

EDUCATION

Singapore Management University

PhD in Organizational Behavior Human Resources 2012 – 2017

Tilburg University

Research Master degree Social Sciences (Social Psychology) 2010 –2012

Singapore Management University

Bachelor of Social Sciences, High Merit, Psychology major 2005 –2009

RESEARCH INTERESTS

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

PUBLICATIONS

- Ferris, L. D., Reb, J., Lian, H., Sim, S., & Ang, D. (in press). What goes up must keep going up? Cultural differences in cognitive styles influence evaluations of dynamic performance, *Journal of Applied Psychology*.
- He, J. et al (in press). On enhancing the cross-cultural comparability of likert-scale personality and value measures: A comparison of common procedures, *European Journal of Personality*.
- Sim, S. (2017). Compassion at the workplace: Understanding the depleting and replenishing effects of compassion. Dissertation.
- 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., & Bhawe, 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*, 52(3), 391-411.

MANUSCRIPTS UNDER REVIEW

IJzerman, H. et al (2016). The Human Penguin project: Social integration protects against cold climates. Under review at *Social Psychology*. (Contributing author)

MANUSCRIPTS IN PREPARATION

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

Hafenbrack, A., Sguera, F., Sim, S. A roadmap for mindfulness research in organizational behavior.
Working paper for special issue at OBHDP (Equal authorship)

Goh, Z., & Sim, S. Mushroom management: How mortality salience helps leaders sell their bullshit.
Working paper targeted at JEPG

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

Reb, J., Su, J., Sim, S., Narayanan, J. & Seppälä, E. The effect of a brief loving-kindness meditation on power holders' allocation decisions in a dictator game. Working paper targeted at Mindfulness

Reb, J., Nai, J., Sim, S., Tan, N. & Narayanan, J. Mindfulness and cooperation: Attention as a mediating mechanism. Working paper targeted at JAP

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

Teaching Asst. to Prof Andy Hafenbrack for Managing People (Masters) class	AY2016-2017 T4
Adjunct Faculty	
Management of People at Work (Undergraduate) class – 2 section	AY2016-2017 T1
Management of People at Work (Undergraduate) class – 1 sections	AY2015-2016 T2
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

Hosted Prof Jochen Reb for research seminar at Católica-Lisbon	2017
Member, the Mindfulness Initiative at SMU	2012-2016
Helper & Emcee, SMU Mindfulness Conversation Conference	2013, 2014
Organizer, Qualtrics Workshop	2015
Reviewer, AOM, EMONET	2016
PhD representative, External Academic Review (EAR) panel meeting at SMU	2016

AWARDS

<i>Católica-Lisbon School of Business & Economics</i>	2017-2018
Fundação para a Ciência e a Tecnologia Post-Doctoral Fellowship monthly stipend EUR1,450 & Relocation award EUR1,600	
<i>Singapore Management University Scholarship for PhD students</i>	2015-2016
Presidential Doctoral Fellowship monthly stipend SGD\$3,500 & Travel conference award SGD\$3,500	2014-2015
Full annual tuition waiver of SGD\$10,000 & monthly stipend SGD\$3,000 & Travel conference award SGD\$3,500	
Full annual tuition waiver of SGD\$10,000 & monthly stipend SGD\$2,500	2012-2014
<i>Tilburg University Scholarships & Grants for Masters students</i>	
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, mturk, turkprime