

NATHANAEL J. FAST

University of Southern California
Marshall School of Business
Department of Management and Organization
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ACADEMIC POSITIONS

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

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

EDUCATION

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

- 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

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

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

Meta AI Policy 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)

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)

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.

WORKING MANUSCRIPTS

Belk, R., Carmon, Z., Dahl, D., Dhar, R., Fast, N. J., Kahn, B., Mislavsky, R., Schmitt, B., Stern, I., Sudhir, K., Sun, B., Zhu, M., & Yang, H. Branding in the Metaverse. Revise and resubmit at *Journal of Marketing*.

Fast, N. J., Cratsley, M. J., & Fisher, O. Identity as a driving force behind technology adoption. Manuscript under review.

Raveendhran, R., Jago, A. S., Fast, N. J., & Gratch, J. Delegating (or not) to machines: How role expectations shape leaders' willingness to use AI for communication. Manuscript under review.

Fast, N. J., Cratsley, M. J., & Switanek, N. Artificial attractiveness: Large language models have surpassed humans in social desirability. Working manuscript.

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. Working manuscript.

Zhang, Y. J., Schroeder, J., & Fast, N. J. The hidden costs of transparency: How labelling commercial deepfake videos undermines trust in non-commercial authentic videos. Working manuscript.

Kushlev, K., Moon, K., Motyl, M., Iyer, R., Schroeder, J., Fast, N.J. Social media usage and well-being: A year-long comparison of Facebook, Instagram, Twitter, TikTok, YouTube, Snapchat, and WhatsApp. Working manuscript.

ORGANIZED CONFERENCES

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

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

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

2025

- Stanford University, Cyber Policy Center

2020-2024

- Bocconi School of Management
- APA at CES, Consumer Technology Association
- Cornell University, SC Johnson College of Business
- Annual Metaverse Summit in Los Angeles, The Economist
- Keck School of Medicine, USC
- Federal Reserve Bank of New York
- HumanTech Summit, SWPS University, 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 Southern California, Marshall Research Fair
- University of Virginia, Darden School of Business

2015-2019

- UC Santa Barbara, College of Engineering and Psychology Department
- 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
- National Council on Foundations
- Southern California Grantmakers, Los Angeles
- Duke University, Fuqua School of Business
- University of Virginia, Darden School of Business
- University of Southern California, Psychology Department
- Fixed Income Forum Senior Delegates Roundtable, Santa Barbara

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

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

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 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 (shared 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)
- Yookyung 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)
- Yookyung Kim, Organizational Behavior, USC, December, 2012
- Yeri Cho, Organizational Behavior, USC, December, 2010

ADDITIONAL PROFESSIONAL EXPERIENCE

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

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