

## ARTHUR S. JAGO

DOU 306, 1900 Commerce Street, Tacoma WA 98402

### EMPLOYMENT

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#### University of Washington, Tacoma

|                                                                             |                |
|-----------------------------------------------------------------------------|----------------|
| Associate Professor of Management (with tenure), Milgard School of Business | 2025 — Present |
| Assistant Professor of Management, Milgard School of Business               | 2019 — 2025    |

#### University of Southern California

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|--------------------------------------------------------------|-------------|
| Postdoctoral Research Associate, Marshall School of Business | 2018 — 2019 |
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### EDUCATION

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#### Stanford University

|                                                         |      |
|---------------------------------------------------------|------|
| Ph.D. Business Administration (Organizational Behavior) | 2018 |
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#### Northwestern University

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| B.A. Psychology and Cognitive Science (Summa Cum Laude) | 2012 |
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### PUBLICATIONS (h-index: 10)

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**Jago, A., & Yam, K. C.** (2025). Moral Spillover from Creators to Autonomous Technological Agents. *Journal of Experimental Psychology: General*, 154, 2825-2840.

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

**Jago, A., & Fast, N.** (2024). Reinforcement, erosion, and infusion: How AI-powered algorithms influence culture. *Management and Business Review*, 4, 40-44.

**Jago, A., & Carroll, G.** (2024). Who made this? Algorithms and authorship credit. *Personality and Social Psychology Bulletin*, 50, 793-806.

**Jago, A., Carroll, G., & Lin, M.** (2022). Generating authenticity in automated work. *Journal of Experimental Psychology: Applied*, 28, 52-70.

**Jago, A., & Laurin, K.** (2022) Assumptions about algorithms' capacity for discrimination. *Personality and Social Psychology Bulletin*, 48, 582-595.

**Jago, A., Fast, N., & Pfeffer, J.** (2022). Losing more than money: Organizations' prosocial actions appear less authentic when their resources are declining. *Journal of Business Ethics*, 175, 413-425.

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

**Jago, A.,** Kreps, T. A., & Laurin, K. (2019). Collectives in organizations appear less morally motivated than individuals. *Journal of Experimental Psychology: General*, 148, 2229-2244.

**Jago, A.,** & Pfeffer, J. (2019). Organizations appear more unethical than individuals. *Journal of Business Ethics*, 160, 71-87.

**Jago, A.,** & Laurin, K. (2019). Inferring commitment from rates of organizational transition. *Management Science*, 65, 2842-2856.

**Jago, A.** (2019). Algorithms and authenticity. *Academy of Management Discoveries*, 5, 38-56.

**Jago, A.,** & Laurin, K. (2017). Corporate personhood: Lay perceptions and ethical consequences. *Journal of Experimental Psychology: Applied*, 23, 100-113.

## **UNDER REVISION**

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Xu, C., **Jago, A.,** & Flynn, F. Algorithm Use Undermines Perceptions of Communal Organizational Culture. Revise and Resubmit, *Organization Science*.

Raveendhran, R., **Jago, A.,** Fast, N., & Gratch, J. A New Kind of Hierarchy? Predicting Leaders' Use of AI Assistants to Interact with Employees. Revise and Resubmit, *Computers in Human Behavior*.

## **WORKS IN PROGRESS (3+ Studies Completed)**

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**Jago, A.,** O'Connor, K., & Carroll, G. Generative AI and Domain-Specific Competence.

Tomova-Shakur, T., **Jago, A.** It Doesn't See The "Real" Me: Perceptions of Algorithms' Capabilities to Assess and Improve Organizational Diversity.

O'Connor, K., **Jago, A.,** & Carroll, G. Restoration Vs. Creation: AI and Work Continuance.

O'Connor, K., **Jago, A.,** & Carroll, G. AI Revision and Work Completion.

## **CONFERENCE PRESENTATIONS**

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Berkeley Haas Authenticity Conference (2025)

Academy of Management (2016-2024)

BYU Ethical Issues of Our Time (2024)

Psychology of Technology (2017, 2018, 2020, 2021)

Stanford MS&E Changing Nature of Work Conference (2021)

Society for Personality and Social Psychology (2014-2016, 2021)

Stanford IRiSS (2014)

## **TEACHING EXPERIENCE**

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**University of Washington, Tacoma:**

Instructor, TBUS300 (Managing People)

2019-Present

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| Instructor, TMGMT475 (Organizational Change)        | 2019-Present |
| Instructor, TMGMT570 (Organizational Change)        | 2022-Present |
| Instructor, TBUS511 (Leadership Lab; MBA Intensive) | 2024-Present |

### **Stanford University:**

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|-----------------------------------------------------------|-----------|
| Course Assistant, Introduction to Organizational Behavior | 2013-2017 |
| Course Assistant, Managing Groups and Teams               | 2013-2017 |

## **GRANTS AND AWARDS**

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MOC (AOM) Best Submission with Practical Implications (2020)  
 MOC (AOM) Best Submission with Practical Implications (Nominated; 2019)  
 Stanford Alumni Research Experience Program (2016-2018)  
 Stanford Research Experience Program (2015-2018)  
 Doctoral Support Fellowships (Various; 2012-2017)  
 Doroghazi Eagle Scout Award (2015)  
 Phi Beta Kappa, Northwestern University (2012)  
 James Alton James Scholarship in the Social Sciences, Northwestern University (2011)  
 Dean's List, Northwestern University (2008-2012)

## **AD-HOC REVIEWING**

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Academy of Management Journal  
 Management Science  
 Organization Science  
 Organizational Behavior and Human Decision Processes  
 Academy of Management Discoveries (Editorial Review Board Member: 2019-2022)  
 Proceedings of the National Academy of Sciences  
 Journal of Personality and Social Psychology  
 Personality and Social Psychology Bulletin  
 Journal of Experimental Social Psychology  
 Journal of Experimental Psychology: General  
 Journal of Experimental Psychology: Applied  
 Cognition  
 Cognitive Science  
 Technology, Mind, & Behavior  
 Psychology of Aesthetics, Creativity, and the Arts  
 Journal of Business Ethics

## **ACADEMIC SERVICE**

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Management Area Coordinator (2025-Present)  
 Milgard Graduate Program Committee (2024-Present; Chair 2025-Present)  
 Milgard Faculty Council Member (2023-2025)  
 Management Club Faculty Advisor (2023-Present)  
 Milgard Scholarship Committee (2021-Present)  
 Milgard Center for Business Analytics Associate (2020-2024)

Milgard Undergraduate Program Committee (Spring 2020)  
UWT Distinguished Research Award Selection Committee (2019 - 2021)

## **MEDIA**

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[Fortune](#)  
[The Economist](#)  
[Insights by Stanford Business](#)

## **PROFESSIONAL MEMBERSHIPS**

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Academy of Management  
Psychology of Technology Institute  
Society for Personality and Social Psychology