

## **NATHANAEL J. FAST**

University of Southern California  
Marshall School of Business  
Department of Management and Organization  
701 Exposition Blvd., Hoffman Hall 431  
Los Angeles, CA 90089  
Email: [nathanaf@usc.edu](mailto:nathanaf@usc.edu)

### **ACADEMIC POSITIONS**

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Professor, Management and Organization, Marshall School of Business, University of Southern California, 2026-present

Director, Neely Center for Ethical Leadership and Decision Making, USC Marshall School of Business, 2022-present

Jorge Paulo and Susanna Lemann Chair in Entrepreneurship, USC Marshall School of Business, University of Southern California, 2021-2024

Associate Professor, Management and Organization, Marshall School of Business, University of Southern California, 2016-2025

Assistant Professor, Management and Organization, Marshall School of Business, University of Southern California, 2009-2016

### **EDUCATION**

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Ph.D., Organizational Behavior, Stanford University, Graduate School of Business, 2009

M.A., Psychology, *With Distinction*, CSU, Fresno, College of Science and Mathematics, 2003

B.A., Psychology, *Summa Cum Laude, Psi Chi*, George Fox University, 1998

### **HONORS, GRANTS, AND AWARDS**

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- PI, Knight Foundation (\$2,000,000), 2025-2030
- Co-PI, Knight Foundation (\$750,000), 2022-24
- PI, USC Marshall's Institute for Outlier Research in Business (\$40,000), 2023
- Co-PI, Minerva Research Initiative Grant (\$2,500,000), 2018-22
- Excellence in Teaching Award, Department of Management and Organization, USC, 2019
- Excellence in Research Award, Department of Management and Organization, USC, 2018
- Faculty Research Award, Lloyd Greif Center for Entrepreneurial Studies, 2018
- Dean's Award for Excellence in Research, Marshall School of Business, USC, 2015
- Top Gun Award for Excellence in Research, Teaching, and Service, Department of Management, and Organization, Marshall School of Business, USC, 2015
- World's 40 Best B-School Professors Under the Age of 40, *Poets and Quants*, 2014
- Faculty Research Award, Lloyd Greif Center for Entrepreneurial Studies, 2013

- Golden Apple Teaching Award, Marshall School of Business, USC, 2013
- Dean's Award for Excellence in Research, Marshall School of Business, USC, 2012
- Excellence in Research Award, Department of Management and Organization, USC, 2012
- Doctoral Dissertation Award, State Farm Companies Foundation, 2008
- Outstanding Thesis Award, College of Science and Mathematics, CSU, Fresno, 2003
- Graduate Dean's Medal, College of Science and Mathematics, CSU, Fresno, 2003
- Academic All-American Scholar-Athlete, Baseball, NAIA, 1998
- Benson Honors Scholar, George Fox University, 1994-98

## **WORKING AND ADVISORY GROUPS**

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Meta Youth AI Policy Advisory Roundtable, Meta, 2026-2027

Human and Organizational Factors in AI Risk Management Working Group, National Academies of Sciences, Engineering, and Medicine (sponsored by NIST), 2024-2025

EY Global Advisory Council, Ernst & Young, 2024-present

Meta AI Policy Advisory Roundtable, Meta, 2024-2025

Google Jigsaw Working Group, AI and the Future of the Digital Public Square, 2024

Scientific Committee, HumanTech Summit in Poland, 2023-2025

Virtually Human Working Group, Aspen Institute, 2020-2022

## **REFEREED JOURNAL ARTICLES (\*Indicates doctoral student or post-doc as lead author)**

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Angrisani, M., Casanova, M., Fast, N. J., Narang, J., & Schroeder, J. Inequalities in the use of Large Language Models in the United States: Evidence from longitudinal panel survey data. In press at *PNAS Nexus*.

Choudhury, M., Elyoseph, Z., Fast, N. J., Ong, D. C., Nsoesie, E. O., & Pavlick, E. (2025). The promise and pitfalls of generative AI. *Nature Reviews Psychology*, 1-6.

\*Jago, A. S., Raveendhran, R., Fast, N. J., & Gratch, J. (2024). Algorithmic management diminishes status: An unintended consequence of using machines to perform social roles. *Journal of Experimental Social Psychology*, 110, 104553.

\*Raveendhran, R., & Fast, N. J. (2024). When and why consumers prefer human-free behavior tracking products. *Marketing Letters*, 35, 395-408.

\*Cratsley, M. J., & Fast, N. J. (2023). "Inventor's bias" at work: When low-performing algorithms seem fair. *International Journal of Human-Computer Interaction*, 40, 24-32.

Tackett, J. L., Reardon, K. W., Fast, N. J., Johnson, L., Kang, S. K., Lang, J. W. B., & Oswald, F. L. (2023). Understanding the leaders of tomorrow: The need to study leadership in adolescence. *Perspectives on Psychological Science*, 18, 829-842.

Fast, N. J. & Overbeck, J. R. (2022). The social alignment theory of power: Predicting associative and dissociative behavior in organizations. In J. A. Chatman, & Kray, L. J. (Eds.), *Research in Organizational Behavior*, 42, 100-178.

Gratch, J., & Fast, N. J. (2022). The power to harm: AI assistants pave the way to unethical behavior. *Current Opinion in Psychology*, 47, 101-382.

\*Raveendhran, R. & Fast, N. J. (2021). Humans judge, technologies nudge: The psychology of behavior tracking acceptance. *Organizational Behavior and Human Decision Processes*, 164, 11-26.

Fast, N. J., & Schroeder, J. S. (2020). Power and decision making: New directions for research in the age of artificial intelligence. *Current Opinion in Psychology*, 33, 172-176.

\*Newman, D. T., Fast, N. J., & Harmon, D. J. (2020). When eliminating bias isn't fair: Algorithmic reductionism and procedural justice in human resource decisions. *Organizational Behavior and Human Decision Processes*, 160, 149-167.

\*Truong, M., Fast, N. J., & Kim, J. (2020). It's not what you say, it's how you say it: Conversational flow and networking success. *Organizational Behavior and Human Decision Processes*, 158, 1-10.

\*Raveendhran, R., Fast, N. J., & Carnevale, P. J. (2020). Virtual (freedom from) reality: Evaluation apprehension and leaders' preference for communicating through avatars. *Computers in Human Behavior*.

Fast, N. J., & Jago, A. S. (2020). Privacy matters... or does it? Algorithms, rationalization, and the erosion of concern for privacy. *Current Opinion in Psychology*, 31, 44-48.

\*Jago, A. S., Fast, N., & Pfeffer, J. (2020). Losing more than money: Organizations' prosocial actions appear less authentic when their resources are declining. *Journal of Business Ethics*, 1-13.

Dellaert, B. G., Shu, S. B., Arentze, T. A., Baker, T., Diehl, K., Donkers, B., Fast, N. J., Häubl, G., Johnson, H., Karmarkar, U. R., Oppewal, H., Schmitt, B. H., Schroeder, J., Spiller, S. A., and Steffel, M. (2020). Consumer decisions with artificially intelligent voice assistants. *Marketing Letters*, 31, 335-347.

\*Cho, Y., & Fast, N. J. (2018). Lacking status hinders prosocial behavior among the powerful. *Social Behavior and Personality*, 46, 1547-1560.

\*Raj, M., Fast, N. J., & Fisher, O. (2017). Identity and professional networking. *Personality and Social Psychology Bulletin*, 43, 772-784.

\*Anicich, E., Fast, N. J., Halevy, N., & Galinsky, A. D. (2016). When the bases of social hierarchy collide: Power without status drives interpersonal conflict. *Organization Science*, 27, 123-140.

\*Glaser, V. L., Fast, N. J., Harmon, D., & Green, S. E. (2016). Institutional frame switching: How institutional logics shape individual behavior. In R. Greenwood, Lounsbury, M., & Gehman, J. (Eds.), *Research in the Sociology of Organizations*, 48, 35-69.

Rios, K., Fast, N. J., & Gruenfeld, D. H. (2015). Feeling high but playing low: Power, need to belong, and submissive behavior. *Personality and Social Psychology Bulletin*, *41*, 1135-1146.

Fast, N. J., Burris, E. R., & Bartel, C. A. (2014). Managing to stay in the dark: Managerial self-efficacy, ego-defensiveness, and the aversion to employee voice. *Academy of Management Journal*, *57*, 1013-1034.

\*Joshi, P. D., & Fast, N. J. (2013). Power and reduced temporal discounting. *Psychological Science*, *24*, 432-438.

\*Joshi, P. D., & Fast, N. J. (2013). I am my (high-power) role: Power and role identification. *Personality and Social Psychology Bulletin*, *39*, 898-910.

Fast, N. J., Sivanathan, N., Mayer, N. D., & Galinsky, A. D. (2012). Power and overconfident decision-making. *Organizational Behavior and Human Decision Processes*, *117*, 249-260.

Fast, N. J., Halevy, N., & Galinsky, A. D. (2012). The destructive nature of power without status. *Journal of Experimental Social Psychology*, *48*, 391-394.

\*Cho, Y., & Fast, N. J. (2012). Power, defensive denigration, and the assuaging effect of gratitude expression. *Journal of Experimental Social Psychology*, *48*, 778-782.

Fast, N. J., & Tiedens, L. Z. (2010). Blame contagion: The automatic transmission of self-serving attributions. *Journal of Experimental Social Psychology*, *46*, 97-106.

Fast, N. J., & Chen, S. (2009). When the boss feels inadequate: Power, incompetence, and aggression. *Psychological Science*, *20*, 1406-1413.

Fast, N. J., Heath, C., & Wu, G. (2009). Common ground and cultural prominence: How conversation reinforces culture. *Psychological Science*, *20*, 904-911.

Fast, N. J., Gruenfeld, D. H., Sivanathan, N., & Galinsky, A. D. (2009). Illusory control: A generative force behind power's far-reaching effects. *Psychological Science*, *20*, 502-508.

Morrison, K. R., Fast, N. J., & Ybarra, O. (2009). Group status, perceptions of threat, and support for social inequality. *Journal of Experimental Social Psychology*, *45*, 204-210.

## **CHAPTERS AND OTHER PUBLICATIONS (\*Indicates doctoral student or post-doc as lead author)**

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Ivey, R., Teubner, J., Fast, N. J., & Iyer, R. (2025). Designing AI to Help Children Flourish. *Global Solutions Journal*, *11*, 12-22.

Waber, B., & Fast, N. J. (2024). Is GenAI's impact on productivity overblown? *Harvard Business Review*, January 8.

Goldberg, B., Acosta-Navas, D., Bakker, M., Beacock, I., Botvinick, M., Buch, P., DiResta, R., Donthi, N., Fast, N.J. ... & Zhang, A. (2024). AI and the Future of Digital Public Squares. *arXiv preprint arXiv:2412.09988*.

\*Jago, A. S., & Fast, N. J. (2024). Reification, erosion, and infusion: How AI-powered algorithms influence culture. *Management and Business Review*. Special issue on Managing Organizational Culture.

\*Raveendhran, R., & Fast, N. J. (2019). Technology and social evaluation: Implications for individuals and organizations. In R. Landers, & Allen, T. (Eds.), *The Cambridge Handbook of Technology and Employee Behavior*.

Fast, N. J., & Rostoker, B. (2017). Built on grit: h.wood and John Terzian. *Lloyd Greif Center for Entrepreneurial Studies*, USC-Marshall, SCG-523.

Anicich, E. M., Fast, N. J., Halevy, N., & Galinsky, A. D. (2016). How powerful low-status jobs lead to conflict. *Harvard Business Review*, February 11.

Fast, N. J., Burris, E. R., & Bartel, C. A. (2014). Why some managers don't want your suggestions. *Harvard Business Review*, November 24.

Fast, N. J., & Joshi, P. D. (2014). Decision making at the top: Benefits and barriers. In J. T. Cheng, Tracy, J. L., & Anderson, C. (Eds.), *The psychology of social status*.

Fast, N. J., & Overbeck, J. R. (2011). The curse of power: Elevated resource control hinders self-determination. *Academy of Management Best Paper Proceedings*.

Fast, N. J. (2010). How to stop the blame game. *Harvard Business Review*, May 13.

Fast, N. J. (2010). Create a bully-free workplace. *Harvard Business Review*, March 18.

Morrison, K. R., & Fast, N. J. (2007). Perceived intergroup threat and the status-dominance relationship. *Academy of Management Best Paper Proceedings*.

Levine, R. V., Fast, N. J., & Zimbardo, P. G. (2004). The power of persuasion: A field exercise. *Teaching of Psychology*, 31, 136-138.

## **ORGANIZED CONFERENCES**

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Fast, N. J. (2023). *Anticipating the "Metaverse": The Future of Mixed Reality*. Conference organized and hosted at the University of Southern California.

Fast, N. J., Iyer, R., & Schroeder, J. (2023). *New Directions in Research on the Psychology of Technology*. Conference co-organized and hosted at the University of Southern California.

Schroeder, J., & Fast, N. J. (2017). *New Directions in Research on the Psychology of Technology*. Conference co-organized and hosted at the University of California at Berkeley.

Kushlev, K., Schroeder, J., & Fast, N. J. (2017). *Psychology of Technology*. Preconference co-organized and hosted at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Fast, N. J., & Schroeder, J. (2016). *New Directions in Research on the Psychology of Technology*. Inaugural conference co-organized and hosted at the University of Southern California.

## CHAired SYMPOSIA

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Raveendhran, R. & Fast, N. J. (2015). *Technology at Work: Opportunities and Challenges*. Symposium co-chaired at the Academy of Management Annual Meeting, Vancouver, BC.

Hamstra, M. R. W., & Fast, N. J. (2014). *Does Hierarchy Help or Hinder? Consequences for Individuals and Teams*. Symposium co-chaired at the Society for Industrial and Organizational Psychology Annual Meeting, Honolulu, HI.

Fast, N. J. & Maymin, S. (2010). *Power and the (Narcissistic) Self*. Symposium co-chaired at the Society for Personality and Social Psychology Annual Meeting, Las Vegas, NV.

Fast, N. J. (2008). *The Unintentional Self*. Symposium chaired at the Academy of Management Annual Meeting, Anaheim, CA.

Fast, N. J. (2007). *Power, Certainty, and Ambivalence*. Symposium chaired at the Academy of Management Annual Meeting, Philadelphia, PA.

Fast, N. J. (2007). *Inter-Team Relations*. Interactive Paper Session chaired at the Academy of Management Annual Meeting, Philadelphia, PA.

## CONFERENCE PRESENTATIONS

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Angrisani, M., Casanova, M., Fast, N. J., Narang, J., & Schroeder, J. (2025). Inequalities in the use of Large Language Models in the United States. Paper presented at the annual meeting of the *Academy of Management*, Copenhagen.

Cratsley, M. J., Fast, N. J., & Fisher, O. (2024). Putting the I in AI: Identity as a driving force behind technology adoption. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

Fast, N. J., Switanek, N., & Cratsley, M. J. (2024). *Hidden attributes of LLMs*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Fast, N. J. (2023). *Risks and benefits of AI for a global community*. Paper presented at the annual meeting of Build Peace, Nairbi, Kenya.

Fast, N. J., Switanek, N., & Cratsley, M. J. (2023). *Hidden attributes of LLMs*. Paper presented at the annual meeting of the New Directions in Research on the Psychology of Technology, Los Angeles, CA.

Fast, N. J., Switanek, N., & Cratsley, M. J. (2023). *Hidden attributes of LLMs: Implications for diversity*. Paper presented at the annual meeting of the Stanford Internet Observatory, Stanford, CA.

Cratsley, M. J., & Fast, N. J. (2023). Inventor's bias at work: When low-performing algorithms seem fair. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Cratsley, M. J., Fast, N. J., & Boykin, M. (2023). *Willing to be watched: Social contextual cues influence surveillance endorsement*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Jago, A., Raveendhran, R., Fast, N. J., & Gratch, J. (2022). *When algorithms replace human bosses: Algorithmic management diminishes workers' anticipated status*. Paper presented at the annual meeting of the Academy of Management, Seattle, WA.

Fast, N. J. (2021). *The psychology of algorithms at work*. Paper presented at the annual meeting of the Academy of Management, Virtual.

Joshni, P. D., Fast, N. J., & Kim, P. H. (2020). *The curse of loyalty: cultural interdependence and support for pro-organizational corruption*. Paper presented at the annual meeting of the Academy of Management, Virtual.

Newman, D., & Fast, N. J. (2019). *HR Algorithms, reductionism, and employee perceptions of procedural justice*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Raveendhran, R. & Fast, N. J. (2019). *Humans judge, technologies nudge: When and why people embrace behavior tracking products*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Newman, D., Fast, N. J., & Harmon, D. (2019). *When eliminating bias isn't fair: Algorithms, quantification, and violating procedural justice*. Paper presented at the annual meeting of the Society for Consumer Psychology, Savannah, GA.

Newman, D., Fast, N. J., & Harmon, D. (2019). *Technology, behavior tracking, and the future of work*. Paper presented at the Psychology of Technology Preconference at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.

Fisher, O., Raj, M., & Fast, N. (2018). *Networking, identity, and metacognitive experiences of ease and difficulty*. Paper presented at the Academy of Management, Chicago, IL.

Newman, D., Fast, N. J., & Harmon, D. (2017). *When eliminating bias isn't fair: Algorithms, quantification, and violating procedural*. Paper presented at the Psychology of Technology Preconference at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Newman, D., Fast, N. J., & Graham, J. (2017). *Transcendence or transgression? Moral attitudes about transhuman technologies*. Paper presented at the Psychology of Technology Preconference at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Raveendhran, R., Fast, N. J., & Carnevale, P. J. (2016). *Technology mediated management: When and why managers move away from face-to-face interactions*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Newman, D., Fast, N. J., & Harmon, D. (2016). *The future of justice: The perceived fairness of algorithms at work*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Kim, Y. & Fast, N. J. (2016). *The pursuit of dominance versus prestige*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Newman, D., & Fast, N. J. (2015). *Transhumanism, meaning, and morality*. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC.

Raveendhran, R., & Fast, N. J. (2015). *The illusion of autonomy as a driver of the adoption of technology*. Paper to be presented at the annual meeting of the Academy of Management, Vancouver, BC.

Joshi, P. D., & Fast, N. J. (2015). *I am my (high-power) role: Power as a determinant of role identification*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.

Fast, N. J., Burris, E. R., Bartel, C. A. (2014). *Managerial self-efficacy, ego defensiveness, and the aversion to employee voice*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.

Anicich, E., Fast, N. J., Halevy, N., & Galinsky, A. D. (2014). *The interactive effects of power and status on relationship conflict*. Paper presented at the annual meeting of the Association for Psychological Science, San Francisco, CA.

Anicich, E., Fast, N. J., Halevy, N., & Galinsky, A. D. (2014). *It's not personal, it's positional: Interactive effects of power and status on relationship conflict*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Joshi, P. D., & Fast, N. J. (2014). *Power and reduced temporal discounting*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.

Anicich, E., Fast, N. J., Halevy, N., & Galinsky, A. D. (2013). *It's not personal, it's positional: Interactive effects of power and status on relationship conflict*. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.

Glaser, V. L., Fast, N. J., & Green, S. E. (2013). *Individual reactions to institutional complexity*. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.

Anicich, E., Fast, N. J., Halevy, N., & Galinsky, A. D. (2013). *The interactive effects of power and status on relationship conflict*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.

Fast, N. J., & Halevy, N. (2012). *The destructive nature of power without status*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Joshi, P. D., & Fast, N. J. (2012). *I am my (high-power) role: Power as a determinant of role identification*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Glaser, V. L., Fast, N. J., & Green, S. E. (2012). *Situated motivation: How institutional logics shape individual behavior*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Fast, N. J., & Chen, S. (2012). *Aggression and hostility: How the powerful compensate for incompetence*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Cho, Y., & Fast, N. J. (2011). *Gratitude expression assuages the wrath of incompetent power holders*. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.

Fast, N. J., & Overbeck, J. R. (2011). *The curse of power: Elevated resource control hinders self-determination*. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.

Fast, N. J., & Chen, S. (2011). *When the powerful feel inadequate: Power, incompetence, and aggression*. Paper presented at the annual meeting of the European Association of Social Psychology, Stockholm, Sweden.

Glaser, V. L., Fast, N. J., & Green, S. (2011). *The influence of institutional logics on the effects of incentives*. Paper presented at the annual meeting of the European Group for Organizational Studies, Gothenburg, Sweden.

Fast, N. J., Sivanathan, N., Mayer, N. D., & Galinsky, A. D. (2011). *The power trap: Power and overconfident decision making*. Poster presented at the Judgment and Decision-Making Preconference at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Fast, N. J., & Gruenfeld, D. H. (2010). *Power and role expectations: The need for perceived personal competence*. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.

Fast, N. J., & Chen, S. (2010). *When the powerful feel weak: Power, incompetence, and aggression*. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.

Fast, N. J., Sivanathan, N., Galinsky, A. D., & Mayer, N. D. (2010). *Power and overconfident decision making*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.

Fast, N. J. (2008). *Power, perceived incompetence, and hubris*. Paper presented at the Stanford-Berkeley Organizational Behavior Conference, Stanford, CA.

Fast, N. J., Heath, C., & Wu, G. (2008). *Common ground and social prominence*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Fast, N. J., & Tiedens, L. Z. (2008). *Blame contagion*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Fast, N. J., & Chen, S. (2008). *Illegitimate power and aggression*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Fast, N. J., & Tiedens, L. Z. (2007). *Blame contagion*. Paper presented at the Stanford-Berkeley Organizational Behavior Conference, Berkeley, CA.

Fast, N. J., & Gruenfeld, D. H. (2007). *Power and inflated perceptions of control*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.

Fast, N. J., & Gruenfeld, D. H. (2007). *Power and positive expectations: The future looks brighter from the top*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.

Morrison, K. R. & Fast, N. J. (2007). *Perceived intergroup threat and the status-dominance relationship*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.

Fast, N. J., & Chen, S. (2007). *Illegitimate power and aggression*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Memphis, TN.

Fast, N. J., & Gruenfeld, D. H. (2007). *Power, illusory control, and unfounded optimism*. Poster presented at the Judgment and Decision-Making Preconference at the annual meeting of the Society for Personality and Social Psychology, Memphis, TN.

Fast, N. J., Heath, C., & Wu, G. (2007). *Common ground and the prominence effect*. Poster presented at the Expanding Horizons of Cultural Psychology Conference, Stanford, CA.

Fast, N. J., & Gruenfeld, D. H. (2006). *Power and optimism*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Palm Springs, CA.

Fast, N. J., & Levine, R. V. (2003). *Situational impact on use of manipulative and coercive influence techniques*. Poster presented at the annual meeting of the American Psychological Society, Atlanta, GA.

Fast, N. J., & Levine, R. V. (2003). *Agents' and observers' perceptions of influence strategies: Coercion, door-in-the-face, and rational argument*. Poster presented at the annual meeting of the International Society of Political Psychology, Boston, MA.

## INVITED RESEARCH TALKS

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### 2025-2026

- University of Melbourne, Melbourne Business School
- NYU, Silver School of Social Work
- MIT Sloan School of Management
- Stanford University, Cyber Policy Center

### 2020-2024

- Cornell University, SC Johnson College of Business
- University of Pennsylvania, Wharton School
- Bocconi University, SDA Bocconi School of Management
- Busara Lab, Nairobi, Kenya
- USC Keck School of Medicine
- SWPS University of Social Sciences and Humanities, Warsaw, Poland
- Stanford University, Graduate School of Business

- George Mason University, School of Business
- Georgetown University, McDonough School of Business
- USC Viterbi School of Engineering
- Max-Planck Institute for Human Development
- University of Virginia, Darden School of Business

## 2015-2019

- UC Santa Barbara, Psychology Department and College of Engineering
- University of North Carolina at Chapel Hill, Kenan-Flagler Business School
- UCLA, Anderson School of Management
- University of Michigan, Ross School of Business
- Stanford University, Graduate School of Business
- UC Berkeley, Haas School of Business

## 2010-2014

- UCLA, Psychology Department
- UCLA, Anderson School of Management
- Duke University, Fuqua School of Business
- University of Virginia, Darden School of Business
- University of Southern California, Psychology Department

## 2005-2009

- UC San Diego, Rady School of Management
- University of Texas at Austin, McCombs School of Business
- Washington University in St. Louis, Olin Business School
- University of North Carolina at Chapel Hill, Kenan-Flagler Business School
- University of Southern California, Marshall School of Business

## TEACHING

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### *University of Southern California, Marshall School of Business*

- Leadership and Technology (MBA elective course), 2021-present
- Interpersonal Influence and Power (MBA elective course), 2015-2022
- Organizational Behavior (PhD core OB course), 2015-present
- Power and Influence (Marshall Executive Education Programs), 2014-present
- Purpose-Driven Leadership (Marshall Executive Education Program), 2021-present
- Power, Politics, and Influence (undergraduate elective course), 2013-2018
- Organizational Behavior (undergraduate core OB course), 2010-2015

### *Stanford University, Graduate School of Business*

- Paths to Power, Teaching Assistant for Jeffrey Pfeffer, Spring 2007 and 2008
- Managing Groups and Teams, Teaching Assistant for Deborah Gruenfeld, Fall 2004-06

## PROFESSIONAL SERVICE

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### *Special Editor*

- Journal of Experimental Psychology: General 2020-2021
- Social Psychological and Personality Science 2015

### *Editorial Boards*

- Journal of Personality and Social Psychology 2014-2020
- Organizational Behavior and Human Decision Processes 2014-2020
- Personality and Social Psychological Bulletin 2013-2019

### *Co-Director and Co-Founder (unpaid)*

- Psychology of Technology Institute (501c3) 2016-present

### *Founding Columnist*

- Behavioral Scientist 2017-2020

### *Convention Symposium Review Panel*

- Society for Personality and Social Psychology 2015

### *Ad Hoc Reviewer*

- *Academy of Management Journal; Administrative Science Quarterly; American Journal of Political Science; Current Directions in Psychological Science; European Journal of Social Psychology; Group Processes and Intergroup Relations; Journal of Experimental Psychology: General; Journal of Experimental Social Psychology; Journal of Personality; Journal of Personality and Social Psychology; Journal of Management Studies; Management Science; Organizational Behavior and Human Decision Processes; Personality and Social Psychological Bulletin; Perspectives on Psychological Science; Psychological Science; Social Psychological and Personality Science; Social Psychology*

### *University and Departmental Service*

- MOR MS in Management Committee (co-chair), 2025-present
- MOR Graduate Electives Committee (co-chair), 2025
- MOR OB Hiring Committee, 2023-2024
- Marshall Promotion and Tenure Manual Revision Committee, 2023-2024
- Marshall Graduate Curriculum Committee, 2019-2023
- MOR Graduate Curriculum Committee (chair), 2019-2023
- PhD Committee, MOR Department, 2016-present
- Doctoral Student Selection Committee, MOR Department, 2009-present
- MOR Annual Performance Review Committee (chair), 2020, 2022
- MOR OB Hiring Committee (chair), 2018-2019
- PEG Committee (chair), 2018
- PhD Task Force (co-chair), USC Marshall, 2018-2019
- Promotion Standards Committee, 2018-2019
- Subject Pool Co-coordinator, MOR Department, 2012-2016
- Co-organizer, Distinguished Speaker Series, MOR Department, 2010-2016

- Co-coordinator, OB student-faculty research meetings, 2011-2014
- MOR Department Strategic Plan Committee, 2012
- Faculty Sponsor, Southern California Management Doctoral Student Conference, 2011

*Dissertation Committee Member*

- Maya Cratsley, Organizational Behavior, USC, defended November, 2024 (Chair)
- Ian Anderson, Marketing, USC, defended January, 2024
- Merrick Osborne, Organizational Behavior, USC, defended October, 2022
- Mindy Truong, Organizational Behavior, USC, defended June, 2021
- David Newman, Organizational Behavior, USC, defended February, 2021
- Oliver Fisher, Psychology, USC, defended June, 2019
- Jonathan Mell, Computer Science, USC, defended November, 2018
- Medha Raj, Organizational Behavior, USC, defended June, 2018
- Roshni Raveendhran, Organizational Behavior, USC, defended May, 2018 (Chair)
- Priyanka Joshi, Organizational Behavior, USC, defended June, 2015 (Chair)
- Yookyong Kim, Organizational Behavior, USC, defended June, 2014
- Yeri Cho, Organizational Behavior, USC, defended June, 2013 (Chair)
- Marija Spanovic, Psychology, USC, defended May, 2012
- Emily Tansuwan, Organizational Behavior, USC, defended June, 2011

*Qualifying Exam Committee Member*

- Jackson Trager, Psychology, USC, April 2025
- Maya Cratsley, Organizational Behavior, USC, December, 2022 (Chair)
- Merrick Osborne, Organizational Behavior, USC, October, 2021
- Mindy Truong, Organizational Behavior, USC, December, 2018
- Evgeniia Iakhnis, Political Science and International Relations, USC, March, 2018
- Oliver Fisher, Psychology, USC, November, 2017
- Roshni Raveendhran, Organizational Behavior, USC, December, 2014
- Priyanka Joshi, May, Organizational Behavior, USC, 2013 (chair)
- Yookyong Kim, Organizational Behavior, USC, December, 2012
- Yeri Cho, Organizational Behavior, USC, December, 2010

## **ADDITIONAL PROFESSIONAL EXPERIENCE**

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Co-Founder and Director, San Joaquin Valley Leadership Initiative, CA, 1998-2004

- 501(c)(3) nonprofit organization created to build community organizations and develop grassroots leadership in the San Joaquin Valley

## **SELECTED MEDIA MENTIONS**

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*ABC News, American Psychological Association, Associated Press, Boston Globe, Business Week, Canadian Broadcasting Corporation, Chicago Sun-Times, CNN, Discover, Economist, Financial Times, Forbes, Harvard Business Review, Huffington Post, KTVU Bay Area News, New York Times, Newsweek, NPR, Poets & Quants, Psychology Today, San Francisco Chronicle, Stanford Business Magazine, The Guardian, The Telegraph, The Tonight Show, Time, Toronto*

*Star, United Press International, U.S. News & World Report, Wall Street Journal, Washington Post, Wired, Yahoo! News*