

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., & Fast, N. (2023). Reification, erosion, and infusion: How AI-powered algorithms influence culture. Forthcoming in *Management and Business Review*.
- Jago, A. S., & Carroll, G. (2023). Who made this? Algorithms and authorship credit. Forthcoming in *Personality and Social Psychology Bulletin*.
- Jago, A. S., Carroll, G., & Lin, M (2022). Generating authenticity in automated work. *Journal of Experimental Psychology: Applied*, 28, 52-70.
- Jago, A. S., & Laurin, K. (2022) Assumptions about algorithms' capacity for discrimination. *Personality and Social Psychology Bulletin*, 48, 582-595.
- Jago, A. S., 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. 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

Tang, P., Jago, A. S., Zhang, J., & Ng, S. [Algorithms and Knowledge]. 1st R&R, *Journal of Vocational Behavior*.

Jago, A. S., Yam, K. C., & Tang, P. [Technology and Moralization]. 1st R&R, *Management Science*.

Jago, A. S., Raveendhran, R., Fast, N., & Gratch, J. [Technology and Social Rank]. 1st R&R, *Journal of Experimental Social Psychology*.

Feng, Z., Tang, P., Yam, K. C., Jago, A. S., & Ng, S. [Technology and Coworker Interactions]. Under review, *Personnel Psychology*.

Tomova Shakur, T., Jago, A. S., & Tang, P. [Algorithms and Diversity]. Under review, *Journal of Applied Psychology*.

Raveendhran, R., Fast, N., Jago, A. S., & Gratch, J. [Autonomous Representatives and Feedback]. Under review, *Organizational Behavior and Human Decision Processes*.

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

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

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.

Jago, A. S., Raveendhran, R., Fast, N., & Gratch, J. When algorithms replace human bosses: Algorithmic management diminishes workers' anticipated status. Paper presented at Stanford Management Science & Engineering Changing Nature of Work Conference, 2021, Stanford, 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:

Instructor, TBUS300 (Managing People)	2019-Present
Instructor, TMGMT475 (Organizational Change)	2019-Present
Instructor, TMGMT570 (Organizational Change)	2022-Present

Stanford University:

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 Business Ethics
Journal of Experimental Psychology: Applied
Cognition
Cognitive Science
National Science Foundation
Academy of Management

ACADEMIC SERVICE

Milgard Scholarship Committee (2021-Present)
Milgard Center for Business Analytics Associate (2020-Present)
Milgard Undergraduate Program Committee (Spring 2020)
UWT Distinguished Research Award Selection Committee (2019 - 2021)

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)
Psychology of Technology Institute
Society for Personality and Social Psychology
Society for Business Ethics