

## Curriculum Vitae



### **Dr Vivien Shan Wen**

Lecturer, Human Resource Management Programme  
S R Nathan School of Human Development

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## Education Qualifications

2017	Ph.D. in Organizational Behaviour, Nanyang Business School, Nanyang Technological University
2011	M.S. in Applied Psychology, Beijing Normal University
2008	B.S. in Psychology, Beijing Normal University

## Academic and Professional Experience

2019 – present	Lecturer, S R Nathan School of Human Development, Singapore University of Social Sciences
2011 – 2017	Teaching Assistant, Nanyang Business School, Nanyang Technological University

## Memberships and Professional Activities

2022 – present	Journal Reviewer of PLOS ONE
2020 – present	Journal Reviewer of Psychology of Women Quarterly
2017 – present	Journal Reviewer of Journal of International Management
2016 – present	Journal Reviewer of Negotiation and Conflict Management Research
2015 – present	Reviewer and Member of International Association for Chinese Management Research Conference
2014 – present	Reviewer and Member of Annual Meeting of Academy of Management
2014 – present	Reviewer and Member of Annual Conference of International Association of Conflict Management

### Funded Research Projects

2024 – present	Investigating the effectiveness of a university level diversity and inclusion course in influencing students' diversity related attitudes and behaviours, MOE Start-Up Research Funding
2019 – present	Research on the Collective Education Mechanism in the New Era, China National Social Science Fund Project
2019 – 2024	Population Ageing and Slowing Labour Force Growth, NTUC
2015 – 2017	How and why culture shapes gender's effect on negotiation and outcomes, MOE Tier 1 Grant

### Research Interests

- Artificial Intelligence and Big Data
- AI in Organisational Behavior and Human Resource Management
- Impact of Culture on Organisational Behavior, Negotiation, Decision Making, and Policy Making
- Applied Solutions to Group Inequality and Gender Inequality in Different Cultures and Organisational Settings

### Selected Journal/Book Publications

1. W. Shan, Wang, Z., Zhao, Q., Chu, Y. (2023). Different cultures, different gateways: culture shapes stratified job descriptions on LinkedIn. *Human Resource Development International*, 1-22. (Impact Factor = 6.3)
2. W. Shan, Wang, Z., Su, Y. (2022). The Impact of Public Responses Towards Healthcare Workers During the COVID-19 Pandemic on Their Work Engagement and Well-being. *Frontiers in Psychology*, 13. (Impact Factor = 4.23)
3. Li, H., W. Shan (2022). Carpe Diem or Carpe Mañana? Emotion priming affects intertemporal choice among Internet addicts and normal Internet users. *Frontiers in Psychology* (Impact Factor = 4.23)
4. Zhao, Q., Li, L., Chu, Y., Yang, Z., Wang, Z., W. Shan (2022). Efficient supervised image clustering based on density division. *Remote Sensing*, 14(15), 3768. (Impact Factor = 5.35)
5. Semnani-Azad, Z., Toosi, N., W. Shan, Mor, S., Amanatullah, E. (2020). How Perceptions of Negotiations are Shaped by Culture, Race and Gender. In O. Mara & K. Jessica (Ed.), *Research Handbook on Gender and Negotiation* (Research Handbooks in Business and Management series). Edward Elgar Publishing,

6. W. Shan, Keller, J., Joseph, D. (2019). Are men better negotiators everywhere? A meta-analysis of how gender differences in negotiation performance vary across cultures. *Journal of Organizational Behavior*, 40(6), 651–675. (Impact Factor = 10.08)
7. W. Shan, Keller, J., Imai, L. (2016). What's a masculine negotiator? What's a feminine negotiator? It depends on the cultural and situational context. *Negotiation and Conflict Management Research*, 9(1), 22-43.
8. Liu, X., W. Shan, (joint First Authors) & Jin, S. (2015). Civilised Behavior: A Chinese Indigenous Intergroup Perception Dimension. *Journal of Pacific Rim Psychology*, 9(2), 108-119.
9. W. Shan & Jin, S. (2013). Evolutionary and cultural psychological perspectives of risk taking. In Assailly Jean-Pascal (Ed.), *Psychology of Risk Taking*. New York: NOVA Science Publishers.
10. W. Shan et al. (2012). Mating strategies in Chinese culture: female risk avoiding vs. male risk taking. *Evolution and Human Behavior*, 33(3), 182-192.
11. Jin. S., W. Shan (corresponding author) et al. (2011). The values orientation of the people living in a backcountry and its influencing factors. *Youth Studies*, 3, 1-10.
12. S. Jin, W. Shan. (2011). Self-Worth Orientation Theory: a new integration of social psychology theories. In R. L. Zhou (Ed.), *Advances in Psychology*. Beijing: Beijing Normal University Press.
13. Jin. S., W. Shan, & Zhang, H. (2010). Stereotype and attribution. In S. H. Jin (Ed.), *Social Psychology* (2nd ed., pp. 140-161). Beijing: Higher Education Press.
14. Jin. S., W. Shan, & Zhang, Q. (2010). Interpersonal relation. In S. H. Jin (Ed.), *Social Psychology* (2nd ed., pp. 270-297). Beijing: Higher Education Press.
15. W. Shan, Jin. S., Zhang, W., & Sheng, R. (2010). Risk taking of males and females from the perspective of evolutionary psychology. *Advances in Psychological Science*, 18, 1828–1838.
16. S. Jin, W. Shan (2008). Psychological Assistance and Rehabilitation after Disaster: Self-Coping Guide after 5.12 Earthquake. In School of Psychology Beijing Normal University (Eds.), Beijing: China Light Industry Press.
17. Zhu, Z., Xu, Y., W. Shan, & Zhang, H. (2008). Effect of the identity of targets in suicide reports on the attitudes of college students toward suicide. *China Journal of Health Psychology*, 3, 299-301.

#### **Selected Conference Publications**

18. W. Shan, J. Chew, Wang, Z., et, al. "Redrawing the 'Lack of Fit' Model: Culture's Influence on Gendered Job Ads Across Positions." Accepted in the Eastern Academy of Management International's 2024 conference, Taipei, Taiwan June 17-21, 2024.
19. W. Shan, J. Chew, Z. Wang, A. Sharma, A.B. Ng, S. See. "From Words to Walls: Deciphering Cultural Impact on Gender Bias in Job Descriptions." Accepted as the full-paper in the 37th annual conference of IACM (IACM 2024), Singapore, June 23- 26, 2024
20. L. Pan, X. Li, Z. Wang, R. Zhang, Y. Nan, W. Shan. (2024). "Enhancing Multi-Label Text Classification by Incorporating Label Dependency to Handle Imbalanced Data." Accepted in the IEEE World Congress on Computational Intelligence (IEEE WCCI 2024), Yokohama, Japan.
21. Y. Li, X. Chen, Y. Zhao, W. Shan, Z. Wang, G. Yang, G. Wang. Self-Training GNN-based Community Search in Large Attributed Heterogeneous Information Networks, Accepted as a full paper in 40th IEEE

- International Conference on Data Engineering (ICDE2024), Utrecht, Netherlands, May 13 - 17 2024.
22. Y. Chu, X. Sun, T. Xie, Z. Wang, W. Shan. (2023). "Imbalanced Few-shot Learning based on Meta-transfer Learning." The 32nd International Conference on Artificial Neural Networks (ICANN 2023), Crete, Greece.
  23. H. Wang, Y. Chu, H. Ning, Z. Wang, W. Shan. (2023). "User Feedback-based Counterfactual Data Augmentation for Sequential Recommendation." The 16th International Conference on Knowledge Science, Engineering and Management, Guangzhou, China.
  24. W. Shan, J. Keller, S. Mor, Z. Semnani-Azad. (2023). "Damned If You Are Culturally Ideal: Backlash against Relational Women among Chinese Negotiators." In L. C. Wang, New Directions for the Study of Gender and Identity in Negotiation Interactions. Academy of Management, Boston.
  25. W. Shan, J. Chew, Z. Wang, A. Sharma, A.B. Ng, S. See. (2023). "Culture Matters, But Not Always: How Cultural Impacts Vary Across Various Preventive Measures Against COVID-19." The 36th conference of International Association for Conflict Management, Thessaloniki, Greece.
  26. W. Shan, Z. Wang, Y. Su, A. Loh. (2023). "Conflicting Voices of Campaigns for Healthcare Workers During COVID-19: Positive or Negative Depends on Culture." The 36th conference of International Association for Conflict Management, Thessaloniki, Greece.
  27. L. Li, S. Luo, Y. Zhao, W. Shan, Z. Wang, L. Qing. (2023). "COCLEP: Contrastive Learning-based Semi-Supervised Community Search." in 39th IEEE International Conference on Data Engineering (ICDE 2023), USA.
  28. Q. Zhao, L. Li, Y. Chu, Z. Wang, W. Shan. (2022). "Density Division Face clustering Based on Graph Convolutional Networks." 26TH International Conference on Pattern Recognition (ICPR), Aug 21-25, Montréal Québec. (THE BEST PAPER AWARD)
  29. Y. Chu, J. Guo, W. Shan, Z. Wang. (2022). "EfficientFCOS: An Efficient One-stage Object Detection Model based on FCOS." 2022 IEEE 25th International Conference on Computer Supported Cooperative Work in Design, Hangzhou China.
  30. Z. Wang, S. Chowdhury, M. Y. H. Low and W. Shan. (2021). "News Insider: Innovating News Understanding to Improve the Quality of Reading Experience." 2021 Asia Conference on Computers and Communications, Singapore. (BEST PAPER PRESENTATION AWARD)
  31. Y. Chu, Z. Wang, L. Wang, Q. Zhao, W. Shan. (2021). "Fine-Grained Image Classification Based on Target Acquisition and Feature Fusion." The 14th International Conference on Knowledge Science, Engineering and Management (KSEM 2021), Tokyo, Japan.
  32. Q. Zhao, J. Yang, Z. Wang, Y. Chu, W. Shan, I. Al Kaderi Tuhin. (2021). "Clustering Massive-categories and Complex Documents via Graph Convolutional Network." The 14th International Conference on Knowledge Science, Engineering and Management (KSEM 2021), Tokyo, Japan.
  33. W. Shan, J. Keller. (2018). "Do women underperform men in negotiations? The role of cultural knowledge." The 78th Annual Meeting of the Academy of Management, Chicago, USA.
  34. W. Shan, J. Keller, S. Mor, Z. Semnani-Azad. (2017). "Negotiating like a "man" or a "woman"? Gender differences in negotiation outcomes driven by cultural convention." The 30th International Association of Conflict Management Conference, Berlin, Germany.
  35. W. Shan, J. Keller. (2017). "The Chosen Strategies: Stereotypically Jewish business practices in China." The Third Annual Asian Management Research Consortium, Singapore.

36. W. Shan, J. Keller. (2015). "What's a masculine negotiator? What's a feminine negotiator? Depends on who you ask and when." The 75th Annual Meeting of the Academy of Management, Vancouver, Canada.
37. W. Shan, J. Keller. (2015). "What's a masculine negotiator? What's a feminine negotiator? Depends on who you ask and when." The 28th International Association of Conflict Management Conference, Clearwater, USA. (AC4 SCHOLAR AWARD)
38. W. Shan. (2015). "Are men better negotiators everywhere? A Meta-analytical review of gender differences in negotiation performance in individualistic vs. collectivistic cultures." National Psychology Graduate Student Conference, Singapore. (BEST PRESENTATION AWARD)
39. W. Shan. (2014). "Culture as a Moderator of Gender difference in Negotiation Performance: A Meta-analysis." The 74th Annual Meeting of the Academy of Management, Philadelphia, USA
40. W. Shan. (2014). "Are men better negotiators everywhere? Low- vs. High-context culture as a moderator of gender difference in negotiation." The 17th International Association of Conflict Management Conference, Leiden, The Netherlands. (DRRC SCHOLAR AWARD)
41. D. Phua, W. Shan. (2013). "Warring identities: Management of multiple professional identities among creative entrepreneurs." Asian Perspectives on Creative Industries, Singapore
42. X. Liu, W. Shan. (2013). "Gender differences in consumers' reactions to online spam reviews of restaurants and hotels." The Second Annual Workshop on Analytics for Business, Consumer and Social Insights, Singapore.
43. W. Shan, S. Jin (2008). "Studies on the stereotype of region related behavioral habits." The Sixth Chinese Psychologist Conference, Hong Kong.
44. S. Jin, W. Shan. (2008). "Psychological Assistance and Rehabilitation after Disaster: Self-Coping Guide after 5.12 Earthquake." In School of Psychology Beijing Normal University (Eds.), Beijing: China Light Industry Press.
45. Zhang, X., Zhou, R., Yang, B., W. Shan, & Xu, Q. (2008). "An ergonomic study of the efficiency of the mobile shortcuts and page-turning keys in Chinese users." Proceedings of the First International Workshop on Knowledge Discovery and Data Mining, Adelaide, SA, Australia.
46. Zhang, X., W. Shan, Xu, Q., & Yang, B. (2007). "An ergonomics study of menu-operation on mobile phone interface." Workshop on Intelligent Information Technology Application (IITA 2007), Zhangjiajie, China, December.
47. W. Shan (2007). "Effect of leader's manner in leading process and subsequent evaluation on subordinates' impression." The 11th Chinese Academic Conference of Psychology, Kaifeng, China.

### Honors and Awards

- Best Paper Award, 26th International Conference on Pattern Recognition, 2022
- Excellent Graduate Student Teacher, NBS, NTU, 2015
- Chinese Government Award For Outstanding Non-Chinese-Government Funded Students Abroad, Keynote Speaker, Ministry of Education of China, 2015
- The Best Presentation Award, National Psychology Graduate Student Conference, Singapore, 2015
- IACM-AC4 (Advanced Consortium on Cooperation, Conflict, and Complexity, Columbia University) Scholar Award, International Association of Conflict Management, 28th Annual Conference, Florida,

The United States, 2015

- IACM-DRRC (The Dispute Resolution Research Center, Kellogg School of Management, Northwestern University) Scholar Award, International Association of Conflict Management, 27th Annual Conference, Leiden, The Netherlands, 2014
- Outstanding Master's Thesis Proposal Defense, BNU, 2009
- Outstanding Undergraduate Thesis, BNU, 2008
- Outstanding Graduate of Liyun Experimental Class, BNU, 2008
- China National Scholarship, Ministry of Education of China, 2007
- First Class Excellent Academic Scholarship, School of Psychology, BNU, 2007
- Second Prize of Thesis Competition, Social Psychology Division, Chinese Psychological Society, 2007
- Advanced Individual in Social Practice, School of Psychology, BNU, 2007
- Second Class Excellent Academic Scholarship, School of Psychology, BNU, 2006
- Third Prize of Contest of Diplomatic Protocol & Social Etiquette, Beijing, 2006
- Outstanding Executive of Union of Students' Associations, BNU, 2005

### **Media Exposure**

1. Shan, W. (2024, May). Workplace Commentary: Are We Really Putting Too Much Onus on Men to Also Advocate For Women's Rights? Invited Interview by Her World, Singapore's No. 1 Women's Magazine.
2. Shan, W. (2024, March). How does the increase in new positions affect the job market? Invited Interview by Hello Singapore, MediaCorp Channel 8, <https://www.youtube.com/watch?v=dwbS9jWsB88>
3. Shan, W. (2022, November). Different Game, Same Handicap: How Culture Shapes Gender Difference in Negotiation. Invited Women and Public Policy Program Seminar Talk, Harvard Kennedy School, Harvard University, <https://www.youtube.com/watch?v=viMKOiiMEMY>
4. Shan, W., Keller, J., Imai, L. (2016, Summer). What's a masculine negotiator? What's a feminine negotiator? It depends on the cultural and situational context. Invited by Editor of Research Insights, Dispute Resolution Magazine by American Bar Association, 22(4), 30.

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