

Franki Y. H. Kung
Department of Psychological Sciences, Purdue University
703 Third Street, West Lafayette, IN 47907, USA
Office: +1 (765) 494-8027; E-mail: frankikung@purdue.edu

ACADEMIC POSITION

Assistant Professor of Psychology, Purdue University August 2018 - Present

EDUCATION

Ph.D., University of Waterloo 2018
Vanier Scholar; Social and Industrial/Organizational Psychology (Special Program)
Visiting Scholar, Hong Kong University of Science and Technology 2014
Management
M.A., University of Waterloo 2014
Industrial/Organizational Psychology
B.Soc.Sc, The Chinese University of Hong Kong 2011
Psychology, First Class Honors
Exchange Study, University of Illinois, Urbana-Champaign 2010
Liberal Arts and Sciences Exchange Study

SELECTED HONORS AND AWARDS

IMPACT Faculty Fellow, Purdue University (Education Transformation grant; US\$12,500) 2021-2022
Ross-Lynn Research Scholar Award, Purdue University (US\$35,000) 2021
Ross-Lynn Faculty Summer Supplement Award, Purdue University (US\$6,378) 2021
Teaching for Tomorrow Junior Fellow, Purdue University (US\$1000) 2020
ProQuest Distinguished Dissertation Award Finalist, Canada 2019
Governor General's Gold Medal Finalist, University of Waterloo (UW) 2019
Alumni Gold Medal Finalist, UW 2018
Heritage Dissertation Research Award, SPSP (US\$1,000) 2018
Ontario Graduate Scholarship (CAD\$15,000) 2017
President's Graduate Scholarship (CAD\$10,000) 2017
Vanier Canada Graduate Scholarship (CAD\$150,000) 2014 - 2017
International Association for Cross-Cultural Psychology Witkon-Okonji Award (US\$1,600) 2016
Society for Personality and Social Psychology (SPSP) Poster Award, 1st Runner-Up 2016
SPSP Diversity Award (US\$500) 2016
International Association for Conflict Management DRRC Scholarship (US\$450) 2014
Outstanding Achievement in Graduate Studies, UW 2014

DIVERSITY AND INCLUSION RELATED LEADERSHIP

Co-Director, Diversity and Inclusion Science Consortium, Purdue University 2021-Present
Incoming Chair, Early Career Committee, SPSP 2019-Present
Member, Organizing Committee, Reviewer Zero (<http://www.reviewerzero.net/>) 2019-Present
Member, PSY Dept. Diversity Equity and Inclusion Committee, Purdue University 2020-Present

GRANTS

National Science Foundation (NSF-IUSE & EHR \$299,973; PI): "Developing and analyzing a cultural mindset module for improving multicultural engineering team effectiveness" 2021-2024
United States Department of Agriculture - National Institute of Food and Agriculture (\$443,469; co-PI): "Workplace stressors, conflict resolution, worker productivity: A field experiment on employee wellness in rural small businesses" 2020-2024
Negotiation and Team Resources Research Grant (\$8162; PI) 2019
Learning Innovation and Teaching Enhancement Seed Grant (\$5,000; co-PI) 2016
Graduate Studies Endowment Fund (\$945; PI) 2014

PUBLICATIONS (*advisees underlined*)

- Li, S., & **Kung, F. Y. H.** (in press). Assessing perceptions of immigrant contribution: Scale development and organizational implications. *Academy of Management Discoveries*.
- Brienza, J. B.*, **Kung, F. Y. H.***, Chao, M. M. (2021). Wise reasoning, intergroup positivity, and attitude polarization across contexts. *Nature Communications*, 12, 3313. <https://doi.org/10.1038/s41467-021-23432-1> (*equal author)
- Wang K., Goldenberg A., Dorison, C.A., Miller, J.K., Uusberg, A., Lerner, J.S., Gross, J.J., Agesin, B.B., Bernardo, M., Campos, O., Eudave, L., Grzech, K., Ozery, D.H., Jackson, E.A., Luis Garcia, E.O., Drexler, S.M., Jurković, A.P., Rana, K., Wilson, J.P., ... **Kung, F. Y. H.**, ...Moshontz, H. (2021) A multi-country test of brief reappraisal interventions on emotions during the COVID-19 pandemic. *Nature Human Behavior*, 5, 1089-1110. <https://doi.org/10.1038/s41562-021-01173-x> (authorship for Tier 3 contribution: Investigation and writing – review and editing).
- Kung, F. Y. H.**, & Scholer, A. A. (2021). Moving beyond two goals: An integrative review and framework for the study of multiple goals. *Personality and Social Psychology Review*, 25(2), 130-158. <https://doi.org/10.1177/1088868320985810>
- Li, S., & **Kung, F. Y. H.** (2021). Leveraging mindsets to facilitate multiracial collaborations. In Wong, M.S., Weiner, L., Cerniak, J., & Yee, L.T.S. (Eds.), *Incorporating diversity in classroom settings: Real and engaging examples for various psychology courses*. (Vol 1: Ability, age, culture, ethnicity/race, gender, religion, sexual orientation, and socioeconomic status) (pp. 172-177). Society for the Teaching of Psychology.
- Grossmann, I. & **Kung, F. Y. H.** (2020). Wisdom across cultures. *Oxford Research Encyclopedia of Psychology*.
- Kung, F. Y. H.**, & Scholer, A. A. (2020). The pursuit of multiple goals. *Social and Personality Psychology Compass*, 14(1), 1-14. <https://doi.org/10.1111/spc3.12509>
- Grossmann, I., **Kung, F. Y. H.**, & Santos, H. C. (2019). Wisdom as state vs. trait. In R. Sternberg, & J. Glück (Eds.), *Handbook of Wisdom* (vol. 2). Cambridge, UK: Cambridge University Press.
- Grossmann, I., & **Kung, F. Y. H.** (2019). Wisdom and culture. In S. Kitayama, & D. Cohen (Eds.), *Handbook of Cultural Psychology* (2nd ed., pp. 343-364). New York, NY, US: Guilford.
- Kung, F. Y. H.**, & Chao, M. M. (2019). The impact of mixed emotions on creativity in negotiation: An interpersonal perspective. *Frontiers in Psychology*, 9, 2660 <https://doi.org/10.3389/fpsyg.2018.02660>
- Kung, F. Y. H.**, & Scholer, A. A. (2018). Message framing influences perceptions of feedback (in)directness. *Social Cognition*, 36, 626-670. <https://doi.org/10.1521/soco.2018.36.6.626>
- Brienza, J. P., **Kung, F. Y. H.**, Santos, H. C., Bobocel, D. R., & Grossmann, I. (2018). Wisdom, bias, and balance: Towards a state-level measure of wisdom-related cognition. *Journal of Personality and Social Psychology*, 115, 1093-1126 <http://dx.doi.org/10.1037/pspp0000171>
- Kung, F. Y. H.**, & Scholer, A. A. (2018). A network model of goals boosts performance on convergent creativity. *Frontiers in Psychology*, 9, 1-12. <https://doi.org/10.3389/fpsyg.2018.01910>
- Kung, F. Y. H.**, Chao, M. M., Yao, D., Adair, W. L., Tasa, K., & Fu, J. H. (2018). Bridging racial divides: Social constructionist (vs. essentialist) beliefs facilitate interracial trust. *Journal of Experimental Social Psychology*, 74, 121-134. <https://doi.org/10.1016/j.jesp.2017.09.008>
- Kung, F. Y. H.**, Kwok, N., & Brown, D. J. (2017). Are attention check questions a threat to scale validity? *Applied Psychology*, 67, 264-283. <https://doi.org/10.1111/apps.12108>
- Wu, H.-Y., **Kung, F. Y. H.**, Chen, H.-C., & Kim, Y.-H. (2017). Academic success of “tiger cubs”: Self-control (not IQ) predicts academic growth and explains girls’ edge in Taiwan. *Social Psychological and Personality Science*, 8, 698-705. <https://doi.org/10.1177/1948550616675667>
- Kung, F. Y. H.**, Eibach, R. P., & Grossmann, I. (2016). Culture, fixed-world beliefs, relationships and perception of identity continuity. *Social Psychological and Personality Science*, 7, 631-639. [10.1177/1948550616652208](https://doi.org/10.1177/1948550616652208)
- Kung, F. Y. H.**, Kim, Y.-H., Yang, D. Y.-J., & Cheng, S. Y. Y. (2016). The role of regulatory fit in framing effective negative feedback across cultures. *Journal of Cross-Cultural Psychology*, 47, 696-712. [http://doi.org/10.1177/0022022116638172](https://doi.org/10.1177/0022022116638172)
- Chao, M. M., & **Kung, F. Y. H.** (2015). An essentialism perspective on intercultural processes. *Asian Journal of Social Psychology*, 18, 91-100. <http://doi.org/10.1111/ajsp.12089>
- Chao, M. M., **Kung, F. Y. H.**, & Yao, D. J. (2015). Understanding the divergent effects of multicultural exposure. *International Journal of Intercultural Relations*, 47, 78–88. <http://doi.org/10.1016/j.ijintrel.2015.03.032>

Under Review (*advisees underlined*)

- Kung, F. Y. H.***, Brienza, J. B. *, Chao, M. M. (2nd revise and resubmit). Mixed reactions to multicultural (vs. colorblind) diversity management: A cultural mindset perspective. (*equal author)

- Lapka, S., **Kung, F. Y. H.***, Brienza, J. B., & Scholer, A. S. (under review). Determined yet dehumanized: Negative social implications for perceptions of high self-control.
- Li, S., & **Kung, F. Y. H.** (under review). A psychological needs framework for refugee worker well-being.
- Forscher, P. S.*, Taylor, V. J.*, Cavagnaro, D., Lewis, N. A., Jr., Moshontz, H., Batres, C., ... **Kung, F. Y. H.**, ... Chartier, C. R. (2nd revise and resubmit). A multi-site examination of stereotype threat in Black college students across varying operationalizations. <https://doi.org/10.31234/osf.io/6hju9>. (authorship for Tier 3 contribution: Investigation and writing – review and editing).

CONFERENCE PRESENTATIONS

Symposia Organized

- Huff, S. & **Kung, F. Y. H.** (2021, February). *Navigating Promotion & Tenure in the Time of COVID-19*. Professional development session conducted (virtually) at the 22nd Annual Convention of the Society for Personality and Social Psychology.
- Keith, M. G., & **Kung, F. Y. H.** (2020, April). *Setting New Goals for Goal Research: Questioning Assumptions and New Directions*. Symposium conducted at the 35th Annual Conference of Society for Industrial and Organizational Psychology, Austin, TX.
- Mitchell, T., & **Kung, F. Y. H.** (2019, April). *Negotiating Globally: Strategies for Intra- and Intercultural Negotiation*. Symposium at the 34th Annual Conference of Society for Industrial-Organizational Psychology, Washington, DC.
- Kung, F. Y. H.**, & Shen, W. S. (2017, June). *Diversity Policies on the Stand*. Symposium at the 78th Canadian Psychological Association National Annual Convention, Toronto, Canada.
- Scholer, A. A., & **Kung, F. Y. H.** (2017, January). *A Juggling Act: Dynamics of Successfully Regulating Multiple Goals*. Symposium at the 18th Annual Convention of the Society for Personality and Social Psychology, San Antonio, TX.
- Kung, F. Y. H.**, & Chao M. M. (2016, August). *Managing Diversity: An Emerging Meaning-Making Framework*. Symposium conducted at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.
- Kung, F. Y. H.**, & Adair, W. L. (2016, July). *Promoting Trust and Prosociality in Intergroup Conflicts*. Symposium conducted at the 29th Annual Conference of the International Association for Conflict Management, New York City, NY.
- Oakes, H., & **Kung, F. Y. H.** (2016, May). *Intergroup Conflict in Today's World: New Insights into Intergroup Bias across Cultures and Contexts*. Symposium conducted at the 28th Annual Convention of the Association for Psychological Science, Chicago, IL.
- Kung, F. Y. H.**, & Chao M. M. (2015, February). *Understanding the Dynamics of Beliefs in Genetic and Racial Essences*. Symposium conducted at the 16th Annual Convention of the Society for Personality and Social Psychology, Long Beach, CA.
- Kung, F. Y. H.** (2014, July). *Difficulties and Opportunities in Cross-Cultural Negotiations*. Symposium conducted at the 27th Annual Conference of the International Association for Conflict Management, Leiden, The Netherlands.

Paper Presentations

- Kung, F. Y. H.** (2021, April). *Goal Models: A Lay Theory Perspective*. Invited talk at the Midwestern Psychological Association Meeting, Chicago, IL (virtual).
- Kung, F. Y. H.**, & Scholer, A. A. (2020, April). *A New Framework of Multiple Goal Pursuit: Lay Theories of Goal System*. Presentation at the 35th Annual Conference of Society for Industrial and Organizational Psychology, Austin, TX.
- Yang, Z., & **Kung, F. Y. H.** (2019, November). *Individuals' Preferences in Pursuing Multiple Goals*. Presentation at the Applied Psychology Forum 2019, Beijing, China.
- Kung, F. Y. H.**, Chao, M. M., Fu, J., Adair, W. L., & Tasa, K (2019, April). *The role of malleable culture beliefs in improving intercultural negotiation outcomes*. Paper presented at the 34th Annual Conference of Society for Industrial and Organizational Psychology, Washington, DC.
- Kung, F. Y. H.**, & Scholer, A. A. (2017, January). *Lay Models of Goal Systems*. In Scholer, A. A., & Kung, F. Y. H. (Chairs), *A Juggling Act: Dynamics of Successfully Regulating Multiple Goals*. Symposium conducted at the 18th Annual Convention of the Society for Personality and Social Psychology, San Antonio, TX.
- Kung, F. Y. H.**, Brienza, J. P., & Chao, M. M., (2016, August). *Diversity Policies Reconsidered: The Effects of Implicit Beliefs on Multicultural and Colorblind Practices*. In F. Y. H. Kung & M. M. Chao (Chairs), *Managing Diversity: An Emerging Meaning-Making Framework*. Symposium conducted at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.
- Chao, M. M., Brienza, J. P., **Kung, F. Y. H.** (2016, August). *When Multiculturalism Backfires: From Cultural Ideologies to Organizational Outcomes*. In K. Savani (Chair), *Challenges Facing Organizations Across National Boundaries: Autonomy, Trust, Bias, and Diversity*. Invited Symposium conducted at the 23rd Congress of the International Association for Cross-Cultural Psychology, Nagoya, Japan.
- Kung, F. Y. H.**, Eibach, R. P., & Grossmann, I. (2016, August). *Culture, Fixed-World Beliefs, and Perceptions of Identity Change*. Rapid Paper presentation at the 23rd Congress of the International Association for Cross-Cultural Psychology, Nagoya, Japan.

- Brienza, J. P., **Kung, F. Y. H.**, & Chao, M. M. (2016, July). *Wise Reasoning Reduces Intergroup Bias*. Paper presentation at the 29th Annual Conference of the International Association for Conflict Management, New York City, NY.
- Kung, F. Y. H.**, Chao, M. M., & Adair, W. L. (2016, July). *To Boost Intercultural Trust and Negotiation Gains, Change Negotiators' Beliefs of Cultural Malleability*. In F. Y. H. Kung & W. L. Adair (Chairs), *Promoting Trust and Prosociality in Intergroup Conflicts*. Symposium conducted at the 29th Annual Conference of the International Association for Conflict Management, New York City, NY.
- Brienza, J. P., **Kung, F. Y. H.**, Chao, M. M. (2016, May). *Loving Your "Enemies": Wise Reasoning and Reduced Outgroup Hate*. In H. Oakes & F. Y. H. Kung (Chairs), *Intergroup Conflict in Today's World: New Insights into Intergroup Bias across Cultures and Contexts*. Symposium conducted at the 28th Annual Convention of the Association for Psychological Science, Chicago, IL.
- Kung, F. Y. H.**, Chao, M. M., Yao, D., Adair, W. L., Fu, J. H., & Tasa, K. (2015, March). *When Cultures Meet: Cultural Essentialist Beliefs and Intercultural Negotiation Gains*. Presented at the 9th Annual Southwestern Ontario I-O & OB Graduate Student Conference, Guelph, Canada.
- Kung, F. Y. H.**, Chao, M. M., Yao, D., Fu, J. H. (2015, February). *The Implications of Cultural Essentialism on Interpersonal Conflicts in Intra- vs. Intercultural Contexts*. In F. Y. H. Kung & Chao M. M (Chairs), *Understanding the Dynamics of Beliefs in Genetic and Racial Essences*. Symposium conducted at the 16th Annual Convention of the Society for Personality and Social Psychology, Long Beach, CA.
- Chao, M. M.*, **Kung, F. Y. H.***, Yao, D.*, Adair, W. L., Tasa, K., & Fu, J. H. (2014, August). *Understanding Cultural Differences in Intercultural Negotiation: The Role of Essentialism*. In J. O. Siy & K. W. Phillips (Chairs), *Construals of "Diversity": Examining Frameworks for Justifying, Defining, and Perceiving Diversity*. Symposium conducted at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.
- Li, M. W., **Kung, F. Y. H.**, & Adair, W. L. (2014, July). *Negotiator Mental Models of Relational and Emotional Concerns across East and West: A Moderated Mediation Model of Relationship Orientation and Need for Closure*. Paper presentation at the 22nd International Congress of International Association for Cross-Cultural Psychology, Reim, France.
- Kung, F. Y. H.**, Adair, W. L., & Tasa, K. (2014, July). *When Cultures Collide and Synergize: The Role of Cultural Essentialism in Intercultural Negotiations*. In F. Y. H. Kung (Chair), *Difficulties and Opportunities in Cross-Cultural Negotiations*. Symposium conducted at the 27th Annual Conference of the International Association for Conflict Management, Leiden, The Netherlands.
- Kung, F. Y. H.** (2014, April). *When Cultures Collide and Synergize: The Role of Cultural Essentialism in Intercultural Negotiations*. Paper presentation at the 1st Graduate Discovery Conference, Waterloo, Canada.
- Kung, F. Y. H.**, & Adair, W. L. (2013, July). *When Cultures Collide and Synergize: The Role of Creativity and Mood in Intercultural Negotiations*. Paper presentation at the 26th Annual International Association for Conflict Management Conference, Tacoma, WA.
- Kung, F. Y. H.**, Kim, Y-H., Yang, D. Y. -J., & Cheng, S. Y. Y. (2013, June). *Regulatory Fit and Work Motivation: Insights for Managers to Give Negative Feedback that Fits*. Paper presentation at the 74th Annual Canadian Psychological Association Convention, Quebec City, Canada.

Poster Presentations

- Lapka, S., Foreman, B., & **Kung, F. Y. H.** (2021, August). *Essentialism and support for diversity policies*. Poster to be presented at the 2021 American Psychological Association Virtual Convention.
- Lapka, S., Bauer, K., & **Kung, F. Y. H.** (2021, August). *Too much of a good trait: Perceived self-control and robotic dehumanization*. Poster to be presented at the 2021 American Psychological Association Virtual Convention.
- Lapka, S., Chan, E., & **Kung, F. Y. H.** (2021, May). *Political orientation, natural world mindset, and climate change attitudes and behavior*. Poster presentation at the 33rd Association for Psychological Science Virtual Convention.
- Bruno, D., Mitchell, M., & **Kung, F. Y. H.** (2021, April). *Productivity tool usage, goal models, and quality of goal pursuit experiences*. Poster presentation at the 33rd Association for Psychological Science Virtual Convention.
- Sauter, R., Bauer, K., Lapka, S. & **Kung, F. Y. H.** (2021, August). *Too much of a good trait: Perceived self-control and robotic dehumanization*. Poster presentation at the 2021 Psychology Undergraduate Research Conference, Purdue University. *Honorable mention for best student poster.
- Bruno, D., Mitchell, M., & **Kung, F. Y. H.** (2021, May). *Productivity tool use, performance, and productivity*. Poster presentation at the 2021 Psychology Undergraduate Research Conference, Purdue University.
- Zhang, A., Bruno, D., Lapka, S. & **Kung, F. Y. H.** (2021, May). *Essentialism and support for diversity policies*. Poster presentation at the 2021 Psychology Undergraduate Research Conference, Purdue University.
- Mitchell, M., Bruno, D., & **Kung, F. Y. H.** (2021, May). *Productivity tool use, performance, and productivity*. Poster presentation at the 2021 Purdue Undergraduate Research Conference.
- Yang, Z., & **Kung, F. Y. H.** (2021, April). *Development and validation of the goal conflict management strategies (GCMS) scale*. Poster presentation at the 36th Annual Conference of Society for Industrial and Organizational Psychology. New Orleans, LA (virtually).
- Li, S., & **Kung, F. Y. H.** (2021, April). *Perceived immigrant contribution: Scale development and organizational implications*. Poster presentation at the 36th Annual Conference of Society for Industrial and Organizational Psychology, New Orleans, LA (virtually).

- Yang, Z., & Kung, F. Y. H.** (2021, February). *Goal Conflict Management Strategies: Conceptualization, measurement, and implications*. Poster presentation at the Motivation Science preconference at the 22nd Annual Convention of the Society for Personality and Social Psychology, New Orleans, LA (virtually).
- Goldsmid, K., Swan, A., Xiao, L., Kung, F. Y. H., & Chen, J.** (2020, May). *Understanding the positive effects of social class essentialism*. Poster presentation at the 32nd Association for Psychological Science Convention, Chicago, IL (virtually). Honorable Mention for the 2020 *RISE Research Award*.
- Li, S., & Kung, F. Y. H.** (2020, April). *A psychological needs framework for refugee integration in the workplace*. Poster presentation at the 35th Annual Conference of Society for Industrial and Organizational Psychology, Austin, TX (virtually).
- Goldsmid, K., Swan, A., Xiao, L., Chen, J. M., & Kung, F. Y. H.** (2020, April). *Understanding the positive effects of social class essentialism*. Poster presentation at the 32nd Annual Convention of the Association for Psychological Science, Chicago, IL. [Virtual Presentation].
- Kung, F. Y. H., & Scholer, A. A.** (2018, February). *Structuring goals in a network boosts creative thinking*. Poster presented at the 19th Annual Convention of the Society for Personality and Social Psychology, Atlanta, GA.
- Kung, F. Y. H., & Scholer, A. A.** (2016, October). *Lay theories of goal systems*. Poster presented at the 11th Annual Southwestern Ontario I-O & OB Graduate Student Conference, Waterloo, Canada.
- Kung, F. Y. H., & Grossmann, I.** (2016, August). *Lay theories of wisdom across cultures*. Poster presented at the 23rd Congress of the International Association for Cross-Cultural Psychology, Nagoya, Japan.
- Brienza, J. P., Kung, F. Y. H., & Adair, W. L.** (2016, August). *Interdisciplinary quotient: Individuals' capability of adjusting to diverse expertise promotes knowledge sharing and reduces occupational bias*. Poster presented at the 23rd Congress of the International Association for Cross-Cultural Psychology, Nagoya, Japan.
- Kung, F. Y. H., Brienza, J. P., Hallman, S., Edwards, J., & Scholer, A. S.** (2016, May). *The self-benefit of motivating others*. Poster presented at the 28th Annual Convention of the Association for Psychological Science, Chicago, IL.
- Kung, F. Y. H., & Scholer, A. S.** (2016, May). *How lay models of goal systems affect self-regulation*. Poster presented at the 9th Annual Meeting of the Society for the Study of Motivation, Chicago, IL.
- Chao, M. M., Brienza, J. P., Kung, F. Y. H., & Balan, D.** (2016, January). *The case against multiculturalism: essentialist beliefs at work*. Poster presented at the 17th Annual Convention of the Society for Personality and Social Psychology, San Diego, CA.
- Kung, F. Y. H., Brienza, J. P., & Chao, M. M.** (2016, January). *Ego-decentered reasoning reduces outgroup bias in intergroup conflicts*. Poster presented at the 17th Annual Convention of the Society for Personality and Social Psychology, San Diego, CA. *Poster award first runner-up
- Brienza, J. P., Kung, F. Y. H., & Chao, M. M.** (2015, August). *How wise reasoning can mitigate intergroup conflicts across the globe*. Poster presented at the International Council of Psychologists 73rd Annual Convention, Toronto, Canada.
- Brienza, J. P., Kung, F. Y. H., & Chao, M. M.** (2015, June). *Wise reasoning moderates the biasing effect of psychological essentialism on prejudice and emotion toward outgroups*. Poster presented at the Canadian Psychological Association 76th Annual Convention, Ottawa, Canada.
- Hanig, S., & Kung, F. Y. H.** (2015, June). *The interactive effects of workload and goal orientation on proactive career behaviour*. Poster presented at the Canadian Psychological Association 76th Annual Convention, Ottawa, Canada.
- Kung, F. Y. H., & Scholer, A. A.** (2015, May). *How do people structure their goals differently: Evidence for hierarchical, network, and sequential goal models*. Poster presented at the 2015 Southern Ontario Behavioural Decision Research Conference, Toronto, Canada.
- Scholer, A. A., & Kung, F. Y. H.** (2015, February). *Communicating success and failure (in)directly and effectively: Feedback gain/loss frame X valence*. Poster presented at the 16th Annual Convention of the Society for Personality and Social Psychology, Long Beach, CA.
- Huynh, A., Kung, F. Y. H., & Grossmann, I.** (2015, February). *When class matters: Inter-class interactions and prosocial behavior in a competitive situation*. Poster presented at the 16th Annual Convention of the Society for Personality and Social Psychology, Long Beach, CA.
- Cheng, S. Y. Y., Chao, M. M., Kung, F. Y. H., Kwong, J. Y. Y.** (2013, October). *Exploring the psychological mechanism behind exclusionary reactions to foreign companies: The question of who and why*. Poster presented at the 2013 Association for Consumer Research Conference, Chicago, IL.
- Kung, F. Y. H., Chao, M. M., & Cheng, S. Y. Y.** (2012, May). *Essentialism and intergroup tension: The question of when*. Poster presented at the 24th Annual Convention of the Association for Psychological Science, Chicago, IL.
- Kung, F. Y. H., & Hamamura, T., & Li, L. M. W.** (2011, July). *A cross-cultural multilevel analysis of the interplay between income and national wealth in predicting life satisfaction*. Poster presented at the 9th Biennial Conference of Asian Association of Social Psychology, Kunming, China.

TEACHING AND MENTORSHIP EXPERIENCES

Course Taught

Culture and Diversity at Work (Grad seminar)
Intro to Industrial-Organizational Psychology
Cross-Cultural Psychology
Social Psychology

2016 –

Research Supervisor for Undergraduates

Volunteer research assistants: 92
Full-time interns/lab manager: 6
Directed studies and honor thesis students: 3

2012 –

PROFESSIONAL SERVICES

Editorial Board

Journal of Experimental Social Psychology

Ad Hoc Reviewer

Academy of Management Discoveries
Advances in Methods and Practices in Psychological Science
Asian Journal of Social Psychology
Cultural Diversity and Ethnic Minority Psychology
Emotion
Frontiers in Psychology
Human Performance
International Journal of Intercultural Relations
Journal of Cross-Cultural Psychology
Journal of Experimental Psychology: General
Journal of Health Psychology
Journal of Personality and Social Psychology
Journal of Research in Personality
Motivation and Emotion
Motivation Science
Negotiation and Conflict Management Research
Organizational Behavior and Human Decision Processes
Organizational Psychology Review
Personality and Social Psychology Bulletin
Psychological Review
Review of General Psychology
Sage Open

Grant and Award Review Panel

Israel Science Foundation
National Science Foundation
Social Sciences and Humanities Research Council
Society for Personality and Social Psychology (Poster and Travel Awards)

Conference Program Reviewer

Academy of Management
American Psychological Association
Association for Psychological Science
International Association for Chinese Management Research
International Association for Conflict Management
Society for Industrial-Organizational Psychology
Society for Personality and Social Psychology

REFERENCES

Abigail A. Scholer
Associate Professor
Social Division Chair
Department of Psychology
University of Waterloo
ascholer@uwaterloo.ca

Young-Hoon Kim
Distinguished Professor
Department of Psychology
Yonsei University
younghoonkim@yonsei.ac.kr

Richard P. Eibach
Associate Professor, Associate
Chair Undergraduate Affairs
Department of Psychology
University of Waterloo
reibach@uwaterloo.ca

Douglas J. Brown
Professor
Department of Psychology
University of Waterloo
djbrown@uwaterloo.ca

Melody M. Chao
Associate Professor, Associate Director
Undergraduate Programs
Department of Management
Hong Kong University of Science and
Technology
mnkarina@ust.hk / mchao@ust.hk
Igor Grossmann
Associate Professor
Department of Psychology
University of Waterloo
igrossmann@uwaterloo.ca