

# Yoon Young Sim

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## *Education*

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- 2019 – Present**      **Ph.D. student, Rutgers Business School**  
Newark and New Brunswick, NJ  
- Academic Advisor: Oliver Sheldon, Ph.D. & Chao Chen, Ph.D.  
- Department of Management and Global Business  
- Concentration: Organizational Management
- 2018**                      **Master of Arts in Experimental Psychology, College of William and Mary**  
Williamsburg, VA  
- Academic Advisor: Todd Thrash, Ph.D.  
- Master thesis: “Motive Goal Congruence, Imagination, and Well-being: A longitudinal analysis with a structural equation model”  
- Full tuition waiver and stipends  
- Graduate GPA: 3.97/4.0
- 2016**                      **Bachelor of Arts in Psychology, Skidmore College**  
Saratoga Springs, NY  
- Thesis Advisor: Sheldon Solomon, Ph.D.  
- Honors Thesis: “The Effect of Mortality Salience and Motivational Orientation on Attitudes toward Work.”  
- Magna Cum Laude, Departmental Honors, Dean’s List Honors (Fall 2012, Fall 2013-Spring 2016)  
- Minors in Business Administration and Periclean Honors Forum  
- Undergraduate GPA: 3.85/4.0

## *Research Interests*

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The Congruence of People and Organization  
Management of Inter and Inner Conflicts  
Human Flourishing  
Motivation and Emotion

## *Professional Experience*

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- 2017-2018**                      **Full-time Research Associate**  
University of Maryland, College Park, MD  
PI: Michele Gelfand, Ph.D.

## *Teaching Experience*

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- 2019-Present**                      **Graduate Teaching Assistant**  
Rutgers Business School  
-Negotiation (20199:620:617)  
-Management Skills (20201:620:302)
- 2016-2018**                      **Graduate Teaching Assistant**  
College of William and Mary  
- Lab Instructor and Teaching Assistance of Research Method Course (PSYC 302)  
- Lab Instructor and Teaching Assistance of Elementary Statistics (PSYC 301)
- 2015-2016**                      **Teaching Assistant**  
Skidmore College  
- Introductory to Psychology (PS 101)

## ***Publications***

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- Thrash, T. M., Wadsworth, L., **Sim, Y.**, Wan, X. & Everidge, C. E. (2019). Implicit-Explicit Congruence. Chapter to appear in *The Oxford handbook of human motivation*.
- Thrash, T. M., Belzak, W. C. M., Wadsworth, L. M., & **Sim, Y.** (2019). Indirect effect models. In V. Zeigler-Hill & T. Shackelford (Eds.), *Encyclopedia of Personality and Individual Differences*. Springer.
- Belzak, W.C., Thrash, T.M., **Sim, Y.**, & Wadsworth, L.M. (2017). Beyond hedonic and eudaimonic well-being: Inspiration and the self-transcendence tradition. Chapter to appear in M. D. Robinson & M. Eid (Eds.), *The happy mind: Cognitive contributions to well-being*. Springer.

## ***Selected Papers in Progress***

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- Sheldon, O. J., Wiesenfeld, B. M., & **Sim, Y.** How Fair Treatment Can Lead to Unethical Behavior in the Name of the Company. Study in prep.
- Sim, Y.**, Gelfand, M.J. Cross-cultural Examination of the Relationship between Felt Authenticity at work and Well-being. Study in prep.
- Thrash, T. M., **Sim, Y.\***, Wadsworth, L. M.\*, & Belzak, W.C.\*. Examining the Role of Imagination Within Inspired Experiences. Manuscript in prep.

## ***Academic Talks***

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- Calouri, N., Gelfand, M. J., & **Sim, Y.** (2020, February)., “*Understanding the Inverse Relationship between Honor and Apology*”, Society for Personality and Social Psychology, New Orleans, LA.
- Sim, Y.**, & Thrash, T. M. (2018, March)., “*Motive Goal Congruence, Imagination, and Well-being: A longitudinal analysis with a structural equation model*”, Graduate Research Symposium at the College of William & Mary, Williamsburg, VA.
- Sim, Y.**, & Thrash, T. M. (2017, April)., “*Examination of Factor Structure of Imagination and Motivation*”, Departmental Colloquium, College of William & Mary, Williamsburg, VA.
- Sim, Y.**, & Solomon, S. (2015, December)., “*The Terror Management Theory and Motivation*” Departmental Colloquium, Skidmore College, Saratoga Springs, NY.
- Sim, Y\*.**, Jackson, L\*., LaChance, P\*., & Li, C\*. (2015, May)., “*Saratoga Chips: Strategic recommendation*”. Business and management department session of Skidmore College Academic Festival, Saratoga Springs, NY.

## ***Poster Presentation***

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- Sim, Y.**, & Fang, K. (2017, August). *Predictors of Job Search Self-Efficacy among Korean International Student*. Poster presented at the Division of International Psychology (Division 52) for the 2017 APA (American Psychological Association Convention), Washington, DC.
- Wadsworth, L.M., Belzak, W.C., **Sim, Y.**, & Thrash, T. M (2017, June). *Structure and nomological net of spontaneous and controlled forms of imagination*. Poster presented at the biennial meeting of the ARP (Association for Research in Personality), Sacramento, CA.
- Sim, Y.**, Wadsworth, L.M., Belzak, W.C., Xiaoqing, W., & Thrash, T. M (2017, May). *Integration of motivation and imagination construct*. Poster presented at the 10th anniversary meeting of the SSM (Society for the Study of Motivation), Boston, MA.
- Belzak, W.C., Wadsworth, L.M., **Sim, Y.**, Maruskin, L.A., & Thrash, T. M (2017, May). *Writer-reader personality similarity promotes reader inspiration*. Poster presented at the 10th anniversary meeting of the SSM (Society for the Study of Motivation), Boston, MA.
- Sim, Y.**, & Solomon, S. (2016, May). *The effect of mortality salience and motivational orientation on attitudes toward work*. Poster presented at the Graduate Research Symposium at the College of William & Mary, Williamsburg,

VA.

Wadsworth, L. M., **Sim, Y.**, Belzak, W. C., & Thrash, T. M. (2017, March). *Integrating motivation and imagination: factor structure and nomological net*. Poster presented at the Graduate Research Symposium at the College of William & Mary, Williamsburg, VA.

**Sim, Y.**, Wadsworth, L. M., Belzak, W.C., & Thrash, T. M (2017, January). Integration of imagination and inspiration constructs: Factor structure and nomological net. Poster presented at the preconference of Happiness and Well-being of 2017 SPSP (Society for Personality and Social Psychology) Annual Convention, San Antonio, TX.

**Sim, Y.**, & Solomon, S. (2016, May). *The effect of mortality salience and motivational orientation on attitudes toward work*. Poster presented at the Skidmore College Honors Thesis Presentation, Saratoga Springs, NY.

### ***Academic Honors and Awards***

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2016-2018	William and Mary Graduate Studies and Research Recruitment Fellowship (\$4,000)
2016-2018	William and Mary Graduate Art & Sciences Graduate Assistantship
2016-2018	William and Mary Graduate Art & Sciences Tuition Award
2016-2018	William and Mary A&S Graduate Research Grant (\$1650)
2017	Southern Management Association Pre-Doctoral Consortium Award
2017	William and Mary Arts & Sciences OGSR/Graduate Student Association Conference Funds
2017	Honorable Mention for Student-First-Authored Poster Contest, Division 52 Psychology at APA Convention
2017	Carl J. Strikwerda Awards for Excellence
2016	Skidmore College Student Opportunity Funding
2014-2016	Beverly Beatson Grossman '58 Endowed Scholarship
2015	Psi Chi Honors Society
2013	Periclean Honors Forum

### **References**

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Olive Sheldon, PhD	Rutgers Business School Associate Professor osheldon@business.rutgers.edu
Michele Gelfand, PhD	University of Maryland Distinguished University Professor mgelfand@umd.edu
Todd Thrash, PhD	College of William and Mary Professor of Psychological Sciences tmthra@wm.edu
Sheldon Solomon, PhD	Skidmore College Professor of Psychology ssolomon@skidmore.edu