

KAI CHI (SAM) YAM

Provost's Chair Professor of Management and Psychology
Head of Department, Management and Organization
National University of Singapore
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ACADEMIC EMPLOYMENT

National University of Singapore

2023 – Present	Provost's Chair Professor of Management
2023 – Present	Professor of Psychology (by courtesy)
2022 – Present	Head of Department, Management and Organization
2020 – 2022	Dean's Chair Associate Professor of Management
2020 – 2022	Associate Professor of Psychology (by courtesy)
2015 – 2019	Assistant Professor of Management

Visiting Appointment

2021-2022	Visiting Associate Professor, Kyoto University
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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: 3415; h-index: 30
Web of Science: 1886; h-index: 25
FWCI (last 5 years; 2017-2021): 4.02

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 Best Senior Editor Award, *Management and Organization Review*
- 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 (Long term)
- 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)

- 62. Liao, Z., **Yam, K. C.**, Lee, H. W., Tang, P. M., & Johnson, R. (conditional acceptance).
Corporate social responsibility reconciles the competing effects of unethical pro-organizational behavior on moral self-regulation.
Journal of Management
- 61. Gray, K., **Yam, K. C.**, Eng, A., Wilbanks, D. & Waytz, A. (2023). The psychology of social robots and artificial intelligence.
Handbook of Social Psychology (6th edition)
- 60. Qin, X., **Yam, K. C.**, ...& Savani, K. (2023). Collectivism can impair team performance when relational goals conflict with group goals.
Personality and Social Psychology Bulletin

59. **Yam, K. C., Tang, P. M., Jackson, J. C., Su, R., & Gray, K. (2023).** The rise of robots increases job insecurity and maladaptive workplace behaviors: Multimethod evidence. *Journal of Applied Psychology*
58. **Yam, K. C., Tang, P. M., & Lam, C. (2023).** Working with animals: Implications for employees' compassion, awe, prosocial behavior, and task performance. *Personnel Psychology*
57. **Heng, Y. T., Barnes, C., & Yam, K. C. (2023).** Cannabis use does not increase actual creativity but biases evaluations of creativity. *Journal of Applied Psychology*
56. **Eng, A., Yam, K. C., & Gray, K. (2022).** People treat social robots as real social agents. *Behavioral and Brain Sciences*
- *Invited commentary*
55. **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.
54. **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.
53. **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.
52. **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.
51. **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.
50. **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*
49. **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*

48. 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.
47. 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.
46. 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
45. 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.
44. 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.
43. 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.
42. 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
41. Fehr, R., Welsh, D., Yam, K. C., Baer, M., Wei, W., & Vaughton, 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.
40. 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.
39. 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
38. 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*
37. 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
36. 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.
35. 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.
34. 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*
33. 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.
32. 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.
31. 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.
30. 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*
29. 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.
28. 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.
27. 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.

26. 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)

25. Tang, P. M., Koopman, J. **Yam, K. C.**, De Cremer, D. Zhang, J., & Reynders, P. (in press). The self-regulatory consequences of dependence on intelligent machines at work: Evidence from field and experimental studies.
Human Resource Management
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, 43, 1153-1171.
 - *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 unethicity. *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.

MISCELLANEOUS PUBLICATIONS

- 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*.

SELECTED PRACTITIONER ARTICLES

Harvard Business Review

- Barnes, C., Heng, Y. T., & **Yam, K. C.** (Oct 24th, 2022). Does cannabis really make you more creative? *Harvard Business Review*.
<https://hbr.org/2022/10/research-does-cannabis-really-make-you-more-creative>
- 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? *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 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.** (Nov 4th, 2022). Friend or foe: Do humans like robots?
Society for Personality and Social Psychology blog
<https://spsp.org/news/character-and-context-blog/yam-human-robot-relationships>
- Yan, L. & **Yam, K. C.** (Oct 19th, 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 17th, 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 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>

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; Wall Street Journal

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)

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|-----------|--|
| 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: New trends in behavioral ethics research (SGD 70,076)</u>
2019-2020	<u>Humanities and Social Sciences Faculty Research Fellowship: Cultural values and successes in team sports (SGD 50,000)</u>
2019-2021	<u>MOE Tier 1: The rise of machines and its impacts on work (SGD 39,500)</u>
2020-2022	<u>MOE Tier 1: Unethical behavior in the name of others (SGD 83,000)</u>
2021-2023	<u>MOE Tier 1: The use of robots in the medical contexts (SGD 30,000)</u>
2022-2023	<u>Humanities and Social Sciences Seed Fund: Robots at work (SGD 20,000)</u>
2022-2024	<u>WDARF: Developing an impact evaluation protocol for SSG's jobs and skills initiatives (SGD 488,864)</u>
2022-2024	<u>MOE Tier 1: The consequences of interacting with robots as an employee, a consumer, and as a believer (SGD 64,949)</u>

Total amount = ~SGD 1,005,000 (~USD 700,000)

TEACHING INTERESTS

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

TEACHING EXPERIENCE

National University of Singapore¹

MSc in Management: Judgment and Decision Making (2023; Rating TBD)

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

Undergrad Core: Judgment and Decision Making; 2 sessions (2022; Rating 4.6/5.0; 94 students)

Undergrad Core: Judgment and Decision Making; 2 sessions (2021; Rating: 4.7/5.0; 61 students)

Undergrad Core: Judgment and Decision Making; 2 sessions (2019; Rating: 4.6/5.0; 73 students)

Undergrad Core: Leadership and Ethics; 1 session (2019; Rating: 4.8/5.0; 48 students)

Undergrad Core: Leadership and Ethics; 2 sessions (2018; Rating: 4.6/5.0; 100 students)

Undergrad Core: Leadership and Ethics; 2 sessions (2017; Rating: 4.6/5.0; 57 students)

Undergrad Core: Leadership and Ethics; 2 sessions (2016; Rating: 4.6/5.0; 66 students)

PhD Elective: Behavioral Ethics (2022; Rating: 4.5/5.0; 7 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

2022-2023

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

Stockholm School of Economics
University of St Gallen
HKUST, Department of Management
NYU Abu Dhabi, Business, Organizations, & Society program

2021-2022

International Association for Chinese Management Research (*virtual*)
National Taiwan University, College of Management (*virtual*)
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

PhD Student Advising and First Placements

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 Ferngani (2023) Independent consultant
 Pok Man Tang (2023) Assistant Professor, University of Georgia
 Yizhen Lu (2023; *chair*) Assistant Professor, University of Southampton
 Alex Eng (2024; *chair*)
 Liuxin Yan (2025; *chair*)

Research Assistant/Student Advising and Placements

Tiffany Tan (2022-23)
 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)
Best Reviewer Award (2022)
 Organizational Behavior and Human Decision Processes (2019-present)
Best Reviewer Award (2021)
 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 Psychology: General
Journal of Experimental Psychology: Applied
Journal of Experimental Social Psychology
Journal of Management Studies
Journal of Managerial Psychology
Journal of Organizational Behavior
Journal of Personality and Social Psychology
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*)
Psychological Science
Social Sciences and Humanities Research Council (*SSHRC*)

National University of Singapore

Business School/University Level

Assistant Dean (Faculty Development) (2021-2023)
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 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

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, Early career achievement award, HR Division (2023)
Panelist, Junior faculty workshop, OB Division (2023)
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)