

Franki Y. H. Kung
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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 Student 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

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 (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

Psychology Graduate Scholarship, UW 2013 - 2014

Arts Graduate Experience Award, UW 2012 - 2015

International Doctoral Student Award, UW 2012 - 2014

University of Waterloo Graduate Scholarship, UW 2012 - 2014

GRANTS

Negotiation and Team Resources Research Grant (\$8162) 2019
co-PIs: Sarah Huff, Melody Chao

Learning Innovation and Teaching Enhancement Seed Grant (\$5,000) 2016
co-PIs: Richard Eibach, Alex Huynh

Graduate Studies Endowment Fund (\$945) 2014

PUBLICATIONS

Kung, F. Y. H., & Grossmann, I. (in press). 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: Organizational 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: Organizational 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>
- 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>

CONFERENCE PRESENTATIONS

Symposia Organized

- 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

- 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.**, & 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

- 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	2016 –
Culture and Diversity at Work (Grad seminar)	
Intro to Industrial-Organizational Psychology	
Cross-cultural Psychology	
Social Psychology	
Organizational Psychology	
Research Supervisor for Undergraduates	2012 –
Volunteer research assistants: 79	
Full-time interns/lab manager: 6	
Directed studies and honor thesis students: 3	

OTHER RESEARCH EXPERIENCES

I/O Psychology , Graduate Research Assistant for Dr. James Beck, UW	2014
Management , Full-time Research Assistant for Dr. Melody M. Chao & Dr. Wouter Stam, HKUST	2011 – 2012
Marketing , Part-time Research Assistant for Dr. Leilei Gao, CUHK	2010 – 2011
Cultural Psychology , Part-time Research Assistant for Dr. Takeshi Hamamura, CUHK	2010 – 2011
Social Psychology , Volunteer Research Assistant for Dr. Young-Hoon Kim, UIUC & University of Pennsylvania	2010
Social and Cultural Psychology , Volunteer Research Assistant for Dr. Ying-yi Hong & Dr. Chi-yue Chiu, UIUC	2009 – 2010
Cultural Psychology , Volunteer Research Assistant for Dr. Takeshi Hamamura, CUHK	2008 – 2009
Personality Psychology , Volunteer Research Assistant for Ms. Natalie Hui & Mr. Ben Lam, CUHK	2008 – 2009

Clinical Psychology , Part-time Research Assistant for Mr. Nelson Yeung & Dr. Winnie Mak, CUHK	2008
Educational Psychology , Part-time Research Assistant for Dr. Kevin Chung, Hong Kong Institute of Education	2008

PROFESSIONAL SERVICES

Ad Hoc Reviewer	2013 –
Frontiers in Psychology; Human Performance; International Journal of Intercultural Relations; Journal of Personality and Social Psychology; Journal of Research in Personality; Motivation and Emotion; Negotiation and Conflict Management Research; Organizational Psychology Review; Personality and Social Psychology Bulletin	
Conference and Grant Reviewer	
Academy of Management; American Psychological Association; International Association for Chinese Management Research; International Association for Conflict Management; Society for Industrial-Organizational Psychology; Society for Personality and Social Psychology. National Science Foundation; Social Sciences and Humanities Research Council	
I-O Division Student Representative, UW	2014 – 2015
Program Director	2014 – 2017
Psychology Research Assistant Training Workshop, UW Handbook for Psychology Research Assistant	