

VALENTINO EMIL CHAI

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EDUCATION

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|---|-------------------------|
| Stanford University Graduate School of Business | Sep 22 – present |
| <ul style="list-style-type: none">• PhD in Management Science (Organizational Behavior: Micro)• GPA: 5.81 (out of 6) | |
| National University of Singapore (NUS) | Aug 20 – Jul 22 |
| <ul style="list-style-type: none">• Master of Social Sciences: Major in Psychology• GPA: 4.81 (out of 5) | |
| National University of Singapore (NUS) | Aug 16 – Jun 20 |
| <ul style="list-style-type: none">• Bachelor of Social Sciences, Honors (Highest Distinction): Major in Psychology• GPA: 4.89 (out of 5) | |

AWARDS AND HONORS

- 2nd Runner-Up, Best Student Talk, International Conference on Social Dilemmas (2026)**
 - Awarded for delivering one of the top student research presentations at the International Conference on Social Dilemmas
- Graduate Students' Teaching Award (2020)**
 - Awarded to outstanding graduate teaching assistants based on student feedback
- Graduate Teaching Fellowship (2020)**
 - Awarded to outstanding PhD and/or Masters candidates when they apply to the National University of Singapore's graduate program
- Tuition Fee Allowance (2020)**
 - Awarded to outstanding graduate students for research leading to a higher degree at the National University of Singapore
- Nurture Pods Prize (2020)**
 - Awarded for graduating with the second-highest GPA in the department of psychology's class of 2020 (salutatorian)
- Dean's List (2017-2019)**
 - Awarded every semester to the top 5% of students (in terms of semestral GPA) from the Faculty of Arts and Social Sciences
- Dean's Scholars List (2017-2018)**
 - Awarded every semester to the top 1% of students (in terms of semestral GPA) from the Faculty of Arts and Social Sciences
- Singapore Prison Service Psychology Prize (2017)**
 - Awarded every year to undergraduates who finish the academic year with the highest psychology concentration GPA (for that year) among students from the same cohort

PUBLICATIONS AND PRESENTATIONS

Publications

- **Chai, V. E.**, Converse, B. A., Garcia, S. M., & Chen, P. (2026). Amicable rivalries and hostile rivalries: Divergent profiles of motivation and unethical conduct. *Journal of Applied Psychology*, *111*(7), 848–860.

- **Chai, V. E., & Halevy, N.** (2026). Cooperative environments bolster feelings of autonomy in dyads, teams, and organizations. *Proceedings of the National Academy of Sciences*, 123(8), e2524773123.
* 2nd Runner Up for Best Student Presentation, International Conference on Social Dilemmas, 2026
- Shaikh, O., **Chai, V. E.**, Gelfand, M., Yang, D., & Bernstein, M. S. (2024, May). Rehearsal: Simulating conflict to teach conflict resolution. In *Proceedings of the CHI Conference on Human Factors in Computing Systems* (pp. 1-20).
- Yan, L., **Chai, V. E.**, & Yam, K. C. (2024). Demeaning extrinsic motivation leads to increased perceptions of hypocrisy. *Organizational Behavior and Human Decision Processes*, 180, 104307.
- Ruggeri, K., ... **Chai, V. E.**, ..., & Garcia-Garzon, E. (2022). The globalizability of temporal discounting. *Nature Human Behavior*, 1-12.
- Chen, P., Garcia, S. M., **Chai, V. E.**, & Gonzalez, R. (2021), Comparing and being compared: A dual process framework of competition. In *Advances in Group Processes*. Emerald Group Publishing Limited, Bingley.
- Lee, J., Cheung, H. S., Chee, G., & **Chai, V. E.** (2021). The moderating roles of empathy and attachment on the association between latent class typologies of bullying involvement and depressive and anxiety symptoms in Singapore. *School Mental Health*, 1-17.

Manuscripts in Preparation

- **Chai, V. E.** & Halevy, N. (in preparation, two studies completed). Inconsistent cues of cooperation and competition.
- **Chai, V. E.** & Flynn, F. J. (in preparation, four studies completed). Why didn't you ask sooner? Help-seekers mistakenly believe they should ask for help later than help-givers would like.
- **Chai, V. E.** & Flynn, F. J. (in preparation, four studies completed). A Dynamic Model of the Romance of Leadership.
- **Chai, V. E.**, Halevy, N., Gelfand, M. J., Jha, S., & Ramirez-Marin, J. (in preparation, four studies completed). Shape it or leave it! Partial final offers improve negotiation outcomes.
- **Chai, V. E.** & Halevy, N. (in preparation, four studies completed). Ego brokering and well-being.
- **Chai, V. E.** & Halevy, N. (in preparation, two studies completed). Negotiation Toolbox.

Conference Talks

- **Chai, V. E.** & Halevy, N. (2026, June 1–5). Cooperation Liberates: Putting the “Us” in Autonomous [Conference presentation]. International Conference on Social Dilemmas, Shimonoseki, Japan.
- **Chai, V. E.** & Halevy, N. (2026, February 25–28). Cooperation Liberates: Putting the “Us” in Autonomous [Conference presentation]. Society for Personality and Social Psychology, Chicago, IL.
- **Chai, V. E.**, Halevy, N., Gelfand, M. J., Jha, S., & Ramirez-Marin, J. (2025, July 13–16). Shape it or leave it: Final offers that provide opportunities for voice improve instrumental outcomes [Conference presentation]. 38th Annual Conference of the International Association for Conflict Management.
- Baltiansky, D., Case, C.R., Ames, D., He, J., Gallus, J., Bendersky, C., Caruso, H., Cupal, L., Kellar, S., Detert, L., Ronay, R., **Chai, V. E.**, & Halevy, N. (2025, July 25–29). The Role of Reputational Costs in Dominant Leadership [Conference symposium]. 85th Annual Meeting of the Academy of Management.

- **Chai, V. E.**, & Flynn, F. J. (2024, August 9–13). Don't Hesitate to Ask: Help-Seekers Ask for Help Later Than Givers Would Like [Conference presentation]. 84th Annual Meeting of the Academy of Management.
- Reinhard, D. A., Elfenbein, H. A., Markman, G., Yip, J. A., **Chai, V. E.**, Thomas, J., Han, S. H., & Xu., E (2024, August 9–13). Can a Rivalry Ever End? Merging Micro and Macro Management Perspectives [Conference symposium]. 84th Annual Meeting of the Academy of Management.
- **Chai, V. E.**, Chen, P., Garcia, S. M., & Converse, B. A. (2024, June 23–26). Amicable Rivalry: Certain Competitive Relationships Motivate Ethically [Conference presentation]. 37th Annual Conference of the International Association for Conflict Management.
- Halevy, N., **Chai, V. E.**, Gelfand, M. J., Jha, S., & Ramirez-Marin, J. (2024, June 23–26). Multi-issue ultimatum bargaining [Conference presentation]. 37th Annual Conference of the International Association for Conflict Management.
- **Chai, V. E.** & Halevy, N. (2024, June 23–26). Cooperation Liberates: Putting the “Us” in Autonomous [Conference presentation]. 37th Annual Conference of the International Association for Conflict Management.
- Reinhard, D. A., Wade-Benzoni, K. A., Brady, G. L., **Chai, V. E.**, Talhelm, T., Yip, J., Chen, P., Garcia, S. M., Ku, G., & Wang, C. S. (2022, August 5–9). Unveiling Variations in ‘the Other’: How Relationships Drive Intergroup and Interpersonal Dynamics [Conference symposium]. 82nd Annual Meeting of the Academy of Management
- Yan, L., **Chai, V. E.**, & Yam, K. C. (2022, August 5–9). The negative interpersonal consequences of demeaning extrinsic motivation [Conference presentation]. 82nd Annual Meeting of the Academy of Management.
- **Chai, V. E.**, Chen, P., & Garcia, S. M. (2021, July 12–14). Rivals with benefits: Friendly rivals motivate without compromising ethicality [Conference presentation]. 34th Annual Conference of the International Association for Conflict Management.

Conference Posters

- **Chai, V. E.** & Flynn, F. J. (2024, Feb 8). Why didn't you ask sooner? Help-seekers mistakenly believe they should ask for help later than help-givers would like [Poster presentation]. Society for Personality and Social Psychology, San Diego, CA.
- **Chai, V. E.** & Halevy, N. (2023, Nov 19). Putting the “Us” in Autonomous: The Differential Effects of Cooperation and Competition on Autonomy [Poster presentation]. Society for Judgment and Decision Making, San Francisco, CA.
- **Chai, V. E.** & Chen, P. (2020, Feb 29). Growth-oriented Framing of Rivals Discourages Unethical Behavior While Retaining Motivational Benefits [Poster presentation]. Society for Personality and Social Psychology, New Orleans, LA.
- Teo, D. W. H., **Chai, V. E.**, & Chen, P. (2019, May 23). Strategy attributions motivate reflection in response to failure [Poster presentation]. 12th Annual Meeting of the Society for the Science of Motivation, Washington D.C, United States.

RESEARCH SKILLS

Statistical Software

- Proficient with R and SPSS.

Advanced Statistical Techniques

- Meta-analysis, multilevel modeling, structural equation modeling, factor analysis, and multiple imputation. Some experience with Bayesian analyses

Research Methods

- Experienced with designing and carrying out field, online, and laboratory-based behavioral studies (correlational and experimental), as well as archival data analysis.

Study Platforms



- Experienced with Qualtrics, Smartriqs, and DirectRT. Limited experience with oTree

RESEARCH INTERESTS



Cooperation, competition, and conflict
Rivalry
Social cognition of inconsistency