Samantha Su-Hsien Sim
PhD Candidate
Lee Kong Chian School of Business
Singapore Management University
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EDUCATION

Singapore Management University
PhD Student in Organizational Behavior Human Resources   Aug 2012 – present

Tilburg University
Research Master degree Social Sciences (Social Psychology)   Aug 2010 – Aug 2012

Singapore Management University
Bachelor of Social Sciences, High Merit, Psychology major   Aug 2005 – Jun 2009

RESEARCH INTERESTS

Compassion at the workplace, Mindfulness at the workplace, Organizational justice, Cross-cultural research

PAPERS

Ferris, L. D., Reb, J., Lian, H., Sim, S., & Ang, D. Evaluating dynamic performance across cultures: Different effects of mean and trend in the East and West. 3rd round R&R *at Journal of Applied Psychology*.

IJzerman, H. et al (2016). The Human Penguin project: Social integration protects against cold climates. Under review at *Proceedings of the National Academy of Sciences* (*Contributing author*)

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.

He, J., van de Vijver, F. J., Espinosa, A. D., Abubakar, A., Dimitrova, R., Adams, B. G., ... & Fischer, R. (2015). Socially desirable responding enhancement and denial in 20 countries. *Cross-Cultural Research, 49*(3), 227-249. (*17th author*)

Stel, M., van den Bos, K., Sim, S., & Rispens, S. (2011). Mimicry and just world beliefs: Mimicking makes men view the world as more personally just. *British Journal of Social Psychology.*

MANUSCRIPTS IN PREPARATION

Bashshur, M., Sim, S., Oc. B. & Rup, D. Relative justice: The effect of differences in individual and group treatment. Working paper targeted at AMJ

Sim, S. Compassion at the workplace: Understanding the depleting and replenishing effects of compassion. Dissertation.

Sim, S., Kay, A., & Reb, J. Mindfulness and the fundamental attribution error. Working paper targeted at JAP.

Goh, Z., & Sim, S. Mushroom management: How mortality salience helps leaders sell their bullshit. Data collection.

PRESENTATIONS

Kay, A., Sim, S., & Reb, J. Mindfulness as mitigating influence on the fundamental attribution error. Presented at the *Mindfulness Symposium at AOM Annual Meeting 2015,* Vancouver, Canada. and at the *Mindfulness and Compassion: The Art and Science of Contemplative Practice Conference* 2015 in San Francisco State University, USA.

Sim, S., Kay, A., & Reb, J. Mindfulness and the fundamental attribution error. Presented at the *Mindfulness and Compassion: The Art and Science of Contemplative Practice Conference* 2015 in San Francisco State University, USA.

Reb, J., Ferris, L. D., Lian, H., Sim, S., & Ang, D. (2013, July) Effect of culture on judgments of dynamic performance. Presented at 6th Annual JDM Workshop at the Max Planck Institute in Berlin, Germany.

Bashshur, M., Rupp, D., Oc, B, & Sim, S. (2013, May) Relative justice: The effect of differences in individual and group treatment. Poster presented at EAWOP 2013, Munster, Germany.

TEACHING EXPERIENCE

Adjunct Faculty

Management of People at Work (Undergraduate) class – 1 section	AY2015-2016 T2
Management of People at Work (Undergraduate) class – 2 sections	AY2016-2017 T1

Teaching Asst. to Prof Roy Chua for OBHR615

Organizational Behavior and Leadership (MBA) class – 3 sections	AY2014-2015 T2

Guest lecturer in Prof Ronald Bledow's OBHR101

Management of People at Work (Undergraduate) class – 2 sections	AY2015-2015 T2

Teaching Asst. to Prof Jochen Reb for OBHR101

Management of People at Work (Undergraduate) class – 3 sections	AY2013-2014 T1

Facilitator in Centre of Teaching Excellence and Prof Waifong

Chow's "How to be an effective learner" (Undergraduate) workshop	Aug 2014

SERVICE

Member, the Mindfulness Initiative at SMU	2012-present
Helper & Emcee, SMU Mindfulness Conversation Conference	2013, 2014
Reviewer, AOM, EMONET	2016
PhD representative, External Academic Review (EAR) panel meeting at SMU	2016
Organizer, Qualtrics Workshop	2015

AWARDS

Singapore Management University Scholarship for PhD students

Presidential Doctoral Fellowship monthly stipend SGD$3,500 & Travel conference award SGD$3,500	2015-2016
Full annual tuition waiver of SGD$10,000 & monthly stipend SGD$3,000 & Travel conference award SGD$3,500	2014-2015
Full annual tuition waiver of SGD$10,000 & monthly stipend SGD$2,500	2013-2014
	2012-2013

Tilburg University Scholarships & Grants for Masters students

Travel grant to Social Psychology conference SPSP 2012 (€1000)	2012
Oldendorff Scholarship (Partial tuition waiver ~ €8000 & annual stipend €9600)	2011

Excellence Scholarship (Partial tuition waiver ~ €8000 & annual stipend €5000)   2010

EMPLOYMENT HISTORY
Tilburg University
Graduate Research Asst. to Dr. A. Abubakar (Cross-cultural psych)   Dec 2011 – Jan 2012
Sigma Solutions HRD Consultants Pte Ltd, Singapore
Operations Executive   May – August 2009

Ministry of Education, Singapore
Teaching Intern at Tanjong Katong Girls' Secondary   May – Jul 2008

Singapore Management University, Singapore
Undergraduate Research Asst. to Prof. J. Reb (OBHR)   Aug 2007 – Dec 2008
Undergraduate Research Asst. to Prof. R. Kotha (Strategy)   Nov 2010 – Aug 2011
Undergraduate Teaching Asst. to Prof J. Reb (OBHR) for   Jan – Feb 2008
Managerial Decision Making
Undergraduate Teaching Asst. to Prof K. Filmeridis (Psyc) for   Aug – Dec 2007
Social Psychology

LANGUAGE & SKILLS
Speaks and writes fluent English and Chinese (Simplified), speaks Teochew
Proficient in Microsoft Office, SPSS, AMOS, MPlus, Qualtrics, Adobe Photoshop, pixlr, Authorware
& beginner in r, ztree, java

Updated November 14, 2016