

Yu Tse Heng

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EDUCATION

Ph.D. (expected)	Organizational Behavior, University of Washington (UW) Minors: Research Methods, Social Statistics Dissertation: <i>The Grief-Work Interface: How Employees Navigate Grief and Work Following the Loss of a Loved One</i> Chair: Ryan Fehr; Committee Members: Crystal Farh, Kira Schabram, and Sapna Cheryan (Psychology) Stage: Proposed April 2020 * Selected as Finalist for the Organization Science/INFORMS Dissertation Proposal Competition (2020)	2021
B.Soc.Sc.	Psychology (First Class Honors) National University of Singapore (NUS)	2015

RESEARCH INTERESTS

- Humanization and Dehumanization
- Suffering in Organizations
- Positive Organizational Scholarship

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.

WORK UNDER REVISION AND REVIEW (Note: Manuscript names redacted to protect blind peer-review.)

Schabram, K. & **Heng, Y. T.** (under 3rd review). Compassion and burnout. *Academy of Management Journal*.

Heng, Y. T. & Fehr, R., (1st R&R). Self-compassion and helping. *Organizational Behavior and Human Decision Processes*.

Heng, Y. T., Barnes, C. M., & Yam, K. C. (1st R&R). Cannabis and creativity. *Journal of Applied Psychology*.

Dodson, S. & **Heng, Y. T.** (1st R&R). Self-compassion in organizations. *Journal of Organizational Behavior*.

Heng, Y. T., Chi, N. W., Farh, C. I. C., & Wang, A-C. (under 1st review). Abusive supervision and forgiveness. *Academy of Management Journal*.

Fulmer, C. A., **Heng, Y. T.**, Song, Q., & Chen, Y. (under 1st review). Dyadic trust asymmetry. *Organizational Behavior and Human Decision Processes*.

SELECTED WORK IN PROGRESS

Heng, Y. T., Khan, U. A., & Hafenbrack, A. (writing). Observed compassion nudges. *Target: Journal of Applied Psychology*.

Heng, Y. T., Reb, J., Chawla, N., & Masters-Waage, T. (writing). Caring patterns. *Target: Journal of Applied Psychology*.

Heng, Y. T., Fehr, R., & Schabram, K. (data collection for Study 2). Self-compassion and compassion. *Target: Organizational Behavior and Human Decision Processes*.
*** MOC Division Best Student-Led Paper Award Finalist (2020)**

Heng, Y. T., Barnes, C. M., & Yam, K. C. (data collection). How does work influence cannabis use?: The effects of workload and abusive supervision. *Target: Academy of Management Journal*

Heng, Y. T., Avolio, B., & Browning, A (data collection for Study 2). Self-compassion, social comparison, and performance. *Target: Journal of Applied Psychology*

TEACHING EXPERIENCE

Instructor

- MGMT300: Leadership and Organizational Behavior (core undergraduate course)
 - Winter 2019 (44 students, 4.5/5.0) * *Received Excellence in Teaching Award*
 - Winter 2020 (50 students, 4.7/5.0) * *Received Excellence in Teaching Award*
- Women in Leadership (Yasuda Women's University exchange program specialized course)
 - Summer 2019 (4.5/5.0)

Teaching Assistant

- Leading Teams and Organizations (core MBA class)
 - Winter 2018
- Ethical Leadership (core MBA class)
 - Fall 2019
- Leadership Development & Building Effective Work Teams (core MBA and Evening MBA classes)
 - Fall/Winter 2017
 - Fall/Winter 2018

- Fall/Winter 2019
- Negotiations (Executive MBA Class)
 - Winter 2017

CHAired CONFERENCE SESSIONS

Heng, Y. T. & Fehr, R. Uncovering new perspectives on compassion towards others and the self (2019, August). *Symposium presented at the 79th Annual Conference of the Academy of Management, Boston, MA; OB, MOC, HR divisions.*

Heng, Y. T. & Fehr, R. Think (positive) emotions! Understanding awe, hope, and compassion in organizations (2018, August). *Symposium presented at the 78th Annual Conference of the Academy of Management, Chicago, IL; OB, MOC, HR divisions.*

PRESENTATIONS & CONFERENCES (* denotes presenter)

***Heng, Y. T. & Fehr, R., & Schabram, K.** (2020, August). The compassion spillover effect: Can self-compassion beget others' compassion? *Paper presented virtually at the 80th Academy of Management Meeting, Vancouver, BC.*

***Heng, Y. T. & Fehr, R.** (2019, August). Self-compassion and self-criticism tradeoffs after a failed workplace helping attempt. *Paper presented at the 79th Annual Conference of the Academy of Management, Boston, MA.*

***Fulmer, C. A. & Heng, Y. T.** (2019, August). Dyadic trust between leaders and followers: Asymmetry as a motivational force. *Paper presented at the 79th Annual Conference of the Academy of Management, Boston, MA.*

***Heng, Y. T., Fehr, R., & Schabram, K.** (2019, May). (Self-)kindness begets (other-)kindness?: The effects of self-compassion expressions on perceivers' compassion. *Paper presented at the May Meaning Meeting Micro-Conference, Bainbridge Island, WA.*

***Heng, Y. T., Barnes, C. M., & Yam, K. C.** (2019, February). How does work influence cannabis use?: The effects of workload and abusive supervision. *Paper presented at the Alcohol and Drug Abuse Institute Brown Bag Presentation Series, Seattle, WA.*

Umphress, E. E., *Rhee, Y.W., & Heng, Y. T. (2018, August). Intentions matter: Examining intentions for unethical behavior, moral identity, and likability. *Paper presented at the 78th Annual Conference of the Academy of Management, Chicago, IL.*

HONORS & AWARDS

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

OTHER RESEARCH EXPERIENCE

2015 – 2016 Lab Manager, Industrial-Organizational Psychology Lab, NUS

SERVICE

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

PROFESSIONAL AFFILIATIONS

- Academy of Management
- Positive Relationships at Work Micro Community

REFERENCES

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