Curriculum Vitae
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David Chan
Professor of Psychology
Singapore Management University

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Biographic Profile

Professor David Chan received his PhD in Industrial and Organizational Psychology from Michigan State University. He is Professor of Psychology at the Singapore Management University (SMU). He is also currently a member of the Global Advisory Panel on Skills (GAPS), which is an initiative on skills and employment jointly convened by the Center for Global Development and the World Bank Group, a member of the Singapore Social Science Research Council, a Research Fellow at the Centre for Liveable Cities (CLC), which is a scientific appointment for distinguished individuals with urban development knowledge and expertise to provide strategic and technical advice to the CLC jointly established by the Singapore's Ministry of National Development (MND) and the Ministry of Sustainability and the Environment (MSE), and a Research Fellow at the SMU Longevity Societies and Economies Institute (LSEI).

Professor Chan was previously Adjunct Principal Scientist and Scientific Advisor at the Agency for Science, Technology and Research (A*STAR) in Singapore and the Principal Investigator of a research programme on modeling adaptability and resilience under the computational social sciences pillar in a laboratory jointly established by SMU and A*STAR. At SMU, he was a recipient of both the Lee Kuan Yew Fellowship Award for Research Excellence and the Lee Kong Chian Professorship Award. Previously, he was Co-Director of the A*STAR-SMU Centre for Technology and Social- Behavioural Insight, Deputy Provost of SMU, Deputy Director of Wharton-SMU Research Centre, Director of Behavioural Sciences Institute, and the founding Interim Dean of the SMU School of Social Sciences. Prior to entering academia, he was a police officer in the Singapore Police Force for nine years.

Professor Chan's research includes areas in behavioural sciences and public policy, research methods and data analyses, longitudinal modeling, multilevel issues, personnel selection, adaptation to changes at work, subjective well-being, and computational social-behavioural sciences. His works have been published in top psychology, management, and methods journals such as *Annual Review of Organizational Psychology and Organizational Behavior, Applied Psychological Measurement, Cognition, Journal of Computational Social Science, Current Directions in Psychological Science, Human Performance, Intelligence, 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, Personality and Social Psychology Bulletin, Personnel Psychology, Professional Psychology, and Social Indicators Research.* He has authored or edited 15 books published by Routledge, SAGE, and World Scientific in various areas of social and behavioural sciences as well as on 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 1990s in the top journals of Industrial and Organizational Psychology. Since 2020, the Stanford University study of researcher impact has named him in the top one percent worldwide among all scientists across all disciplines. In 2026, he was named by ScholarGPS in its list of eminent highly ranked scholars who are in the top 0.05% of all scholars worldwide due to their lifetime scholarly contributions in overall (all fields) and with respect to specific field, discipline, and associated specialities. To date, his works have been cited 18,000 times in various disciplines, with a h-index of 54 and i10-index of 77. He has received numerous international scholarly awards including the Dissertation Research Award from the American Psychological Association and the Scientist- Practitioner Presidential Recognition Award, the Raymond Katzell Award in Industrial and Organizational Psychology, the Distinguished Early Career Contributions Award, the Edwin Ghiselli Award for Innovative Research Design, and the William Owen Scholarly Achievement Award from the Society for Industrial and Organizational Psychology.

He has delivered more than 150 invited keynote addresses and other presentations at scientific conferences and various scientific, practitioner, and public policy forums.

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.

He has served as a consultant to numerous public, private and people sector organizations in Singapore, Chairman of the International Advisory Panel to the National Council on Problem Gambling (NCPG) and Chairman of the Selection Panel for the A*STAR's Social Sciences Innovation Seed Fund; a member of the NCPG, National Taskforce on Diabetes Prevention and Care, the Singapore-Japan Joint Committee on Science and Technology, the Public Hygiene Council, the International Advisory Panel for the SkillsFuture Singapore and the Workforce Singapore, the Governing Board for the Workplace Safety and Health Institute, the Research Advisory Panel for the National Population and Talent Division, the Panel of Experts for the National Environment Agency, and the International Panel of Experts and also the R&D Advisory Panel for the Urban Redevelopment Authority; and a director on the Board of the National Parks (NParks) Board, the Board of the Agri-Food and Veterinary Authority, the Board of the Singapore Corporation of Rehabilitative Enterprises, and the Board of the National Volunteer and Philanthropy Centre.

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

Professor Chan has written over 60 op-ed articles in *The Straits Times*' By Invitation Series, which is a regular newspaper column on social issues. He has appeared on *Channel NewsAsia* current affairs television programmes and he was the consultant to the *Channel NewsAsia*'s "Social Experiment" – a 5-part programme series that examines human behaviours and social phenomena using scientific experiments – and "Days of Disasters' – an award-winning 5-part documentary series that examines the lessons learned from previous disasters in Singapore.

Together with Nobel Laureate (Economics) Professor Daniel Kahneman and Professor Ed Diener, Professor Chan served on an international committee that submitted to the United Nations a report on measures of national well-being across countries, which was subsequently incorporated in a United Nations Development Report. He is Elected Fellow of six international psychological organizations namely, American Psychological Association, Association for Psychological Science, International Association of Applied Psychology, Society for Industrial and Organizational Psychology, Society for Personality and Social Psychology, and 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
- Research Fellow, Longevity Societies and Economies Institute (LSEI), SMU
- Research Fellow, Centre for Liveable Cities (CLC), Singapore
- Member, Social Science Research Council, Singapore
- Member, Global Advisory Panel on Skills (GAPS), Center for Global Development and World Bank Group
- Member, International Advisory Board of the Centre for the Advancement ofResearch Methods and Analysis (CARMA), United States

Previous Positions Held

- Adjunct Principal Scientist & Scientific Advisor, Agency for Science, Technology and Research (A*STAR)
- Chairman, Selection Panel for the A*STAR's Social Sciences Innovation Seed Fund
- Member, Singapore-Japan Joint Committee on Science and Technology
- Member, Board of Directors, National Parks (NParks) Board, 2020-2024
- Member, National Taskforce on Diabetes Prevention and Care, Singapore, 2016-2022
- Member, National Council on Problem Gambling (NCPG), 2005-2021
- Chairman, International Advisory Panel to the NCPG, 2005-2021
- Member, Board of Directors, National Volunteer and Philanthropy Centre, 2016-2020.
- Member, Board of Directors, Agri-Food and Veterinary Authority, 2015-2018
- Member, Resource Panel for National Environment Agency
- Member, International Panel of Experts, Urban Redevelopment Authority (URA)
- Member, Research and Development Advisory Panel, URA
- Member, International Advisory Panel, SkillsFuture Singapore and Workforce Singapore, 2015-2018.
- Member, Board of Directors, Singapore Corporation of Rehabilitative Enterprises, 2013-2018
- Member, Governing Board of the Workplace Safety and Health Institute 2012-2018.
- Co-Director, Centre for Technology and Social-Behavioural Insights, A*STAR-SMU, 2014- 2017.
- Adjunct Principal Scientist, A*STAR, 2014-2017
- Member, Public Hygiene Council, Singapore 2013-2015
- Member, Research Advisory Panel, National Population and Talent Division, Prime Minister's Office, Singapore, 2013-2015
- Director, Behavioural Sciences Institute/Initiative, SMU, 2009 – 2026
- 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 Kong Chian Professorship, SMU
- 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, APA's Division for Personality and Social Psychology (APA Division 8)
- Raymond Katzell Award in Industrial and Organizational Psychology, SIOP, 2022
- Ranked Top 1% worldwide in Global Study of Top Scientists, Stanford University, 2021
- Scientist-Practitioner Presidential Recognition Award, SIOP, 2019
- Distinguished Early Career Contributions Award, SIOP, 2003
- Ranked 9th in List of Top 100 Most Published Authors in Industrial and Organizational Psychology in the 1990s (Source: SIOP, APA), 2000
- 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

- Medallion Award for Distinguished Service, Ministry of National Development, 2024.
- Long Service Volunteer Award, Ministry of Social and Family Development, 2022.
- Merit Award (Best Commentary) for Stories Of A Pandemic (SOAP) Awards for Writers and Journalists in significant contributions to dealing with Covid-19 pandemic, 2020.
- Medallion Award for Distinguished Service, Ministry of National Development, 2018.
- Long Service Volunteer Award, Ministry of Home Affairs, 2017.
- 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 (2002-2019)

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

- Member, Global Advisory Panel on Skills (GAPS), Center for Global Development and World Bank Group, 2026 – present
- Programme External Reviewer for Applied Behavioural Sciences Programme, Singapore University of Social Sciences (SUSS), 2026.
- Co-Chairnan, Judging Panel for 2026 WorkWell Leaders Awards, Singapore, 2026.
- Guest Judge, Judging Panel for 2025 WorkWell Leaders Awards, Singapore, 2025.
- Chairman, Strategic Priority Expert Panel on Sustainability Living, SMU, 2020.
- Member, University Research Committee, SMU, 2019-present.
- Member, Singapore-Japan Joint Committee on Science and Technology, 2018.
- Member, Judging Panel for Company of Good, National Volunteer and Philanthropy Centre, 2017.
- 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, Instituteof 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, 2017, 2018, 2019, 2021, 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, Forums

- Invited Address titled Behavioural Insights for Strengthening Participation in Retirement Saving and Building Trust in Pension Reform. International Conference on Advancing Pension Reform: Macroeconomic, Fiscal and Financial Implications. International Monetary Fund (IMF) and ShanghaiTech University, Shanghai, China.
- Keynote Address titled Extending the Frontiers in Health through Evidence-based Contextualisation: Contributions from the Social & Behavioural Sciences. 18th Singapore Public Health and Occupational Medicine Conference, Singapore. Video of session: [Download, Click on this link]: https://youtu.be/JQ5z2IbUB9g?si=iZCmB71BDthPOcJS
- Invited Address titled Modeling Meaning Matters: A Scientist-Practitioner Approach to Understanding and Enhancing Meaning in Life. Lee Kong Chian Professorship Public Lecture,

Singapore Management University, Singapore. Video of session: [Download, Click on this link]: https://youtu.be/NEwC3ZHNRHI

- Keynote Address titled Conversation on Computational Social Science: Issues, Insights, and Applications. Social Science & Humanities Ideas Festival, 2024, Singapore. Video of session: [Download, Click on this link]: https://youtu.be/GuH7SNOsRvA (fireside chat) & https://youtu.be/GO9y8az8xNs (closing remarks)
- Invited Address titled Evidence-based Computational Social Science. A whole new world with computational social science: Transdisciplinary insights. SMU-CUHK Global Forum 2023, Hong Kong. Video of session: [Download, Click on this link]: https://youtu.be/6ue6YSFgyRM
- Invited Address titled The Psychology of Public Trust, Singapore Police Force Leadership Group, Singapore 2022. Video of session: [Download, Click on this link]: https://youtu.be/eCSSRGWPSP8
- Invited Address titled The Psychology of Trust Amid Challenges: Why and How Public Trust Matters. SMU School of Social Sciences 15th Anniversary Lecture, 2022,Singapore.
- Invited Panelist. Future Workplace, Public Sector Transformation Convention, 2022, Singapore. Video of session: [Download, Click on this link]:https://youtu.be/91zzSdhbG2o
- Invited Guest-of-Honour's Graduation Ceremony Keynote Speech titled The 3Rs of Adaptability and Resilience, at the 90th Chinese University of Hong Kong Congregation for Conferment of Postgraduate Degrees, Hong Kong. Video of session: [Download, Click on this link]: https://youtu.be/ZM-wj9QyatM
- Invited Panelist. Science, Trust, and Society. Understanding Risk Forum Asia 2021, Understanding Risk Asia, Singapore 2021.
- Address titled Approaches to Disagreements, Behavioural Sciences Initiative Conference, Singapore, 2021. Video of session: [Download, Click on this link]: https://youtu.be/8No7Ycda8CE. SMU Web article: Dealing with Disagreements to Make a Positive Difference | SMU Newsroom
- Panelist and Moderator. Dealing with Disagreements, Behavioural Sciences Initiative Conference, Singapore, 2021. Video of session: [Download, Click on this link: https://youtu.be/YTP8a_LARss
- Invited Panelist. Identities and Diversities. IPS-RSIS Conference on Identity, Singapore 2021. Video of session: [Download, Click on this link]: https://youtu.be/1w0Lt-a13lY
- Invited talk titled Understanding and practising the science of public trust. 27th Association for Computing Machinery (ACM SIGKDD) Conference on Knowledge Discovery and Data Mining, Singapore, 2021. Video of session: [Download, Click on this link]: https://www.youtube.com/watch?v=kCHRkvd-O4U
- Invited Panelist and Moderator. Engaging Communities and Building Resilience. World Cities Summit, Singapore, 2021. Video of session: [Download, Click on this link]: https://youtu.be/CT77iK4_eMI
- Keynote Address titled Leadership, adaptability and resilience: Lessons from Singapore's response to Covid-19. Temasek Foundation Crisis Governance Programme, Civil Service College, Singapore, 2021. Video of session: [Download, Click on this link]: https://youtu.be/5GD7qoOZXq0
- Invited talk titled Technology-enabled measurement in Singapore. Conference on Technology and Measurement Around the Globe, United States, 2021. Video of session: [Download, Click on this link]: https://www.youtube.com/watch?v=1WCPWN9ynZU
- Invited Panelist, Covid-19 & Mental Health: Global Ground Realities. Online Forum, Psychology and Counselling Summit, Mental Health Asia, Hong Kong, 2021. Video of session: [Download, Click on this link]: https://youtu.be/lflYUx5aeKE
- Invited Panelist and Moderator. Positive Play. Seminars of the International Advisory Panel. National Council on Problem Gambling, Singapore, 2021.
- Invited Panelist and Moderator. Concerns on and safeguards for virtual reality gambling and digital

payments. Seminars of the International Advisory Panel. National Council on Problem Gambling, Singapore, 2021.

- Invited Panelist, Moving Forward in the Post-Pandemic Time. Online Forum, Inaugural Interdisciplinary Workshop, Singapore Management University, 2020. Video of session: [Download, Click on this link]: https://graduatestudies.smu.edu.sg/phd/pgr-inaugural-interdisciplinary-workshop-post-event
- Invited talk titled Enhancing Worker Well-being in the COVID-19 World. Online Forum, The Singapore Workplace Safety and Health (WSH) Conference, WSH Council, Singapore, 2020. Video of session: [Download, Click on this link]: https://youtu.be/OnnZ4BCW0Qs
- Invited Panelist, Designing for Life, Launch of HDB refreshed roadmap, Housing & Development Board, Singapore, 2020. Video of session: [Download, Click on this link]: https://youtu.be/ikieMNjN_LY
  SMU Blog article: [Download, Click on this link]: https://blog.smu.edu.sg/academic/how-holistic-well-being-will-shape-life-and-living-in-hdb- estates/
- Invited Panelist, New thinking for the new world: Living with the pandemic, Online Forum, National Library Board, Singapore, 2020. Video of session: [Download, Click on this link]: https://www.youtube.com/watch?v=oCZO-ljzDA0
  Professor David Chan's views in this forum were cited in the Singapore Parliament Debate on Strategy to Emerge Stronger from COVID-19: https://bsi.smu.edu.sg/news/2020/10/14/debate-strategy-emerge-stronger-covid-19-yip-hon- weng-targeted-support-specific
- Invited talk titled The Psychology of Singapore's Response to Covid-19. Book Talk on Combating a Crisis, Singapore Management University and World Scientific Publishing, Singapore, 2020. Video of session: [Download, Click on this link]: https://youtu.be/AptmBxjjk74
- Invited Panelist, Bouncing Back from COVID-19. IPS Online Forum, Institute of Policy Studies, Singapore, 2020. Video of session: [Download, Click on this link]: https://youtu.be/vqbHgKnArWo
- Invited talk titled Understanding social behaviours and enhancing social responsibility. Covid-19 Webinar, Society for Behavioural Health, Singapore, 2020. Video of session: [Download, Click on this link]: https://youtu.be/nBAFi5YTUMg
- Invited talk titled Behavioural Sciences and Public Policy: People-Centricity, Unintended Consequences, and Public Trust. MOT Talk@Pinnacle Series, Ministry of Transport, Singapore, 2019.
- Invited Keynote Address, Advancing Research in Industrial and Organizational Transformation: Applications from Methodological Contributions. Taiwan Association of Industrial and Organizational Psychology Conference, Taiwan, Republic of China, 2019.
- Invited talk titled Understanding Leadership Psychology: Making Effective Judgements in Practical Situations. Temasek Holdings, Singapore, 2019.
- Invited talk titled ASEAN-Japan Collaboration Issues in Research, Practice and Policy Contexts. 6th ASEAN-Japan Workshop, Singapore 2019.
- Invited Keynote Address, Enhancing Subjective Well-Being, Meaning and Passion in Schools. Principals Professional Leaning Day, Schools Cluster East 4, Ministry of Education, 2019.
- Address titled Beyond Academic Abilities, Behavioural Sciences Institute Conference, Singapore, 2019.
- Invited talk titled Enabling Change for Better Health: Contributions from Behavioural Sciences. Ministerial Conference on Diabetes, Singapore, 2018.
- Invited talk titled The Psychology of Leadership: Power and Speaking Up. Temasek Holdings, Singapore, 2018.
- Invited Talk, Future of Happiness. Singapore Policy Forum, Economics Society of Singapore, Singapore 2018.

- Invited Talk, Behavioural Sciences and Internal Security in Singapore. Internal Security Department, Singapore 2018.
- Invited Panelist, Helping Matters: Getting the Science and Practice Right. The Art and Science of Finding Solutions to Families in Crisis: A Journey of Project 4650. Symposium organized by South East Community Development Council, Seastingapore, 2018.
- Invited Talk, Applying Behavioural Sciences to Clean Environment Solutions. CleanEnviro Summit, 2018.
- Invited Keynote Address, Behavioural Sciences and Public Policy. Economics Student Symposium, Ministry of Education, Singapore, 2018.
- Invited Panelist, Disruptive Innovation and Regulation: Friend or Foe? Forum organised by European Chamber of Commerce, 2018.
- Address titled Approaches to Public Trust in Singapore, Behavioural Sciences Institute Conference, Singapore, 2018. [Report by Asian Scientist: Download, Click on this link]: https://www.asianscientist.com/2018/03/features/smu-bsi-conference-2018-david-chan/
- Invited Keynote Address, The Science and Practice of Giving. Giving Matters Forum, National Volunteer and Philanthropy Centre, Singapore, 2018.
- Invited Keynote Address, Dare to Dream, Courage to Fail: Applying Behavioural Sciences to Possibilities and Plausibilities, Ministry of Education Gifted Education Conference, Singapore, 2017.
- Invited Plenary Address, Healthcare and Health: Applications from Behavioural Sciences. National Health and Biomedical Congress, Singapore, 2017.
- 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, Click on this link]: 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 talk titled Social Issues in Singapore's Future Economy and Its Supporting Ecosystem. Temasek Holdings, 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
- 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, Click on this link]:
  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, Click on this link]:
  (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 Issuesin 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 DevelopmentBoard, Singapore, 2014.
- Invited Address titled Assessment Centre and Competency Assessment, 2nd 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?, 29th 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 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, 3rd 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, 27th 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, 26th 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 Asssessing Changes in Performance and Attitudes, Behavioural Sciences Institute Inaugural Seminar, Singapore Management University, Singapore 2011.
- Invited Lecture titled Evidence-Based Approach to Public Health: Contributions from Behaviourial Sciences, Health Promotion Board, Singapore, 2010.
- Invited Keynote Address titled Behavioural Sciences and Public Health, 5th Singapore

Public Health & Occupational Medicine Conference and 4th 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, 17th Senior Management Programme, Civil Service College, Public Service Division, Prime Minister Office, Singapore, 2010.
- Invited Address titled Acting responsibly: How to implement social andenvironmental 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, 24th 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, 24th 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. 23rd 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. 8th 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 andMethodological Issues, 1st Asia Pacific Congress on Work and Organizational Psychology, Adelaide, Australia, 2007.
- Invited Workshop Speaker. Truths and Myths in the Problem of Self-Report Data. 7th Industrial and Organizational Psychology Conference, Adelaide, Australia, 2007.
- Invited Discussant on Symposium titled Time and Job Performance, 22nd 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, 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, USA, 2007.
- Invited Keynote Address titled Methodological Issues in Human ResourcesResearch, 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, 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, USA, 2006.
- Invited Discussant on Symposium titled Time and Job Satisfaction, 21st 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, 21st 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, 17th Annual Convention of the American Psychological Society, Los Angeles, California, 2005.
- Invited Keynote Address, Individual Adaptation to Changes at the Workplace, 47th Annual Conference of the International Military Testing Association, Singapore, 2005.
- Invited Speaker, Issues in longitudinal research, 47th 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, 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, USA, 2005.
- Invited Address, Distinguished Award for Early Career Contributions, 19th 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, 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, USA, 2004.
- Invited Speaker on Expanded Tutorial Session titled Measurement invariance, 19th 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, 18th 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, 18th 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, 16th 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, 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, USA, 1998.

Consulting Projects

Republic of Singapore

- Study on Integration Potential and Outcomes of Immigrants. National Population and Talent Division, Prime Minister's Office, Singapore, 2022 – 2023.
- Gambling Participation Survey, 2017, Ministry of Social and Family Development, Singapore, 2016 – 2018.
- Study on Gambling in Singapore, Ministry of Social and Family Development, Singapore, 2016 – 2018.
- Study on State of Integration, National Population and Talent Division, Prime Minister's Office, Singapore, 2013 – 2017.
- Study on a Strong Singapore Society, National Population and Talent Division, Prime Minister's Office, Singapore, 2013 – 2017.
- Studies on Responsible Gambling, Ministry of Social and Family Development, Singapore, 2013 – 2017.
- Analyses of the Survey on Social Attitudes of Singaporeans 2016, Ministry of Culture, Community and Youth, Singapore, 2016 – 2017.
- Longitudinal Study of Values and Attitudes of Singapore Public Service Officers 2015, Public Service Division, Prime Minister's Office, Singapore, 2014 – 2016.
- 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 ActionResponse, 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,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
- Computational Social-Behavioural Sciences

SELECTED MAJOR RESEARCH GRANTS

- Awarded S$10,212,410 for the project titled The Curation of Blue Zone 3.0 – Examining Societal Nudges to Promote Well-Being of a Super-Aged Population (Collaborator). Funded by Ministry of Education, July 2026 to June 2031.
- Awarded S$24,254 for the project titled Navigating Singlehood in the Longevity Society: The Influence of Inequality, Social Capital, and Solitude Capacity for Holistic Well-Being Among Singles in Singapore (Co-Principal Investigator), SMU Longevity Societies and Economies Institute (LSEI), June 2026 to Nov 2027.
- Awarded S$1,072,920 for the project titled Modelling People-Centric Adaptability and Resilience (Lead Principal Investigator). Funded jointly by Agency for Science, technology and Research (A*Star), April 2022 to March 2025.
- Awarded S$9,951,910 for the project titled Dynamic and Holistic Monitoring of the Well- Being of Older Singaporeans (Collaborator). Funded by Ministry of Education, July 2020 to June 2025.
- Awarded S$8,000,000 for the project titled Social Technologies+ (ST+) Programme (Co- Principal Investigator). Funded by Agency for Science, Technology and Research (A*Star), Joint Council Office, June 2014 to December 2017.
- Awarded S$4,500,000 for project titled Funding for Capacity Building and Research in Behavioural Sciences (Lead Principal Investigator). Funded by Civil Service College, May 2010 to March 2013.

SELECTED LIST OF REFEREED PUBLICATIONS

Refereed Journal Publications

Quek, F.Y.X., Tan, K., Chan, D. (2025). Understanding the physical health associations of intra-individual variability in life satisfaction among older adults. Applied Psychology: Health and Well-Being, 17, 4, 1-25.

Chan, D. (2019). Team-level constructs. Annual Review of Organizational Psychology and Organizational Behavior, 6, 325-348.

Liu, P., Chan, D., Qiu, L., Tov, W., & Tong, V. (2018). Effects of Cultural Tightness- Looseness and Social Network Density on Expression of Positive and Negative Emotions: A Large- Scale Study of Impression Management by Facebook Users. Personality and Social Psychology Bulletin, 44, 1567-1581.

Leung, A. K.-y., Liou, S., Miron-Spektor, E., Koh, B., Chan, D., Eisenberg, R., & Schneider, I. (2018). Middle Ground Approach to Paradox: Within- and Between-Culture Examination of the Creative Benefits of Paradoxical Frames. Journal of Personality and Social Psychology, 11, 443-464.

Qiu., L., Chan, S. H.-m., & Chan, D. (2017). Big data in social and psychological science: Theoretical and methodological issues. Journal of Computational Social Science, 1, 59-66.

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 dataanalyses. 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 proactivty 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.

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Chan, D. (2011). Assessing changes in performance and attitudes: It's about time. Knowledge@SMU, 2021 April Issue, 50-54.

Chan, D. (2008). Becoming a better leader. Think:act, 12, 26-27.

Chan, D. (1991). Republic of Singapore Police Assessment Center: Upgrading appraisal. Police Life, 17, 8-9.

Chan, D. (1991). Understanding impulsive aggression: A social-psychological perspective. Police Life Annual, 68-79.

LIST OF REFEREED CONFERENCE PAPERS AND TECHNICAL REPORTS

Refereed Conference Papers

Chan, D. (2026). *Understanding lived experiences helps explain and enhance meaning in life*. Paper (accepted) to be presented at the 31st International Congress of Applied Psychology, Florence, Italy.

Chan, D., & Tsai, M-H. (2026). *Relationships linking task conflict, work-family conflict, and psychological detachment*. Paper (accepted) to be presented at the 17th Asian Conference on the Social Sciences, Tokyo, Japan.

Chan, D. (2025). *A scientist-practitioner approach to modeling meaning matters and enhancing meaning in life*. Paper presented at the 16th Asian Conference on the Social Sciences, Tokyo, Japan.

Chan, D. & Quek, B-K. (2025). *A computational social science approach to modeling people-centric adaptability*. Paper presented at the 16th Asian Conference on the Social Sciences, Tokyo, Japan.

Leung, A. K.-y., Liou, S., Miron-Spektor, E., Koh, D., Chan, D., Eisenberg, R., & Schneider, I. (2017). East Asia and middle ground approach: The case of creativity. Paper presented at the Academy of Management Meetings, Georgia, USA, 2017.

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 31st 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 23rd Congress of the International Association for Cross-Cultural Psychology, Nagoya, Japan.

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

Leung, A. K.-y., Miron-Spektor, E., Liou, S., Chan, D. & Koh, B. (2016b). Unpacking the creative benefits of paradoxical frames: Between-person and between-culture analyses. In L. Kwan (Chair), Culture, creativity, and innovation. Symposium conducted at the meeting of the International Association for Cross-Cultural Psychology, 23rd International Congress, August 2016, 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 23rd 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 23rd 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 25th 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 23rd 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 20th 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 19th 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 18th 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 18th 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 17th 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 17th 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 17th 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 14th 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 14th Annual Convention of the American Psychological Society, New Orleans, Louisiana.

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

Chan, D. (2000). Modeling longitudinal data: An integrative analytic framework. Invitedd Keynote Presentation at the 2nd 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 15th 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 15th 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 14th 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 14th 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 14th 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 14th 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 107th 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 14th 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 13th 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 13th 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 13th 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 13th 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 12th 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 12th 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 11th 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 11th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, California.

Schmitt, N. & Chan, D. (1996). Facing the challenges in the 21st 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 10th 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 10th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.

Technical Reports

Chan, D. (2023). Study on Integration Potential and Outcomes of Immigrants: Executive Summary & Technical Report. Submitted to the National Population and Talent Division, Prime Minister's Office, Singapore.

Chan, D. (2018). Survey on Gambling Participation 2017. Submitted to Ministry of Social and Family Development, Singapore.

Chan, D. (2018). Study on Gambling in Singapore: Executive Summary & Technical Report. Submitted to Ministry of Social and Family Development, Singapore.

Chan, D. (2017). Study on State of Integration: Executive Summary & Technical Report. Submitted to National Population and Talent Division, Prime Minister's Office, Singapore.

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Chan, D. (2017). Studies on Responsible Gambling: Executive Summary & Technical Report. Submitted to Ministry of Social and Family Development, Singapore.

Chan, D. (2017). Analyses of the Survey on Social Attitudes of Singaporeans 2016. Submitted to Ministry of Culture, Community and Youth, Singapore.

Chan, D. (2016). Longitudinal Study of Values and Attitudes of Singapore Public Service Officers 2015: Executive Summary & Technical Report. Submitted to Public Service Division, Prime Minister's Office, Singapore.

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.

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