

# Theodore C. Masters-Waage

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## **EDUCATION**

### **Ph.D. candidate, Organisational Behavior, Singapore Management University, 2018-Present**

Concentrations: Mindfulness, Attention, Decision Making  
Advisor: Jochen Reb, Ph.D.

### **BSc Experimental Psychology, First Class Honours, University of Bristol, 2016**

Concentrations: Cognitive Science, Executive Functions, Developmental Psychology  
Thesis: Refilling Mental Resources: Exploring the Mechanisms behind Ego-Repletion during Mindfulness  
Thesis Advisor: Bruce Hood, Ph.D.

### **International Baccalaureate, Leighton Park School, 2012**

Concentrations: English, Economics and Physics

## **PUBLICATIONS**

Mrazek A. J., Mrazek M. D., Cloughsey J., Holman A., Masters-Waage T. C., Calcagnotto L., & Schooler J. W. (2020), "Familiarity, Attitudes, and Self-Regulatory Challenges Related to Mindfulness", *Mindfulness*, 1-8

Reb, J., & Masters-Waage, T. C., (2020). "The Mindful Emotion Management Framework: A Biopsychological Approach to Mindfulness in the Workplace." In *Cambridge Handbook of Workplace Affect*.

Kay, A. A., Masters-Waage, T. C., & Skarlicki D. (2019). "Mindfulness at Work." In *Oxford Bibliographies*

## **WORKING PROJECTS (under review)**

Reb J., Masters-Waage T. C., Nai J., Sim S., Tan N., & Narayanan J. (Revise & Resubmit), "Going far together by being here now: Mindfulness increases cooperation in negotiations", Submitted: *Organizational Behavior and Human Decision Processes*

Masters-Waage T. C., Jha N., & Reb J. (Under Review), "COVID-19, Coronavirus or Wuhan Virus? Understanding How to "Do No Harm" When Naming a Pandemic", Submitted: *Frontiers in Psychology*

Kay A. A., Masters-Waage T. C., Vlachos P. A., & Reb J. (Under Review), "Mindfully Outraged: Mindfulness Amplifies Retribution via Moral Outrage at Third-Party Injustice", Submitted: *Journal of Applied Psychology*

Masters-Waage T. C., Reb J., Peters E., & Bandara U. (Under Review), “A Meditation Toolkit for Managers”, Submitted: *Harvard Business Review*

## **PRESENTATIONS**

Masters-Waage, T. C. (2016). “Refilling Mental Resources: Exploring the Mechanisms behind Ego-Repletion during Mindfulness” Dissertation presentation at the *South-West Undergraduate Thesis Conference* (UK).

**Award:** Top Oral Presentation (given to top three papers)

Masters-Waage, T. C. (2018). “Integrating Mindfulness into Education: A working model for developing an effective mindfulness training program for high-school students.” Poster presentation at the *International Mindfulness Conference*, Amsterdam.

**Award:** Top Poster Presentation (given to top ten papers)

Masters-Waage, T. C. (2019). “Quieting the Storm: Mindfulness Amplifies Moral Emotions Yet Muffles Punitive Responses towards Corporate Deviants.” Presented at the *Transatlantic Doctoral Conference*, London Business School.

Hulsheger, U. R., Lyddy, C. J., Masters-Waage, T. C., ... Yang, T. (2019, July). Theoretical and Empirical Advances of Mindfulness at Work. In *Academy of Management Proceedings* (Vol. 2019, No. 1, p. 16102). Briarcliff Manor, NY 10510: Academy of Management

Masters-Waage, T. C. (2020). “Inequalities in the Attention Market: Does a Gender Attention Bias Stifle Group Decision Making” Poster presentation at the *Bounded Rationality Winter School* run by Max Plank Institute, Chinese Academy of Sciences & TAPMI Business School, Manipal.

**Award:** Best Poster Presentation

Masters-Waage, T. C. & Gladstone, J. (2020; Cancelled). “When Paying is (Even) More Painful: Consumption Responses to Experiencing Economic Hardship” Poster presentation at the *Summer Conference on Consumer Financial Decision-Making* run by Colorado University, Boulder.

## **RESEARCH EXPERIENCE**

### **Post-Baccalaureate Research Fellow, UC Santa Barbara, 2017-2018**

Research Supervisors: Michael D. Mrazek, Ph.D. & Jonathan W. Schooler, Ph.D.

Assisted in the generation of a mindfulness program for adolescents aimed at bridging the science-to-service gap. Also took part in weekly META lab meetings engaging in a wide range of topics including mind wandering, meta-awareness and consciousness.

**Output from project:** [www.evidencebasedcourses.com](http://www.evidencebasedcourses.com)

### **Research Assistant, University of Oxford, 2016**

Research Supervisor: Molly J. Crockett, Ph.D.

Collected field data on the effect of transformational experiences on pro-social behavior; measured through variants of the trust and dictator games. Data collected over several months at a number of UK festivals and Burning Man, Nevada.

**Output from project:** <https://doi.org/10.1073/pnas.1918477117>

**Research Assistant, University of Reading, 2015**

Research Supervisor: Lynne Murray, Ph.D.

Investigated the development of executive control (e.g. emotion/attention regulation) in infants. Methods used included coding cross-cultural data on mother-infant interactions and measuring attention regulation in infants using Neonatal EEG.

**Research Assistant, University of Bristol, 2014-16**

Research Supervisor: Bruce M. Hood, Ph.D.

Conducted research on a number of different projects with the Bristol Cognitive Development Center. Studies included investigating the effect of self-priming on the endowment effect and self-control in infants and measuring individual's physiological responses when their teleological beliefs are tested (using Galvanic Skin Response equipment).

**AWARDS AND HONORS**

Best Poster Presentation, Bounded Rationality Winter School, 2020

Top Poster Presentation, International Mindfulness Conference, 2018

Top Oral Presentation, South-West Undergraduate Thesis Conference, 2016

Outstanding Achievement in Statistics, University of Bristol, 2016

Head Boy & All-Around Award for Excellence, Leighton Park School, 2012