SANDY LIM

NUS Business School
Department of Management & Organization
15 Kent Ridge Drive, Singapore 119245
sandylim@nus.edu.sg

EDUCATION

Ph.D. in Organizational Psychology, University of Michigan, Ann Arbor.
M.S., University of Michigan, Ann Arbor.
B. Soc. Sc. in Psychology with Honors, National University of Singapore
B. A. in Psychology and English Language, minor in Philosophy, National University of Singapore

ACADEMIC POSITIONS

Associate Provost (Special Projects), Office of the Deputy President and Provost, National University of Singapore, 2025-present

Director, NUS Care Unit, Office of the Senior Deputy President and Provost, National University of Singapore, 2019-2025

Associate Professor, Department of Management & Organisation, NUS Business School, National University of Singapore, 2015-present

Associate Professor (by courtesy), Department of Psychology, Faculty of Arts and Social Sciences, National University of Singapore, 2019-present

Visiting Associate Professor, Department of Psychology, University of Michigan, and Carey Business School, Johns Hopkins University, 2017-2018

Assistant Professor, Department of Management & Organization, NUS Business School, National University of Singapore, 2008-2015

Assistant Professor, School of Social Sciences, Singapore Management University, 2005-2008

BOOK

Dalal, R., Jensen, J., & Lim, S. (in press) **Handbook of Counterproductive Workplace Behaviors**. Edward Elgar Publishing.

JOURNAL PUBLICATIONS AND SELECTED CONFERENCE PROCEEDINGS

Goh, E., Lim, S., Tay, E., Tong, Y. K., & Wee, J. C. P. (2025) Mindsets and mannerisms: Humanistic and mechanistic mindset as antecedents of (in)civility. **Academy of Management Discoveries**, 11(1), 123-143.

Goh, E., Lim, S., Tay, E., Tong, Y. K., & Wee, J. C. P. (2024, January 16) Two Mindsets That Can Create Rude or Polite Coworkers. **Academy of Management Insights.** *https://journals.aom.org/doi/10.5465/amd.2022.0069.summary*
- Most Popular (most-read) article in 2024 in the Academy of Management Insights

Yao, J., Lim, S., Guo, C. Y., Ou, A. Y., & Ng., J. W. X. (2022) Experienced Incivility in the Workplace: A Meta-Analytical Review of Its Construct Validity and Nomological Network. **Journal of Applied Psychology, 107(2), 193-220**.

Lim, S., Goh, E. Y., Tong, Y.K., Tay, E., Chung, D., Devi, M. K., Tan, C.H., & Indran, I. R. (2022) Disruptive behavior in a high-power distance culture and a three-dimensional framework for curbing it. **Health Care Management Review, 47(2), 133-143**.

Tai, K., Liu Y., Pitesa, M., Lim, S., Tong, Y. K., & Arvey, R. (2022) Fit to be Good: Physical Fitness is Negatively Associated with Deviance, **Journal of Applied Psychology, 107(3), 389-407**.

Chen P., Lee F., & Lim S. (2020). Loving thy work: developing a measure of work passion. **European Journal of Work and Organizational Psychology**, 29(1), 140-158.

Ilies, R., Guo, Y. C., 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(4), 595–614**.**

Gloor, J. L., Li, X., Lim, S., & Feierabend, A. (2018). An inconvenient truth? Interpersonal and career consequences of "maybe baby" expectations. **Journal of Vocational Behavior,** 104, 44-58.

Lim, S., Tong, Y. K., Wee, J. C. P., Tan, T.X.Z., Ng, J.C.F., Wong, T.H., Ong, M.E.H. and Goh, S.K. (2018) Leadership in multidisciplinary teams: Observations from trauma team activations, **Journal of General Internal Medicine**, 33(S2), 247-248.

Lim, S., Ilies, R., Koopman, J., Christoforou, P., & Arvey, R. (2018). Emotional mechanisms linking incivility at work to aggression and withdrawal at home: An experience-sampling study. **Journal of Management,** 44(7), 2888-2908

Ferris, D. L., Chen, M. & Lim, S. (2017). Comparing and contrasting workplace ostracism and incivility. **Annual Review of Organizational Psychology and Organizational Behavior**, 4, 315-338.

Schilpzand, P., Leavitt, K., & Lim, S**.** (2016) Incivility hates company: Shared incivility attenuates rumination, stress, and psychological withdrawal by reducing self-blame. **Organizational Behavior and Human Decision Processes**, 133, 33-44.

Lim, S. & Tai, K. (2014) Family incivility and job performance: A moderated mediation model of psychological distress and core self-evaluation. **Journal of Applied Psychology**, 99(2), 351-359.

Nahum-Shani, I, Henderson, M.M., **Lim, S.**, & Vinokur, A. (2014) Supervisor support: Does it buffer or exacerbate the adverse effects of supervisor undermining? **Journal of Applied Psychology**, 99(3), 484-503.

Ilies, R., de Pater, I.E., Lim, S., & Binnewies, C. (2012). Attributed causes for work-family conflict: Emotional and behavioral outcomes. **Organizational Psychology Review**, 2, 293-310.

Lim, S., & Lee, A. (2011). Work and nonwork outcomes of workplace incivility: Does family support help? **Journal of Occupational Health Psychology**, 16(1): 95-111.

Lim, S., Cortina, L. M., & Magley, V. (2008). Personal and workgroup incivility: Impact on work and health outcomes. **Journal of Applied Psychology**, 93(1): 95-107.

Chan, W.Y., Lau, S., Nie, Y., Lim, S., & Hogan, D. (2008). Organizational and personal predictors of teacher commitment: The mediating role of teacher efficacy and identification with school. **American Educational Research Journal**, 45, 597-630.

Gittell, J. H., Cameron, K. S., Lim, S., & Rivas, V. (2006). Relationships, layoffs, and organizational resilience: Airline industry responses to September 11th. **Journal of Applied Behavioral Science**, 42: 300-329.
   - *Honorable Mention, Douglas McGregor Memorial Award for Best Paper in the Journal of Applied Behavioral Science.*

Lim, S., and Cortina, L. M. (2005). Interpersonal mistreatment in the workplace: The interface and impact of general incivility and sexual harassment. **Journal of Applied Psychology**, 90(3): 483-496.

Kramer, J., Bria, W., Lim, S., Lee, F., West, J., Saint, S., & Fendrick, A. (2004). The Discharge Navigator: A web-based innovation to better manage information flow during hospitalization. **Journal of General Internal Medicine**, 19(s1), 108.

Mangrulkar, R., Kim, C., Lim, S., Lee, F., Del Valle, J., & Kramer, J. (2004). Towards the ideal signout: Using house officer opinion to improve inpatient transitions in care. **Journal of General Internal Medicine**, 19(s1), 228.

Kramer, J., Bria, W., Lim, S., Lee, F., West, J., Lund, R., Saint, S., & Fendrick, A. (2004). Using a web-based Discharge Navigator to improve the transfer of information from the hospital to out-patient clinicians. **Journal of General Internal Medicine**, 19(s1), 233.

Lim, S., & Howard, R. (1998). Antecedents of sexual and non-sexual aggression in young Singaporean men. **Personality and Individual Differences**, 25: 1163-1182.

BOOK CHAPTERS

Lim, S., Yao, J. X., & Tay, E. (2025) Workplace Incivility. In Dalal, R.S., Jensen, J.M., & Lim. S. (Eds.) **Handbook of Counterproductive Workplace Behaviors**. Edward Elgar Publishing.

Jensen, J.M., Lim. S., & Dalal, R.S. (2025) Introduction to the Handbook of Counterproductive Work Behavior. In Dalal, R.S., Jensen, J.M., & Lim. S. (Eds.) **Handbook of Counterproductive Workplace Behaviors.** Edward Elgar Publishing.

Dalal, R.S., Jensen, J.M., & Lim. S. (2025) Where we've been and where we're heading: Author insights and concluding reflections from the Handbook of Counterproductive Work Behavior. In Dalal, R.S., Jensen, J.M., & Lim. S. (Eds.) **Handbook of Counterproductive Workplace Behaviors**. Edward Elgar Publishing.

Lim. S., Tong, Y. K., & Goh, E-Yang (2023) Building a Psychologically Safe Workplace with Civility and Humility. In M Khader, E. Tan, B. Toh, S. Diong and S. Chua (Eds.) **Crisis Leadership: A Guide for Leaders** (pp.147-159), World Scientific.

Lim, S., & Yao, J. X. (2021). The Role of Leaders in Shaping a Civil and Respectful Workplace. In De Cremer D. (Ed.) **On the Emergence and Understanding of Asian Global Leadership**, De Gruyter.

Lee X, & Lim S. (2016). Cross-cultural differences in workplace aggression. In N. Bowling and S. Hershcovis (Eds.) **Cambridge Companion Series: Research and Theory on Workplace Aggression**, Cambridge, UK: Cambridge University Press.

Gittell, J. H., Cameron, K.S., Lim, S., & Rivas, V. (2008). Airline industry responses to September 11th. In R. Burke and C. Cooper (Eds.) **International Terrorism and Threats to Security: Managerial and Organizational Challenges** (pp. 267-290), Northampton, MA: Edward Elgar Press.

Price, R. H., Choi, J. N., & Lim, S. (2007). Beyond the Iron Rice Bowl: Life stage and family dynamics in unemployed Chinese workers. In G. Lee, & M. Warner (eds.) **Unemployment in China: Economy, Human Resources and Labor Markets** (pp. 108-127). NY: Routledge.

Lim, S. (1998). What to do about gender relations and sexual harassment in the military: Experiences from other armies. **Catalyst,** 3(1): 61-70.

TECHNICAL REPORTS

Vogel, A. & **Lim, S.** (2011) "Survey of Foreign Domestic Worker Employment in Singapore" in "**Made to Work 2011: Attitudes towards Granting Regular Days Off to Migrant Domestic Workers in Singapore**" published by Singapore National Committee for the United Nations Development Fund for Women (UNIFEM) and International Labor Organization (ILO).
      - *Reported in The Straits Times, Prime News, June 25, 2011, Saturday.*

CONFERENCE PRESENTATIONS

Lim, S., Fan, P., Jha, N., & Lim, A.C. (2025) "Personality Matters: Low Agreeableness and Extraversion Predict Stronger Preferences for Trust Repair after Workplace Incivility" presented at the American Psychological Association Convention, Washington, DC.

Lim, S., Goh, E., Tay, E.Y. J., & Lim, A.C. (2025) "Perceptions of leaders as active bystanders" presented at the Society for Industrial and Organizational Psychology Conference, Denver, CO.

Tay, E.Y.J., Lim, S., Chen, A. Goh, E. (2024) "Dominant or Benevolent? How Bystander Intervention Against Gender Harassment Leads to Status" Academy of Management Proceedings 2024 (1), 21084.

Lim, S., Tay, E., Lim, A., Goh, E. (2024) "Moral Elevation as an Observer Response to Bystander Intervention in Sexual Harassment" symposium presentation at the Academy of Management Annual Meeting, Chicago, IL.

Lim, A., Lim, S., & Tay, E. (2024) "Unpacking the Role of Gender, Political Will and Political Skill Career Sponsorships" presented at the Academy of International Business Conference, Seoul, Korea.

Goh, E., Lim, S., Tay, E. (2024) "An examination of incivility's effects on patient pain and operational outcomes" presented at the Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Lim, A., Lim, S., & Tay, E. (2024) "Negative Peer Response and the Impact of Sexual Harassment on Perceived Safety" presented at the Society for Personality and Social Psychology, San Diego, CA.

Goh, E., Lim, S., & Tay, E. (2023) "A social-oil perspective of the relation between humility, incivility, and leadership appraisal" presented at the Academy of Management Annual Meeting, Boston, MA.

Tay, E., Lim, S., Chen, A., & Goh, E. (2023) "Bystander Involvement in Gender Harassment Predicts Perceived Promotability of Bystanders" presented at the American Psychological Association Convention, Washington, DC.

Tay, E., Goh, E., Tong, Y.K., Shrestha, C., & Raedi, H. (2023) "A Systematic Literature Review of the Behavioral Levers in Bystander Intervention Programs" presented at the American Psychological Association Convention, Washington, DC.

Tay, E., Lim, S., Chen, A., & Goh, E. (2023) "Bystander Gender Interacts with Intervention Strategy to Influence Perceived Bystander Morality and Leadership Potential" presented at the Association for Psychological Science Convention, Washington, DC.

Tay, E., Wang, Y., & Lim, S. (2023) "From Survivors to Saviors: Sexual Harassment Victimization and Helping Behaviors" presented at the Society for Industrial and Organizational Psychology Conference, Boston, MA.

Tay, E., Wang, Y., Lim, S., & Lim, A. (2023) "Altruism Born of Suffering: Workplace Sexual Harassment Victimization and its Relationship with Prosocial Behaviors" presented at the Work, Stress, and Health Conference, Miami, FL.

Tay, E., Lim, S., Goh, E., Tong, Y.K., Chung, D., Devi, K., Tan C.H., & Indran, I.R. (2022) "Organizational Factors that Influence Organizational Effectiveness in Tackling Disruptive Behavior" presented at the American Psychological Association Convention, Minneapolis, MN.

Tay, E., Tong, Y.K., & Lim, S. (2022) "The Moderating Effects of Neuroticism on Prosocial Behaviors in Sexual Violence Prevention" presented at the American Psychological Association Convention, Minneapolis, MN.

Goh, E. Y., Lim, S., Tong, Y. K., & Wee, J. C. P. (2022). "Incivility exacerbates physical pain: The harmful collateral effects of incivility" presented at Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Lim, S., Tong, Y. K., Wee, J. C. P., Ng, J.C.F., Wong, T.H., Ong, M.E.H. and Goh, S.K. (2018) "Does 'being nice' matter in a crisis? Civility during trauma team activations" presented at the Academy of Management Annual Meeting, Chicago, IL.
  - *Selected as a Showcase Symposium by the Academy of Management*

Gloor, J. L., Li, X., & Lim, S. (2018) "What you see is what you get? Gender differences in workplace disrespect" presented at the Academy of Management Annual Meeting, Chicago, IL.

Lim, S., & Koh, J. (2018) "Trust repair after incivility" presented at the Annual Conference of the Society of Industrial and Organizational Psychology, Chicago, IL.

Lim, S., Chen, V.J.C., Tong, Y.K., Wee, J. C. P., Tan, T.X.Z., Tan, T.X.Z., Ng, J.C.F., Wong, T.H., Ong, M.E.H. & Goh, S.K. (2018) "Leadership in trauma teams: An interview study" presented at the International Forum on Quality and Safety in Healthcare, Amsterdam, Netherlands.

Lim, S., Tong, Y. K., Wee, J. C. P., Tan, T.X.Z., Ng, J.C.F., Wong, T.H., Ong, M.E.H. and Goh, S.K. (2018) "Leadership in multidisciplinary teams: Observations from trauma team activations" presented at the Society of General Internal Medicine Annual Meeting, Denver, CO.

Gloor, J. L., Li, X., & Lim, S. (2017) "An Inconvenient Truth? Interpersonal and Career Consequences of "Maybe Baby" Expectations" presented at the Academy of Management Meeting, Atlanta, GA.
  - *Won Best Paper Award based on a dissertation (Gender & Diversity in Organizations)*

Yao, J., Guo, Y., Ng, W., Lim, S., & Ou, A.Y. (2017) "Workplace Incivility: A Meta-Analytic Review" Presented at the Annual Conference of the Society of Industrial and Organizational Psychology, Orlando, FL.

Lim, S., Heng, C.P., Lim, V., Cortina, L. M., & Magley, V. (2016) "Workplace Incivility and Perceived Injustice: In Person and Online" Presented at the British Academy of Management Annual Meeting, Newcastle, UK.

Yang, G., Lim, S., & Ilies, R. (2016) "Happy and Uncivil: The Role of Moral Disengagement and Perspective-taking" Presented at the Academy of Management Annual Meeting, Orlando, FL.

Gloor, J. L., Lim, S., Li, X., & Feierabend, A. (2016). "Maybe Baby" isolates ladies: Incivility's career consequences for young childless women. Presented at the Annual Meeting of the European Academy of Management, Paris, France.
- *Won Best Paper Award (Organisational Behaviour)*
- *Nominated for Most Inspirational Paper Award (top 3 finalist)*

Tai, K., Lim, S., Tong, Y. K., & Arvey, R. (2016) "Effects of Physical Fitness and Personality on Counterproductive Work Behaviors." Presented at the Annual Conference of the Society of Industrial and Organizational Psychology, Anaheim, CA.

Li, X., Lim, S., & Ilies, R. (2015) "Coworker Incivility and Spousal Support Provision: The Mediating Role of Surface Acting." Presented at the Academy of Management Annual Meeting, Vancouver, Canada.

Yang, G., & Lim, S. (2015) "Happy and Uncivil: The Role of Moral Disengagement and Moral Identity". Presented at the International Work, Stress, and Health Conference, Atlanta, GA.

Li, X., & Lim, S. (2015) "Effects of Self-Compassion on Work-to-Family Incivility" Presented at the Annual Conference of the Society of Industrial and Organizational Psychology, Philadelphia, PA.

Schilpzand, P., Leavitt, K., & Lim, S. (2014) "Incivility Hates Company: Shared Victimization Attenuates Attribution-Driven Effects of Rudeness" Presented at the Academy of Management Annual Meeting, Philadelphia, PA.

Lim, S., Li, X., & Yang, G. (2014) "Spillover of Incivility from Work to Family: The Buffering Effects of Self-Compassion and Empathy" Presented at the Academy of Management Annual Meeting, Philadelphia, PA.

Lim, S., & Ou, A. (2014) "Reactions to incivility: The influence of individualism and collectivism" Presented at the International Congress of Applied Psychology, Paris, France.

Lee, J. H., & Lim, S. (2014) "The Impact of Team-level Incivility on Team Processes and Satisfaction" Presented at the Annual Conference of the Society of Industrial and Organizational Psychology, Honolulu, Hawaii.

Nahum-Shani, I, Lim, S., Henderson, M.M., & Vinokur, A. (2013) "Supervisor support: Does it buffer or exacerbate the adverse effects of supervisor undermining?" Presented at the Academy of Management Annual Meeting, Orlando, FL.

Lim, S., Kabat-Farr D., Cortina, L.M., & Magley, V. (2012) "Incivility and its consequences: Does the injury extend across person and time" Presented at the Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA.

Lim, S. & Heng, C.P. (2012) "Performance and psychological outcomes of cyber-incivility: An experimental study" Presented at the Asian Academy of Management Conference, Seoul, South Korea.

Lim, S., & Tai, K. (2011) "Family Incivility and Job Performance: A Moderated Mediation Model" Presented at the Academy of Management Annual Meeting, San Antonio, TX.

Ilies, R., Lim, S., Koopman, J., Christoforou, P. & Arvey, R. (2011) "Emotional Mechanisms Linking Incivility at Work to Withdrawal and Aggression at Home: An Experience-Sampling Study" Presented at the International Conference on Occupational Stress and Health, Orlando, FL.

Lim, S. & Tai, K. (2011) "Core Self-Evaluation and Neuroticism: Moderating the Incivility-Psychological Health Relationship" Presented at the Annual Conference of the Society of Industrial & Organizational Psychology, Chicago, IL.

Kortba, L. & Lim, S. (2010) "Self and Others' Perceptions of Leaders: Does Leader Age Matter?" Presented at the Annual Meeting of the Academy of Management, Montreal, Canada.

Prasad, S., Lim, S., & Lim, V.K.G. (2010) "Incivility: A qualitative analysis across differential power distributions." Presented at the International Congress of Applied Psychology, Melbourne, Australia.

Sun, S.H., & Lim, S. (2010) Knowing your team members: Its effects on incivility and trust in work teams." Presented at the International Congress of Applied Psychology, Melbourne, Australia.

Prasad, S., Lim, S., Lim, V.K.G., & Ramchandani, B. (2010) "The Effects of Differential Power Relationships on Coping with Disrespect." Presented at the Association of Psychological Science Annual Convention, Boston, MA.

Lim, S. (2010) "Receiving respect in the workplace: The advantage of age." Presented at the Annual Conference of the Society of Industrial & Organizational Psychology, Atlanta, USA.

Lim, S. & Lee, A. (2009) "The Impact of Workplace Incivility on Work and Family." Presented at the Annual Meeting of the Academy of Management, Chicago, IL.

Lim, S., Lim., V.K.G., Cortina, L.M., & Magley, V.J. (2009) "Reactions to interpersonal and cyber-Incivility: The role of perceived injustice." Presented at the Annual Conference of the Society of Industrial and Organizational Psychology, New Orleans, LO.

Lim, S. (2008) "Perceptions of international instructors; A cross-cultural study." Presented at the Association of Psychological Science Annual Convention, Chicago, IL.

Lim, S. (2007) "The impact of supervisor support on the occupational stress process: A longitudinal study." Presented at the Annual Conference of the Society of Industrial and Organizational Psychology, New York, NY.

Lim, S. (2006) "The counterintuitive effects of supervisor support on employee self-perceived work effectiveness: A longitudinal study." Presented at the Annual Meeting of the Academy of Management, Atlanta, GA.

Lim, S. (2006) "Perceptions of organizational culture: Organizational level and gender as sources of variance." Presented at the Annual Meeting of the Academy of Management, Atlanta, GA.

Lim, S. (2006) "The impact of cultural stereotypes on performance evaluations of international instructors." Presented at the Annual Convention of the American Psychological Association, New York, NY.

Lim, S., & Konik, J. (2004) "Diversity and Antisocial Behavior in Organizations: New Contributions from Multi-level Research." Co-chaired symposium at the Annual Meeting of the Academy of Management, New Orleans, LA.

Lim, S., & Cortina, L.M. (2004) "An integrated model of the effects of incivility at the personal and workgroup level." Presented at the Annual Meeting of the Academy of Management, New Orleans, LA.

Gittell, J. H., Cameron, K., & Lim, S. (2004) "Relationships, layoffs and organizational resilience: Airline industry responses to September 11th." Presented at the Annual Meeting of the Academy of Management, New Orleans, LA.

Lim, S., & Cortina, L. M. (2003). "Organizational justice for All? The bright, the grey, and the dark sides of the social workplace." Co-chaired symposium at the Annual Meeting of the Academy of Management, Seattle, WA.
- *Selected as a Showcase Symposium by the Academy of Management*

Lim, S., Barker, B., & Cortina, L.M. (2003) "Experiencing and observing incivility: Effects on perceived justice, organizational and personal outcomes." Presented at the Annual Meeting of the Academy of Management, Seattle, WA.

Barker, B., & Lim, S. (2003) "Effects of incivility and perceived Injustice: A campus experience" Presented at the <u>Annual Convention of the American Psychological Association</u>, Toronto, Canada.

Lim, S., & Cortina, L.M. (2002) "Effects of incivility at the workplace: An integrated model." Presented at the <u>International Congress of Applied Psychology</u>, Singapore.

Lim, S., & Cortina, L.M. (2002) "Interpersonal mistreatment in the workplace: Examining the relationships between incivility, gender harassment and sexual harassment." Presented at the <u>Annual Conference of the Society of Industrial and Organizational Psychology</u>, Toronto, Canada.

INVITED PRESENTATIONS

<u>Invited Speaker</u>

- Toxic Ties: An International Perspective on Workplace Bullying, Harassment, and Incivility (2025) Professional Development Workshop at the <u>Annual Meeting of the Academy of Management</u>, Copenhagen, Denmark.
- Keynote speaker (2024) <u>Center for Inclusive Leadership Conference</u>: Inclusion and Sustainability, Ritsumeikan Asia Pacific University, Osaka, Japan.
- Doctoral Consortium (2017, 2018, 2019) <u>Academy of Management Annual Meetings</u>
- Making Connections with OB Experts networking session (2017, 2018) <u>Academy of Management Annual Meetings</u>
- Workplace Incivility: Theory and Action (2017) <u>Deakin University Panel Event</u>, Melbourne, Australia.
- Workplace Incivility Research Incubator (2015) Professional Development Workshop at the <u>Annual Meeting of the Academy of Management</u>, Vancouver, Canada.
- The Productivity Process: Research Tips & Strategies from Prolific Junior Faculty (2014) Professional Development Workshop at the <u>Annual Meeting of the Academy of Management</u>, Philadelphia, PA.
- Workplace Incivility Research (2013) Professional Development Workshop at the <u>Annual Meeting of the Academy of Management</u>, Orlando, FL.
- Workforce Challenges and Strategies in New Asia (2009) <u>Singapore Human Capital Summit</u>. Singapore.
- Training and role of Industrial-Organizational Psychologists in Singapore (2006) <u>Singapore Psychological Society Annual Meeting.</u>
- <u>International Graduate Fellowships Annual Meetings</u> (2005) American Association for University Women, Ann Arbor, Michigan.

<u>Invited Research Talks</u>

- Northwestern University
- University of Pennsylvania
- University of British Columbia
- Georgia Institute of Technology
- Saint Louis University
- University of Connecticut
- Singapore Management University
- Nanyang Technological University
- James Cook University

- FM News Radio 93.8
- The Straits Times
- Lianhe Zaobao
- Channel News Asia
- TODAY
- Malay Mail Online
- The Jakarta Post
- Prime Candidates, TV documentary series by Channel News Asia
- The Vancouver Sun

RESEARCH GRANTS AND ACADEMIC AWARDS

Research Grants

Principal Investigator

- Workforce Development Applied Research Fund (2025-2027) "An exploratory investigation of persons with disabilities' workforce and CET participation" *SkillsFuture Singapore.*

- Humanities and Social Sciences (HSS) Seed Fund (2022-2023) "Inoculating against victim blaming" *National University of Singapore.*

- MOE Academic Research Fund Tier 1 research grant (2019-2022) "Harassment and Bystanders" *National University of Singapore.*

- MOE Academic Research Fund Tier 1 research grant (2017-2020) "Managing Relationships and Civility under Stress" *National University of Singapore.*

- Humanities and Social Sciences (HSS) Seed Fund (2015-2017) "Management of critical events: Learning from hospital trauma teams" *National University of Singapore.*

- MOE Academic Research Fund Tier 1 research grant (2012-2015) "Coping with interpersonal mistreatment: Resilience and risk factors across cultures" *National University of Singapore.*

- Start-up Research Grant (2009-2011) "The impact of incivility in the workplace" *National University of Singapore.*

- Faculty Research Grant (2007-2008) "An integrated study of incivility in organizations" *Singapore Management University.*

- Faculty Research Grant (2005-2007) "Perceptions of international instructors: A cross-cultural study" *Singapore Management University.*

- Global Transformations Research Grant (2003) *International Institute, University of Michigan.*

- Hough Summer Research Grant (2003) *Department of Psychology, University of Michigan.*

<u>Co-investigator</u>

- Collaborative Health Services Research Initiative for Practice Improvements Research Grant (2003-2005)
  University of Michigan Medical School.

Other Awards

- Emerald Best Dissertation Paper Award (Gender & Diversity in Organizations) 2017
  Academy of Management Annual Conference in Atlanta, GA

- Best Paper Award (Organisational Behaviour) 2016
  European Academy of Management Annual Conference in Paris, France

- Most Inspirational Paper Award (top 3 finalist) 2016
  European Academy of Management Annual Conference in Paris, France

- Outstanding Educator Award (2014/15)
  NUS Business School, National University of Singapore

- Outstanding Educator Award (2013/14)
  NUS Business School, National University of Singapore

- Humanities and Social Sciences (HSS) Faculty Research Fellowship (2011/12)
  Office of the Deputy President (Research and Technology), National University of Singapore

- Honorable Mention, Douglas McGregor Memorial Award for Best Paper (2007)
  Journal of Applied Behavioral Sciences

- Rackham One-term Dissertation Award (2005)
  Rackham School of Graduate School, University of Michigan, Ann Arbor, MI

- Dissertation Thesis Award (2004)
  Department of Psychology, University of Michigan, Ann Arbor, MI

- International Graduate Fellowship (2004)
  Educational Foundation, American Association of University Women

- McGuigan Prize for Best Graduate Paper on Women and Gender (2004)
  Women's Studies Program, University of Michigan, Ann Arbor, MI

- Rackham Barbour Scholarship (2002)
  Rackham School of Graduate School, University of Michigan, Ann Arbor, MI

- Graduate Research Fellowship (2000-2005)
  Department of Psychology, University of Michigan, Ann Arbor, MI

TEACHING EXPERIENCE

Academic Courses Taught

<u>NUS Business School</u>

- FSP 4003: Field Service Project
- BMA5901: NUS MBA Management Practicum
- BMA3702/3322: Negotiation and Conflict Management
- BMA5406: Negotiation and Conflict Management
- BMA5004A: Management and Organization
- BMO6001: Seminar in Organizational Behavior
- MNO1001: Management and Organization

Singapore Management University
- PSYC101: Design, Measurement, and Data Analysis in Psychology
- PSYC105: Industrial & Organizational Psychology
- RMSS001: Research Methods in the Social Sciences

University of Michigan
- Psychology 361: Advanced Laboratory in Organizational Psychology
- Psychology 111: Introduction to Psychology
- Psychology 360: Introduction to Organizational Psychology

Executive Teaching

National University of Singapore
- NYU-NUS Business in Asia Programme
- PERTAMINA-NUS Global Executive Development Programme
- Negotiations & Influence in Asia Programme
- BANGKO SENTRAL NG PILIPINAS (BSP) Executive Leadership Programme
- UCLA-NUS Executive MBA Programme
- Cerebos-NUS Leadership Development Programme
- Bridgestone-NUS Regional Development Class Programme
- Mizuho-NUS Managers Leadership Programme
- NUS Leadership Development Programme

Research Students Supervised

PhD Dissertation Committees
- Zhu Yimo
- Goh E-Yang
- Wang Yating
- Lee Shu Fen
- Yao Jingxian
- Guo Yang
- Katrina Lin Jia
- Wang Nan
- Rashmi Sahai
- Don Chen
- Rashimah Binte Rajah
- Chan Meow Lan, Evelyn
- Khoo Hwee Sing

Honors Thesis Supervisor
- Victoria Lim Yuk Ki
- Michelle Ang Wen Bao
- Tay Xin Yi Mavian

- Goh Changjun
- Goh E-Yang
- Valerie Mok
- Jared Koh
- Chew Jin Mei Deborah
- Elgin Ng
- Low Seet Teng
- Heng Choon Peng
- Alexia Lee

CONSULTING EXPERIENCE AND PUBLIC SERVICE

- Navy Field Psychologist, Applied Behavioral Sciences Department, Singapore Ministry of Defence
- National Committee of the United Nations Development Fund for Women (UNIFEM), Singapore
- International Labor Organization (ILO)
- KOSH Consulting Group, Singapore
- Denison Consulting, USA

ACADEMIC ACTIVITIES AND AFFILIATIONS

Williams A. Owens Scholarly Achievement Award committee, *Society for Industrial & Organizational Psychology (SIOP)*

Invited Expert Assessor: U.S. National Science Foundation research awards
Social Sciences and Humanities Research Council of Canada (SSHRC) research grants
Research Grants Council (RGC) of Hong Kong

External Examiner for PhD dissertation, *Nanyang Technological University*

Editorial Board member of the Journal of Business Research

Ad-hoc Reviewer: Journal of Applied Psychology
Academy of Management Journal
Personnel Psychology
Organizational Behavior and Human Decision Processes
Organization Science
Journal of Organizational Behavior
Journal of Business Ethics
Journal of Occupational Health Psychology
Journal of Management
Human Performance
Psychology of Women Quarterly
Applied Psychology: An International Review
Work and Stress
Human Relations
Journal of Applied Social Psychology
Journal of Managerial Psychology
Journal of Asian Business
Negotiation and Conflict Management Research
Scientific Reports
BMC Psychology

Full member: Academy of Management
                             Society of Industrial & Organizational Psychology
                             American Psychological Association
                             Association for Psychological Science

Advisory Board Member (2019-present), *University of Michigan Alumni, Singapore (UMAS)*

Vice-president (2008-2017), *University of Michigan Alumni, Singapore (UMAS)*

University representative (2008-2017), *Distinguished Universities Alumni League (DUAL) Singapore*