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

Jago, A. S., & Fast, N. (2024). Reification, erosion, and infusion: How AI-powered algorithms influence culture. Forthcoming in *Management and Business Review.*

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

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.

UNDER REVISION/REVIEW

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

Jago, A. S., & Yam, K. C. Moral Spillover from Creators to Autonomous Technological Agents. Revise & Resubmit, *Journal of Experimental Psychology: General*.

SELECT WORKING PAPERS AND WORKS IN PROGRESS (3+ Studies Completed)

Raveendhran, R., Jago, A. S., Fast, N., & Gratch, J. A New Kind of Hierarchy? Predicting Leaders' Use of AI Assistants to Interact with Employees.

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

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

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

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

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

Tomova-Shakur, T., Jago, A. S.* It Doesn't See The "Real" Me: Perceptions of Algorithms' Capabilities to Assess and Improve Organizational Diversity Talk presented at Academy of Management, 2024, Chicago, IL.

Jago, A. S.*, & Carroll, G. Who made this? Algorithms and authorship credit. Talk presented at "Ethical Issues of Our Time" Conference, Park City, UT.

Jago, A. S.*, Yam, K. C., & Tang, P. Moral spillover from creators to autonomous technological agents. Talk presented at Academy of Management, 2023, Boston, MA.

Jago, A. S.*, & Carroll, G. Who made this? Algorithms and authorship credit. Talk presented at Academy of Management, 2023, Boston, MA.

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)

AD-HOC JOURNAL REVIEWING

Academy of Management Journal
Management Science
Organization Science
Organizational Behavior and Human Decision Processes
Academy of Management Discoveries (Editorial Review Board Member: 2019-2022)
Journal of Business Ethics
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
Psychology of Aesthetics, Creativity, and the Arts
National Science Foundation

ACADEMIC SERVICE

Milgard Faculty Council Member (2023-Present)
Management Club Faculty Advisor (2023-Present)
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
Psychology of Technology Institute
Society for Personality and Social Psychology