

Carisa Lam

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EDUCATION

University College London

PhD in Management 2022-Ongoing

Master of Research in Management (Distinction) 2023

University of California, Santa Cruz, CA

B.A. in Psychology with Honors, Cum Laude – GPA 3.79 2018

RESEARCH INTERESTS

Human-Nonhuman Interactions (eg. Human-Animal Interactions)

Human-Animal Work

Emotions and Wellbeing

Prosocial Behavior

Social Cognition

PUBLISHED PAPERS

Yam, K. C., Tang, P. M., & Lam, C. (2023). Working with animals: implications for employees' compassion, awe, prosocial behavior, and task performance. *Personnel Psychology*, 76(1), 181-220.

Quan, S. X., Lam, C., Schabram, K. & Yam, K. C. (2023). All Creatures Great and Small: A Review and Typology of Employee-Animal Interactions. *In Press. Journal of Management*.

SELECTED WORKING PAPERS

Tang, P.M., Klotz, A., Lam, C. & Zhang, J. *The Role of Nonhuman Entities in Human Resource Practices*. [Data collection stage]

PUBLISHED BOOK CHAPTER

Yam, K. C., Yan, L., Lam, C. (2020). Knock, knock. Who's there? An (evidence-based) chapter full of the pros and cons of leader humor. In K. Vaidya (Eds.), *Lead with a Sense of Humor: Why (and How to) be a Funnier and More Effective Leader and Laugh All the Way to Your Workplace?* [ISBN 978-1-925128-04-8].

WORK EXPERIENCE

Research Assistant

Department of Management and Organization, National University of Singapore

09/2020 – Current

Supervised by: Dr. Sam Yam Kai Chi, Dr. David Peter Daniels, Dr. Polly Kang

- Featured in an NUS Business School media article (November 2nd, 2021).
<https://bizbeat.nus.edu.sg/community-news/article/from-animal-trainer-to-research-assistant/>
- Teaching Assistant for “Leadership and Decision Making Under Uncertainty” at the BA and MSc levels, in NUS Business School
- Recruited, coordinated and administered surveys and experiments on participants
- Conducted multidisciplinary literature reviews to support research design
- Systematically contributed to research papers, academic journal reviews, and book chapters

Animal Trainer & Presenter

Wildlife Reserves Singapore

12/2018 – 09/2020

- Primary trainer for Binturongs and Banded Mongoose; developed and implemented new behaviours while proactively maintaining conditioned behaviour
- Developed and executed enrichment activities across 16 species within the department to meet cognitive, behavioural and physiological needs
- Proactively identified areas of improvement within current practices, and designed strategic plans to enhance animal welfare
- Performed in shows and presentations, educating guests on animal behaviour, physiology, and wildlife conservation

Research Assistant

Blum Center & High-Level Perception Lab, University of California, Santa Cruz CA

04/2017 - 07/2018

- Collaborated on 8 research projects spanning cognitive and social psychology, for instance:
 - Investigating the influence of media on political opinion
 - Exploring initiatives to alleviate poverty and homelessness
 - Investigating the effects of empathic experience through the use of VR technology
 - Drawing insights on perceptions of mind-controlled motion
- Involved in multiple aspects of research such as running participants, data collection, coding and analysis
- Reported qualitative and quantitative data to professors and principal investigators through the presentation of tables, graphs and fact sheets
- Conducted literature reviews to inform ongoing research design as well as identify gaps in existing research