

## Curriculum Vitae (August 2017)

### **David Chan**

Lee Kuan Yew Fellow  
Professor of Psychology  
Director, Behavioural Sciences Institute  
Singapore Management University  
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### **Contact Information**

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### **Biographic Profile**

**David Chan** received his PhD in Industrial and Organizational Psychology from Michigan State University. He is Professor of Psychology and Director of the Behavioural Sciences Institute at the Singapore Management University (SMU). He is a recipient of the Lee Kuan Yew Fellowship Award for Research Excellence. He is also Adjunct Principal Scientist at the Agency for Science, Technology and Research (A\*STAR) and Co-Director of the Centre for Technology and Social-Behavioural Insights which is jointly established by A\*STAR and SMU. He was formerly Deputy Provost of SMU, Deputy Director of Wharton-SMU Research Centre, and the founding Interim Dean of the SMU School of Social Sciences.

Professor Chan's research includes areas in longitudinal modeling, personnel selection, adaptation to changes at work, and subjective well-being. His works have been published in top psychology, management, and methods journals such as *Applied Psychological Measurement*, *Cognition*, *Current Directions in Psychological Science*, *Human Performance*, *International Review of Industrial and Organizational Psychology*, *Journal of Applied Psychology*, *Journal of Personality and Social Psychology*, *Multivariate Behavioral Research*, *Organizational Behavior and Human Decision Processes*, *Organizational Research Methods*, *Personnel Psychology*, and *Professional Psychology*. He has authored or edited eight books published by Routledge, Sage, and World Scientific in the areas of adaptability, personnel selection, liveability, positivity, social futures, unintended consequences and social, political and psychological issues in Singapore.

In 2000, Professor Chan was ranked 9th world-wide in the Top 100 most published researchers of the 1990's in the top journals of Industrial and Organizational Psychology. His works have been cited over 4000 times in various disciplines. He has received several international scholarly awards including the Edwin Ghiselli Award for Innovative Research Design, the William Owen Scholarly Achievement Award, and the Distinguished Early Career Contributions Award from the Society for Industrial and Organizational Psychology and the Dissertation Research Award from the American Psychological

Association.

He has served as Senior Editor of the *Asia Pacific Journal of Management*, Associate Editor of the *Journal of Organizational Behavior*, Advisory Editor for *Oxford Bibliographies (Management)* published by the Oxford University Press, member on editorial boards of several journals and reviewer for several grant agencies in United States, Hong Kong and Singapore.

Professor Chan is consultant to numerous public and private sector organizations in Singapore; a member of the Social Science Research Council, National Council on Problem Gambling (NCPG), Diabetes Prevention and Care Taskforce, Governing Board for the Workplace Safety and Health Institute, International Advisory Panel for the SkillsFuture Singapore and the Workforce Singapore, and International Panel of Experts and Research and Development Advisory Panel for the Urban Redevelopment Authority; a director on the Board of the Singapore Corporation of Rehabilitative Enterprises, the Board of the Agri-Food and Veterinary Authority and the Board of the National Volunteer and Philanthropy Centre; and Chairman of the International Advisory Panel to the NCPG & National Addictions Management Service. He has also previously served as a member of the Public Hygiene Council and Research Advisory Panel for the National Population and Talent Division.

He is a recipient of the Long Service Volunteer Award and the Outstanding Volunteer Award from the Ministry of Social and Family Development, the Special Recognition Honour by the Ministry of Home Affairs for outstanding contributions to the Home Team in the field of psychology, and the Public Administration Medal (Silver) which is a National Day Award presented by the President of the Republic of Singapore.

Professor Chan writes op-ed articles in *The Straits Times*' By Invitation Series, which is a regular newspaper column on social issues. He appears regularly on *Channel NewsAsia* current affairs television programmes and he is the consultant to the *Channel NewsAsia*'s "Social Experiment", which is a 5-part programme series that examines human behaviours and social phenomena using scientific experiments, as well as "Days of Disasters", which is a 5-part documentary series that examines the lessons learned from previous disasters in Singapore.

Together with Nobel Laureate in Economics Professor Daniel Kahneman and Professor Ed Diener, Professor Chan served on an international committee which submitted to the United Nations a report on measures of national well-being across countries. He is an Elected Fellow of six psychology organizations: the American Psychological Association, the Association for Psychological Science, the International Association of Applied Psychology, the Society for Industrial and Organizational Psychology, the Society for Personality and Social Psychology and the American Psychological Association's Division for Personality and Social Psychology.

## Degrees

- Ph.D. (Psychology), Michigan State University, 1998
- M.A. (Psychology), Michigan State University, 1996

- B.Soc.Sc. (First Class Honors, Psychology), National University of Singapore, 1990

### **Current Positions**

- Professor of Psychology, School of Social Sciences, SMU
- Director, Behavioural Sciences Institute, SMU
- Adjunct Principal Scientist, Agency for Science, Technology and Research (A\*STAR)
- Co-Director, Centre for Technology and Social-Behavioural Insights, A\*STAR-SMU
- Chairman, International Advisory Panel to the National Addictions Management Service (NAMS) and National Council on Problem Gambling (NCPG)
- Member, Social Science Research Council, Singapore
- Member, Diabetes Prevention and Care Taskforce, Singapore
- Member, Board of Directors, Singapore Corporation of Rehabilitative Enterprises (SCORE)
- Member, Board of Directors, Agri-Food and Veterinary Authority (AVA)
- Member, Board of Directors, National Volunteer and Philanthropy Centre (NVPC)
- Member, Governing Board of the Workplace Safety and Health Institute (WSHI)
- Member, International Advisory Panel, SkillsFuture Singapore (SSG) and Workforce Singapore (WSG)
- Member, International Panel of Experts, Urban Redevelopment Authority (URA)
- Member, Research and Development Advisory Panel, URA
- Member, Resource Panel for National Environment Agency (NEA)
- Member, National Council on Problem Gambling
- Member, International Advisory Board of the Centre for the Advancement of Research Methods and Analysis (CARMA), United States

### **Previous Positions Held**

- Member, Public Hygiene Council, Singapore 2013 – 2015
- Member, Research Advisory Panel, National Population and Talent Division (NPTD), Prime Minister's Office, Singapore, 2013 – 2015
- Deputy Provost, Singapore Management University, SMU, 2008 – 2011
- Deputy Director, Wharton-SMU Research Centre, SMU, 2008 – 2011
- Vice Provost (Research, Graduate Studies & Faculty), SMU, 2008
- Interim Dean, School of Social Sciences, SMU, 2007 – 2008
- Chairman, Institutional Review Board, SMU, 2007 – 2008
- Member, Board of the Lien Centre for Social Innovation, SMU, 2008 – 2010
- Associate Dean, School of Social Sciences, SMU, 2006 – 2007
- Associate Professor of Psychology, National University of Singapore (NUS), 1999 – 2005
- Assistant Professor of Psychology, NUS, 1998 – 1999
- Senior Tutor in Psychology, NUS, 1992 – 1998
- Chief Administrator, Police Assessment Center, Singapore Police Force (SPF), 1991
- A/Inspector of Police (Senior Service), SPF, 1991

- Police Officer (Junior Service), SPF, 1984 – 1991

### **Academic Awards and Recognition**

- Lee Kuan Yew Fellowship for Research Excellence, SMU
- Elected Fellow, American Psychological Association (APA)
- Elected Fellow, Association for Psychological Science (APS)
- Elected Fellow, Society for Industrial and Organizational Psychology (SIOP)
- Elected Fellow, International Association of Applied Psychology (IAAP)
- Elected Fellow, Society for Personality and Social Psychology (SPSP)
- Elected Fellow, American Psychological Association's Division for Personality and Social Psychology (APA Division 8)
- Distinguished Early Career Contributions Award, Society for Industrial and Organizational Psychology (SIOP), American Psychological Association (APA), 2003
- Ranked 9<sup>th</sup> in List of Top 100 Most Published Authors in Industrial and Organizational Psychology in the 1990s (Source: SIOP, APA), 2000
- Biographical profile featured in Marquis Who's Who in the World, Who's Who in Asia, and Who's Who in America
- William Owens Scholarly Achievement Award, SIOP, APA, 1999
- Edwin Ghiselli Award for Innovative Research Design, SIOP, APA, 1998
- American Psychological Association Dissertation Research Award, APA, 1998
- Michigan State University Social Science College Award, 1998
- Best Paper Award, Human Resources Division, Academy of Management, 1996
- Commendations for Outstanding Academic Achievements, Office of International Students and Scholars, MSU, 1993 - 1997
- Singapore Psychological Society Gold Medal, National University of Singapore (NUS) and Singapore Psychological Society, 1989 -1990
- Special Book Prize for Best Student in Philosophy, NUS, 1988 – 1989
- Special Book Prize for Best Student in Psychology, NUS, 1987 – 1988
- Special Book Prize for Best Student in Philosophy, NUS, 1987 – 1988
- Wee Mon Cheng Medal, NUS, 1987 – 1988

### **Scholarships**

- Graduate Office Scholarship (Michigan State University), 1998
- Overseas Graduate Scholarship (The National University of Singapore), 1993 – 1997
- Graduate Office Scholarship (Michigan State University), 1993 – 1997
- Police Welfare Scholarship (Singapore Police Force), 1989 – 1990
- Mitsui bank Scholarship (The National University of Singapore), 1989 – 1990
- Metro Scholarship (The National University of Singapore), 1988 – 1989
- Wee Kheng Chiang Scholarship (The National University of Singapore), 1987 – 1988

## Other Professional Awards

- Long Service Volunteer Award, Ministry of Social and Family Development, 2016.
- Public Administration Medal (Silver): National Day Award presented by President of the Republic of Singapore, 2016. <https://bsi.smu.edu.sg/news/2016/08/09/national-day-awards-helping-society-tackle-issues>
- Special Recognition Honour for Outstanding Contributions to the Home Team in the Field of Psychology, Ministry of Home Affairs, 2016.
- Outstanding Volunteer Award, Ministry of Social and Family Development, 2014.
- Friends of MCYS Award, Ministry of Community Development, Youth and Sports (MCYS), 2009
- PNSmen(Ex) Gold Medallion Award for Service to the Nation, Singapore Police Force (SPF), 2005
- Long Service and Good Conduct Medal (National Service), SPF, 2004
- The Commissioner of Police Commendation, SPF, 1992
- The Commissioner of Police Letter of Appreciation, SPF, 1991
- Champion Winner of Singapore Police Force Interpersonal Skills Contest, SPF, 1984

## Editorship

### Editor

- Guest Editor, Organizational Research Methods. Special Issue on “Multilevel Methods and Statistics” (2004-2007)
- Consulting Editor, Journal of Organizational Behavior (2005-2006)
- Associate Editor, Journal of Organizational Behavior (2007-2010)
- Senior Editor, Asia Pacific Journal of Management (2007-2010)
- Advisory Editor, Oxford Bibliographies in Management, Oxford University Press (2011 - present)

### Editorial Board Member

- Applied Psychology (2007-present)
- Asia Pacific Journal of Management (2001-present)
- Human Performance (2000-present)
- International Journal of Selection and Assessment (2001-present)
- Journal of Organizational Behavior (1999-2004)
- Organizational Behavior and Human Decision Processes (2001-2004)
- Organizational Research Methods (2004 - 2011)
- Personnel Psychology (2002-present)

### Regular Reviewer Duties

- Academy of Management Journal
- Academy of Management Review
- Canadian Journal of Administrative Sciences
- Current Directions in Psychological Science
- Educational and Psychological Measurement
- Journal of Applied Psychology
- Journal of Management
- Journal of Managerial Psychology
- Journal of Occupational & Organizational Psychology
- Journal of Occupational Health Psychology
- Multivariate Behavioral Research
- Psychological Assessment
- Quarterly Journal of Experimental Psychology
- Structural Equation Modeling

### **Membership and Elected Fellow of Professional Associations**

- Society for Industrial and Organizational Psychology (Elected Fellow, SIOP)
- International Association of Applied Psychology (Elected Fellow, IAAP)
- Association for Psychological Science (Elected Fellow, APS)
- American Psychological Association (Elected Fellow, APA)
- Society for Personality and Social Psychology (Elected Fellow, SPSP)
- American Psychological Association's Division for Social and Personality and Social Psychology (Elected Fellow, APA Division 8)
- Academy of Management (Member)
- International Association for Cross-Cultural Psychology (Member)

### **Professional Service Activities**

- Co-Chairman, Steering Committee for Workplace Safety and Health Conference 2016, Workplace Safety and Health Council, Singapore, 2015-2016.
- Member, Committee on the Distinguished Scientific Contributions Award, Society for Industrial and Organizational Psychology (SIOP), 2014-2015
- Member, Panel on Selection of Chairs for Academic Medical Positions, University of Zurich, Zurich, 2013-2015.
- Member, Research & Development Committee, National Innovation Challenge on Land & Liveability, Ministry of National Development & National Research Foundation, Singapore, 2013-2016.

- Member, Optimising Use of Space Workgroup, National Innovation Challenge on Land & Liveability, Ministry of National Development & National Research Foundation, Singapore, 2013-2016.
- Co-Chairman, Steering Committee for Workplace Safety and Health Conference 2014, Workplace Safety and Health Council, Singapore, 2013-2014.
- Leader, Study Group on Population 2050: Social Capital and Development, Institute of Policy Studies, Singapore, 2012-2013.
- Member, Independent Study Group on High Density and Good Quality livable Environment in Singapore, Ministry of National Development and Urban Redevelopment Authority, Singapore, 2012-2013.
- Member, Technical Evaluation Panel for Inaugural Sustainable Urban Living Grant Call, Ministry of National Development and 16 public agencies in Singapore, 2012-2013.
- Member, International Committee on Development of Measures of National Well-Being Across Countries (Members: Michael Frese, David Chan, Andrew Clark, Ed Diener, Daniel Kahneman, Eunkook Mark Suh), 2007 - 2010
- Member, Committee on the Distinguished Scientific Contributions Award, SIOP, 2013-2014
- Member, Committee on the Hogan Award for Best Article in Personality and Work Performance, SIOP, 2012-2014
- Member, Committee on the Carolyn Dexter Best International Paper Award, Academy of Management (AOM), 2006
- Member, Committee on the Scholarly Achievement Award, Human Resources Division, AOM, 2006
- Representative-At-Large Member, Executive Committee, Research Method Division, AOM, 2005 - 2008
- Member, Committee on the Distinguished Award for Early Career Contributions, SIOP, 2007, 2005, 2003
- Member, Committee on the William Owens Scholarly Achievement Award, SIOP, 2005, 2004, 2003, 2002
- Member, Committee on the Ralph Alexander Dissertation Award, Human Resources Division, AOM, 2004
- Chair, Committee on the William Owens Scholarly Achievement Award, SIOP, 2003
- Member, Committee on the Award for Outstanding Publication in Organizational Behavior, Organizational Behavior Division, AOM, 2002

### **Conference Programme Committees**

- Chair, Conference Organizing Committee, Behavioural Sciences Institute (BSI) Conference 2012, 2013, 2014, 2015, 2016 Singapore.
- Annual Conference of the Society for Industry and Organizational Psychology, American Psychological Association, 2009, 2008, 2007, 2006, 2005, 2004, 2003, 2002, 2000
- Annual Academy of Management Meetings, Organizational Behavior Division, 2009, 2008, 2007, 2006, 2005, 2004, 2003, 2002, 2001, 2000, 1999, 1998, 1997

- Annual Academy of Management Meetings, Research Methods Division, 2009, 2008, 2007, 2006, 2005, 2004, 2003, 2002, 2001, 2000, 1999, 1998
- Annual Academy of Management Meetings, Human Resources Division, 1999, 1998

### **Keynote Addresses, Speakers, Chair, Discussant, and Other Invited Roles at Conferences**

- Invited Keynote Address, Enhancing Quality of Life and Building Communities through Public Housing: Contributions from Social and Behavioural Sciences. International Housing Forum, Singapore, 2017.
- Invited Lecture titled Unintended Consequences. National Security Milestone Programme, National Security Coordination Centre, Singapore, 2017.
- Invited panel discussion titled People-Centric Technology. Urban Sustainability Research & Development Congress, Singapore, 2017.
- Invited panel discussion titled Not If, But When: A Discussion On Terrorism, Police Workplan Seminar, Singapore Police Force, Singapore, 2017.
- Invited Discussant on Symposium titled The Creative Value of Diversified Experience: A Multi-Level Account, International Convention of Psychological Science, Vienna, Austria, 2017.
- Address titled Approaches to Unintended Consequences, Behavioural Sciences Institute Conference, Singapore, 2017. [Report by Asian Scientist: Download, Ctr + Click to follow link below]: <https://www.asianscientist.com/2017/03/features/putting-public-public-policy/>
- Invited talk and panel discussion titled Self-care and Well-Being: What is the real cost of societal leadership?, Societal Leadership Summit, Singapore Management University, Singapore, 2016.
- Invited Keynote Address titled Enhancing Quality in Healthcare: Application of Behavioural Sciences, JurongHealth Quality Month Ceremony, JurongHealth, Singapore, 2016.
- Invited panel discussion titled Strategies for Diversity Management in the Next Decade, Conference on Managing Diversity in Singapore, Institute of Policy Studies, Singapore 2016.
- Invited panel discussion titled The Impact of Science and Innovation on Influencing Public Policy and Education, Leaders in Science Forum, Agency for Science, Technology and Research, Singapore 2016.
- Invited Keynote Address titled Behavioural Sciences in Action: The Importance of Futures Thinking, Asian Conference of Criminal and Operations Psychology, Singapore, 2016.
- Invited talk titled Three I's to Build the Supporting Ecosystem for our Future Economy: Infrastructure, Institutions, Implementation, IPS-CFE Conference on the Future Economy of Singapore, Singapore, 2016. Video available at time 56:58. [https://youtu.be/OF\\_5cMmj\\_Ds](https://youtu.be/OF_5cMmj_Ds)
- Invited talk titled Enabling Positive Experiences and Outcomes in Learning: Translating Behavioural Sciences into Teaching Practice, Teachers Conference 2016, Ministry of Education, Singapore, 2016
- Invited talk titled Understanding ABC in Singapore: Applying Behavioural Sciences to Culture Building in Schools, West Zone Principals' Retreat, Ministry of Education, Singapore, 2016.
- Address titled Future Matters, Behavioural Sciences Institute Conference, Singapore, 2016.



- Invited panel discussion titled Cohesive Diversity, Singapore Perspectives, Institute of Policy Studies, Singapore 2016.  
Video Clip of talk: [Download, Ctr + Click to follow link below]:  
<https://www.youtube.com/watch?v=JIygAwziMR0>
- Invited talk titled From Speculation to Sense-Making: Psychological Capital and People Centricity, Post-Election Conference 2015, Singapore, 2015.  
Video Clip of talk: [Download, Ctr + Click to follow link below]:  
(For talk, see time 46:36; For panel discussion, see time 1:08:14)  
<http://bsi.smu.edu.sg/news/2015/11/08/post-election-conference-2015-session-2-parties-policies-and-people>
- Invited talk titled People-Centric Issues & Policies in Singapore, Singapore Economic Policy Forum, Singapore, 2015.
- Invited Keynote Address titled Social Issues and Behavioural Sciences: Implications for Community Development in Singapore, Community Development Councils Symposium, Singapore, 2015.
- Invited talk titled Social Issues and Behavioural Sciences: Implications for R&D in Science and Technology in Singapore, Singapore Scientific Conference, Singapore, 2015.
- Invited talk titled Enabling Positive Experiences Through Principled Adaptive Leadership: Translating Behavioural Sciences Into Policy and Practice At Work, Temasek Holdings, Singapore, 2015.
- Invited Keynote Address titled Futures Thinking in Singapore's Urban Solutions: Contributions from Social and Behavioural Sciences, Urban Sustainability R&D Congress, Singapore, 2015.
- Invited Keynote Address titled It's About Time: Conceptual and Methodological Issues in Assessing Longitudinal Changes, National Psychology Graduate Students Conference, Singapore, 2015.
- Address titled Positivity Matters, Behavioural Sciences Institute Conference, Singapore, 2015.
- Invited talk titled Singapore as Data Society: An Emerging Eco-System, Roundtable of Thought Leaders on Innovation in Cities, Lee Kuan Yew Centre for Innovation in Cities: Singapore University of Technology and Design, Singapore, 2015.
- Invited talk titled Addressing Healthcare and IT Issues: Contributions from Social and Behavioural Sciences, National Health IT Summit, MOH Holdings Pte Ltd., Singapore, 2015.
- Invited lecture titled Understanding Social Media in Singapore: Assumptions, Analyses, Actions, Conference on Emerging Trends in the Social Media Domain, Centre of Excellence for National Security, S. Rajaratnam School of International Studies, Nanyang Technological University, Singapore, 2014.
- Invited Keynote Address titled Enabling Positive Experiences through Principled Adaptive Leadership: Translating Behavioural Sciences into Educational Policy and Practice, MOE Learning Forum, Ministry of Education, Singapore, 2014.
- Invited Lecture titled The Science of Happiness and Well-Being, Firefly Leadership Development Programme, Economic Development Board, Singapore, 2014.

- Invited Lecture titled Social-Political Contexts of Public Housing: Contributions from Behavioural Sciences, HDB Senior Management Retreat, Housing Development Board, Singapore, 2014.
- Invited Address titled Assessment Centre and Competency Assessment, 2<sup>nd</sup> International Symposium on The Emerging Trends Human Resource Assessment, Civil Service Development Institute, Republic of China (Taiwan), 2014.
- Invited Transversal Keynote Lecture titled Advances in Understanding Subjective Well-Being: Conceptual and Methodological Issues, International Congress of Applied Psychology, Paris, France, 2014.
- Invited Keynote Address titled Issues of Translational Research for Engagement in Public Policy: Contributions from Social and Behavioural Sciences, Singapore Management University, Singapore, 2014.
- Panel Member on Invited Alliance Symposium titled How International is Industrial and Organizational Psychology?, 29<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii, USA, 2014.
- Invited Address titled Social Integration Issues: Singapore Perspectives, Conference on Singapore and Switzerland: Learning From Each Other, Avenir Suisse and Institute of Policy Studies, Zurich, Switzerland, Singapore 2014.
- Invited Lecture titled Understanding Expectations and Trust, SingTel Leadership Workshop, Singapore, 2014.
- Invited Lecture titled The Social Context of Urban Planning: Contributions from Behavioural Sciences, Urban Redevelopment Authority, Singapore, 2014.
- Invited Workshop Speaker, Social Research and Analysis, Civil Service College, Public Service Division, Prime Minister's Office, Singapore, 2014.
- Invited Keynote Address titled The What's and Why's of Trust and Expectation Matters, Customer Satisfaction Index Q4 and Full Year Presentation, Singapore Management University, Singapore, 2014.
- Keynote Address titled Liveability Matters, Behavioural Sciences Institute Conference, Singapore, 2014.
- Invited Talk titled Differences in Approaches to Emergent Group Differences, Singapore Perspectives 2014, Institute of Policy Studies, Singapore, 2014.
- Invited Keynote Address titled Socio-Political Contexts of Issues in National Development, Ministry of National Development, Singapore, 2013.
- Invited Talk titled Establishing Good Governance: Science of Happiness and Well-being, Firefly Leadership Development Programme, Economic Development Board, Singapore, 2013.
- Invited Talk titled The Anatomy of Trust & Inclusive Growth, Global Social Innovators Forum, Social Innovation Park Ltd, Singapore, 2013.
- Invited Panelist for Conference on Building a Legacy of Trust in an Engaged Society, Ministry of Communication and Information and Civil Service College, Singapore, 2013.
- Invited Address titled Work Safety, Health, and Environment Management: A Translational Research Approach from Behavioural Sciences, SMU Profiles of Excellence Lecture Series, Singapore Management University, Singapore, 2013.

- Invited Talk titled Issues in Social and Family Development: Contributions from Behavioural Sciences, Ministry of Social and Family Development, Singapore, 2013.
- Invited Talk titled Translational Research Approach to the Study of Trust and Social Resilience: Applications from Behavioural Sciences, Centre of Excellence for National Security Social Resilience Conference, Singapore, 2013.
- Invited Chairperson on Symposium titled Social Capital, Centre of Excellence for National Security Social Resilience Conference, Singapore, 2013.
- Invited Talk titled Social Capital and Development, POS2050 Conference, Institute of Policy Studies, Singapore, 2013.
- Invited Keynote Address titled Issues in Work Health, Safety, and Environment Management: Contributions from Behavioural Sciences, Mercer-HSE Networks, Asia Pacific Health, Safety, and Environmental Forum, Singapore, 2013.
- Invited Talk titled Family Development: Policies, Practices, and Behavioural Sciences, Ministry of Social and Family Development, Singapore, 2013.
- Invited Talk titled Social Capital, Social Leadership Singapore Programme, National Volunteerism and Philanthropy Centre, Singapore, 2013.
- Invited Talk titled Study of Trust in Singapore, National Security Coordination Secretariat, Prime Minister's Office, 2013.
- Invited Talk titled Values and Attitudes of Public Officers, Committee of Permanent Secretaries, Singapore, 2013.
- Invited Talk titled Addressing Population Challenges: Beyond Economics, Forum on Singapore Population White Paper, Economic Society of Singapore, Singapore, 2013.
- Address titled Population Matters: Contributions from Behavioural Sciences, Behavioural Sciences Institute Conference, Singapore, 2013.
- Invited Lecture titled Principled Adaptive Leadership in Changing Socio-Political Contexts, Ong Teng Cheong Labour Leadership Institute, Singapore, 2013.
- Invited Address titled Gambling and Subjective Well-Being, 3<sup>rd</sup> Singapore Problem Gambling Conference, Singapore, 2012.
- Invited Address titled Well-being and Related Issues in Social Resilience Research, National Security Coordination Secretariat, Prime Minister's Office, 2012.
- Invited Discussant on Symposium titled National Values Assessment, Institute of Policy Studies, Singapore, 2012.
- Invited Lecture titled Issues in Population Challenges: Contributions from Behavioural Sciences, National Population and Talent Division, Singapore, 2012.
- Invited Lecture titled Issues in Economic Development in Singapore: Contributions from Behavioural Sciences, Economic Development Board, Singapore, 2012.
- Invited Lecture titled Issues in Manpower Management: Contributions from Behavioural Sciences, Ministry of Manpower, Singapore, 2012.
- Invited Chairperson on Symposium titled Integration and Immigration: History and Expectations, Conference on Integration, Institute of Policy Studies, Singapore, 2012.
- Invited Address titled Education and Engagement Issues in Environmental Management: Contributions from Behavioural Sciences, Singapore Environment Institute, Singapore, 2012.

- Panel Member on Symposium titled Longitudinal Research: Explaining and Combining Recent Advancements, 27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, LA, USA, 2012.
- Address titled Adapting to Changes in Socio-Political Contexts in Singapore: Getting the Psychology Right, Behavioural Sciences Institute Conference, Singapore, 2012
- Invited Keynote Address titled The 7 C's of Credibility Assessment, Asia-Pacific Seminar of American Polygraph Association, Singapore, 2012.
- Invited Panel Member on Panel Discussion titled Quality of Life and Societal Behaviour: Social Relations, Asia-Pacific Conference on Measuring Well-Being and Fostering the Progress of Societies, Tokyo, Japan, 2011.
- Invited Panel Member on Panel Discussion in Workshop titled Behavioural Economics and Applications to Public Policy, Civil Service College, Public Service Division, Prime Minister Office, Singapore, 2011.
- Invited Workshop Speaker, Evidence-Based Human Resources Approach to Understanding the Workforce, Public Service Division, Prime Minister's Office, Singapore, 2011.
- Panel Member on Symposium titled Longitudinal Research: Combining Recent Advancements, 26<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL, USA, 2011.
- Invited Lecture titled An Evidence-Based Approach to Organizational Development: Contributions from Behavioural Sciences, Civil Service College, Public Service Division, Prime Minister Office, Singapore, 2011.
- Invited Lecture titled Evidence-Based Approach to Public Health: Contributions from Behavioural Sciences, Health Promotion Board, Singapore, 2010.
- Invited Keynote Address titled Behavioural Sciences and Public Health, 5<sup>th</sup> Singapore Public Health & Occupational Medicine Conference and 4<sup>th</sup> Asian Regional Health Technology Assessment Conference, Singapore, 2010.
- Invited Keynote Address titled Contextual Issues in Research and Practice of Assessment Centers, International Congress of Assessment Center Methods, Singapore, 2010.
- Invited Lecture title Behavioural Sciences and Public Policy, 17<sup>th</sup> Senior Management Programme, Civil Service College, Public Service Division, Prime Minister Office, Singapore, 2010.
- Invited Address titled Acting responsibly: How to implement social and environmental sustainability, Asia-Pacific Conference Young Leaders Forum, Singapore, 2010.
- Invited Address titled Principled Adaptive Leadership for Principals: The Science of Engagement and Singapore Perspectives, East Zone Schools Principals' Seminar, Ministry of Education, Singapore, 2010.
- Invited Keynote Address titled The Science of Happiness and Well-Being, Learning Fiesta, Singapore General Hospital, Singapore, 2009.
- Invited Address titled Principled Adaptive Leadership, Regional Education Conference, Singapore Management University, Singapore, 2009.
- Invited Discussant on Symposium titled Time and Job Performance, 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA, USA, 2009.

- Panel Member on Symposium titled Method Variance: Problems, Preventatives and Remedies, 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA, USA, 2009.
- Invited Address titled Culture and Individual Differences. United States Air Force Workshop on Culture ABC, Langkawi, Malaysia, 2008.
- Invited Address titled Conceptual and Methodological Issues in Longitudinal Studies of Job Performance. XXIXth International Congress of Psychology (World Congress), Berlin, Germany, 2008.
- Invited Address titled The Science of Happiness and Well-Being: Singapore Perspectives. Conference on The New Science of Happiness and Well-Being, Singapore, 2008.
- Invited Workshop Speaker. Conceptual and Methodological Issues in Analyzing Changes Over Time. 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, USA, 2008.
- Invited Keynote Address titled Relationships between Research and Public Policy. Annual Research Seminar, Ministry of Education, Singapore, 2008.
- Invited Keynote Address title The Science of Mental Well-Being: Implications for the Singapore Workplace. 8<sup>th</sup> National Conference on Workplace Health Promotion, Singapore, 2008.
- Chairperson of symposium entitled Leadership: Difference between Asian versus Western Approaches. Human Capital Summit, Singapore, 2008.
- Invited Keynote Address titled Advancement of International Research in Work and Organizational Psychology in the Asia-Pacific Region: Conceptual and Methodological Issues, 1<sup>st</sup> Asia Pacific Congress on Work and Organizational Psychology, Adelaide, Australia, 2007.
- Invited Workshop Speaker. Truths and Myths in the Problem of Self-Report Data. 7<sup>th</sup> Industrial and Organizational Psychology Conference, Adelaide, Australia, 2007.
- Invited Discussant on Symposium titled Time and Job Performance, 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, USA, 2007.
- Invited Discussant on Symposium titled Applicant Selection Fairness Expectations and Reactions, 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, USA, 2007.
- Invited Keynote Address titled Methodological Issues in Human Resources Research, Academy of Management Research Methods Conference, Hong Kong, 2006.
- Invited Address, Methodological Issues in Research on Cognition and Culture, Workshop on Rosetta II Project by the United States Air Force, Kuala Lumpur, Malaysia, 2006.
- Invited Discussant on Symposium titled Advances in Situational Judgment Tests: Constructs and Content, 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, USA, 2006.
- Invited Discussant on Symposium titled Time and Job Satisfaction, 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, USA, 2006.
- Chairperson and Panel Member on Symposium titled Situational Judgment Tests' Construct Validity and Directions for Future Research, 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, USA, 2006.

- Invited Address, Understanding Changes Over Time: Fundamental Questions, An Integrative Analytic Framework, Empirical Examples and Implications for Different Research Areas, 17<sup>th</sup> Annual Convention of the American Psychological Society, Los Angeles, California, 2005.
- Invited Keynote Address, Individual Adaptation to Changes at the Workplace, 47<sup>th</sup> Annual Conference of the International Military Testing Association, Singapore, 2005.
- Invited Speaker, Issues in longitudinal research, 47<sup>th</sup> Annual Conference of the International Military Testing Association, Singapore, 2005.
- Invited Lecture, Modeling longitudinal processes, University of Melbourne, 2005.
- Invited Workshop Speaker, Working with longitudinal data, University of Melbourne, 2005.
- Panel Member on Symposium titled Homology Models: Generalizing Organizational Theories and Practices to New Levels, 20<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, USA, 2005.
- Invited Address, Distinguished Award for Early Career Contributions, 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, USA, 2004.
- Invited Discussant on Symposium titled Assumptions and conventions in data analysis: Toward new approaches, 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, USA, 2004.
- Invited Speaker on Expanded Tutorial Session titled Measurement invariance, 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, USA, 2004.
- Invited Discussant on Symposium titled Advances and construct validity in situational judgment tests, 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, USA, 2003.
- Invited Discussant on Symposium titled New directions in international personnel selection methods, 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, USA, 2003.
- Invited Panel Member on Doctoral Consortium for Divisions of Organizational Behavior, Organizational Development and Change, and Organization Management and Theory. Academy of Management Meetings, Washington, DC., USA, 2001.
- Invited Discussant on Symposium titled If I could put time in a model: Understanding constructs longitudinally, 16<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, California, USA, 2001.
- Chairperson of symposium entitled Current Issues in Organizational Research, National University of Singapore, 1999.
- Chairperson of symposium titled Current Issues in Applicant Reactions Research, 13<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, USA, 1998.

## Consulting Projects

Republic of Singapore

- Gambling Participation Survey, 2017, Ministry of Social and Family Development, Singapore, 2016 – present.
- Study on Gambling in Singapore, Ministry of Social and Family Development, Singapore, 2016 – present.
- Longitudinal Study of Values and Attitudes of Singapore Public Service Officers 2015, Public Service Division, Prime Minister’s Office, Singapore, 2014 – present.
- Study on State of Integration, National Population and Talent Division, Prime Minister’s Office, Singapore, 2013 – present.
- Study on a Strong Singapore Society, National Population and Talent Division, Prime Minister’s Office, Singapore, 2013 – present.
- Studies on Responsible Gambling, Ministry of Social and Family Development, Singapore, 2013 – present.
- Study on Matched Savings Scheme, Tsao Foundation, Singapore, 2013 – 2016.
- Study on Gambling Prevalence in Singapore, Ministry of Social and Family Development, Singapore, 2013 – 2015.
- Analyses of the Survey on Social Attitudes of Singaporeans 2013, Ministry of Social and Family Development, Singapore, 2013 – 2014.
- Literature Review and Conceptual Framework for the Study of Trust, National Security Coordination Secretariat, Prime Minister’s Office, Singapore, 2013.
- Evaluating the Effectiveness of the Tray-Return Programme at Hawker Centres, National Environment Agency, Singapore, 2013.
- Giving and Subjective Well-Being, National Volunteerism and Philanthropy Centre, Singapore, 2012.
- Longitudinal Study of Values and Attitudes of Singapore Public Service Officers 2012, Public Service Division, Prime Minister’s Office, Singapore, 2011 – 2013.
- Conceptualization of NSMen Commitment Study, Singapore Armed Forces, 2011 – 2012.
- Study on Path Models of Social Policy Principles/Values and National Orientations, Ministry of Community Development, Youth and Sports, Singapore, 2011.
- Review of Health Aspirations, Health Promotion Board, Singapore, 2011.
- Study on Dynamic Inter-relationships on Perceptions about Foreigners, Ministry of Community Development, Youth and Sports, Singapore, 2010.
- Study on Validation of Gambling Screen and Gambling Prevalence, Ministry of Community Development, Youth and Sports, Singapore, 2010 – 2013.
- Study on Youth Gambling, Ministry of Community Development, Youth and Sports, Singapore, 2010 – 2011.
- Study on Domain-Specific Satisfactions and Subjective Well-Being, Ministry of Community Development, Youth and Sports, Singapore, 2010 – 2011.
- Study of Values and Attitudes of Singapore Public Service Officers, Public Service Division, Prime Minister’s Office, Singapore, 2009 – 2011.
- Longitudinal Study of National Servicemen (Full-time) in the Singapore Armed Forces, Ministry of Defence, 2004 – 2009.

- National Survey on Social Attitudes of Singaporeans 2005, Ministry of Community Development, Youth and Sports, 2005 – 2007.
- Validation of Selection Systems, Singapore Prison Service, 2004 – 2006.
- Staff Profiling Project, Singapore Prison Service, 2004 – 2006.
- Organizational Health and Performance Indicators, Singapore Police Force, 2003 – 2004.
- National Survey on Social Attitudes of Singaporeans 2003, Ministry of Community Development, Youth and Sports, 2003 – 2004.
- National Survey on Young Singaporeans, Prime Minister's Office & Ministry of Community Development, Youth and Sports, 2002 – 2004.
- National Survey on Social Attitudes of Singaporeans 2002, Ministry of Community Development, Youth and Sports, 2001 – 2003.
- Development of Selection System for Singapore Prison Emergency Action Response, Singapore Prison Service, 2001 – 2003.
- National Survey on Social Attitudes of Singaporeans 2001, Ministry of Community Development, Youth and Sports, 2000 – 2001.
- Development of Selection System for Singapore Police Force, 2000 – 2001.
- Development of Selection System for Singapore Prison Service, 2000 – 2001.
- Longitudinal Evaluation of the NUS University Scholar Program, National University of Singapore, 1999 – 2003.
- 21 Seminars on Psychometrics and Applied Research Techniques for Psychologists, Personnel Guidance Unit, Public Service, Division, Prime Minister's Office, 1999 – 2000.
- Job Analysis and Selection of Senior Officers in the Singapore Civil Service, Public Service Division, Prime Minister's Office, 1998.
- Member, Advisory Panel, Management Development Programs for Deans and Heads, National University of Singapore, 1999.
- Member, Resource Panel of Psychologists, Singapore Police Force, 1993.
- Concept Plan for the Police Psychological Unit, Singapore Police Force, 1992.
- Establishment and Validation of the Police Assessment Center, Singapore Police Force, 1989 – 1990.
- Psychological Assessment in the Civil Service, Public Service Commission and Public Service Division, Ministry of Finance, 1988.

### United States of America

- Longitudinal Assessment of Changes in Newcomer Adaptation at Graduation School, Graduate School Office, Michigan State University, 1998.
- Assessment of Reactions to the U.S./Canada Psychology Licensing Examination, Professional Examination Service/Association of State and Provincial Psychology Boards, 1997 – 1998.
- Revision of Cognitive Ability Tests, American Telephone and Telegraph, 1997 – 1998.
- Developing Measures of Basic Job-Relevant English Proficiency, Bilmar Foods, Inc., 1997 – 1998.
- Cross-Cultural Equivalence of the Pulse Global Survey Responses across 31 countries, Ford



Motor Company, 1997 – 1998.

- Data Cleaning Procedures for the Pulse Global Survey, Ford Motor Company, 1997 – 1998.
- Development of Managerial Ability Examination, American Telephone and Telegraph, 1996 – 1997.
- Applicant Reactions to Selection Procedures, Virginia State Police, 1996 – 1997.
- Developing Training Programs for Teaching Assistants, Michigan State University, 1993.

## RESEARCH AREAS AND INTERESTS

### Honors Thesis

- Chan, D. (1990). The effect of relative salience of premises on the suppression of valid inferences in conditional reasoning. Department of Social Work and Psychology, The National University of Singapore. (Chair: Dr. Fook-Kee Chua). [Published in Cognition]

### Masters Thesis

- Chan, D. (1996). Video-based versus paper-and-pencil method of assessment in situational judgment tests: Subgroup differences in performance and face validity perceptions. Department of Psychology, Michigan State University. (Chair: Professor Neal Schmitt) [Published in Journal of Applied Psychology; publication received the **William Owens Scholarly Achievement Award**]

### Doctoral Dissertation

- Chan, D. (1998). Interindividual differences in intraindividual changes in proactivity during organizational entry: A latent growth modeling approach to understanding newcomer adaptation. Department of Psychology, Michigan State University. (Chair: Professor Neal Schmitt). (Received the **American Psychological Association Dissertation Research Award** and the **Edwin Ghiselli Award for Innovative Research Design**). [Published in Journal of Applied Psychology]

### Current Research Areas

- Behavioural Sciences and Public Policy
- Research Methods & Data Analysis
- Structural Equation Modeling
- Longitudinal Modeling
- Multilevel Issues
- Personnel Selection
- Adaptation to Changes at Work
- Subjective Well-Being

## LIST OF REFEREED PUBLICATIONS

### Refereed Journal Publications

Leung, A. K.-y., Liou, S., Miron-Spektor, E., Koh, B., Chan, D., Eisenberg, R., & Schneider, I. (in press). Middle Ground Approach to Paradox: Within- and Between-Culture Examination of the Creative Benefits of Paradoxical Frames. Journal of Personality and Social Psychology.

Wang, M., Beal, D. J., Chan, D., Newman, D. A., Vancouver, J. B., & Vandenberg, R. J. (2017). Longitudinal Research: A panel discussion on conceptual issues, research design, and

statistical techniques. Work, Ageing and Retirement, 3, 1-24.

Tay, L., Chan, D., & Diener, E. (2014). The metrics of societal happiness. Social Indicators Research, 117, 577-600.

Chan, D. (2011). Advances in statistical analytical strategies for causal inferences in the social and behavioural sciences. Information Knowledge Systems Management, 10, 261-278.

Wang, M., & Chan, D. (2011). Mixture latent markov modeling: Identifying and predicting unobserved heterogeneity in longitudinal qualitative status change. Organizational Research Methods, 14, 411-431.

Chan, D. (2011). Longitudinal assessment of changes in job performance and work attitudes: Conceptual and methodological issues. International Review of Industrial and Organizational Psychology, 26, 93-117.

Brannick, M. T., Chan, D., Conway, J. M., Lance, C. E., & Spector, P. E. (2010). What is method variance and how can we cope with it? A panel discussion. Organizational Research Methods, 13, 407-420.

Bliese, P., Chan, D., & Ployhart, R. (2007). Multilevel methods: Emergent issues and future directions in measurement, longitudinal analyses and non-normal outcomes. Organizational Research Methods, 10, 551-563.

Chan, D. (2006). Interactive effects of situational judgment effectiveness and proactive personality on work perceptions and work outcomes. Journal of Applied Psychology, 91, 475-481.

Chan, D. (2005). Multivariate latent growth modeling: Issues on preliminary data analyses. Research in Multilevel Issues, 4, 319-334.

Chan, D. (2005). Current directions in personnel selection. Current Directions in Psychological Science, 14, 220-223.

Chan, D. (2004). Individual differences in tolerance for contradiction. Human Performance, 17, 297-325.

Chan, D. & Schmitt, N. (2004). An agenda for future research on applicant reactions to selection procedures: A construct-oriented approach. International Journal of Selection and Assessment, 12, 9-23.

Chan, D. (2003). Data analysis and modeling longitudinal processes. Group and Organization Management, 28, 341-365.

Chan, D. (2002). Questions about change over time in cross-cultural organizational research.

Asia Pacific Journal of Management, 19, 449-457.

Chan, D., & Schmitt, N. (2002). Situational judgment and job performance. Human Performance, 15, 233-254.

Chan, D. (2001). Modeling method effects of positive affectivity, negative affectivity, and impression management in self reports of work attitudes. Human Performance, 14, 77-96.

Clause, C. S., Delbridge, K., Schmitt, N., Chan, D., & Jennings, D. (2001). Test preparation activities and employment test performance. Human Performance, 14, 149-167.

Chan, D. Ramey, S., & Ramey, C., & Schmitt, N. (2000). Modeling intraindividual changes in children's social skills at home and at school: A multivariate latent growth approach to understanding between-settings differences in children's social skills development. Multivariate Behavioral Research, 35, 365-396.

Chan, D., & Schmitt, N. (2000). Interindividual differences in intraindividual changes in proactivity during organizational entry: A latent growth modeling approach to understanding newcomer adaptation. Journal of Applied Psychology, 85, 190-210. (This article received the **Edwin Ghiselli Award for Innovative Research Design** from Society for Industrial and Organizational Psychology, APA).

Chan, D. (2000). Detection of differential item functioning on the Kirton Adaption-Innovation Inventory using multiple-group mean and covariance structures analysis. Multivariate Behavioral Research, 35, 169-199.

Chan, D. (2000). Conceptual and empirical gaps in research on individual adaptation at work. International Review of Industrial and Organizational Psychology, 15, 143-164.

Chan, D. (2000). Understanding adaptation to changes in the work environment: Integrating individual difference and learning perspectives. Research in Personnel and Human Resources Management, 18, 1-42.

Chan, D., Schmitt, N., Jennings, D., & Sheppard, L. (1999). Developing measures of basic job-relevant English proficiency for predicting job performance and promotability. Journal of Business and Psychology, 14, 305-318.

Ryan, A. M., & Chan, D. (1999). Perceptions of the EPPP: How do licensure candidates view the process? Professional Psychology: Research and Practice, 30, 519-530.

Ryan, A. M., Chan, D., & Ployhart, R., & Slade, L. A. (1999). Employee attitude surveys in a multinational organization: Considering language and culture in assessing measurement equivalence. Personnel Psychology, 52, 37-58.

Schmitt, N., & Chan, D. (1999). The status of research on applicant reactions to selection tests and its implications for managers. International Journal of Management Reviews, *1*, 45-62.

Schmitt, N., Chan, D., Sacco, J., McFarland, L., & Jennings, D. (1999). Correlates of person fit and effect of person fit on test validity. Applied Psychological Measurement, *23*, 41-53.

Schmitt, N., Sacco, J. M., Ramey, S., Ramey, C., & Chan, D. (1999). Parental employment, school climate, and children's academic and social development. Journal of Applied Psychology, *84*, 737-753.

Chan, D. (1998). The conceptualization and analysis of change over time: An integrative approach incorporating longitudinal means and covariance structures analysis (LMACS) and multiple indicator latent growth modeling (MLGM). Organizational Research Methods, *1*, 421-483.

Chan, D. (1998). Functional relations among constructs in the same content domain at different levels of analysis: A typology of composition models. Journal of Applied Psychology, *83*, 234-246.

Chan, D. (1998). Addressing different facets of change over time in organizational research: A unified data analytic approach. Research Methods Forum, *3*, 1-13.

Chan, D., Schmitt, N., Jennings, D., Clause, C., & Delbridge, K. (1998). Applicant perceptions of test fairness: Integrating justice and self-serving bias perspectives. International Journal of Selection and Assessment, *6*, 232-239.

Chan, D., Schmitt, N., Sacco, J., & DeShon, R. P. (1998). Understanding pretest and posttest reactions to cognitive ability and personality tests. Journal of Applied Psychology, *83*, 471-485.

DeShon, R., Smith, M., Chan, D., & Schmitt, N. (1998). Can racial differences in cognitive test performance be reduced by presenting problems in a social context? Journal of Applied Psychology, *83*, 438-451.

Chan, D. (1997). Racial subgroup differences in predictive validity perceptions on personality and cognitive ability tests. Journal of Applied Psychology, *82*, 311-320.

Chan, D., & Schmitt, N. (1997). Video-based versus paper-and-pencil method of assessment in situational judgment tests: Subgroup differences in test performance and face validity perceptions. Journal of Applied Psychology, *82*, 143-159. (This article received the **William Owen Scholarly Achievement Award** from Society for Industrial and Organizational Psychology, APA).

Chan, D., Schmitt, N., DeShon, R., Clause, C., & Delbridge, K. (1997). Reactions to cognitive ability tests: The relationships between race, test performance, face validity, and test-taking motivation. Journal of Applied Psychology, *82*, 300-310.

Schmitt, N., Rogers, W., Chan, D., Sheppard, L., & Jennings, D. (1997). Adverse impact and predictive efficiency of various predictor combinations. Journal of Applied Psychology, 82, 719-730.

Chan, D. (1996). Cognitive misfit of problem-solving style at work: A facet of person-organization fit. Organizational Behavior and Human Decision Processes, 68, 194-207.

Chan, D. (1996). Criterion and construct validation of an assessment center. Journal of Occupational and Organizational Psychology, 69, 167-181.

Pulakos, E., Schmitt, N., & Chan, D. (1996). Models of supervisory and peer performance ratings. Human Performance, 92, 103-120.

Schmitt, N., & Chan, D. (1996). Human Resource Challenges: The twenty-first century. Mind, Machine, & Environment. Seoul, Korea: Hak Mun Publishing.

DeShon, R., Chan, D., & Weissbein, D. (1995). Verbal overshadowing effects on Raven's Advances Matrices: Evidence of multidimensional performance determinants. Intelligence, 21, 135-147.

Chan, D., & Chua, F. K. (1994). Suppression of valid inferences: Syntactic views, mental models, and relative salience. Cognition, 53, 217-238.

Chan, D., Elliott, J. M., Ong, K. C., & Long, F. Y. (1992). Psychological assessment in employee selection and evaluation in Singapore: Some guidelines for managers. The Singapore Psychologist, 4, 52-63.

## **Books**

Chan, D. (forthcoming). Unintended consequences in Singapore. Singapore: World Scientific Publishing.

Chan, D. (in press). Social futures of Singapore. Singapore: World Scientific Publishing.

Chan, D. (2016). Enabling positive attitudes and experiences in Singapore. Singapore: World Scientific Publishing.

Chan, D. (2015). 50 years of social issues in Singapore. Singapore: World Scientific Publishing.

Chan, D. (2015). People Matter. Singapore: World Scientific Publishing.

Chan, D. (2015). Liveability in Singapore. Singapore: World Scientific Publishing.

Chan, D. (2014). Individual adaptability to changes at work: New directions in research. New York, NY: Routledge.

Schmitt, N., & Chan, D. (1998). Personnel selection: A theoretical approach. Thousand Oaks, CA: Sage. 378 pages.

### **Monographs**

Chan, D. (2003). SAS2002: Attitudes on race and religion. Monograph on Survey on Social Attitudes of Singaporeans, Ministry of Community Development and Sports, Singapore.

Chan, D. (2002). SAS2001: Attitudes on race and religion. Monograph on Survey on Social Attitudes of Singaporeans, Ministry of Community Development and Sports, Singapore.

Chan, D. (2002). SAS2001: Attitudes on Family. Monograph on Survey on Social Attitudes of Singaporeans, Ministry of Community Development and Sports, Singapore.

### **Book Chapters**

Chan, D. (forthcoming). Approaches to unintended consequences. In D. Chan (Ed.), Unintended consequences in Singapore. Singapore: World Scientific Publishing.

Chan, D. (in press). Future matters. In D. Chan (Ed.), Social futures of Singapore. Singapore: World Scientific Publishing.

Chan, D. (2017). Values, styles, and motivational constructs. In J. L. Farr and N. T. Tippins (Eds.), Handbook of employee selection, 2<sup>nd</sup> Edition. New York, NY: Routledge.

Hoffman, M. E., Chan, D., Chen, G., Dansereau, F., Rousseau, D., & Schneider, B. (in press). Panel Interview: Reflections on Multilevel Theory, Measurement, & Analysis. In S. E. Humphrey & J.M. LeBreton (Eds.), Handbook for multilevel theory, measurement and analysis. Washington, DC: American Psychological Association.

Lievens, F., & Chan, D. (2017). Practical intelligence, emotional intelligence, and social intelligence. In J. L. Farr and N. T. Tippins (Eds.), Handbook of employee selection, 2<sup>nd</sup> Edition. New York, NY: Routledge.

Chan, D. (2017). Situational judgment tests. In Rogelberg, S. (Ed.). Encyclopedia of Industrial and Organizational Psychology (2<sup>nd</sup> Edition). Thousand Oaks, CA: Sage.

Chan, D. (2016). Three “I’s” to build the supporting ecosystem for our future economy. In Bhaskaran, M., Yahya, F., and Ng, Y. H. (eds.), Conference Papers of New Frontiers: IPS-CFE Conference on the Future Economy of Singapore. IPS Exchange Series, 10, October, 2016.

Chan, D. (2016). People-centric approach to urban planning. In C. K. Heng (Ed.), 50 years

of urban planning in Singapore. Singapore: World Scientific Publishing.

Chan, D. (2016). Positivity matters. In D. Chan (Ed.), Enabling positive attitudes and experiences in Singapore (pp. 15-31). Singapore: World Scientific Publishing.

Chan, D. (2015). The future of Singapore's ageing population: Ageing as asset and adaptation. In E. Quah (Ed.), Singapore 2065: Leading insights on economy and environment from 50 Singapore icons and beyond. Singapore: World Scientific Publishing.

Chan, D. (2015). Understanding and assessing social issues in Singapore. In D. Chan (Ed.), 50 years of social issues in Singapore (pp. 293-322). Singapore: World Scientific Publishing.

Chan, D. (2015). Liveability matters. In D. Chan (Ed.), Liveability in Singapore (pp. 15-29). Singapore: World Scientific Publishing.

Chan, D. (2015). Approaches to emergent group differences. In M. Mathew, C. Gee., and W. F. Chiang (eds.), Singapore Perspectives 2014 (pp. 41-50). Singapore: World Scientific Publishing.

Chan, D., Elliott, J., Koh, G., Kong, L., Nair, S., Tan, E., Wee, A., & Yeoh, B. (2014). Social Capital and Development. In Yap, M., & Gee, C. (eds.), *Population Outcomes: Singapore 2050*. IPS Exchange Series, 1, May 2014.

Chan, D. (2014). Multilevel and aggregation issues in climate and culture research. In B. Schneider, & K. M. Babera (Eds.), The oxford handbook of organizational climate and culture research (pp.484-495). New York: Oxford University Press.

Chan, D. (2014). Time and methodological choices. In A. J. Shipp & Y. Fried (Eds.), Time and work (Vol. 2): How time impacts groups, organizations, and methodological choices (pp.146-176). New York, NY: Psychology Press.

Chan, D. (2014). Emerging themes in adaptability research. In D. Chan (Ed.), Individual adaptability to changes at work: New directions in research (pp. 177-192). New York, NY: Routledge.

Schmitt, N., & Chan, D. (2014). Adapting to rapid changes at work: Definitions, measures, and research. In D. Chan (Ed.), Individual adaptability to changes at work: New directions in research (pp. 3-17). New York, NY: Routledge.

Chan, D. (2013). Advances in modeling dimensionality and dynamics of job performance. In Ford, K. J., Hollenbeck, J., & Ryan, A. M. (Eds.), The psychology of work. Washington, DC: American Psychological Association.

Chan, D. (2012). Research methods. In Griffin, R. (Ed.), Oxford Bibliographies in Management. New York: Oxford University Press.



Chan, D. (2012). Advances in statistical analytical strategies for causal inferences in the social and behavioural sciences. In W. B. Rouse., K. R. Boff., & P. Sanderson (Eds.), Complex socio-technical systems: Understanding and influencing causality of change. Amsterdam: IOS Press. *[This chapter is a publisher's reproduction of the journal article Chan, D. (2011). Advances in statistical analytical strategies for causal inferences in the social and behavioural sciences. Information Knowledge Systems Management, 10, 261-278].*

Chan, D. (2010). Advances in analytical strategies. In S. Zedeck (Ed.), APA handbook of industrial and organizational psychology, Vol. 1, Washington, DC: American Psychological Association.

Chan, D. (2010). Values, styles, and motivational constructs. In J. L. Farr and N. T. Tippins (Eds.), Handbook of employee selection (pp. 321-338). New York, NY: Routledge.

Lievens, F., & Chan, D. (2010). Practical intelligence, emotional intelligence, and social intelligence. In J. L. Farr and N. T. Tippins (Eds.), Handbook of employee selection (pp. 339-355). New York, NY: Routledge.

Chan, D. (2009). So why ask me? – Are self-report data really that bad? In C. E. Lance, & R. J. Vandenberg. (Eds.), Statistical and methodological myths and urban legends: Received doctrine, verity, and fable in the organizational and social sciences (pp.311-338). New York, NY: Routledge.

Chan, D. (2008). Methodological issues in International Human Resource Management. In M. M. Harris (Ed.), Handbook of research in international human resources management, (pp.53-76). Mahwah, NJ: Lawrence Erlbaum Associates, Publishers.

Chan, D. (2007). Situational judgment tests. In Rogelberg, S. (Ed.). Encyclopedia of Industrial and Organizational Psychology. Thousand Oaks, CA: Sage.

Schmitt, N., & Chan, D. (2006). Situational judgment tests: Method or construct? In Weekley, J., & Ployhart, R. E. (Eds.), Situational judgment tests (pp.135-156). Mahwah, NJ: Lawrence Erlbaum.

Chan, D. (2005). Multilevel research. In F. T. L. Leong & J. T. Austin (Eds.), The psychology research handbook (2<sup>nd</sup> ed, pp. 401-418). Thousand Oaks, CA: Sage.

Chan, D. & Schmitt, N. (2005). Situational judgment tests. In A. Evers, O. Smit-Voskuijl, & N. Anderson (Eds.), Handbook of personnel selection (p.219-242). Oxford, UK: Blackwell Publishers, Inc.

Chan, D. (2004). Personnel psychology. In C. Spielberger (ed.), Encyclopedia of applied psychology, Volume 3 (pp.29-34). San Diego, CA: Academic Press.

Chan, D. (2002). Longitudinal modeling. In Rogelberg, S. Handbook of research methods in industrial and organizational psychology (pp. 412-430). Malden, MA: Blackwell Publishers, Inc.

Chan, D. (2002). Latent growth modeling. In Drasgow, F. & Schmitt, N. Measuring and analyzing behavior in organizations: Advances in measurement and data analysis (p.302-349). CA: Jossey-Bass.

Gilliland, S. W., & Chan, D. (2001). Justice in organizations: Theory, methods, and applications. In N. Anderson, D. S. Ones, H. K. Sinangil, & C. Viswesvaran (Eds.), Handbook of industrial, work, and organizational psychology (pp. 143-165). Thousand Oaks, CA: Sage.

Schmitt, N., & Chan, D. (1996). Human resource challenges: The twenty-first century. In Mind, Machine, and Environment (pp.145-157). Seoul: Hak Mun Publishing.

### **Invited Book Reviews**

Chan, D. (2010). An introduction to latent variable growth curve modeling (2<sup>nd</sup> edn). Organizational Research Methods. Book authored by T. E. Duncan, S. C. Duncan, & L. A. Strycker. Lawrence Erlbaum Associates. Hillsdale, New Jersey. 2006.

Chan, D. (2002). Modeling intraindividual variability with repeated measures data: Methods and applications. Organizational Research Methods, 5, 415-418. Book edited by D. S. Moskowitz and S. L. Hershberger. Lawrence Erlbaum Associates. Hillsdale, New Jersey. 2002. 276 pp. Hardback. ISBN 0-8058-3215-8.

Chan, D. (2001). The changing nature of performance: Implications for staff, motivation, and development. International Journal of Selection and Assessment. Book edited by D. R. Ilgen and E. D. Pulakos. Jossey-Bass, San Francisco, 1999, 464 pp. Hardback. ISBN 0-7879-4625.

### **Newspaper Commentary Articles**

Chan, D. (2017). Jokes about politics: The good, the bad and the ugly. The Straits Times, 19 August, 2017. [Download, Ctr + Click to follow link below]:  
<https://bsi.smu.edu.sg/news/2017/aug/19/jokes-about-politics-good-bad-and-ugly>

Chan, D. (2017). How to respond to threats with more than fight or flight. The Straits Times, 15 July, 2017. [Download, Ctr + Click to follow link below]:  
<https://bsi.smu.edu.sg/news/2017/jul/15/how-respond-threats-more-fight-or-flight>

Chan, D. (2017). To tell or not to tell, that is the question. The Straits Times, 10 June, 2017. [Download, Ctr + Click to follow link below]:

English version: <https://bsi.smu.edu.sg/news/2017/jun/10/tell-or-not-tell-question>

Chinese version: <https://bsi.smu.edu.sg/news/2017/jun/17/tell-or-not-tell>

Malay version: <https://bsi.smu.edu.sg/news/2017/jun/27/tell-or-not-tell-about-radicalised->

family-member

Related comments in newspaper articles:

The Straits Times (English):

<https://bsi.smu.edu.sg/news/2017/jun/13/keeping-quiet-about-radicalised-family-members-can-make-things-worse-psychology-don>

Lian He Zao Bao (Chinese):

[https://www.smu.edu.sg/sites/default/files/smu/news\\_room/smu\\_in\\_the\\_news/2017/Jun2017/Jun13/LHZB\\_20170613\\_1.pdf](https://www.smu.edu.sg/sites/default/files/smu/news_room/smu_in_the_news/2017/Jun2017/Jun13/LHZB_20170613_1.pdf)

Berita Harian (Malay):

[https://www.smu.edu.sg/sites/default/files/smu/news\\_room/smu\\_in\\_the\\_news/2017/Jun2017/Jun14/BH\\_20170614\\_1.pdf](https://www.smu.edu.sg/sites/default/files/smu/news_room/smu_in_the_news/2017/Jun2017/Jun14/BH_20170614_1.pdf)

[https://www.smu.edu.sg/sites/default/files/smu/news\\_room/smu\\_in\\_the\\_news/2017/Jun2017/Jun22/BH\\_20170622\\_1.pdf](https://www.smu.edu.sg/sites/default/files/smu/news_room/smu_in_the_news/2017/Jun2017/Jun22/BH_20170622_1.pdf)

Chan, D. (2017). Say you're sorry: How to suss out at insincere apology. The Straits Times, 6 May, 2017. [Download, Ctr + Click to follow link below]:

<http://www.straitstimes.com/opinion/say-youre-sorry-how-to-suss-out-an-insincere-apology>

Chan, D. (2017). What a cobra bounty says about unintended policy consequences. The Straits Times, 11 March, 2017. [Download, Ctr + Click to follow link below]:

<https://bsi.smu.edu.sg/news/2017/mar/11/what-cobra-bounty-says-about-unintended-policy-consequences>

Chan, D. (2017). The unbearable weight of power. The Straits Times, 4 February 2017. [Download, Ctr + Click to follow link below]:

<https://bsi.smu.edu.sg/news/2017/feb/04/unbearable-weight-power>

Chan, D. (2016). 2016: A year of looking to the future. The Straits Times, 17 December 2016. [Download, Ctr + Click to follow link below]: <http://bsi.smu.edu.sg/news/2016/dec/17/2016-year-looking-future>

Chan, D. (2016). In a funk over Trump? The Straits Times, 19 November 2016. [Download, Ctr + Click to follow link below]: <http://bsi.smu.edu.sg/news/2016/nov/19/funk-over-trump>

Chan, D. (2016). Elected Presidency changes: It's not just about the politics. The Straits Times, 24 September, 2016. [Download, Ctr + Click to follow link below]:

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## **LIST OF REFEREED CONFERENCE PAPERS AND TECHNICAL REPORTS**

### **Refereed Conference Papers**

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Liu, P., Chan, D., Qiu, L., Tov, W., & Tong, V. J. (2017). Effects of cultural tightness and social network density on emotional expressions: A large-scale study of impression management by facebook users. Paper presented at The Asian Conference on Cultural Studies, Kobe, Japan.

Leung, A. K.-y., Miron-Spektor, E., Liou, S., Chan, D., & Koh, B. (2017). Creative Benefits of Paradox: Middle Ground vs. Integration Approach. Paper presented at the International Convention of Psychological Science, Vienna, Austria, 2017.

Liu, P., Chan, D., Qiu, L., Kosinki, M., & Stillwell, D. J. (2016a). Culture moderates the relationship between emotional expression and subjective well-being. Paper presented at the 31<sup>st</sup> International Congress of Psychology, Yokohama, Japan.

Liu, P., Chan, D., Qiu, L., Kosinki, M., & Stillwell, D. J. (2016b). The role of different cultural dimensions in emotional expression: Evidence from the language of social media. Paper presented at the 23<sup>rd</sup> Congress of the International Association for Cross-Cultural Psychology, Nagoya, Japan.

Leung, A. K.-y., Miron-Spektor, E., Liou, S., Chan, D., & Koh, B. (2016c). Middle Ground Approach to Paradox: Within- and Between-Culture Examination of the Creative Benefits of Paradoxical Frames. Paper presented at the 23<sup>rd</sup> Congress of the International Association for Cross-Cultural Psychology, Nagoya, Japan.

Wang, Z., Tong, V. J. C., & Chan, D. (2015). Issues of social data analytics with a new method for sentiment analysis of social media data. Paper presented at the 2014 IEEE 6th International Conference on Cloud Computing Technology and Science, Singapore.

Leung, A. K.-y., Miron-Spektor, E., Liou, S., & Chan, D. (2014). Unpacking the creative benefits of paradoxical frames: Between-person and between-culture analyses. Paper presented at the Academy of Management meetings, Philadelphia, Pennsylvania.

Chan, D. (2011). Negativity Effects are Stronger than Positivity Effects in Life Satisfaction and Happiness. Paper presented at the 23<sup>rd</sup> Annual Convention of the Association for Psychological Science, Washington, DC.

Su, J. & Chan, D. (2011). Goal orientations predict college adjustment stronger when locus of control is external. Paper presented at the 23<sup>rd</sup> Annual Convention of the Association for Psychological Science, Washington, DC.

Chan, D. & Wang, M. (2010). Mixture latent markov modeling: Unobserved heterogeneity in longitudinal qualitative change. Paper presented at the 25<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta.

Chan, D. (2008). Truths and myths in the problem of self-report data. Paper presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco.

Chan, D. (2005). Interactive effects of situational judgment effectiveness and proactive personality. Paper presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, California.

Chan, D. (2004). Construct integration of organizational citizenship behaviors. Paper presented at the 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago.

Chan, D. & Chaw, Y. (2003). Dispositional correlates and situational influences on test-taking motivation. Paper presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando.

Swee, H., & Chan, D. (2003). Effects of proactive personality and generalized self-efficacy on job satisfaction. Paper presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando.

Chan, D. (2002). Situational judgment effectiveness X proactive personality interaction on job performance. Paper presented at the 17<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Chan, D., & Sim, C. (2002). Individual differences in fuzzy thinking. Paper presented at the 17<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Chan, D., & Chang, C. (2002). Work experience and adaptive performance. Paper presented at the 17<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Sin, H., Chan, D., Ow, R., & Tan., V. (2002). Predicting Satisfaction and Stress from Self-Efficacy and Affectivity. Paper presented at the 14<sup>th</sup> Annual Convention of the American Psychological Society, New Orleans, Louisiana.

Sin, H., Chan, D., Ow, R., & Tan., V. (2002). Antecedents and Consequents of Trainee Learning Response Modes. Paper presented at the 14<sup>th</sup> Annual Convention of the American Psychological Society, New Orleans, Louisiana.

Chan, D. (2001). Practical intelligence and job performance. Paper presented at the 16<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, California.

Swee, H., Hong, Y., & Chan, D. (2001). Affectivity, personality, and competency correlates of proactive personality. Paper presented at the 16<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, California.

Chan, D. (2000). Modeling longitudinal data: An integrative analytic framework. Invited Keynote Presentation at the 2<sup>nd</sup> Faculty Research Conference of the Faculty of Business Administration, National University of Singapore, Singapore.

Chan, D. (2000). Method Effects of Positive Affectivity, Negative Affectivity, and Impression Management. Paper presented at the 15<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, Orlando.

Chan, D. & Tesluk, P. (2000). Affective Disposition and Personality Correlates of Goal Orientation. Paper presented at the 15<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, Orlando.

Chan, D. (1999). Modeling changes in newcomer proactivities and adaptation. Invited paper presented at the 14<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Chan, D. (1999). Applying mean and covariance structure analysis in structural equation modeling. Paper presented at the 14<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Chan, D. (1999). The conceptualization of work experience: measurement and analysis implications. Paper presented at the 14<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Chan, D. (1999). Understanding newcomer adaptation: A unified data analytic approach. Paper presented at the 14<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Ryan, A. M., & Chan, D. (1999). Perceptions of the EPPP: How do licensure candidates view the process? Paper presented at the 107<sup>th</sup> Annual Convention of the American Psychological Association, Boston, MA.

Ryan, A.M., & Chan, D. (1999). Self-serving bias in perceptions of fairness and the psychology licensing examination. Paper presented at the 14<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Chan, D. (1998). A unified approach for conceptualizing and analyzing change over time in cross-cultural organizational research. Paper presented at the Inaugural Conference of the Asia Academy of Management, Hong Kong.

Chan, D., Sacco, J., Schmitt, N., McFarland, L., & Jennings, D. (1998). Appropriateness fit, reactions, motivation, conscientiousness, subgroup differences, and test validity. Paper presented at the 13<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas,

Texas.

Chan, D., Schmitt, N., Jennings, D., Clause, C., Delbridge, K. (1998). Applicant test reactions: Integrating justice and self serving bias perspectives. Paper presented at the 13<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.

Chan, D., Schmitt, N., Sacco, J., & DeShon, R. P. (1998). Understanding pretest and posttest reactions to cognitive ability and personality tests. Paper presented at the 13<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.

Ryan, A. M., Chan, D., & Ployhart, R. (1998). Assessment of cross-cultural equivalence of an organizational survey. Paper presented at the 13<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.

Schmitt, N., Sacco, J., & Chan, D. (1998). Illustration of multiple methods of analysis to understand aspects of school achievement. Invited paper presentation at the Distinguished Visiting Methodologists Lecture Session, Center for the Advancement of Research Methods and Analysis, Virginia Commonwealth University, Richmond, Virginia.

Chan, D. (1997). Functional relations among constructs in the same content domain at different levels of analysis: A typology of composition models. Paper presented at the Academy of Management meetings, Boston, Massachusetts.

Chan, D. (1997). Individual difference and learning perspectives on adaptability: An integrative person-situation interaction approach. Paper presented at the Academy of Management meetings, Boston, Massachusetts.

Chan, D. (1997). Racial subgroup differences in predictive validity perceptions on personality and cognitive ability tests. Paper presented at the 12<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, S. Louis, Missouri.

Chan, D., Schmitt, N., Sheppard, L., & Jennings, D. (1997). Developing measures of basic job-relevant English proficiency for predicting job performance and promotability. Paper presented at the Academy of Management meetings, Boston, MA.

Roger, W., Chan, D., Schmitt, N., Sheppard, L., & Jennings, D. (1997). Adverse impact and predictive efficiency of various predictor combinations. Paper presented at the 12<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, S. Louis, Missouri.

Chan, D. (1996). Cognitive misfit as a predictor of individual turnover: One viable facet of person-organizational fit. Paper presented at the 11<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, California.

Chan, D., Schmitt, N., DeShon, R., Clause, C., & Delbridge, K. (1996). Test reactions to

cognitive ability tests: The relationships between race, test performance, face validity, and test-taking motivation. Paper presented at the Academy of Management Meetings, Cincinnati, Ohio. **(This paper received the Best Paper Award, Human Resources Division, Academy of Management)**.

Pulakos, E., Schmitt, N., & Chan, D. (1996). Models of supervisory and peer performance ratings. Paper presented at the 11<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, California.

Schmitt, N. & Chan, D. (1996). Facing the challenges in the 21<sup>st</sup> century. Invited paper presentation at the 50th Anniversary of the Korean Psychological Association, Seoul, Korea.

Chan, D. (1995). A multiple-strategy approach to assessment center validation. Paper presented at the 10<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.

Chan, D., Elliott, J. M., Ong, K. C., & Long, F. Y. (1995). Cognitive style and cultural traits: Cross-validation of the Kirton Adaption-Innovation Inventory. Paper presented at the 10<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.

## **Technical Reports**

Chan, D., & Koh, B. (2016). Study on the Effectiveness of the Matched Savings Scheme in the BYON programme. Submitted to Tsao Foundation, Singapore.

Chan, D. (2014). Survey on Social Attitudes of Singaporeans 2013: Executive Summary and Technical Report. Submitted to Ministry of Social and Family Development & Ministry of Culture, Community and Youth, Republic of Singapore.

Chan, D. (2013). Study of Values and Attitudes of Singapore Public Service Officers 2012. Submitted to Public Service Division, Prime Minister's Office, Singapore.

Chan, D. & Ferrin, D. L. (2013). Literature Review and Conceptual Framework for the Study of Trust. Submitted to National Security Coordination Secretariat, Prime Minister's Office, Singapore.

Chan, D., Tov, W., & Au, E. (2013). BSI-NEA Evaluation Study of the Effectiveness of the Tray Return Programme. Submitted to National Environment Agency, Singapore.

Chan, D. (2013). Survey on Gambling Participation 2012. Submitted to Ministry of Social and Family Development, Singapore.

Chan, D. (2011). Study of Values and Attitudes of Singapore Public Service Officers 2010. Submitted to Public Service Division, Prime Minister's Office, Singapore.



Chan, D (2011). Survey on Youth Gambling. Submitted to Ministry of Community Development, Youth and Sports, Singapore.

Chan, D. (2011). Study on Domain-Specific Satisfactions and Subjective Well-Being. Submitted to Ministry of Community Development, Youth and Sports, Singapore.

Chan, D., & Au, E. (2011). Health Promotion: Literature Review of Behavioural Sciences Concepts. Submitted to the Health Promotion Board, Singapore.

Chan, D. (2009). Modeling Changes Over Time: Conceptualization, Measurement, Analysis and Interpretation. Submitted to the Asian Office of Aerospace and Research Development, United States Air Force Research Laboratory, United States Air Force, United States.

Frese, M., Chan, D., Clark, A., Diener, E., Kahneman, D., & Suh, E. M. (2007). Report to UNDP: Suggestions for including a well-being measure into the UNDP Report 2008. Report submitted to the United Nations.

Chan, D. (2006). Survey on Social Attitudes of Singaporeans 2005: Executive Summary and Technical Report. Submitted to the Permanent Secretary, Ministry of Community Development and Sports, Republic of Singapore.

Chan, D. (2006). Staff Profiling Project, Singapore Prison Service: Executive Summary and Technical Report. Submitted to the Director of Prison, Singapore Prison Service, Republic of Singapore.

Chan, D. (2004). Survey on Social Attitudes of Singaporeans 2003: Executive Summary and Technical Report. Submitted to the Permanent Secretary, Ministry of Community Development and Sports, Republic of Singapore.

Chan, D. (2004). Survey on 3G (Third Generation) Singaporeans: Executive Summary and Technical Report. Submitted to the Permanent Secretary, Ministry of Community Development and Sports, Republic of Singapore.

Chan, D. (2003). Survey on Social Attitudes of Singaporeans 2002: Executive Summary and Technical Report. Submitted to the Permanent Secretary, Ministry of Community Development and Sports, Republic of Singapore.

Chan, D. (2003). Development of selection tests for Singapore Prison Emergency Action Response (SPEAR), Singapore Prison Service: Executive Summary and Technical Report. Submitted to the Director of Prison, Singapore Prison Service, Republic of Singapore.

Chan, D. (2002). Development of selection tests for junior and senior officers in the Singapore Police Force: Executive Summary and Technical Report. Submitted to the Commissioner

of Police, Singapore Police Force, Republic of Singapore.

Chan, D. (2002). Development of selection tests for junior and senior officers in the Singapore Prison Service: Executive Summary and Technical Report. Submitted to the Director of Prison, Singapore Prison Service, Republic of Singapore.

Chan, D. (2002). Situational Assessment Measure: Professional Manual. Submitted to the Police Psychological Unit, Singapore Police Force, Republic of Singapore.

Chan, D. (2002). Background and Life Experiences Measure (Incorporating the Values and Beliefs Measure): Professional Manual. Submitted to the Police Psychological Unit, Singapore Police Force, Republic of Singapore.

Chan, D. (2002). Conditional Reasoning Test: Professional Manual. Submitted to the Police Psychological Unit, Singapore Police Force, Republic of Singapore.

Chan, D. (2002). National Survey on Social Cohesion and Rootedness 2001: Executive Summary and Technical Report. Submitted to the Permanent Secretary, Ministry of Community Development and Sports, Republic of Singapore.

Chan, D. (2000). Development of selection tests for senior officers in the Singapore Civil Service: Executive Summary and Technical Report. Submitted to the Permanent Secretary, Public Service Division, Prime Minister's Office, Republic of Singapore.

Chan, D. (2000). Situational Judgement Test: Professional Manual. Submitted to Personnel Guidance Unit, Public Service Division, Prime Minister's Office, Republic of Singapore.

Chan, D. (1999). Enhancement of officer integrity in the Singapore Police Force. Submitted to Singapore Police Force.

Chan, D., & Ryan, A. M. (1998). An examination of the potential effects of empowerment and communication on job stress, satisfaction, and evaluation of supervisor performance. Report for Ford Motor Company, USA.

Chan, D., & Schmitt, N. (1998). A longitudinal study of changes in the newcomer adaptation process at graduate school. Report for the Graduate School Office, Michigan State University, USA.

Horvath, M., Ryan, A. M., Chan, D., & Ployhart, R. (1998). An item response theory analysis of the Pulse items using Hofstede's culture dimensions. Report for Ford Motor Company, USA.

Ryan, A. M., & Chan, D. (1998). Perceptions of the EPPP. Report for Professional Examination Service and Association of State and Provincial Psychology Boards.

Chan, D., Ryan, A. M., & Ployhart, R. (1997). Cross-cultural equivalence of the Ford Pulse Global Survey. Report for Ford Motor Company, USA.

Ployhart, R., Ryan, A. M., & Chan, D. (1997). Data cleaning procedures for the Ford Pulse Global Survey. Report for Ford Motor Company, USA.

Schmitt, N., DeShon, R., Clause, C., Chan, D., & Delbridge, K., Jennings, D., McFarland, L., Plamondon, K., & Sacco, J. (1997). Pilot test of revised cognitive ability examination. Technical report submitted to American Telephone and Telegraph, USA.

Schmitt, N., Chan, D., Jennings, D., & Sheppard, L. (1996). Measures of basic job-relevant English proficiency. Report for Bilmar Foods, Inc., USA.

Schmitt, N., DeShon, R., Clause, C., Chan, D., & Delbridge, K. (1996). Development of managerial ability examination. Technical report submitted to American Telephone and Telegraph, USA.

Chan, D., Copeland, L., Waldschmidt, D. M., & Messig, B. (1995). Preparing and delivering classroom presentations: Development of a training program for teaching assistants. Report for Office of Teaching Assistants, Michigan State University, East Lansing, Michigan, USA.

Chan, D. (1991). Setting Up of the Police Assessment Center. Report for Singapore Police Force, CP/C/144/125/2/1 Vol.1.

Elliott, J. M., Long, F. Y., Ong, K. C., & Chan, D. (1991). Psychological Assessment in the Civil Service. Report for Public Service Commission and Public Service Division, Ministry of Finance, MF(PSD)EO1/88 Vol.4.

**END**