

Carisa Lam
UCL School of Management | University College London
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EDUCATION

University College London

PhD in Management Expected August 2027
Supervisors: Prof. Anthony Klotz and Prof. Blaine Landis

Master of Research in Management (Distinction) 2023

University of California, Santa Cruz, CA

B.A. in Psychology with Honors 2018

RESEARCH INTERESTS

Workplace relationships; relational job design; employee well-being; creativity and improvisation; human–nonhuman interaction

PEER-REVIEWED PUBLICATIONS

Quan, S. X., **Lam, C.**, Schabram, K., & Yam, K. C. (2024). All creatures great and small: A review and typology of employee-animal interactions. *Journal of Management*, 50(1), 380–411.

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.

WORKING PAPERS

Lam, C., Klotz, A. C., & Fisher, C. M. Before the improvisation begins: An inductive study of work under persistent uncertainty.

Job market paper; nominated for the 2026 Denny Gioia Award for Best Qualitative Paper

Lam, C., Yam, K. C., & Liu, V. The mixed consequences of necessary evils in the veterinary profession.

Lam, C. Proving without performing: An inductive study of evidentiary practices in substantiating authenticity.

BOOK CHAPTERS

Yan, L., **Lam, C.**, & Yam, K. C. (2021). Knock, knock. Who's there? An (evidence-based) chapter full of the pros and cons of leader humor. In K. Vaidya (Ed.), *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?* Curious Academic Publishing.

CONFERENCE PRESENTATIONS

Lam, C., Klotz, A. C., & Fisher, C. M. (2026). Before the improvisation begins: An inductive study of work under persistent uncertainty. *Academy of Management Annual Meeting*, Philadelphia, PA.

Lam, C., Yam, K. C., & Liu, V. (2025). The mixed consequences of necessary evils in the veterinary profession. *Academy of Management Annual Meeting*, Copenhagen, Denmark.

Lam, C., & Klotz, A. C. (2024). Different species, different ways of thinking? Disentangling the mixed consequences of human-animal work on employee creativity. *Academy of Management Annual Meeting*, Chicago, IL.

RESEARCH EXPERIENCE

Research Assistant, Department of Management & Organisation 2020–2022
National University of Singapore Business School
Supervisors: Prof. Sam Yam, Prof. David Daniels, and Prof. Polly Kang

TEACHING EXPERIENCE

UCL School of Management, University College London

Seminar Instructor, Managerial Decision Making (MSIN0031) 2024–2025
Independently taught seminar groups alongside course lectures. Teaching evaluation: 4.8/5.0.

Teaching Assistant, Sustainable Work Design (MSIN0267) 2025
Supported seminar delivery, facilitated class activities and discussions, and provided students with guidance on course material.

Teaching Assistant, Leadership and Communication (MSIN0077) 2023–2025
Supported seminar delivery, facilitated class discussions and exercises, and graded student coursework.

Master's Dissertation Supervisor 2024–2026
Independently supervised 14 dissertations across the Master in Management (MiM) and Master of Science (MSc) programmes.

Teaching Assistant, Executive Education 2024–2026
Supported executive education programmes on negotiations, diversity, organisational change, and inclusive leadership, facilitating simulations, experiential exercises, and participant discussions.

National University of Singapore Business School

Teaching Assistant, Leadership and Decision Making Under Uncertainty 2020–2022
Supported undergraduate and MSc teaching through class activities, student support, and course delivery in the Department of Management & Organisation.

HONORS, AWARDS & GRANTS

Best Reviewer Award, Organizational Behavior Division, Academy of Management, 2026

Nominee, Denny Gioia Award for Best Qualitative Paper, Managerial and Organizational Cognition Division, Academy of Management, 2026

National University of Singapore Development Grant, AY2025/26

SELECTED WORKSHOPS & CONSORTIA

Selected Participant, Organizational Behavior Doctoral Consortium, Academy of Management Annual Meeting, Philadelphia, PA, 2026.

Selected Participant, *Organization Science* Professional Development Workshop, Academy of Management Annual Meeting, Copenhagen, Denmark, 2025.