr, R., Fong, K., Klotz, A., & Reynolds, S. (2015). A self-control perspective on the link between surface acting and abusive supervision. Academy of Management Annual Meeting, Vancouver, BC
- Fehr, R., **Yam, K. C.**, Wei, H., Chiang, J., & Wu, W. (2015). Polluted work: A self-control perspective on air pollution. Academy of Management Annual Meeting, Vancouver, BC
- *Selected for the Academy of Management Best Paper Proceedings*
- Yam, K. C.**, Klotz, A., He, W., & Reynolds, S. (2014). Turning good soldiers into bad apples: Examining when and why citizenship behavior leads to deviance. Academy of Management Annual Meeting, Philadelphia, PA
- *Best Paper Award OB Division; Selected for the Academy of Management Best Paper Proceedings*
- Yam, K. C.**, Fehr, R., & Barnes, C. (2014). Morning employees are better: Employees' start times influence supervisor performance ratings. Academy of Management Annual Meeting, Philadelphia, PA
- *Best Student Paper Award HR Division; Selected for the Academy of Management Best Paper Proceedings*

- Fehr, R., **Yam, K. C.**, & Dang, C. T. (2014). Moralized leadership: The construction and consequences of ethical leader perceptions. Academy of Management Annual Meeting, Philadelphia, PA
- Yam, K. C.**, Fehr, R., & Reynolds, S. (2013). The emotional link: Exploring how ethical leaders shape follower ethical behavior. Academy of Management Annual Meeting, Lake Buena Vista, FL
- *Selected for the Academy of Management Best Paper Proceedings*
- Yam, K. C.**, & Reynolds, S. (2013). If I look at the mass I will: The effect of victims' anonymity on unethical behavior. Academy of Management Annual Meeting, Lake Buena Vista, FL
- Yam, K. C.**, Fehr, R., & Reynolds, S. (2013). The emotional link: Exploring how ethical leaders shape follower ethical behavior. Excellence in Ethics Conference, University of Notre Dame, South Bend, IN
- Gaspar, J., Seabright, M., & **Yam K. C.** (2012). Counterfactual reflection and the influence of past misdeeds on future (un)ethical behavior. Academy of Management Annual Meeting, Boston, MA
- Reynolds, S., Dang, C., **Yam, K. C.**, & Leavitt, K. (2012). Poor engagement or strong disengagement? Competing views of immorality. Academy of Management Annual Meeting, Boston, MA
- Yam, K. C.**, & Reynolds, S. (2012). Out of control: How visceral factors increase unethical behavior. Society for Business Ethics Annual Meeting, Boston, MA

SELECTED MEDIA MENTIONS

North America and Europe: CBS News; Daily Mail, Glamour Magazine; HBR Blog, Huffington Post; Human Capital Magazine; KIRO News Seattle; London School of Economics Business Review; Pittsburgh Post-Gazette; Poets and Quants; Psychology Today; Talent Management Magazine; The British Psychological Society; The Times; Quartz

Asia-Pacific: Channel News Asia (both print media and live television appearances); Chinese Management Insight; Human Resource Management Magazine (Asia), New Straits Times; TODAY (Singapore); The Straits Times; The Financial Express; The Jakarta Post; South China Morning Post; Yahoo!

RESEARCH GRANTS

Awarded grants (all as principal investigator)

2015-2018	<u>NUS start-up grant</u> : Behavioral ethics in organizations (SGD 90,000)
2017-2018	<u>Ministry of Education (MOE) Tier 1</u> : The downsides of morality (SGD 82,500)
2017-2019	<u>MOE Tier 1</u> : Cannabis use and work (SGD 40,000)
2018-2020	<u>MOE Tier 1</u> : New trends in behavioral ethics research (SGD 70,076)
2019-2020	<u>Humanities and Social Sciences Faculty Research Fellowship</u> : Cultural values and successes in team sports (SGD 50,000)
2019-2021	<u>MOE Tier 1</u> : The rise of machines and its impacts on work (SGD 39,500)
2020-2022	<u>MOE Tier 1</u> : Unethical behavior in the name of others (SGD 83,000)
2021-2023	<u>MOE Tier 1</u> : The use of robots in the medical contexts (SGD 30,000)

Total amount = SGD 485,076 (~USD 365,000)

AWARDS AND HONORS

- 2021 Japan Society for the Promotion of Science Invitational Fellowship
- 2019 Teaching Excellence Award, NUS Business School
- 2019 Responsible Research in Management Award, IACMR and RRBM
- 2019 Finalist for Best Paper Award, Academy of Management MOC Division
- 2017 Rising Star, Association for Psychological Science
- 2016 “Top 40 under 40” Business Professor, Poets & Quants
- 2016 Early Career Research Excellence Award, NUS Business School
- 2014 Best Paper Award, Academy of Management OB Division (Lead author)
- 2014 Best Student Paper Award, Academy of Management HR Division (Lead author)
- 2013 Best Paper Award, Excellence in Ethics Research Conference (Lead author)
- 2014 Dean’s Achievement Award, Foster School of Business
- 2012 Emerging Scholar Award, Society for Business Ethics (Lead author)

TEACHING INTERESTS

Business Ethics; Organizational Behavior; Leadership; Judgment and Decision Making

TEACHING EXPERIENCE***National University of Singapore***

MSc in Management: Judgment and Decision Making (2021; Rating TBD)

Undergrad Core: Judgment and Decision Making (2021; Rating TBD)

Undergrad Core: Judgment and Decision Making (2019; Rating = 4.6/5.0; 73 students)

Undergrad Core: Leadership and Ethics (2019; Rating = 4.8/5.0; 48 students)

Undergrad Core: Leadership and Ethics (2018; Rating = 4.6/5.0; 100 students)

Undergrad Core: Leadership and Ethics (2017; Rating = 4.6/5.0; 57 students)

Undergrad Core: Leadership and Ethics (2016; Rating = 4.6/5.0; 66 students)

PhD Core Seminar: Motivation and Intergroup Processes (2019; Rating = 5.0/5.0; 4 students)

PhD Core Seminar: Motivation and Intergroup Processes (2018; Rating = 4.0/5.0; 3 students)

PhD Core Seminar: Motivation and Intergroup Processes (2017; Rating = 4.9/5.0; 9 students)

Executive Education: Fostering Creativity (2017; Rating = 4.3/5.0; 50 students)

University of Washington

Undergrad Core: Business, Government, and Society (2014; 4.1/5.0; 53 students)

INVITED RESEARCH PRESENTATIONS**2020-2021**

Association for Psychological Science Invited Panel Discussion (*virtual due to COVID-19*)

Hong Kong Polytechnic University, Faculty of Business (*virtual due to COVID-19*)

University of Toronto Medical Cannabis Conference (*virtual due to COVID-19*)

2019-2020

NYU Shanghai (*cancelled due to COVID-19*)
University of Zurich
China Europe International Business School (CEIBS)

2018-2019

University College London, School of Management
University of Navarra, IESE Business School
Católica Lisbon School of Business & Economics
Kobe University, Graduate School of Business Administration
Sun Yat-Sen University, Business School
Thammasat University (Thailand), Faculty of Law
CSR Asia Summit

2017-2018

Kyoto University, Graduate School of Management

2016-2017

University of Amsterdam Business School
Temple University, Fox School of Business

2015-2016

Hong Kong University of Science and Technology Business School
Wuhan University, School of Economic and Management
Huazhong University of Science & Technology, School of Management
Peking University, Guanghua School of Management

2014-2015

University of Central Florida, College of Business Administration
University of North Carolina Chapel Hill, Kenan–Flagler Business School
Singapore Management University, Lee Kong Chian School of Business
National University of Singapore Business School
Stanford University, Graduate School of Business
Georgia Institute of Technology, Scheller College of Business
Arizona State University, Carey School of Business
Chinese University of Hong Kong Business School

PROFESSIONAL SERVICES

Dissertation Committees

Zhenyu Liao (2017) Assistant Professor, Northeastern University
Guo Yang (2020; *co-chair*) Assistant Professor, IÉSEG School of Management
Noriko Tan (2020) Post-doctoral Fellow, Singapore Management University
Huirong Ju (2020) Case Writer, CEIBS Case Center
Wei Xuan Jomel Ng (2020) Post-doctoral Fellow, National University of Singapore
Runkun Su (2022)
Pok Man Tang (2023)
Liuxin Yan (2025; *chair*)

Research Assistant Advising

Jenson Lau (2017-19) Currently PhD student at Temple University

Senior Editor

Management and Organization Review (2022-2025)

Editorial Board Membership

Journal of Applied Psychology (2020-present)

Organizational Behavior and Human Decision Processes (2019-present)

Personnel Psychology (2020-present)

Ad-Hoc Reviewer

Academy of Management Journal

Applied Economics Letter

Asia Pacific Journal of Management

British Journal of Management

Business Ethics Quarterly

Canadian Journal of Administrative Sciences

Current Psychology

Ethics & Behavior

Human Relations

Journal of Business Ethics

Journal of Business Research

Journal of Experimental Social Psychology

Journal of Management

Journal of Managerial Psychology

Journal of Organizational Behavior

Journal of Vocational Behavior

Management Science

Personality and Social Psychology Bulletin

Philosophical Psychology

PLOS One

Proceedings of the National Academy of Sciences (*PNAS*)

Social Sciences and Humanities Research Council (*SSHRC*)

National University of Singapore

Business School/University Level

Assistant Dean (Faculty Development) (2020-present)

Member, Faculty hiring committee for the Department of Psychology (2020-2023)

Member, Faculty gender diversity taskforce (2019-present)

Faculty adviser for undergraduate case competitions:

Belgrade business international case competition (2020; *cancelled due to COVID*)

HKUST international case competition (2018)

HSBC/University of Hong Kong case competition (2018)

International case competition at Maastricht University (2017 NUS won 2nd place)

Copenhagen Business School case competition (2017 NUS won 2nd place)

Speaker, BBA outreach program (2016)

Master class speaker, Annual flagship benefactor experience program (2016)
Judge, Annual PhD research symposium (2016)

Department Level

Chair, Faculty hiring committee (2020-present)
Member, Department evaluation committee (2020-present)
Mentor for junior faculty members
 Anjier Chen (2020-present)
 Wei Jee Ong (2021-present)
Member, Faculty hiring committee (2018-2020)
Member, PhD student teaching committee (2017-present)
Member, PhD program admissions committee (2017-2019)
Subject pool coordinator (2017-2019)
Brown bag coordinator (2015-2017)

University of Washington

Judge, Business ethics case competition (2013-2014)
Mentored over 10 undergraduate research assistants, resulting in numerous research presentations and placements in PhD programs.

Academy of Management

Member, Best paper award committee, OB Division (2021)
Panelist, The productivity process, OB Division (2018)
Panelist, Doctoral consortium, HR Division (2018)
Panelist, International committee on “Finding a job outside of the US” (2017)
Chair, Best student paper award committee, HR Division (2015)
Conference reviewer for the OB division (2012-2016, 2018)