

Kian Siong (KS) Tey

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EDUCATION

INSEAD, Singapore

M.Sc. in Management Science, Aug 2018 – Oct 2020

Ph.D. in Management (dual degree with Sorbonne University), Aug 2018 – Jun 2024

Specialization: Organisational Behaviour

Disciplinary Track: Psychology and Behavioural Science

Dissertation, *Unpacking Moral Communication: Effects of Moral Communication in Social Interactions*

Committee: Dr. Roderick I. Swaab (chair), Dr. Stefan Thau, Dr. Eric Uhlmann, Dr. Michael Schaerer

University of Southern California, Los Angeles, CA

B.A. (Hons) in Double Major - Psychology & Philosophy, Aug 2013 – May 2016

Honors Thesis, *The Effects of Guilt on Social Loafing* (Psychology)

Principal Investigator: Dr. Scott Wiltermuth

Honors Thesis, *Causal Theory of Omissions* (Philosophy)

Principal Investigator: Dr. Kadri Vihvelin

RESEARCH INTERESTS

Conflicts/disputes/negotiations, alternative dispute resolution, morality, relationships, person perception, meta-science

PUBLICATIONS: ARTICLES

Tey, K. S., Schaerer, M., Madan, N., & Swaab, R. I. (2021). The Impact of Concession Patterns on Negotiations: When and Why Decreasing Concessions Lead to a Distributive Disadvantage. *Organizational Behavior and Human Decision Processes*, 165, 153-166.

<https://doi.org/10.1016/j.obhdp.2021.05.003>.

OSF: <https://osf.io/tmjwq/>

***Best Paper Award – Theoretical or Empirical, Academy of Management (CM Division), 2020*

Hardy, J. H., III, **Tey, K. S.,** Cyrus-Lai, W., Martell, R. F., Olstad, A. R., & Uhlmann, E. L. (2021). Bias in Context: Small Biases in Hiring Evaluations Have Big Consequences for Individuals and Organizations. *Journal of Management*, 48(3), 657-692.

<https://doi.org/10.1177/0149206320982654>

PUBLICATIONS: CROWDSOURCED PROJECTS

Landy, J. F., Jia, M., Ding, I. L., Viganola, D., Tierney, W., Dreber, A., Johannesson, M., Pfeiffer, T., Ebersole, C. R., Gronau, Q. F., Ly, A., van den Bergh, D., Marsman, M., Derks, K., Wagenmakers, E.-J., Proctor, A., Bartels, D. M., Bauman, C. W., Brady, W. J., ..., & Uhlmann, E. L. (2020). Crowdsourcing Hypothesis Tests: Making Transparent How Design Choices Shape Research Results. *Psychological Bulletin*, 146(5), 451-479. <https://doi.org/10.1037/bul0000220>. [Member of Crowdsourcing Hypothesis Tests Collaboration]

OSF: <https://osf.io/9jzy4>

Tierney, W., Hardy, J. H., Ebersole, C. R., Leavitt, K., Viganola, D., Clemente, E. G., Gordon, M., Dreber, A., Johannesson, M., Pfeiffer, T., Hiring Decisions Forecasting Collaboration, & Uhlmann, E. L. (2020). Creative Destruction in Science. *Organizational Behavior and Human Decision Processes*, 161, 291-309. <https://doi.org/10.1016/j.obhdp.2020.07.002>. [Member of Hiring Decisions Forecasting Collaboration]

OSF: <https://osf.io/9fy8m>; <https://osf.io/fhq45>; <https://osf.io/rphwv/>; <https://osf.io/nz48k>

Tierney, W., Hardy, J. H., III., Ebersole, C. R., Viganola, D., Clemente, E. G., Gordon, M., Hoogeveen, S., Haaf, J., Dreber, A., Johannesson, M., Pfeiffer, T., Huang, J. L., Vaughn, L. A., DeMarree, K.G., Igou, E., Chapman, H., Gantman, A., Vanaman, M., Wylie, J., Storbeck J., Andreychik, M. R., McPhetres, J., Culture and Work Forecasting Collaboration, & Uhlmann, E. L. (2021). A Creative Destruction Approach to Replication: Implicit Work and Sex Morality Across Cultures. *Journal of Experimental Social Psychology*, 93, 104060. <https://doi.org/10.1016/j.jesp.2020.104060>. [Member of Culture & Work Forecasting Collaboration]

OSF: <https://osf.io/k236g>; <https://osf.io/687h5>; <https://osf.io/xwu4v>; <https://osf.io/7uhcg/>; <https://osf.io/pgfm8>

Delios, A., Clemente, E., Wu, T., Tan, H., Wang, Y., Gordon, M., Viganola, D., Chen, Z., Dreber, A., Johannesson, M., Pfeiffer, T., Generalizability Tests Forecasting Collaboration, & Uhlmann, E.L. (in press). Examining the context sensitivity of research findings from archival data. *Proceedings of the National Academy of Sciences*. [Member of Generalizability Tests Forecasting Collaboration]

OSF: <https://osf.io/nymev/>

PRACTITIONER PUBLICATIONS

Tey, K. S., Schaerer, M., Madan, N., & Swaab, R. I. (2021). [What's the Best Way to Give Ground in a Negotiation?](#) *Harvard Business Review*, October 20.

Tey, K. S., Schaerer, M., Madan, N., & Swaab, R. I. (2021). [Negotiators Should Decrease Concessions Across Rounds.](#) *INSEAD Knowledge*, November 24.

MANUSCRIPTS UNDER REVIEW or UNDER PREPARATION

Tey, K. S.*, Mazar, A*, Tomaino, G. *, Duckworth, A. L. (2023). Interacting with Bots Can Make Us Hypercritical of Other Humans. *Under Review at Nature Human Behavior*.

* These authors contributed equally

Tey, K. S.*, Loschelder, D. *, Trötschel, R., & Swaab, R. I. (2023). Dual-Identity Mediation and Intergroup Disputes: How Leveraging Group Identities Can Help Resolve Disputes. *Working Paper*.

* Both authors contributed equally

Madan, N., **Tey, K. S.**, Thau, S., & Swaab, R. I. (2023). Reconciling Mixed Effects of Dominance on Competence Evaluations: The Role of Dominance Aggressiveness and Comparison Conditions. *Working Paper*.

ONGOING PROJECTS

Tey, K. S., Swaab, R. I., & He, V. F. (2023). Moral Discourse: Exploring Moral Language in the Wikipedia's Request for Comments Process. *Data Analysis*.

Tey, K. S., & Swaab, R. I. (2023). Frequency of Moral Communication: Implications of Miscalibration on Perceptions of Leadership Potential. *Data Analysis*.

Tey, K. S., & Swaab, R. I. (2023). The Complex Reality: What Do People Think About Moral Framing? *Data Analysis*.

Swaab, R. I., & **Tey, K. S.** Meta-Analysis: Third-Party Dispute Resolution.

Madan, N., Swaab, R. I., & **Tey, K. S.** Meaning of Negotiation Label. *Data collection in progress*.

PRESENTATIONS / PROCEEDINGS (* presented by co-authors)***The Complex Reality: What Do People Think About Moral Framing?***

2022, July – 35th Annual Conference of the IACM, Ottawa, ON.

Dual Identity Mediation and Inter-Group Conflict: How Third Parties Can Manage Group Identities to Resolve Disputes

2020, November – 9th Annual Wharton-INSEAD Doctoral Consortium (virtual)

2023, July – 36th Annual Conference of the IACM, Thessaloniki, Greece.

The Impact of Concession Patterns on Negotiations: When and Why Decreasing Concessions Lead to a Distributive Disadvantage

2020, August – 80th Annual Meeting of the Academy of Management (virtual)

2020, July – 33rd Annual Conference of the IACM (virtual)

2021, May – 21st Annual Trans-Atlantic Doctoral Conference (virtual)

Think or Feel before Delivering Feedback?: Perspective Taking and Empathy Result in Different Feedback

2019, August – 79th Annual Meeting of the Academy of Management (Symposium), Boston, MA.

The Effects of Guilt on Social Loafing

2016, April – USC Undergraduate Symposium (Poster), Los Angeles, CA.

TEACHING EXPERIENCE**INSEAD**

2020, Aug Text Analysis (PhD Elective), Co-taught with Dr. Phil Parker

2020, Jan Negotiations (MBA Elective), Teaching Assistant for Dr. Roderick Swaab

2021, Jan Negotiations (MBA Elective), Teaching Assistant for Dr. Roderick Swaab

2022, Jan Organisational Behaviour I (MBA Core), Grader for Dr. Ella Miron-Spektor

TEACHING MATERIALS

2019, Mar Viewing & Discussion Guide of *The Fog of War* for Session on Motivated Reasoning of Organizational Psychology Course (PhD level)

QUALIFICATIONS / TRAININGS

INSEAD-Wharton Alliance & iLITE PhD Zoom Teaching Workshop (March 2021)

INSEAD iLITE PhD Teaching Preparation Programme (2019-2020)

AWARDS & HONORS

Honorable Mention, Three-Minute Thesis (3MT) Competition, IACM, 2022
Winner Best Paper Award – Theoretical or Empirical, Academy of Management (CM Division), 2020
Ph.D. Full Scholarship, INSEAD, 2018-2023
Discovery Scholar, USC, 2016
Renaissance Scholar, USC, 2016
Dornsife Scholar, USC, 2016
J. Wesley Robb Endowed in Human Values Scholarship, USC, 2016
Sylas & Rose Marx Meyer Scholarship, USC, 2016
Dean's List, USC, 2013-2016
Achievement Award, USC, 2014-2016
Provost Undergraduate Research Fellowship, USC, 2015-2016

PROFESSIONAL AFFILIATIONS

International Association for Conflict Management, Member
Academy of Management, Member
Psi Chi, Los Angeles, CA
Association of Psychological Sciences, Member
Society for Personality and Social Psychology, Member
Alpha Lambda Delta, Los Angeles, CA
Alpha Phi Omega, Los Angeles, CA

SCHOLARLY PROFILES (ONLINE)

[Academia](#)
[Google Scholar](#)
[Linkedin](#)
[ORCID](#)
[ResearchGate](#)
[Website \(Personal\)](#)