

# Yu Tse Heng

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## EDUCATION

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- Ph.D.** Organizational Behavior, University of Washington (UW) 2021 (Expected)  
Minors: Research Methods, Social Statistics  
Dissertation: *The Grief-Work Interface: How Employees Navigate Grief and Work Following the Loss of a Loved One*  
Ryan Fehr (Chair), Crystal Farh, Kira Schabram, Sapna Cheryan (Psychology)  
Stage: Proposed April 2020
- B.Soc.Sc.** Psychology (First Class Honors), National University of Singapore (NUS) 2015

## PUBLICATIONS

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- **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.

## WORKING PAPERS

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### Manuscripts in Revision/Under Review

- Schabram, K. & **Heng, Y. T.** (2<sup>nd</sup> R&R at *AMJ*). Compassion and burnout.
- **Heng, Y. T.**, Fehr, R., & Schabram, K. (under review at *JAP*). Self-compassion and compassion.
- **Heng, Y. T.**, Barnes, C. M., & Yam, K. C. (under review at *JAP*). Cannabis and creativity.
- Fulmer, C. A., **Heng, Y. T.**, Song, Q., & Chen, Y. (under review at *JAP*). Dyadic trust.

### Selected Works-in-Progress

- **Heng, Y. T.** & Fehr, R., (in prep). Self-compassion and helping. *Target: OBHDP*
- **Heng, Y. T.**, Chi, N. W., Farh, C. I. C., & Wang, A-C. (writing stage). Abusive supervision and forgiveness. *Target: AMJ*
- **Heng, Y. T.**, Khan, U. A., & Hafenbrack, A. (data analysis). Observed compassion nudges. *Target: JAP*
- **Heng, Y. T.**, Avolio, B., & Browning, A (data collection for Study 2). Self-compassion, social comparison, and performance.
- **Heng, Y. T.** & Schabram, K. (writing stage). Providing and receiving compassion.

## TEACHING EXPERIENCE

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### Instructor

- MGMT300: Leadership and Organizational Behavior (core undergraduate course) \* Received Excellence in Teaching Award
  - Winter 2019 (4.5/5.0)
  - Winter 2020 (4.7/5.0)
- 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)

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- \*\*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

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- 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

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- 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