

SHANE SCHWEITZER

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ACADEMIC POSITIONS

- 2023- **Northeastern University**
Assistant Professor of Management and Organizational Development
- 2021-23 **National University of Singapore**
Postdoctoral Fellow, Centre on AI Technology for Humankind

EDUCATION

- Ph.D.** **Northwestern University, 2021**
Management and Organizations
- B.A.** **University of Maryland, College Park, 2011**
Psychology

RESEARCH INTERESTS

Mind Perception & Dehumanization, Human-Computer Interaction, Emotion, Social Connection

PUBLICATIONS

- Schweitzer, S., & De Cremer, D.** (In press). When being managed by technology: Does algorithmic management affect perceptions of workers' creative capacities? *Academy of Management Discoveries*.
- Narayanan, D., Nagpal, M., McGuire, J., **Schweitzer, S., & De Cremer, D.** (2024). Fairness perceptions of artificial intelligence: A review and path forward. *International Journal of Human-Computer Interaction*. 40(1), 4-23.
- Schweitzer, S.,*** Dobson, K.S.H.,* & Waytz, A. (2024). Political bot bias in the perception of online discourse. *Social Psychological and Personality Science*, 15(2), 234-244. [*equal authorship]
- Schweitzer, S.,** Ruttan, R.L., & Waytz, A. (2022). The relationship between power and secrecy. *Journal of Experimental Social Psychology*, 100, 104300.
- Schweitzer, S., & Waytz, A.** (2021). Language as a window into mind perception: How mental state language differentiates body and mind, human and nonhuman, and the self from others. *Journal of Experimental Psychology: General*, 150(8), 1642-1672.

UNDER REVIEW/REVISION

Schweitzer, S., & De Cremer, D. (Under review). Algorithmic management and perceptions of employees.

Schweitzer, S., & Ruttan, R.L. (Submitted). Deep intimacy.

SELECTED WORKING PAPERS/IN PROGRESS

Dobson, K.S.H, **Schweitzer, S., & Waytz, A.** (Working paper in prep for submission). Inauthenticity and self-dehumanization.

Schweitzer, S., & De Cremer, D. (In prep). Technological narratives and organizational trust and commitment.

Schweitzer, S., Narayanan, D., McGuire, J., De Cremer, D., & Nagpal, M. (In prep). Behavioral Human-Centered Artificial Intelligence.

Schweitzer, S., & De Cremer, D. (In prep). Algorithmic management and authenticity assessments.

Schweitzer, S., Narayanan, D., & De Cremer, D. (In prep). Ethical certification of artificial intelligence.

Schweitzer, S., & De Cremer, D. (In prep). Hiring algorithms and attitudes toward job candidates.

ARTICLES FOR A POPULAR AUDIENCE

Schweitzer, S., & De Cremer, D. (March 29, 2024). Research: Leaders undervalue creative work from AI-managed teams. *Harvard Business Review*.

OTHER PEER-REVIEWED PUBLICATIONS

Ramani, G. B., Zippert, E., **Schweitzer, S., & Pan, S.** (2014). Preschool children's joint block building during a guided play activity. *Journal of Applied Developmental Psychology*, 35(4), 326-336.

ORGANIZED CONFERENCE SYMPOSIA

Schweitzer, S., & Dobson, K.S.H. (2019, August). *Exploring Dehumanization and Humanization in Organizational Contexts*. Co-organized symposium for the annual meeting of the Academy of Management, Boston, MA.

SELECTED CONFERENCE PRESENTATIONS

Schweitzer, S., & De Cremer, D. (2024). *Hiring algorithms elicit dehumanization of job candidates*. Talk to be presented at the annual meeting of the Academy of Management, Chicago, IL.

Schweitzer, S., & De Cremer, D. (2023, August). *Algorithmic management and the objectification of workers*. Talk presented at the annual meeting of the Academy of Management, Boston, MA.

Schweitzer, S., & Waytz, A. (2022, August). *Humanization and Anxiety in Performance Situations*. Talk presented at the annual meeting of the Academy of Management, Seattle, WA.

Waytz, A., & **Schweitzer, S.** (2022, February). *The Language of Humanization and Dehumanization*. Talk presented at the annual meeting of the Society for Personality and Social Psychology, San Francisco, CA.

Schweitzer, S., Ruttan, R.L., & Waytz, A. (2018, August). *The Mutually Reinforcing Nature of Power and Secrecy*. Talk presented at the annual meeting of the Academy of Management, Chicago, IL.

Schweitzer, S., & Ruttan, R.L. (2018, April). *When Closeness Creeps Us Out: Negative Affective Responses to Intimacy Seeking*. Talk presented at the Kellogg-Booth Student Symposium, Chicago, IL.

Schweitzer, S., Waytz, A. (2017, January). *Language as a Window into Mind Perception*. Poster presented at the Social Cognition preconference at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Schweitzer, S., & Waytz, A. (2016, November). *Using Mind Perception and Language to Predict Animal Advocacy*. Talk presented at the Symposium on Multidisciplinary Research in Effective Animal Advocacy, Princeton, NJ.

Schweitzer, S., Kouchaki, M., & Gino, F. (2015, November). *Different Views on Moral Essentialism*. Poster presented at the annual meeting of the Society for Judgment and Decision-Making, Chicago, IL.

Schweitzer, S., Smith, L.K., & Clark, M.S. (2015, February). *How social network size influences responsiveness to its members*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.

Schweitzer, S., Cikara, M., & Cohen, T.R. (2014, February). *Trust and taking advice from individuals versus institutions*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.

TEACHING

D'Amore-McKim School of Business, Northeastern University

2024- *Organizational Behavior*
Instructor for undergraduate program

Kellogg School of Management, Northwestern University

2016-21 *Negotiations*

- Teaching assistant for full-time MBA, part-time MBA, & executive MBA
- 2016-21 *Ethics and Leadership*
Teaching assistant for full-time MBA, part-time MBA, & executive MBA
- 2016-20 *Leadership in Organizations*
Teaching assistant for full-time MBA

INVITED TALKS

Academic

- 2022 Kent University psychology department. Remote
2023 Northeastern University D'Amore-McKim School of Business. Boston, MA

Non-academic

- 2023 Ropes & Gray webinar series
2024 Society of General Internal Medicine annual meeting. Boston, MA (Scheduled)

MENTORING

Independent research supervision

- 2022-23 Devesh Narayanan (*PhD student, Stanford University*)
2015-19 Kristen VanTine (*JD candidate, University of Chicago*)
2015-18 Shiyong (Serene) He (*Consultant, IBM*)

University service

- 2015-20 Creator and organizer, PhD research and professional development group, Kellogg School of Management
2015-18 PhD mentorship program, Kellogg School of Management
2016 PhD admissions committee, Kellogg School of Management

AWARDS

- 2014-21 Northwestern University Graduate Fellowship
2017 Society for Personality and Social Psychology Graduate Travel Award

PROFESSIONAL SERVICE

Guest editor: International Journal of Human-Computer Interaction

Grant reviewer: National Science Foundation

Journal reviewer: Cognition, Group Processes & Intergroup Relations, International Journal of Human-Computer Interaction, Journal of Cognitive Psychology, Journal of Consumer Research, Journal of Experimental Psychology: General, Journal of Management, Journal of Marketing, Journal of Personality and Social Psychology, Social Psychology, Social and Personality Psychology Compass

Conference reviewer: Academy of Management Annual Meeting, Kellogg-Booth Student Symposium

PAST & PRESENT PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)

Society for Personality and Social Psychology (SPSP)

Association for Psychological Science (APS)

Society of Judgment and Decision Making (SJDM)