

Samantha Su-Hsien Sim, PhD
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ACADEMIC POSITIONS

Singapore Management University – Lee Kong Chian School of Business	
<i>Senior Lecturer</i>	2026 – Present
Universidade Nova de Lisboa – Nova School of Business and Economics (SBE)	
<i>Assistant Professor (Tenure track)</i>	2018 – 2025
Católica-Lisbon School of Business & Economics	
<i>Adjunct professor & Post-doctoral fellow</i>	2017 – 2018
Singapore Management University	
<i>Adjunct professor</i>	2015 – 2017

EDUCATION

Singapore Management University	
<i>PhD in Business (Organizational Behavior Human Resources)</i>	2012 – 2017
Tilburg University	
<i>Research Master degree Social Sciences (Social Psychology)</i>	2010 – 2012
Singapore Management University	
<i>Bachelor of Social Sciences, Psychology major</i>	2005 – 2009

RESEARCH INTERESTS

Compassion at the workplace, Mindfulness at the workplace, Work and Well-being

RESEARCH (H-Index: 11; Google Scholar link [here](#))

Selected Publications

Sim, S. & Reb, J. (2025). Mindful emotion regulation at work. In J.M. Diefendorff, K.R Niven, R.J. Erickson, & N.W. Chi (Eds.). *Handbook of Emotion Regulation at Work*. Edward Elgar Publishing.

Peters, E. K., Sim, S., Reb, J., Young, J. H., & Young, M. E. (2025). Minding Well-Being: Validation of the Mindfulness-Based Strategic Awareness Training (MBSAT) for Non-Clinical Populations. *Mindfulness*, 1-19.

Masters-Waage, T. C., Nai, J., Reb, J., Sim, S., Narayanan, J., & Tan, N. (2021). Going far together by being here now: Mindfulness increases cooperation in negotiations. *Organizational Behavior and Human Decision Processes*, 167, 189-205. Equal first authorship between first four names.

Media outreach: “Mindfulness – Beyond well-being” in Revista Human Resources Portugal April, 2022. <https://hrportugal.sapo.pt/mindfulness-alem-do-bem-estar/>

Media outreach: “Idea Watch: Mindfulness Can Improve Outcomes— for All Parties” in Harvard Business Review November/December 2022 Print issue.

https://drive.google.com/file/d/1_zs4GyG7rIWt2DXLsy08jbpM0acZtzpi/view?usp=sharing

Selected Publications (cont'd)

Ferris, L. D., Reb, J., Lian, H., Sim, S., & Ang, D. (2018). What goes up must keep going up? Cultural differences in cognitive styles influence evaluations of dynamic performance, *Journal of Applied Psychology*, 103(3), 347.

George, G., Dahlander, L., Graffin, S., & Sim, S. (2016). From the Editors: Reputation and Status: Expanding the Role of Social Evaluations in Management Research. *Academy of Management Journal*, 59: 1-13.

Reb, J., Sim, S., Chintakananda, K., & Bhave, D. P. (2015). Leading with mindfulness: Exploring the relation of mindfulness with leadership behaviors, styles, and development In P.W.B. Atkins (Ed.) *Mindfulness in organizations: Foundations, research, and applications*. Cambridge, UK: Cambridge University Press.

Stel, M., van den Bos, K., Sim, S., & Rispens, S. (2013). Mimicry and just world beliefs: Mimicking makes men view the world as more personally just. *British Journal of Social Psychology*, 52(3), 397-411.

Selected Conference Presentations

European Academy of Management June 2025; Paper author: *Mindfulness-Based Holistic Education in Management: Foundations, Design, Evidence, and Documentation*

Academy of Management Annual Meeting July 2025; Paper author: *Validation of the Mindfulness-based Strategic Awareness Training (MBSAT) for Working Adults*

Academy of Management Annual Meeting July 2025; Paper author: *Mindfulness-Based Holistic Education in Management: Foundations, Design, Evidence and Documentation*

Academy of Management Annual Meeting 2023; Symposium presenter: *Fear of Negative Evaluation Mediates the Positive Effect of Mindfulness on Feedback-Seeking Behavior*

European Conference on Positive Psychology 2022; Symposium presenter: *Corporate well-being programs and organizational support: the role of program variety*

Academy of Management Annual Meeting 2020; Symposium presenter: *The Effect of Mindfulness Meditation on the Iowa Gambling Task*

European Academy of Management Annual Meeting 2020; Paper author: *A Roadmap for State Mindfulness Research*

Academy of Management Annual Meeting 2019; Paper author: *A Roadmap for State Mindfulness Research*

Academy of Management Annual Meeting 2018; Symposium presenter: *Doing Bad to Do Good? Compassion at Work and Pro-Social Rule Breaking*

Academy of Management Annual Meeting 2017; Symposium organizer: *Mindfulness at Work: New Empirical Directions*

Academy of Management Annual Meeting 2017; Symposium presenter: *The Influence of Mindfulness on Cooperative Intentions and Behavior*

Works in Progress (Titles are masked)

Sim, S., Hafenbrack, A., Sguera F., Wu, W., Wu, E. S., & Vohs, K. State mindfulness induction. Received first review at Organizational Behavior and Human Decision Processes.

Sim, S., Reb, J., Goh, Z., Wermelinger, S., & Hofbauer, N. Leader compassion. Targeted at Journal of Business Ethics.

Peters, E. K., Reb, J., & Sim, S. Mindfulness intervention in business education. Targeted at Academy of Management Learning and Education.

Sguera, F., Sim, S., & Bagozzi, R. Gender differences in evaluations of doctor tardiness. Targeted at Journal of the Academy of Marketing Science.

Hafenbrack, A., Sim, S., & Tadmor, C. Mindfulness and integrative complexity. Targeted at Mindfulness.

Works in Progress (cont'd)

Daniels, M., & Sim, S. Leader humility. Targeted at JAP.

Sim, S., Yao, J., & Sguera, F. Mindfulness and employee voice behavior. Targeted at Mindfulness-

Goh, Z., Li, C., & Sim, S. Employee development and thriving. Targeted at Journal of Organizational and Occupational Psychology.

Kim, M., Goh, Z., & Sim, S. Incivility at the workplace. Targeted at Journal of Organizational Behavior.

Sim, S., Kousi, S., & Lambert, L. Well-being interventions in organizations. Targeted at Journal of Management Psychology.

Krishnan, P., Consiglio, I., Rathee, S., & Sim, S. Gender stereotype associations and language. Targeted at Journal of Consumer Psychology.

Oros, R., Sim, S., Kernbach, S., & Cunha, M. P. A systematic review of career life design interventions. Targeted at Journal of Vocational Behavior.

Oros, R., Sim, S., & Monteiro, A. Efficacy of a career life design training on students. Targeted at Journal of Vocational Behavior.

Oros, R., Sim, S., & Monteiro, A. Efficacy of career life design training on the unemployed. Targeted at Journal of Vocational Behavior.

TEACHING

Nova School of Business & Economics – Faculty

Human Resources Management (Masters Core)	2018 – present
<i>2213 students/42 sections; Avg. instructor eval.: 5.26/6.00 (Sch. avg.: 5.03)</i>	
Evidence-based Practices for Well-being (Masters Elective)	2019 – present
<i>189 students/5 sections; Avg. instructor eval.: 5.61/6.00 (Sch. avg.: 4.99)</i>	
Global Human Resources Management (Masters Elective)	2018 – 2021
<i>42 students/3 sections; Avg. instructor eval.: 5.18/6.00 (Sch. avg.: 4.96)</i>	
Ph.D. workshops	2019 – 2021

Católica-Lisbon School of Business & Economics – Adjunct

Organizational Behavior (Undergraduate)	2017 – 2018
Managing People (Masters)	2017 – 2018

Singapore Management University – Adjunct

Management of People at Work (Undergraduate)	2015 – 2016
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SUPERVISION

Masters (Nova SBE)

<i>24 students; avg. student's grade: 17.3/20</i>	2019 – 2024
<i>Note: 17 is an exceptional grade requiring committee justification</i>	

Ph.D. and Post-doctoral (Various)

<i>Radek Oros (Ph.D., Nova SBE, Main supervisor)</i>	2021 – 2026
<i>Eva K. Peters (Ph.D., SMU, External committee member)</i>	2021 – 2025
<i>Stefan Wermelinger (Ph.D., SMU, External committee member)</i>	2021 – 2024
<i>Amelia Monteiro (Post-doctoral, Nova SBE, Main supervisor)</i>	2024 – 2025

INVITED SPEAKING ENGAGEMENTS & EVENTS

Life by Design: Careers, Longevity & the New Age of Aging	2024
Leader compassion at SMU Research Seminar Series	2024
Well-being and decision making at Nestlé	2022
Evidence-based practices for well-being at Nova School of Public Health	2022
Well-being at Nova SBE	2021
Compassion at work, Alumni Talks at Nova Exec Ed	2021
Mindfulness Guest lecturer, at Nova Exec Ed	2020, 2021
Compassion at work at Indeed.com	2020, 2021

SERVICE

Recurring roles

Director, Nova SBE Behavioral Lab Group	2018 – present
Member, Nova SBE Leadership for Impact Center	2018 – present
Organizer, Nova SBE Management Seminars	2020 – 2023
Educational Committee, AOM Organizational Neuroscience group	2021 – 2022
Member, Mindfulness Initiative @ SMU	2012 – present

Ad-hoc roles

Recruitment committee, 2 Open rank Professor of HRM	2023
Junior faculty representative, EQUIS accreditation	2023
Organizing Committee, Marketing for Purpose Colloquium	2021
Junior faculty representative, FCT Research Grant	2019
PhD representative, External Academic Review panel meeting at SMU	2016

Invited roles

Editorial track chair, Management and HRM Track chair BALAS conference	2022
Research committee, Universidade Nova de Lisboa Well-being Observatory (Designed university-wide well-being study by invitation of the rector)	2022

Reviewing (Ad-hoc)

2016 – present

Journals: Journal of Management, Organizational Behavior and Human Decision Processes, Journal of Occupational and Organizational Psychology, Personnel Review, European Journal of Work and Organizational Psychology, Business Review Quarterly, Journal of Organizational Effectiveness: People and Performance	
Conferences: AOM, EURAM, EMONET	

GRANTS & AWARDS

Nova School of Business & Economics

<i>La Caixa Social Research Grant 2023 Principal Investigator (€100,000)</i>	2024 – 2025
<i>EU Horizon 2020 Twinning Grant Co-applicant</i>	2018 – 2023

<i>FCT Research Grant – Annual research Grant</i>	2018 – present
Católica-Lisbon School of Business & Economics <i>Fundaçao para a Ciéncia e a Tecnologia Post-Doctoral Fellowship</i> Stipend & Relocation award	2017 – 2018

Publication Awards

Hafenbrack, A., Sguera, F., & Sim, S. A roadmap for state mindfulness research.

- 2019 Academy of Management Proceedings, 1, 13142. AOM Management, Spirituality and Religion Division Best Paper Award 2019
- 2020 European Academy of Management, OB SIG Best Paper Award for “Crafting Positive Organizational Behavior with Work Meaningfulness, Mindfulness and Work Engagement” Track 2020; €100 prize

PREVIOUS EMPLOYMENT HISTORY

Tilburg University

Graduate Research Asst. to Dr. A. Abubakar (Cross-cultural psych) 2012

Sigma Solutions HRD Consultants Pte Ltd, Singapore

Operations Executive 2009

Ministry of Education, Singapore

Teaching Intern at Tanjong Katong Girls’ Secondary 2008

AFFILIATIONS

Academy of Management

European Academy of Management

Singaporean Association Portugal

Singapore-Portugal Innovation Alliance

LANGUAGE & SKILLS

Speaks and writes fluent English and Chinese (Simplified), speaks Teochew

Proficient in Microsoft Office, SPSS, AMOS, MPlus, Qualtrics, mturk, turkprime, Adobe Photoshop, pixlr, Authorware & beginner in r, ztree, java