

# Joyce S. Pang

Nanyang Technological University, HSS-05-56E  
School of Social Sciences, Singapore 637332  
Email: [JoycePang@ntu.edu.sg](mailto:JoycePang@ntu.edu.sg)  
Voice (65) 6790-6745 Fax (65) 6795-5797  
Website: <http://www.joycespang.com/>

## EDUCATION

2006 University of Michigan, Ann Arbor, MI, USA  
**Ph.D.** in Personality Psychology

2001 Smith College, Northampton, MA, USA  
**B.A.** in Psychology

## EMPLOYMENT AND WORK EXPERIENCE

2022 – present Associate Dean (Research), College of Humanities, Arts, and Social Sciences, Nanyang Technological University, Singapore

2022—present Director, Center for Liberal Arts and Social Sciences, Nanyang Technological University

April –December 2020 Visiting Researcher, Department of Psychology, University of Zürich, Switzerland

2017 – June 2022 Head, psychology program, Nanyang Technological University

2014 – present Associate professor (with tenure), psychology program, Nanyang Technological University

2006 – 2014 Assistant professor, psychology program, Nanyang Technological University

## PUBLICATIONS

(SSCI *total citation count* = 925; *h-index* = 16; *ResearcherID*: C-2411-2017)

(Scopus *total citation count* = 1113; *h-index* = 17)

(Google Scholar *total citation count* = 2311; *h-index* = 24)

1. Tan, S.H., & **Pang, J.S.** (2023). Test Anxiety: An Integration of the Test Anxiety and Achievement Motivation Research Traditions. *Educational Psychology Review*, 35(13). <https://doi.org/10.1007/s10648-023-09737-1>
2. Tan, S.H., Liem, G.A.D., Ramos, R.L. Elliot, R.L., Nie, Y., & **Pang, J.S.** (2022). Goal complexes: Integrating achievement goals as standards and self-attributed motives as reasons underlying goal pursuit. *Social Psychology Education*. <https://doi.org/10.1007/s11218-022-09699-2>
3. Tan, S.H., Liem, G.A.D., & **Pang, J.S.** (2021). Assessment-as-learning through the lens of self-regulated learning: The role of normative competence. In Z. Yan & L. Yang (Eds.), *Assessment as Learning: Maximising Opportunities for Student Learning and Achievement*. Routledge.

4. **Pang, J.S.**, & Baumann, N. (2020). At the Crossroads of Women's Experience: Insights from and Intersections between Motivation, Emotion, Gender, and Culture. In F. Cheung & D. Halpern (Eds.), *The Cambridge Handbook of the International Psychology of Women* (Cambridge Handbooks in Psychology, pp. 153-166). Cambridge: Cambridge University Press.
5. **Pang, J.S.**, & Ring, H. (2020). Automated coding of implicit motives: A machine-learning approach. *Motivation and Emotion*, 44(4), 549-566. <https://doi.org/10.1007/s11031-020-09832-8>
6. Ho, A.H.Y., Ma, S.H.X., Ho, R.M.H., **Pang, J.S.**, Ortega, E., & Bajpai, R. (2019). Arts for ageing well: A propensity score matching analysis of the effects of arts engagements on holistic well-being among older Asian adults above 50 years of age. *BMJ Open*, 9:e029555. doi: 10.1136/bmjopen-2019-029555
7. Soh, L.K. \*, & **Pang, J.S.** (2019). The relationship between living with a spouse and mental health in the elderly population: Moderated mediation effects of loneliness and perceived problems. *Clinical Medicine Insights: Psychiatry*. <https://doi.org/10.1177/1179557319876646>
8. Wee, K. Z. \*, & **Pang, J.S.** (2018). Beating Lady Luck: Effects of Competitive Gambling on Opponent Likeability and Targeted Physical Aggression. *Asian Journal of Social Psychology*, 21(3), 143-155. <https://doi.org/10.1111/ajsp.12216>
9. **Pang, J.S.** (2018). Feedback as implicit motivational incentives: Approach and avoidant achievement motivated Singaporean university students' responses to success versus failure feedback. In G.A. D. Liem & S.H. Tan (Eds.), *Student Motivation, Engagement, and Growth: Asian Insights*. Routledge: Oxfordshire, UK.
10. Neo, L.S. \*, **Pang, J.S.**, & Chin, J. (2018). Bystander intervention to prevent radicalization. In M. Khader, L.S. Neo, J. Tan, D.D. Cheong, & J. Chin (Eds.), *Learning from Violent Extremist Attacks: Insights for Practitioners and Policymakers*. World Scientific Publishing: Singapore, 175-197.
11. Yang, F., & **Pang, J.S.** (2017). Indirect health-related social control and psychological functioning in Singaporeans with diabetes. *Social Behavior and Personality: An international journal*, 45, 1855-1864. doi: <https://doi.org/10.2224/sbp.5704>
12. Nagpaul, T. \*, & **Pang, J. S.** (2017). Extrinsic and Intrinsic Contingent Self-Esteem and Materialism: A Correlational and Experimental Investigation. *Psychology & Marketing*, 34: 610–622. doi:10.1002/mar.21009
13. Nagpaul, T. \*, & **Pang, J.S.** (2017). Materialism lowers well-being: The mediating role of the need for autonomy—correlational and experimental evidence. *Asian Journal of Social Psychology*, 20: 11–21. doi: [10.1111/ajsp.12159](https://doi.org/10.1111/ajsp.12159).
14. Yang, F., & **Pang, J.S.** (2016). Socioeconomic Status, Frailty, and Subjective Well-Being: A Moderated Mediation Analysis in Elderly Chinese. *Journal of Health Psychology*. <https://doi.org/10.1177/1359105316675211>
15. Yang, F., **Pang, J.S.** & Cheng, W.J.Y. (2016). Self-care adherence and psychological functioning of older patients with Type 2 diabetes: Effects of persuasion, social pressure, and self-efficacy. *Journal of Clinical Psychology in Medical Settings*, 23:389. <https://doi.org/10.1007/s10880-016-9470-y>
16. Ramsay, J.E., **Pang, J.S.**, Ho, R.M.H., & Chan, K.Y. (2016). Need for Power predicts career intent in university students. *Journal of Career Assessment*, 25 (3), 389-404. <https://doi.org/10.1177/1069072716639690>

17. Joshanloo, M., Rizwan, M., Khilji, I. A., Ferreira, M. C., Poon, W.-C., Sundaram, S., Ho, L. S., Yeung, V. W.-l., Han, G., Bae, J., Demir, M., Achoui, M., **Pang, J. S.**<sup>+</sup>, Jiang, D.-Y., Lamers, S. M. A., Turan, Y., Lepshokova, Z. K., Panyusheva, T., Natalia, A., Asano, R., Igarashi, T., & Tsukamoto, S. (2016). Conceptions of happiness and life satisfaction: An exploratory study in 14 national groups. *Personality and Individual Differences*, 102, 145-148.
18. **Pang, J.S.** (2016). Understanding personality and person-specific predictors of cyber-based insider threat. In M. Khader, L.S. Neo, G. Ong, & E.M. Tan (Eds.), *Combating violent extremism and radicalization in the digital era*. IGI Global: Pennsylvania, USA.
19. Ramsay, J.E., Tong, E.M.W., **Pang, J.S.**, & Chowdhury, A. (2016). A Puzzle Unsolved: Failure to Observe Different Effects of God and Religion Primes on Intergroup Attitudes. *PLoS ONE* 11(1): e0147178. doi:10.1371/journal.pone.0147178
20. Ramsay, J. E., & **Pang, J. S.** (2015), Anti-Immigrant Prejudice in Rising East Asia: A Stereotype Content and Integrated Threat Analysis. *Political Psychology*. doi:10.1111/pops.12312
21. Ramsay, J.E.\* , Yang, F.\* , **Pang, J.S.**, Lai, C.M., Ho, R.C., & Mak, K.K. (2015). Divergent pathways to influence: Cognition and behavior differentially mediate the effects of optimism on physical and mental quality of life in Chinese university students. *Journal of Health Psychology*, 20(7):963-73. doi: 10.1177/1359105313504441.
22. Yang, F.\* , Salmon, C.T., **Pang, J.S.**, & Cheng, W.J.Y. (2015). Media Exposure and Smoking Intention in Adolescents: A Moderated Mediation Analysis from a Cultivation Perspective. *Journal of Health Psychology*, 20 (2): 188-197. doi: 10.1177/1359105313501533
23. Yang, F.\* , Ramsay, J.E., Schultheiss, O.C., & **Pang, J.S.**<sup>#</sup> (2015). Need for Achievement moderates the effect of motive-relevant challenge on salivary cortisol changes. *Motivation and Emotion*, 39(3), 321-334.
24. Joshanloo, M., Weijers, D., Jiang, D.-Y., Han, G., Bae, J., **Pang, J.S.**<sup>+</sup>, et al. (2015). Fragility of Happiness Beliefs Across 15 National Groups. *Journal of Happiness Studies*, 16:1185–1210 DOI 10.1007/s10902-014-9553-0
25. Joshanloo, M., Lepshokova, Z. Kh. Panyusheva, T., Natalia, A., Poon, W.C., Yeung, V.W-L., Sundaram, S., achoui, M., Asano, R., Igarashi, T., Tsukamoto, S., Rizwan, M., Khilji, I.A., Ferreira, M.C., **Pang, J.S.**<sup>+</sup>, Ho, L.S., Chu, A., Han, G., Bae, J., Jiang, D-Y, & Chia-Yi. (2014). Cross-cultural validation of the Fear of Happiness Scale across 14 national groups. *Journal of Cross-Cultural Psychology*, 45, 246-264. doi: 10.1177/0022022113505357
26. Ramsay, J.E.\* , **Pang, J.S.**, Johnson-Shen, M., & Rowatt, W. C. (2014). Rethinking value violation: Priming religion increases prejudice in Singaporean Christians and Buddhists. *International Journal for the Psychology of Religion*, 24(1), 1-15, DOI:10.1080/10508619.2012.761525.
27. Zandy, S.L., **Pang, J.S.**, Ho, R.M.H., & Matthews, D.B. (2013). Singaporean college students overpour drinks similar to Western populations: Influence of peer presence in a simulated alcohol-pouring task. *Alcoholism: Clinical and Experimental Research*.

28. Lai, C.M., Mak, K.K., Watanabe, H., Ang, R.P., **Pang, J.S.**, & Ho, R.C. (2013). Psychometric properties of the Internet Addiction Test in Chinese adolescents. *Journal of Pediatric Psychology*. doi: 10.1093/jpepsy/jst022
29. Ramsay, J.E.\* , & **Pang, J.S.** (2013). Set Ambiguity: A Key Determinant of Reliability and Validity in the Picture Story Exercise. *Motivation and Emotion*. doi: 10.1007/s11031-012-9339-9
30. **Pang, J.S.**, Ang, R.P., Kom, D.M.Y.\* , Tan, S.H.\* , & Chiang, A.Q.M.\* (2013). Patterns of reactive and proactive aggression in a school-based sample of Singaporean boys and girls. *Social Development*, 22(4), 794-812. doi: 10.1111/sode.12024
31. Lai, C.M., Mak, K.K., **Pang, J.S.**, Fong, S.S.M., Ho, R.C.M., & Guldán, G.S. (2013). The associations of sociocultural attitudes towards appearance with body dissatisfaction and eating behaviors in Hong Kong adolescents. *Eating Behaviors*, 14(3), 320-324. doi: 10.1016/j.eatbeh.2013.05.004.
32. Mak K.K., **Pang J.S.**, Lai C.M., & Ho R.C. (2013). Body esteem in Chinese adolescents: Effect of gender, age, and weight. *Journal of Health Psychology*, 18(1), 46-54.
33. Tan, S.H.\* and **Pang, J.S.** (2012). Sticks and stones will break my bones but failure feedback may not hurt me: Gender differences in the relationship between achievement motive, coping strategies, and environmental mastery. *Educational Psychology*, 32(3), 373-388.
34. **Pang, J.S.** (2010). The Achievement Motive: A Review of Theory and Assessment of N Achievement, Hope of Success, and Fear of Failure. In O.C. Schultheiss & J.C. Brunstein (Eds.), *Implicit Motives*. New York, NY: Oxford University Press, pp. 30-70.
35. **Pang, J.S.** (2010). Content Coding Methods in Implicit Motive Assessment: Standards of Measurement and Best Practices for the Picture Story Exercise. In O.C. Schultheiss & J.C. Brunstein (Eds.), *Implicit Motives*. New York, NY: Oxford University Press, pp.119-150.
36. **Pang, J.S.** (2010). Achievement Need. In I.B.Weiner and W.E. Craighead (Eds.), *The Corsini Encyclopedia of Psychology*, 4<sup>th</sup> Edition. Hoboken, New Jersey, USA: John Wiley & Sons, Inc., pp. 15-17.
37. **Pang, J. S.**, Chin, Y.S.\* , Villacorta, M.A., & Morrison, F.J. (2009). Achievement motivation in the social context: Implicit and explicit Hope of Success and Fear of Failure predict memory for and liking of successful and unsuccessful peers. *Journal of Research in Personality*, 43, 1040-1052.
38. Schultheiss, O. C., & **Pang, J. S.** (2007). Implicit measures of motivation and personality. In R. W. Robins, R. C. Fraley & R. Krueger (Eds.), *Handbook of Research Methods in Personality Psychology*. New York: Guilford, pp. 322-344.
39. Peterson, B. E. & **Pang, J. S.** (2006). Authoritarianism and the pursuit of leisure. *The Journal of Social Psychology*, 146, 443-461.
40. Huerta, M., Cortina, L. M., **Pang, J.S.**, Torges, C.M., & Magley, V. J. (2006). Sex and power in the academy: Modeling sexual harassment in the lives of college women. *Personality and Social Psychology Bulletin*, 32(5), 616-628.

41. **Pang, J. S.**, & Schultheiss, O. C. (2005). Assessing implicit motives in U. S. college students: Effects of picture type and position, gender and ethnicity, and cross-cultural comparisons. *Journal of Personality Assessment*, 85(3), 280-294.

42. Schultheiss, O. C., **Pang, J. S.**, Torges, C. M., Wirth, M. M., & Treynor, W. (2005). Perceived facial expressions of emotions as motivational incentives: Evidence from a differential implicit learning paradigm. *Emotion*, 5, 41-54.

43. Schultheiss, O. C., Wirth, M. M., Torges, C. M., **Pang, J. S.**, Villacorta, M. A., & Welsh, K. M. (2005). Effects of implicit power motivation on men's and women's implicit learning and testosterone changes after social victory or defeat. *Journal of Personality and Social Psychology*, 88, 174-188.

44. Peterson, B. E., Duncan, L. E., & **Pang, J. S.** (2002). Authoritarianism and political impoverishment: Deficits in knowledge and civic disinterest. *Political Psychology*, 23(1), 97-112.

# Denotes corresponding author

\* Denotes student collaborator

+ The contribution of authors other than the corresponding author was equal

## PROFESSIONAL PRESENTATIONS

1. Feng, S.Q., Detenber, B.H., **Pang, J.S.**, & Teo, M.Y. Using the Common Ingroup Identity Model to understand discourses of Gay-related issues in Singapore. 72nd Annual International Communication Association Conference, Paris, France, May 2022.
2. Ock, J., & **Pang, J. S.** Effect of personality and knowledge about professional conduct on feedback delivery. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States, April 2022.
3. Detenber, B.H., Tan, J.Z., J., **Pang, J.S.**, Hernandez, M., Teo, M.Y. Examining public opinion about a contentious social issue through content analysis of online discussion forums. 73<sup>rd</sup> Annual Conference of the World Association for Public Opinion Research (WAPOR), Salamanca, Spain, October 2020.
4. Detenber, B.H, Hernández, M., Tan, J.Z.J., Lew, Z.J., & **Pang, J.S.** Online Intergroup Contact: How Anonymity and Self-disclosure Style Influence Out-group Relations. 70th Annual Conference of the International Communication Association, Gold Coast, Australia, May 2020.
5. Hernández, M., Tan, J.Z.J., **Pang, J.S.**, & Detenber, B.H. The Mediating Effect of Superordinate and National Identities on Improving Attitudes towards Gay Men and Lesbians. 70th Annual Conference of the International Communication Association, Gold Coast, Australia, May 2020.
6. Neo, L.S.\* , & **Pang, J.S.** Fighting in a foreign land: An empirical comparison between ISIS foreign fighters and ISIS sympathisers. The 2020 conference of the Asia-Pacific Association of Threat Assessment Professionals, Melbourne, Australia, February 2020.

7. Hernández, M., Tan, J.Z.J., Tan, J.T., **Pang, J.S.**, & Detenber, B.H. Predicting Attitudes toward Outgroups in Singapore: Beyond National Identity. 72nd Annual Conference of the World Association for Public Opinion Research, Toronto, Ontario, Canada, May 2019.
8. **Pang, J.S.**, Fang, Y., & Lim, K.M.\* Older Workers in Singapore: Medical Insurance Coverage and Satisfaction with Family Moderates the Role of Chronic Illness in Psychological Well-Being. 29th Annual Convention of the Association for Psychological Science, Boston, USA, May 2017.
9. Ring, H. & **Pang, J.S.** Toward Automatic Coding of Implicit Motives Via Machine Learning. Society for the Study of Motivation, Boston, USA, May 2017.
10. **Pang, J.S.** & Kang, N.Q.\* Effects of a Brief Short-Term Self-Administered Mindfulness-Based Intervention Program on Young Adults' Life Satisfaction, Psychological Need Satisfaction, and Attentional Control. Panel on *Brain-based interventions for reducing antisocial behavior: Mindfulness and transcranial direct current stimulation*. The Stockholm Criminology Symposium, Stockholm, Sweden, June 2016.
11. **Pang, J.S.**, Yeo, Z.Z.\* , & Ramsay, J.E. The links between motives and emotions at different stages of achievement goal pursuit. 28th Annual Convention of the Association for Psychological Science, Chicago, USA, May 2016.
12. Low, Y-H.\* , & **Pang, J.S.** Role of emotion in fostering a promotion or prevention focus. 27th Annual Convention of the Association for Psychological Science, New York, USA, May 2015.
13. Nagpaul, T.\* & **Pang, J.S.** Psychological resources can attenuate the effects of materialism—an investigation of gratitude and mindfulness as possible solutions. 4th Annual International Conference on Cognitive and Behavioral Psychology, Singapore, February 2015.
14. **Pang, J.S.**, & Ramsay, J.E.\* An examination of McClelland's emotion-specificity hypothesis for implicit approach and avoidant achievement motivation. Munich Symposium on Motivation, Germany, July 2014.
15. Yang, F.\* , **Pang, J.S.**, & Cheng, W.J.Y. Family members' exertion of positive social control depends on their perception of the medical adherence of diabetic patients. Chinese Psychological Society, Beijing, China, August 2013.
16. Yang, F.\* , Cheng, W. J. Y., & **Pang, J. S.** Health-Related Social Control, Self-Efficacy, and Diabetic Adjustment in Singaporean Elderly. American Psychological Association, Hawaii, USA, August 2013.
17. Zandy, S.K., **Pang, J.S.**, Lim, K.L., Ng, W.L., & Matthews, D.B. Gender differences among college students in the presence of a peer during a simulated alcohol-pouring task. 36th Annual Scientific Meeting of the Research-Society-on-Alcoholism. Orlando, FL, USA. June, 2013.
18. **Pang, J.S.**, & Ramsay, J.E.\* . Validation of a Comprehensive Picture Story Set and Coding System for Assessing Implicit Approach and Avoidant Achievement Motives. Society for the Study of Motivation, Washington, D.C., USA, May 2013.

19. Ramsay, J.E. \*, **Pang, J.S.**, Ho, R.M.H., & Chan, K.Y. Implicit Need for Power Predicts Entrepreneurial and Leadership Intent in University Students. Association for Psychological Science, Washington, D.C., USA, May 2013.
20. **Pang, J.S.**, Ang, R.P., Kom, D.M.Y. \*, & Tan, S.H.\* Caring Dad/Controlling Mum: Gender Differences in Effects of Parental Warmth and Psychological Control on Aggression of Impulsive Singapore Children. International Association of Cross-Cultural Psychology Congress, Stellenbosch, South Africa, July 2012.
21. Tan, S. H. \*, **Pang, J. S.**, Ang, R. P., & Kom, D. M. Y. \*Moderating role of parental psychological and behavioral control on attachment and aggression. APS Annual Convention, Chicago, Illinois, USA, May 2012.
22. Tan, S. H. \*, Chan, W. T. \*, **Pang, J. S.**, Ang, R. P., & Ong, C. L. \*Arousing proactive aggression in the laboratory. 5th Annual Meeting of the Society for the Study of Motivation, Chicago, Illinois, USA, May 2012.
23. Ramsay, J. E.\* , **Pang, J.S.**, Sor, H.Y.\* , Rowatt, W., Johnson, M., & Labouf, J. Priming Religious Concepts Increases Prejudice in both Singaporean Christians and Buddhists. Annual conference of the Society for Personality and Social Psychology, San Diego, CA, USA, January 2012.
24. Chiang, A.Q.M.\* , **Pang, J.S.**, Ang, R.P., Kom, D.M.Y.\* , & Tan, S.H.\* Patterns of reactive and proactive aggression in young adolescents in Singapore. 12th European Congress of Psychology, Istanbul, Turkey, July 2011.
25. Kom, D.M.Y.\* , Tan, S.H.\* , Ang, R. P., **Pang, J. S.**, Tan, Y.R.\* , & Tan, P.L.\* Reactive and Proactive Aggression and their Differential Correlates to Parenting Styles and Peer Support in Asian Adolescents. 9th Biennial Conference of Asian Association of Social Psychology, Kunming, China, July, 2011.
26. **Pang, J.S.**, Fong, K.W.\* , Diaz-Granados, J.L., & Matthews, D.B. Presence of a peer significantly decreases amount of liquid poured in a simulated alcohol pouring task in Singaporean college students. Scientific Meeting of the Research Society on Alcoholism, Atlanta, Georgia, USA, June 2011.
27. Ramsay, J.E.\* , & **Pang, J.S.** Hope of Success and Fear of Failure: Sharpening the Tools of Investigation. 4th Annual Meeting of the Society for the Study of Motivation, Washington, D.C., USA, May 2011.
28. Lee, A.\* , Yap, J.S-M.\* , & **Pang, J.S.** Online Picture Story Exercise Assessment: Reliability and Validation of the Big Three Motives. 4th Annual Meeting of the Society for the Study of Motivation, Washington, D.C., USA, May 2011.
29. **Pang, J.S.** & Mahalingam, R. Gender, cultural, and professional identity: contributions of Social Dominance Orientation, Gender Ideology, John Henryism, and social support towards building shame or resilience in Singaporean female business and engineering majors. XXth Congress of the International Association for Cross Cultural Psychology, Melbourne, Australia, July 2010.

30. Tan, S.H.\* , Thong, J.Y.\* , & **Pang, J.S.** Safety, non-fulfilment, and academic resilience: Strategic prevention and promotion goal-setting in the Singapore academic context. XXth Congress of the International Association for Cross Cultural Psychology, Melbourne, Australia, July 2010.
31. **Pang, J.S.** & Lin, J-Y.\* Approach and avoidance achievement motivation: effects on mood, cortisol reactivity, and performance. Annual meeting of the American Psychological Association in San Francisco, CA, May 2009.
32. **Pang, J.S.**, Cheng, Y-C.\* , & Lim, H.W.\* A PSE picture set for measuring nAchievement—lessons from USA and Singapore. 19th International Congress of the International Association for Cross-Cultural Psychology, Bremen, Germany, July 2008.
33. **Pang, J.S.** Picture cue selection in the Picture-Story Exercise. 10<sup>th</sup> European Congress of Psychology, Prague, Czech Republic, July 2007.
34. **Pang, J. S.**, Villacorta, M.A., & Morrison, F. Effects of explicit and implicit achievement motivation on students' memory and preference for upward social comparison targets. Annual meeting of the Society for Personality and Social Psychology, Palm Springs, CA, January 2006.
35. Treynor, W., **Pang, J. S.**, Schultheiss, O., & Gonzalez, R. A New Cheating Paradigm. Kyoto International Symposium, Kyoto-Michigan Collaboration in Psychology: Self, Cognition, and Emotion in Ann Arbor, MI, August 2003.
36. Wirth, M. M., **Pang, J. S.**, Torges, C. M., Villacorta, M. A., Treynor, W. F. C., Lee, T. M., & Schultheiss, O. C. Testosterone moderates the effect of anger faces on implicit sequence learning. Annual meeting of the Society for Neuroscience in Orlando, FL, November 2002.
37. **Pang, J. S.** Authoritarianism and Political Knowledge. Annual meeting of the American Psychological Association in San Francisco, CA, August 2001.
38. **Pang, J. S.** (2001). Authoritarianism and Political Discourse. Annual meeting of the American Psychological Society in Toronto, ON, Canada, July 2001.

\* Denotes student collaborator

## INVITED TALKS AND DISCUSSANT

Updating personality assessment from-a-distance for the 21st century: Automated content analysis of implicit social motives. Invited talk given at the Department of Psychology, University of Zürich, Switzerland, April 2019.

Toward Automatic Coding of Implicit Motives Via Machine Learning. Invited talk given at Institute of Psychology, Experimental Psychology, Motivation, and Affective Neuroscience, Friedrich-Alexander University, Erlangen, Germany, June 2017.

Health psychology from a Person-in-Context perspective: Influences of personality, identities, and culture on Singaporean youth's health and happiness. Invited talk given at 3rd Joint Conference between NTU - UTokyo: Overcoming Barriers, Creating Networks: In Search of Multicultural



Coexistence in Globalizing Asia. University of Tokyo, Institute of Advanced Studies, Tokyo, Japan, Jan 2017.

Implicit Achievement Motivation Moderates the Effect of Motive-Relevant Challenge on Salivary Cortisol. Invited talk given at the Centre for Research in Pedagogy and Practice, National Institute of Education, Singapore, April 2014.

Discussant for “Implicit motives: What makes them unfold their potential?” Invited symposium at the Association for Psychological Science, Washington, D.C., USA, May 2013.

Personality assessment perspectives for forensic interviews. Invited talk given at the annual conference of the American Polygraph Association, Singapore, February 2012.

Invited panel speaker for “The current status of motivation science: An international perspective,” 4th Annual Meeting of the Society for the Study of Motivation, Washington, D.C., USA, May 2011.

Discussant for “Personality, Work, and Satisfaction: Evidence from the German Socio-Economic Panel,” by Liliana Winkelmann, at the Symposium for Interdisciplinary Studies on Happiness, Singapore, November 2008.

Vigor and Vigilance: Influence of performance feedback and achievement motivation on salivary cortisol reactivity. Invited talk given at Institute of Psychology, Experimental Psychology, Motivation, and Affective Neuroscience, Friedrich-Alexander University, Erlangen, Germany, July 2008.

## **CONFERENCE ORGANIZER**

*Cyber Psych: Personality Psychology, Culture and Cyber-security*, April 25-28, 2016, Conrad Centennial, Singapore. Eight speakers who were internationally renowned researchers and/or experienced practitioners spoke on topics such as information security and insider threat, criminal profiling, integrative theories of personality, cultural value systems, motives, personality assessment, and applications of credibility assessment in various local defence contexts. The conference offered 75 attendees from the national security and counter-intelligence fields of seven different countries exposure to theories, assessment methods and tools in the fields of psychology and cyber-security.

## **GRANTS AND AWARDS**

### Grants

Principal Investigator: Defense Science and Technology Agency grant \$575,544—Motivations behind political communications.

Principal Investigator: CoHASS Research Support Grant \$14, 996.90—Investigating the co-occurrence between implicit motives and emotion in naturally occurring texts using a natural language processing and a machine learning approach

Principal Investigator: Academic Research Fund (AcRF) Tier 1 grant \$ 82,343.33—Towards the development of a machine learning database for implicit motive coding

Co-Investigator: Academic Research Fund (AcRF) Tier 1 grant \$89,478—Using public opinion to reach common ground on a contentious social issue: Attitudes toward lesbians and gays in Singapore 2005-2020

Principal Investigator: DSO National Laboratories \$248,409.20—Contact theory in online environments

Principal Investigator: Temasek Laboratories Ad-Hoc Grant sub-project S\$893,500 (value of larger umbrella project on cyber-security is \$4.9M)—Personality psychology and cyber-based insider threats

Co-Investigator: National Arts Council S\$200,000—The Arts For Ageing Well: A Landscape Study on Arts Participation and Holistic Wellbeing Among Current and Future Older Generations of Singapore

Principal Investigator: Mitsui Sumitomo Insurance Welfare Foundation Research Grant S\$10,000—Study on older working adults' well-being

Principal Investigator: HASS Incentive Scheme for the Development of Competitive Grants S\$5,000—Mindfulness and implicit-explicit motive congruence

Principal Investigator: Singapore Ministry of Social and Family Development grant S\$70,000—Qualitative study of the behaviors and attitudes of youths towards gambling and the casinos

Principal Investigator: Academic Research Fund (AcRF) Tier 1 grant S\$249,980—Using subtypes of aggression to identify differences in delinquency and childhood externalizing disorders—study of cognitive, motivational, and hormonal differences

Principal Investigator: NTU Start-Up Grant S\$54,986—Validation of a new measure of implicit hope of success and fear of failure motivation

Principal Investigator: Academic Research Fund (AcRF) grant S\$4,998—Psychology of Resilience: Intersections of identities, personality, and social contexts

Principal Investigator: AcRF grant S\$4,847—Subtypes of aggression leads to differences in delinquency and conduct problems—study of different behavioral, cognitive, and motivational differences

Principal Investigator: AcRF grant S\$4,940—Development of a paradigm for experimental arousal of reactive and proactive aggression

Co- Investigator: AcRF grant S\$4,999—The effect of presence of peers on estimated Standard Drink Size in Singapore college students

#### Awards

Nominated for Singapore National Academy of Science (SNAS) Young Scientist Award (2014; not awarded)

## **TEACHING AND MENTORING**

Graduate courses at NTU:

- Special Topics in Personality Psychology: Personality and Childhood Psychopathology
- Special Topics in Personality Psychology: Health Psychology

Undergraduate courses at NTU:

- Introduction to Psychology
- Introduction to Personality Psychology
- Human Motivation
- Laboratory in Personality and Individual Differences
- Research Laboratory in Psychology

Average teaching score: 4.3/5

At the Military Security Department, Singapore Ministry of Defense:

“Introduction to psychology” – professional development short course (4 days, ~20 hours)

Awards

Awarded certificates of honor for Inspirational Teaching (*under* Koh Boon Hwee Scholars Award; in 2010, 2013, and 2015)

Nominated for Nanyang Excellence in Teaching Award (2010; not awarded)

Mentoring

*Current PhD students*

Dion Lo, “Basic needs satisfaction and frustration, Action-state Orientation, and goal strivings” (third year, part-time, PhD candidate, passed Qualifying Exam)

Liyong Ng “Similarities and differences between dyadic friendships and romantic relationships” (third year, full-time, PhD candidate, passed Qualifying Exam)

Siqi Feng, “Understanding the effect of indirect intergroup contact on attitudes towards minority groups from a system-justification perspective” (co-supervised; third year, full-time, interdisciplinary PhD candidate, passed Qualifying Exam)

*Former PhD students*

Neo Loo Seng, class of 2020. Current position: Head of process audit, RS Audit

Diana Yeo, class of 2019. Current position: Lecturer, Nanyang Technological University.

Thuy-Anh Ngo, class of 2019. Current position: Post-doctoral Researcher, McMaster University, Ontario, Canada

V. Kopparumsolan (Cholan), class of 2018. Current position: Research Scientist, Temasek Laboratories, Singapore

Tania Nagpaul, class of 2017. Current position: Senior Lecturer, SR Nathan School of Human Development, Singapore University of Social Sciences, Singapore

Jonathan Edward Ramsay, class of 2014. Current position: Associate Professor, James Cook University (Singapore)

Fang Yang, class of 2014. Current position: Associate Professor, Shanghai University, China

Dennis Mum-Yen Kom (co-supervised), class of 2013. Current position: Head (guidance branch), Ministry of Education, Singapore

*Former MA students*

Priscilla Gan, class of 2019. Current position: Policy officer, Singapore Ministry of Home Affairs.

Michelle Si Hui Nee, class of 2019. Current position: Assistant manager, Singapore Ministry of Defense.

*Former postdoctoral fellows*

Jisoo Ock (PhD 2014, Rice University) (supervision period: 2017) (current position: Associate Professor, University of Busan, South Korea)

Miriam Hernandez (PhD 2018, City University Hong Kong) (co-supervised) supervision period: 2019) (current position: Assistant Professor, California State University, Dominguez Hills)

## **PROFESSIONAL ACTIVITIES AND SERVICE COMMITMENTS**

### **At University of Michigan**

Michigan Teaching Fellow (2005)

American Psychological Association Campus Representative (2003-2004)

### **At Nanyang Technological University**

University Institutional Review Board (IRB) member (2016-2018)

Psychology management committee (2010-present)

Psychology graduate curriculum committee (coordinator, 2012-present)

Faculty mentor to HSS Psychology Society (2008-2017)

Psychology faculty search committee chair (2015, 2016, 2017, 2018)

Geography faculty search committee member (2017)

Psychology undergraduate curriculum committee (member, 2008-2014)

Psychology undergraduate admissions committee (member, 2007; coordinator, 2008-2010)

Psychology outreach committee (member, 2006; coordinator, 2007-2008)

Psychology human ethics review committee (member, 2006-2008)

**Associate editor**

Journal of Personality Assessment  
Frontiers in Psychology—Gender, Sex, and Sexuality Studies  
Frontiers in Sociology – Gender, Sex, and Sexuality Studies

**Editorial board**

Motivation Science  
Journal of Pacific Rim Psychology

**Ad-hoc journal reviewer**

Asian Journal of Social Psychology  
Applied Psychology: An International Review  
Australian Journal of Psychology  
British Journal of Educational Psychology  
International Gambling Studies  
Journal of Personality  
Journal of Personality Assessment  
Journal of Personality and Social Psychology  
Journal of Research in Personality  
Journal of Sport and Exercise Psychology  
Learning and Individual Differences  
Motivation and Emotion  
Motivation Science  
Personality and Social Psychology Bulletin  
Psychoneuroendocrinology  
Research in Developmental Disabilities  
Self and Identity  
The Journal of Social Psychology

**Ad-hoc grant reviewer**

Research Grants Council of Hong Kong  
Swiss National Science Foundation  
Austrian Science Fund  
Luxembourg National Research Fund

**Professional Memberships and Certifications**

Association for Psychological Science  
Society for the Study of Motivation (elected “Member-at-Large” 2023-present)

**Professional Certifications**

Certified Teacher for the Mindfulness Based Stress Reduction for Teens (MBSR-T) Program (2015)

**Public Service**

Singapore Social Service SkillsFuture Tripartite Taskforce (STT) (2022 – present)  
Singapore Social Service Skills Future Tripartite Task Force psychology sub-team (2020 – 2022)