

July, 2026

Xiurong (Kyla) Chen

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EDUCATION

National University of Singapore (NUS)

Singapore (2023-)

PhD in Management & Organization

University of Washington (UW)

The U.S (2025-2026)

Visiting PhD in Management & Organization

The London School of Economics and Political Science (LSE)

The U.K. (2019-2020)

MSc in Human Resource Management (CIPD) (Graduation with Distinction)

Renmin University of China (RUC)

China (2015-2019)

Bachelor of Human Resource Management

RESEARCH INTERESTS

Leadership; Humanness at work; Positive organizational scholarship (e.g., capitalization)

MANUSCRIPT UNDER REVIEW

Chen, X., Ilies, R., & Watkins, T. [Title and topic redacted to protect blind review process]

Under 1st review at JAP

Chen, X., McAllister, D. J., Stanley, M. L., & Barnes, C. M. [Title and topic redacted to protect blind review process] *Under 1st review at AMR*

Chen, X., Qiu, F., & Barnes, C. M. [Title and topic redacted to protect blind review process] *Under 1st review at JOHP*

Chen, Y-R, Lee, S. K. J., **Chen, X.**, Brockner, J., & Lam, C. F. [Title and topic redacted to protect blind review process] *Under 1st review at AMJ*

BOOK CHAPTER IN PROGRESS

Chen, X., Aw, S. & Ilies, R. Positive Work-nonwork Dynamics. In Cameron, K. S., & Spreitzer, G. M. (Eds.). *The Oxford handbook of positive organizational scholarship*. Oxford University Press.

ACADEMIC CONFERENCE PRESENTATIONS

(* denotes presenter)

Chen, X.*, Ilies, R., & Watkins, T. (2026). *Fueled by the Leader's Wins: How and When Leader Capitalization Motivates Approach-oriented Behaviors*. Paper accepted at the 86th Academy of Management Annual Meeting, Philadelphia, PA.

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Chen, X.* & Lee, S. K. J. (2026). *Too Painful to Bounce Back: The Influence of Physical Pain on Resilience Under Challenge*. Poster accepted at the 86th Academy of Management Annual Meeting, Philadelphia, PA.

Chen, X.*, Qiu, F., & Barnes, C. M. (2025). *The Influence of Physical Pain on Abusive Supervision*. Paper accepted at the 85th Academy of Management Annual Meeting, Copenhagen, Denmark.

Chen, X.*, Stanley, M. L., & Barnes, C. M. (2025). *Heroization and Human Sustainability: Are Heroes Burdened with Unsustainable Expectations?* In C. M. Barnes & Z. Li (Chairs), *Human Sustainability at Work* (Symposium accepted at the 85th Academy of Management Annual Meeting, Copenhagen, Denmark).

Chen, X.*, Ilies, R., & Watkins, T. (2024). *Leader Interpersonal Capitalization: The Trickle-down Effects of Leader Positive Work Events on Subordinate Emotions and Behaviors*. Proposal accepted to the 16th OB Research Incubator (Facilitator: Robert Lord) at the 84th Academy of Management Annual Meeting, Chicago, IL.

TEACHING EXPERIENCE

National University of Singapore (NUS) **Singapore (2024)**
Teaching Assistant: Leadership & Decision Making Under Uncertainty; Organizational Behavior (undergraduate & MBA)

China Europe International Business School (CEIBS) **Singapore (2023)**
Teaching Assistant: Transformation: Leveraging Talent & Technology (EMBA Singapore module)

SCHOLARSHIPS AND AWARDS

National University of Singapore (NUS)
NUS Research Scholarship (2023-)
Overseas Research Immersion Award (2025)

Academy of Management – Organizational Behavior Division
Best Reviewer Award (2025, 2026)

Renmin University of China (RUC)
Outstanding Undergraduate Graduation Thesis Award (2019)
International Labour Organization Summer School Scholarship (2018)

PROFESSIONAL MEMBERSHIP

Academy of Management

PROFESSIONAL EXPERIENCE

July, 2026

China Europe International Business School (CEIBS) **Shanghai, China (2022-2023)**
Research Assistant for Professor Lee Siew Kim Jean in OBHRM

Longfor Group **Fujian & Beijing, China (2021-2022)**
Human Resource Management Trainee (“ShiGuanSheng” – a campus recruitment brand)

- Rotated through a subsidiary, headquarters, and various HR roles
- Managed approximately 1,400 employees