Yu Tse Heng

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EDUCATION

PhD. in Organizational Behavior, University of Washington (UW) 2016 – 2021 (Expected)
Minors: Research Methods, Social Statistics
B.Soc.Sc. in Psychology (First Class Honors), National University of Singapore (NUS) 2011 – 2015

RESEARCH INTERESTS

In today's world, organizations are often characterized as profit-driven, cut-throat, and lacking in the human touch. The broad goal of my research program is to uncover ways in which we can humanize our workplaces. My first stream of research integrates positive emotions such as compassion, forgiveness, and gratitude into the workplace. My second stream of research focuses on the relationship between work and human imperfections. Specifically, my research explores how cannabis consumption and work behaviors are interrelated.

REFEREED PUBLICATIONS

- **Heng, Y. T.**, Wagner, D., Barnes, C. M., & Guarana, C. (2018). Archival research: Expanding the methodological toolkit in social psychology. *Journal of Experimental Social Psychology*, 78, 14-22.

SELECTED WORKING PAPERS

- Schabram, K. & **Heng, Y. T.** (1st round R&R at the *Academy of Management Journal*). Compassion and burnout [Title redacted].
- **Heng, Y. T.** & Fehr, R., (under review at the *Journal of Applied Psychology*). Self-compassion and helping [Title redacted].
- **Heng, Y. T.**, Chi, N. W., Farh, C. I. C, & Wang, A-C. (writing stage). Who takes the moral high ground?: The role of subordinate workplace ethical regard on forgiveness and prosocial responses to abusive supervision. *Target: Journal of Applied Psychology*
- Fulmer, C. A. & **Heng, Y. T.** (data analysis for Study 2). Dyadic trust between leaders and followers: Asymmetry as a motivational force.
- **Heng, Y. T.** & Fehr, R., & Schabram, K. (data collection for Study 2). (Self-)kindness begets (other-)kindness?: The effects of self-compassion expressions on perceivers' compassion.
- **Heng, Y. T.** , Avolio, B., Yamamoto, K., & Browning, A (data collection for Study 2). Are others better off than I am? How self-compassion reduces perceived self-peer experience discrepancies and its implications on wellbeing and performance.
- Barnes, C. M., **Heng, Y. T.,** Yam, K. C., Schmidt, A. (data collection). The effects of cannabis use on work behaviors.

TEACHING EXPERIENCE

Instructor

- MGMT300: Leadership and Organizational Behavior (core undergraduate course)
  - Winter 2019 (4.5/5.0) * Received Excellence in Teaching Award
- Women in Leadership (Yasuda Women's University exchange program specialized course)
  - Summer 2019 (4.5/5.0)
- Foundations of Global Business
  - Fall 2019

Teaching Assistant

- Leading Teams and Organizations, Core MBA Class, Winter 2018
- Leadership Development & Building Effective Work Teams, Core MBA and Evening MBA Classes, 2017–2019
- Negotiations, Executive MBA Class, Winter 2017

PRESENTATIONS & CONFERENCES (* denotes presenter; **denotes symposium co-chair)

- **Heng, Y. T.**, & **Fehr, R. Uncovering new perspectives on compassion towards others and the self (OB, MOC, and HR divisions). *Academy of Management Meeting (August 2019), Boston, MA*
- ***Heng, Y. T.**, & Fehr, R. (symposium paper). Self-compassion and self-criticism tradeoffs after a failed workplace helping attempt (OB, MOC, and HR divisions). *Academy of Management Meeting (August 2019), Boston, MA*
- *Fulmer, C. A. & **Heng, Y. T.** (symposium paper). Dyadic trust between leaders and followers: Asymmetry as a motivational force. *Academy of Management Meeting (August 2019), Boston, MA*
- ***Heng, Y. T.** & Fehr, R., & Schabram, K. (Self-)kindness begets (other-)kindness?: The effects of self-compassion expressions on perceivers' compassion. *May Meaning Meeting Micro-Conference (May 2019), Bainbridge Island, WA*
- ***Heng, Y. T.,** Barnes, C. M., & Yam, K. C. How does work influence cannabis use?: The effects of workload and abusive supervision. *Alcohol and Drug Abuse Institute Brown Bag Presentation Series (February 2019), Seattle, WA*
- **Heng, Y. T.**, & **Fehr, R. Think (positive) emotions! Understanding awe, hope, and compassion in organizations (OB, MOC, and HR divisions*). Academy of Management Meeting (August 2018), Chicago, IL*
- Umphress, E. E., *Rhee, Y.W., & **Heng, Y. T.** (symposium paper). Intentions matter: Examining intentions for unethical behavior, moral identity, and likability (OB and SIM divisions). *Academy of Management Meeting (August 2018), Chicago, IL*

HONORS & AWARDS

Singapore Management University Lim Kim San Fellowship in Leadership, 2020
Evert McCabe Endowed Fellowship Program in Private Enterprise, 2019-2020 ($5000)
Foster PhD Program Dean's Achievement Award 2019
Excellence in Teaching Award, Winter 2019
Richard B. Peterson PhD Fellowship, 2017-2019 ($2500 annually)
Evert McCabe Endowed Fellowship Program in Private Enterprise, 2017-2019 ($2500 annually)
UW Graduate School Top Scholar Award, 2016 ($5000)
NUS Outstanding Undergraduate Researcher Prize, 2015 (university-wide)
NUS Kent Ridge Undergraduate (Merit) Scholarship, 2011–2015 (full college tuition)
NUS Award for Study Abroad Exchange Scholarship to the University of California, Berkeley, 2013
Dean's List, Semester I, 11/12, Semester II, 13/14, Semester II, 14/15

SERVICE

- Reviewer, AOM Annual Meetings (MOC Division), 2017–Present
- University of Washington Resilience Lab Volunteer, 2017–Present

Professional Associations

- Academy of Management
- Positive Relationships at Work Micro Community

SKILLS & INTERESTS

Languages: Native speaker of English, fluent in Mandarin; Proficient in written English and Mandarin.