

He Tianyu

15 Kent Ridge Drive, Singapore 119245

ACADEMIC APPOINTMENTS

National University of Singapore Business School 2022 –
Department of Management & Organisation, Assistant Professor

EDUCATION

INSEAD 2022

Ph.D., *Management* (Organisational Behaviour)

Emory University 2015

M.A., *Sociology*

Peking University 2012

LL.B., *Sociology*; B.S. *Psychology*

RESEARCH INTERESTS

Collaborative creativity and problem solving; Social hierarchy and inequality; Social cognition;
Team design

PUBLICATIONS

* Equal contribution

- He, T.***, Schaerer, M.*, Foulk, T., Wolf, E. B. & Jiang, W. Y. (2025) **From Low Power to Action: Reappraising Powerlessness as an Opportunity Restores Agency.** *Organizational Behavior and Human Decision Processes*, 187 [\[Read it\]](#)
- He, T.***, Minervini, M.* & Puranam, P. (2024) **How Groups Differ from Individuals in Learning from Experience: Evidence from A Contest Platform.** *Organization Science*, 35(4) [\[Read it\]](#)
- He, T.** & Williams, M. J. (2021) **Interdependence and Reflected Failure: Cultural differences in stigma by association.** *Journal of Experimental Social Psychology*, 95
- He, T.**, Derfler-Rozin, R. & Pitesa, M. (2020) **Financial Vulnerability and the Reproduction of Disadvantage in Economic Exchanges.** *Journal of Applied Psychology*, 105 (1)

SELECTED RESEARCH IN PROGRESS

* Equal contribution † Student collaborator at the start of the project

- Minervini, M.*, **He, T.*** & Puranam, P. **[Social Influence, Team Effort]** (2nd R&R, *Strategic Management Journal*)
- He, T.***, Jiang, W. Y.* & Ong, W.J. **[Follower and Leader, Work Orientation, Team Performance]** (Manuscript in Prep)
- He, T.** with Wang, T., Sevchenko, V. & Hoisl, K. **Radical Technological Change and The Specialist-Generalist Tension: How uncertainty and competition shape skill demand** (Manuscript in Prep)

He, T. & Swaab, R. Leadership Style and Trust in Explaining the Function of Hierarchical Groups. (Data collection)

He, T. with He, V. F. & Miron-Spektor, E. Anonymity in Virtual Collaboration and Group Creativity. (Data analysis)

He, T. with Karamshetty, V. How Humans Identify Relative Expertise in Human-AI Collaboration. (Data collection)

Lim, V.[†], Min Ye, Y.[†] & He, T. Attributions of AI Usage in Creative Competitions. (Data collection)

He, T. with Sun, H. Can AI Idea Variability Impact Human Creative Effort. (Data collection)

CONFERENCE PRESENTATIONS

* Collaborator presenting

Academy of Management Annual Meeting, Copenhagen (Denmark). July 2025 (Scheduled)
Organized Symposium “Unpacking how GenAI is Revolutionizing and Reshaping the Human Experience in Creative Work”

INGroup, Rotterdam (The Netherlands). July 2025 (Scheduled)
Paper Presentations “Effects of Initial AI Use and Competition Loss on Subsequent Reliance on AI” & “How Does Radical Technological Change Impact Group Preferences in Recruiting Generalists and Specialists”

IACM, Burlington (USA). July 2025 (Scheduled)
Paper Presentations “Effects of Initial AI Use and Competition Loss on Subsequent Reliance on AI” & “Interpersonal Dynamics Between Job- vs. Calling-Oriented Leader and Followers: Implications for Team Performance”

EGOS Colloquium, Athens (Greece). July 2025 (Scheduled)
Paper Presentation “Effects of initial AI use and competition loss on subsequent reliance on AI”*

Academy of Management Annual Meeting, Chicago (USA). Aug 2024
Organized Symposium “The Expression of Leadership: Forging Power, Communication, and Collective Potential”

INGRoup, Charlotte (USA). Jul 2024
Paper Presentations “Work Orientations of Leader and Followers Interact to Impact Team Performance” & “Avatars and Group Creativity”

Academy of Management Annual Meeting, Boston (USA). Aug 2023
Paper Presentations “Work Orientations in Teams: How Meaning of Work Matters for Team Performance” & “Avatar and Group Creativity”

The annual meeting of the Society for Personality and Social Psychology, Virtual. Feb 2022
Preconference Presentation, The Psychology of Collectives “Group versus Individual Learning from Experience”

Strategic Management Society Conference, Virtual. Sep 2021
Paper Presentation “Aggregating Individual Problem Solving to Teams”

Academy of Management Annual Meeting, Virtual. Aug 2021
Paper Presentation “Group versus Individual Learning from Experience”

Academy of Management Annual Meeting, Virtual. Aug 2020
OB Division Plenary: COVID-19 Research “Communication Transparency and Creativity in Virtual Teams”

Academy of Management Annual Meeting, Boston (USA). Aug 2019

Organized Symposium “The Psychology of Employee Financial Vulnerability and Its Effects on Organizational Behavior”: *presenting* “Financial Vulnerability Impairs Voluntary Work Skill Acquisition”

Wharton-INSEAD doctoral consortium, Fontainebleau (France).

Sep 2018

Paper Presentation “The difficulty of perceiving social mobility”

Academy of Management Annual Meeting, Chicago (USA).

Aug 2018

Organized Symposium (Showcase Symposium) “Socioeconomic Status and the Psychological Foundations of Social Mobility”: *presenting* “Low socioeconomic status limits employee voice in face of low organizational status”

Organized Symposium “To Share or Not to Share: Unintended Consequences in Strategic Disclosure of Information at Work”: *presenting* “Disclosure of upward social mobility on the assignment of advancement opportunity”

Wharton-INSEAD doctoral consortium, Philadelphia (USA).

Nov 2017

Paper Presentation “A lack of resource scarcity hinders integrative value generation in negotiations”

Academy of Management Annual Meeting, Anaheim (USA).

Aug 2016

Paper Presentation “Financial vulnerability hinders integrative value generation in negotiations by inducing a zero-sum construal of success”

INVITED TALKS

Rosenthal Department of Management, University of Texas Austin

Oct 2024

Management and Organizations, Fuqua School of Business, Duke University

Oct 2024

Summer Institute in Computational Social Science (SICSS)-Singapore

Jun 2024

Lecture “Thinking and Working with Algorithms in Social Sciences”

Dept. of Management Studies, Aalto University

Oct 2022

Management & Organisation, National University of Singapore Business School

Sep 2020

Lee Kong Chian School of Business, Singapore Management University

Feb 2017

TEACHING

National University of Singapore:

- Managing People with Data (BMA5432, MBA) 2024 –
- Designing Organizations with Data (BMS5415, MSc in Management) 2023 –
- People Analytics (BMH5103, MSc in Human Capital Management and Analytics) 2022 –
- NUS Short Course (Executive level) HR Analytics 2023 –

Teaching assistant & Guest lecturer:

- Power and Politics, INSEAD (MBA) 2018 – 2019
- Experimental Design and Data Analysis, INSEAD (PhD) 2018 – 2020
- Organizational Behaviour I, INSEAD (MBA) 2016

GRANTS & AWARDS

Finalist, 2024 Future of Work Research Prize, 2025

NUS HSS Seed Fund, S\$39,980, 2023 - 2024

Behavioral Strategy Best Proposal, Strategic Management Society, 2021
 The Ian Potter '93D PhD Award, INSEAD, 2018 – 2021
 Maureen Blyler Graduate Research Award, Dep.of Sociology, Emory University, 2015
 Travel Grant, 87th Japanese Sociology Society Annual Meeting, 2014
 President's Undergraduate Research Fellowship, Peking University, 2010 – 2011

SERVICE

Ad-hoc Reviewer Organizational Behavioral and Human Decision Processes; Organization Science; Strategic Management Society Conference, Academy of Management Annual Conference

Pre-doc Coordinator, M&O Department, NUS, 2024 –

Brown Bag Coordinator, M&O Department, NUS, 2023 – 2024

Subject Pool Coordinator, M&O Department, NUS, 2022 – 2023

Organisational Behaviour Area PhD Representative, PhD contact group, 2019 – 2021

NON-ACADEMIC EXPERIENCES

Public Relations Intern, Edelman, Beijing, China	2012/1 – 5
Project Assistant, Institute for the Future, CA, USA	2011/7, 2012/4