

ARTHUR S. JAGO

DOU 306, 1900 Commerce Street, Tacoma WA 98402

EMPLOYMENT

- University of Washington – Tacoma** 2019 — Present
Assistant Professor of Management, Milgard School of Business
- University of Southern California** 2018 — 2019
Postdoctoral Research Associate, Marshall School of Business

EDUCATION

- Stanford University** 2018
Ph.D. Business Administration (Organizational Behavior)
- Northwestern University** 2012
B.A. Psychology and Cognitive Science (summa cum laude)

PUBLICATIONS

- Jago, A. S., & Laurin, K. Assumptions about algorithms' capacity for discrimination. Forthcoming in *Personality and Social Psychology Bulletin*.
- Jago, A. S., Carroll, G., & Lin, M. Generating authenticity in automated work. Forthcoming in *Journal of Experimental Psychology: Applied*.
- 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*, 175, 413-425.
- Fast, N., & 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., 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. S., & Pfeffer, J. (2019). Organizations appear more unethical than individuals. *Journal of Business Ethics*, 160, 71-87.
- Jago, A. S., & Laurin, K. (2019). Inferring commitment from rates of organizational transition. *Management Science*, 65, 2842-2856.
- Jago, A. S. (2019). Algorithms and authenticity. *Academy of Management Discoveries*, 5, 38-56.
- Jago, A. S., & Laurin, K. (2017). Corporate personhood: Lay perceptions and ethical consequences. *Journal of Experimental Psychology: Applied*, 23, 100-113.

INVITED REVISION OR UNDER REVIEW

Jago, A. S., Yam, K. C., & Tang, P. Moral spillover from creators to autonomous technological agents. Invited revision.

Feng, Z., Tang, P., Yam, K. C., Jago, A. S., & Ng, S. I love technology but not my coworkers: Disentangling the effects of observing coworkers' interaction with robots. Under review.

Tang, P., Wu, F., Jago, A. S., Zhang, J., & Ng, S. The double-edged sword of collaborating with artificial intelligence at work: Insights from task-technology fit theory. Under review.

SELECT WORKING PAPERS AND RESEARCH IN PROGRESS

Xu, C., Jago, A. S., & Flynn, F. Algorithmic decision systems undermine affective commitment (data collection).

Jago, A. S., Raveendhran, R., Fast, N., & Gratch, J. When algorithms replace human bosses: Algorithmic management diminishes workers' anticipated status (data collection).

Tomova Shakur, T., Jago, A. S., & Tang, P. Perceptions of algorithms' capabilities to assess diversity (data collection).

Jago, A. S., & Carroll, G. Algorithms undermine authorship attributions (data collection).

Raveendhran, R., Fast, N., Jago, A. S., & Gratch, J. Autonomous representatives and voice (data collection).

CHAired CONFERENCE SYMPOSIA

Algorithms in Organizations: Interactions with (and via) Technology (with Jennifer Logg). Academy of Management, 2017, Atlanta, GA.

The Effects of Organization on Situation and Person Appraisal (with Simone Tang). Academy of Management, 2016, Anaheim, CA.

CONFERENCE PRESENTATIONS

***denotes presenter**

Xu, C.*, Jago, A. S., & Flynn, F. J. Algorithmic decision-making undermines affective commitment. Talk presented at Psychology of Technology Research Conference, 2021, Santa Barbara, CA.

Tomova Shakur, T.*, & Jago, A. S. Perceptions of algorithms' capabilities to assess diversity. Talk presented at Western Academy of Management, 2021 (online).

Tomova Shakur, T.*, & Jago, A. S. Perceptions of algorithms' capabilities to assess diversity. Talk presented at Psychology of Technology Early Career Data Blitz, 2020 (online).

Raveendhran, R.*, Jago, A. S., Fast, N., & Gratch, J. Voice solicitation through technology. Talk presented at Academy of Management, 2020 (online).

Xu, C.*, Jago, A. S., & Flynn, F. J. Algorithmic decision-making undermines affective commitment. Paper presented at Academy of Management, 2020 (online).

Xu, C.*, Jago, A. S., & Flynn, F. J. Algorithmic decision-making undermines affective commitment. Poster presented at Society for Personality and Social Psychology, 2020, New Orleans, LA.

Xu, C.*, Jago, A. S., & Flynn, F. J. Algorithmic decision-making undermines affective commitment. Paper presented at the Professional Development Workshop (PDW) at Academy of Management, 2019, Boston, MA.

Jago, A. S.*, Lin, M., & Carroll, G. Generating authenticity in automated work. Talk presented at Academy of Management, 2019, Boston, MA.

Jago, A. S.*, & Pfeffer, J. When, how, and why a brazen organizational response to wrongdoing works. Talk presented at Academy of Management, 2019, Boston, MA.

Xu, C.*, Jago, A. S., & Flynn, F. J. Algorithmic decision-making undermines affective commitment. Poster presented at Psychology of Technology Research Conference, 2018, Stanford, CA.

Jago, A. S.*, Fast, N., & Pfeffer, J. Resources and moral signaling. Talk presented at Academy of Management, 2018, Chicago, IL.

Jago, A. S.*, & Laurin, K. Technology and (in)discrimination. Talk presented at Psychology of Technology Research Conference, 2017, Berkeley, CA.

Jago, A. S.*, & Laurin, K. Technology and (in)discrimination. Talk presented at Academy of Management, 2017, Atlanta, GA.

Jago, A. S.* Algorithms and authenticity. Paper presented at Academy of Management, 2017, Atlanta GA.

Jago, A. S.*, & Laurin, K. Algorithms and dehumanization in hiring. Paper presented at Academy of Management, 2017, Atlanta, GA.

Jago, A. S.* Algorithms and authenticity. Talk presented at Psychology of Technology Research Conference, Los Angeles, CA.

Jago, A. S.*, & Laurin, K., Kreps, T. A. Locating moralization within organizations. Talk presented at Academy of Management, 2016, Anaheim, CA.

Jago, A. S.*, & Laurin, K. Inferring commitment from rates of organizational transition. Paper presented at Academy of Management, 2016, Anaheim, CA.

Jago, A. S.*, & Laurin, K. Corporate personhood: Lay perceptions and ethical consequences. Paper presented at Academy of Management, 2016, Anaheim, CA.

Jago, A. S.*, & Laurin, K. Locating moralization within organizations. Poster presented at Society for Personality and Social Psychology, 2016, San Diego, CA.

Jago, A. S.*, & Laurin, K. Locating moralization within organizations. Poster presented at Society for Personality and Social Psychology “Justice and Morality” Pre-Conference, 2016, San Diego, CA.

Jago, A. S.*, & Laurin, K. Corporate personhood: Lay perceptions and ethical consequences. Talk presented at Society for Personality and Social Psychology “Social Psychology and Law” Pre-Conference, 2015, Long Beach, CA.

Jago, A. S., & Laurin, K. Corporate rights, perceived responsibilities, and punishment. Poster presented at Stanford IRiSS, 2014, Stanford, CA.

Jago, A. S.*, & Laurin, K. Corporate rights, perceived responsibilities, and punishment. Poster presented at Society for Personality and Social Psychology “Social Psychology and Law” Pre-Conference, 2014, Austin, TX.

TEACHING EXPERIENCE

University of Washington – Tacoma:

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| Instructor, TBUS300 (Managing People) | 2019-2022 |
| Instructor, TMGMT475 (Organizational Change) | 2019-2022 |

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

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)

EDITORIAL BOARD MEMBERSHIP

Academy of Management Discoveries (2020-Present)

AD-HOC JOURNAL, GRANT, AND CONFERENCE REVIEWING

Academy of Management Journal

Proceedings of the National Academy of Sciences
Management Science
Organizational Behavior and Human Decision Processes
Journal of Personality and Social Psychology
Personality and Social Psychology Bulletin
Journal of Experimental Psychology: Applied
Cognition
Cognitive Science
National Science Foundation
Academy of Management
AAAI-21 AI For Behavior Change

ACADEMIC SERVICE

Milgard Center for Business Analytics Associate (2020-2022)
Milgard Undergraduate Program Committee (Spring 2020)
UWT Distinguished Research Award Selection Committee (2019, 2020, 2021)
UWT-UWB-PLU Joint Research Seminar Participant (2020)

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)
Psychology of Technology Institute

RESEARCH INTERESTS

Technology, Automation, Judgment & Decision Making, Ethics