

## **KAI CHI (SAM) YAM**

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Associate Professor of Management and Psychology  
National University of Singapore Business School  
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### **ACADEMIC EMPLOYMENT**

#### **National University of Singapore**

Head of Department	04/2022 – Present
Assistant Dean (Faculty Development)	07/2021 – Present
Dean's Chair & Associate Professor of Management	01/2020 – Present
Associate Professor of Psychology (Courtesy)	01/2020 – Present
Assistant Professor of Management	06/2015 – 12/2019

### **EDUCATION**

2015	Ph.D. Organizational Behavior Minor in Philosophy and Research Methods University of Washington (Advisor: Scott J. Reynolds)
2014	M.S. Organizational Behavior University of Washington
2011	M.A. Human Development Washington State University
2009	B.S. Psychology (with Distinction) University of Washington

### **RESEARCH INTERESTS**

Business Ethics; Leadership; Humor; Future of Work; Human-Robot Interaction

### **CITATION STATISTICS**

Google Scholar: 3001; h-index: 28  
Web of Science: 1665; h-index: 24

**AWARDS AND HONORS*****Scholarship (Career)***

- 2022 Early Career Achievement Award  
Academy of Management Human Resources Division
- 2022 Janet Taylor Spence Award for Transformative Early Career Contributions  
Association for Psychological Science
- 2022 Distinguished Early Career Contributions Award (Science)  
Society for Industrial and Organizational Psychology
- 2017 Rising Star, Association for Psychological Science
- 2016 Early Career Research Excellence Award, NUS Business School

***Scholarship (Others)***

- 2022 Outstanding Reviewer Award, *Journal of Management*
- 2021 Best Reviewer Award, *Organizational Behavior and Human Decision Processes*
- 2021 Finalist, *Academy of Management Review* Best Management Practice Paper Award
- 2021 Japan Society for the Promotion of Science Invitational Fellowship
- 2019 Responsible Research in Management Award, IACMR and RRBM
- 2019 Finalist for Best Paper Award, Academy of Management MOC Division
- 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***

- 2021 Annual Teaching Excellence Award, NUS Business School
- 2019 Annual Teaching Excellence Award, NUS Business School
- 2016 "Top 40 under 40" Business Professor, Poets & Quants

**KEY REFEREED PUBLICATIONS**

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

59. Qin, X., **Yam, K. C.**, ... & Savani, K. (in press). Collectivism can impair team performance when relational goals conflict with group goals.  
*Personality and Social Psychology Bulletin*
58. **Yam, K. C.**, Tang, P. M., Jackson, J. C., Su, R., & Gray, K. (in press). The rise of robots increases job insecurity and maladaptive workplace behaviors: Multi-method evidence.  
*Journal of Applied Psychology*
57. **Yam, K. C.**, Tang, P. M., & Lam, C. (in press). Working with animals: Implications for employees' compassion, awe, prosocial behavior, and task performance.  
*Personnel Psychology*
56. Heng, Y. T., Barnes, C., & **Yam, K. C.** (in press). Cannabis use does not increase actual creativity but biases evaluations of creativity.

*Journal of Applied Psychology*

55. Eng, A., **Yam, K. C.**, & Gray, K. (2022). People treat social robots as real social agents. *Behavioral and Brain Sciences*
- *Invited commentary*
54. **Yam, K. C.**, Goh, E., Fehr, R., Lee, R., Soh, H., & Gray, K. (2022). When your boss is a robot: Workers are more spiteful to robot supervisors that seem more human. *Journal of Experimental Social Psychology, 102*, 104360.
53. Tang, P. M., **Yam, K. C.**, Koopman, J., & Ilies, R. (2022). Admired and disgusted? Third parties' paradoxical emotional reactions and behavioral consequences towards others' unethical pro-organizational behavior. *Personnel Psychology, 75*, 33-67.
52. **Yam, K. C.**, Bigman, Y., Tang, P. M., Ilies, R., De Cremer, D., Soh, H. & Gray, K. (2021). Robots at work: People prefer—and forgive—service robots with perceived feelings. *Journal of Applied Psychology, 10*, 1557-1572.
51. **Yam, K. C.**, Reynolds, S. J., Wiltermuth, S., & Zhang, Y. (2021). The benefits and perils of job candidates' signaling their morality in selection decisions. *Personnel Psychology, 74*, 477-503.
50. Qin, X., **Yam, K. C.**, Chen, C., Li, W., & Dong, X. (2021). Talking about the COVID-19 crisis is positively associated with team cultural tightness: Implications for team deviance and creativity. *Journal of Applied Psychology, 106*, 530-541.
49. **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*
48. **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 factor<sub>2019</sub> = 30.2)*
- *The first two authors contributed equally*
47. 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.
46. 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.
45. 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

44. **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.
43. 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.
42. 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.
41. 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
40. 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.
39. 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.
38. 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
37. **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
36. *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
35. 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.
34. **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.
33. 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*
32. 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.
31. 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.
30. **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.
29. 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.
- *Finalist, AMR Best Management Practice Paper Award*
28. **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.
27. **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.
26. **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.
25. 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)*

24. Huang, M., Ju, D., **Yam, K. C.**, Liu, S., Qin, X., Tian, G. (in press). Employee humor reduces abusive supervision.  
*Journal of Business Ethics*
23. Feng, Z., Keng-Highberger, F., **Yam, K. C.**, Chen, X. P., & Li, H. (in press). Wolves in sheep's clothing: How and when Machiavellian leaders demonstrate strategic abuse.  
*Journal of Business Ethics*
22. Carnevale, J., Huang, L., **Yam, K. C.**, & Wang, L., (2022). Laughing with me or laughing at me? An approach-avoidance model of leader humor expressions and follower outcomes.  
*Journal of Organizational Behavior*
- *The four authors contributed equally*
21. Watkins, T., Lee, S., **Yam, K. C.**, Zhang, Y., & Long, L. (2022). Helping After Dark: Ambivalent outcomes of helping followers after the workday.  
*Journal of Organizational Behavior*, 43, 1038-1062.
20. **Yam, K. C.**, Reynolds S. J., Zhang, P., & Su, R. (2022). The unintended consequences of empowering leadership: Increased deviance for some followers.  
*Journal of Business Ethics*
19. Qin, X., **Yam, K. C.**, Ma, G., Chen, C., Zhu, H., & Wang, H. (2022). The unintended psychological and behavioral drawbacks of big push strategies: Increased psychological entitlement, selfish behavior, and decreased prosocial behavior.  
*Journal of Behavioral and Experimental Economics*, 97, 101842.
18. Ong, W. J., **Yam, K. C.**, & Barnes, C. (2022). Moral evaluations of humor apply beyond just those telling the joke.  
*Social Cognition*, 40, 107-126.
17. Qin, X., Chen, C., **Yam, K. C.**, et al. (2022). Adults still can't resist: A social robot can induce normative conformity.  
*Computers in Human Behavior*, 127.
16. **Yam, K. C.**, Bigman, Y., & Gray, K. (2021). Reducing the uncanny valley by dehumanizing humanoid robots.  
*Computers in Human Behavior*, 125.
15. Bigman, Y., **Yam, K. C.**, Marciano, D., Reynolds, S. J., & Gray, K. (2021). Threat of racial and economic inequality increases preference for algorithm decision-making.  
*Computers in Human Behavior*, 122.
14. Chen, C., Qin, X., **Yam, K. C.**, & Wang, H. (2021). Empathy or schadenfreude? Exploring observers' differential responses to abusive supervision.  
*Journal of Business and Psychology*, 36, 1077–1094.
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*, 36, 417-434.
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.

### **COMMENTARIES AND BOOK CHAPTERS**

Qin, X., **Yam, K. C.**, Chen, C., Li, W. (2021). Revisiting social robots and their impacts on conformity: Practical and ethical considerations.

*Science Robotics (e-Letter)*

**Yam, K. C.**, Gloor, J. L. & Liu, L. (2021). *Humor and its effects for leaders in the East and West*. In D. De Cremer (Ed.), *On the emergence and understanding of Asian global leadership* (pp. 101-108). Boston: De Gruyter.

- *The three authors contributed equally*

Yan, L., Lam, C., & **Yam, K. C.** (2021). *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*.

### **MANUSCRIPTS UNDER INVITED REVISION**

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

**Yam, K. C.**, Yan, L., & Lin, K. J. (1<sup>st</sup> R&R). [Self-control].

*Journal of Applied Psychology*

**Yam, K. C.**, Tang, P. M., Bigman, Y., Yan, L., & Eng, A. (1<sup>st</sup> R&R). [Technology].

*Journal of Consumer Psychology*

Liao, Z., **Yam, K. C.**, Lee, H. W., Tang, P. M., & Johnson, R. (1<sup>st</sup> R&R). [Ethics].

*Journal of Management*

Jago, A., **Yam, K. C.**, & Tang, P. M. (under 2<sup>nd</sup> review). [Technology].

*Organizational Behavior and Human Decision Processes*

Yan, L., Chai, V., & **Yam, K. C.** (1<sup>st</sup> R&R). [Motivation].

*Organizational Behavior and Human Decision Processes*

Yan, L., & **Yam, K. C.** (1<sup>st</sup> R&R). [Leadership].

*Organization Science*

Eng, A., **Yam, K. C.**, & Gray, K. (under 2<sup>nd</sup> review). [Technology].

*Academy of Management Annals*

Tang, P. M., **Yam, K. C.**, Koopman, J., & De Cremer, D. (under 2<sup>nd</sup> review). [Technology].

*Human Resource Management*

### **SELECTED PRACTITIONER ARTICLES**

*Harvard Business Review*

Liao, Z., **Yam, K. C.**, Johnson, R., Liu, W., & Song, Z. L. (April 4<sup>th</sup>, 2018). When your boss has



- an angry outburst, what do they do next? *Harvard Business Review*.  
<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 5<sup>th</sup>, 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 17<sup>th</sup>, 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](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 16<sup>th</sup>, 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 13<sup>th</sup>, 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*

- Yan, L. & **Yam, K. C.** (Oct 19<sup>th</sup>, 2021). Being a middle manager has been exhausting and miserable. *Channel News Asia*.  
<https://www.channelnewsasia.com/commentary/managers-most-stressed-tips-how-lead-manage-team-work-home-2251081>
- Yam, K. C.** (Dec 17<sup>th</sup>, 2020). Does football viewership lead to unexpected traffic accidents in Asia? *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 15<sup>th</sup>, 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 25<sup>th</sup>, 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 23<sup>rd</sup>, 2020). It does not always pay to be a humble leader. *TODAY*.  
<https://www.todayonline.com/commentary/does-not-pay-to-be-humble-leader-work-office-boss-career>
- Yam, K. C.** (Dec 6<sup>th</sup>, 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 4<sup>th</sup>, 2019). Deconstructing the robot job threat. *Business Times*.  
<https://www.businesstimes.com.sg/opinion/deconstructing-the-robot-job-threat>
- Yam, K. C.** (Feb 26<sup>th</sup>, 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 10<sup>th</sup>, 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 28<sup>th</sup>, 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 12<sup>th</sup>, 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 4<sup>th</sup>, 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 10<sup>th</sup>, 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 13<sup>th</sup>, 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 10<sup>th</sup>, 2016). When corporate citizenship backfires.

*The Straits Times.*

<http://www.straitstimes.com/opinion/when-corporate-citizenship-backfires-on-the-company>

**Yam, K. C.** (April 7<sup>th</sup>, 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 21<sup>st</sup>, 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>

## **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 New York Times; The Times; The Washington Post

*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! Singapore

## **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)
2022-2023	<u>Humanities and Social Sciences Seed Fund</u> : Robots at work (SGD 20,000)

**Total amount = SGD 505,076 (~USD 371,000)**

**TEACHING INTERESTS**

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

**TEACHING EXPERIENCE***National University of Singapore<sup>1</sup>*

MSc in Management: Judgment and Decision Making (2021; Rating = 4.8/5.0; 35 students)

Undergrad Core: Judgment and Decision Making (2021; Rating = 4.7/5.0; 61 students)

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****2021-2022**

International Association for Chinese Management Research (*virtual*)

National Taiwan University, College of Management (*virtual*)

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<sup>1</sup> No teaching ratings in 2020 because I received a NUS fellowship which excused me from teaching.

Nara Institute of Science and Technology  
Kyoto University, Graduate School of Management (*virtual*)

**2020-2021**

University of Exeter, Business School (*virtual*)  
Association for Psychological Science Invited Panel Discussion (*virtual*)  
Hong Kong Polytechnic University, Faculty of Business (*virtual*)  
University of Toronto Medical Cannabis Conference (*virtual*)

**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) Postdoctoral Fellow, Singapore Management University  
Huirong Ju (2020) Case Writer, CEIBS Case Center  
Wei Xuan Jomel Ng (2020) Postdoctoral Fellow, National University of Singapore  
Jieqiong Cao (2021) Lecturer, Singapore University of Social Sciences  
Runkun Su (2022) Assistant Professor, Sun Yat-sen University  
Alessandro Fergnani (2023)  
Pok Man Tang (2023) Assistant Professor, University of Georgia  
Yizhen Lu (2023; *chair*)  
Alex Eng (2024; *chair*)  
Liuxin Yan (2025; *chair*)

### **Research Assistant/Student Advising**

Jenson Lau (2017-19) *PhD placement*: University of Washington (Foster)  
Ohya Takaki (2021) *PhD placement*: Auburn University (Harbert)  
Carisa Lam (2020-2022) *PhD placement*: University College London  
Valentino Chai (2020-2022) *PhD placement*: Stanford Graduate School of Business

### **Senior Editor**

Management and Organization Review (2022-2025)

### **Editorial Board Membership**

Journal of Applied Psychology (2020-present)  
Journal of Management (2022-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  
Computers in Human Behavior  
Current Psychology  
Ethics & Behavior  
Human Relations  
Journal of Business Ethics  
Journal of Business Research  
Journal of Experimental Social Psychology  
Journal of Management Studies  
Journal of Managerial Psychology  
Journal of Organizational Behavior  
Journal of Vocational Behavior  
Management Science

Organization 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) (2021-present)  
Member, Faculty hiring committee for the Department of Psychology (2020-2023)  
Member, Faculty gender diversity taskforce (2019-2021)  
Faculty adviser for undergraduate case competitions:  
    Belgrade business international case competition (2020; *cancelled due to COVID*)  
    HKUST international case competition (2018; 2021)  
    HSBC/University of Hong Kong case competition (2018)  
    International case competition at Maastricht University (2017 NUS won 2<sup>nd</sup> place)  
    Copenhagen Business School case competition (2017 NUS won 2<sup>nd</sup> place)  
Speaker, BBA outreach program (2016)  
Master class speaker, Annual flagship benefactor experience program (2016)  
Judge, Annual PhD research symposium (2016)

#### *Department Level*

Head of Department (2022 – present)  
Deputy Head of Department (2021-2022)  
Chair, M&O PhD program (2021-2022)  
Chair, Faculty hiring committee (2020-2022)  
Member, Department evaluation committee (2020-2022)  
Mentor for junior faculty members  
    Anjier Chen (2020-present)  
    Wei Jee Ong (2021-present)  
    Ji Hyun Kim (2022-present)  
Member, Faculty hiring committee (2018-2020)  
Member, PhD student teaching committee (2017-2021)  
Member, M&O PhD program (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**

Chair, Best paper award committee, OB Division (2022)  
Panelist, Behavioral ethics professional development workshop (2022)  
Panelist, HR Division New Faculty Consortium (2022)  
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)