

NATHANAEL J. FAST

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

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

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

EDUCATION

Ph.D., Organizational Behavior, Stanford University, 2009

M.A., Psychology, *With Distinction*, California State University, Fresno, 2003

B.A., Psychology, *Summa Cum Laude, Psi Chi*, George Fox University, 1998

HONORS AND AWARDS

- 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
- Graduate Fellowship, Stanford Graduate School of Business, 2004
- Outstanding Thesis, 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

REFEREED JOURNAL ARTICLES

Raj, M., Fast, N. J., & Fisher, O. (2017). Identity and professional networking. *Personality and Social Psychology Bulletin*.

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.

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., Burriss, 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

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*.

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.

MANUSCRIPTS UNDER REVIEW AND IN PREPARATION

- Raveendhran, R. & Fast, N. J. Tracked by technology: We want privacy from people but share freely with machines. Invited revision at *Journal of Personality and Social Psychology*.
- Newman, D., Fast, N. J., & Harmon, D. (2017). When eliminating bias isn't fair: How using algorithms to make personnel decisions violates procedural justice. Working manuscript in preparation for *Academy of Management Journal*.
- Fast, N. J., Schroeder, J., & Keltner, D. Psychology of technology: How modern technology is affecting the human experience. Working manuscript in preparation for *Perspectives on Psychological Science*.
- Newman, D., Fast, N. J., & Graham, J. (2017). *Transcendence or transgression? Moral attitudes about transhuman technologies*. Working manuscript in preparation for *Journal of Personality and Social Psychology*.
- Raveendhran, R., Fast, N. J., & Carnevale, P. J. (2016). *Technology mediated management: When and why managers move away from face-to-face interactions*. Working manuscript in preparation for *Journal of Applied Psychology*.
- Mooijman, M., & Fast, N. J. How viewing social connections as a means to power impacts trust. Working manuscript in preparation for *Journal of Applied Psychology*.
- Joshi, P. D., Fast, N. J., & Kim, P. The curse of loyalty: Cultural interdependence and support for pro-organizational corruption. Working manuscript in preparation for *Organizational Behavior and Human Decision Processes*.
- Dong, S., & Fast, N. J. The feminine leadership advantage: Femininity, perceived psychological safety, and employee voice. Working manuscript in preparation for *Academy of Management Journal*.

Kim, Y. K., & Fast, N. J. Gender, perceived scarcity of influence, and the pursuit of dominance versus prestige. Working manuscript in preparation for *Journal of Experimental Social Psychology*.

ORGANIZED CONFERENCES

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:
<https://www.psychoftech.org/2017-conference-overview/>

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:
<https://www.psychoftech.org/2016-conference-overview/>

CHAired CONFERENCE 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

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 TALKS

Duke University, Fuqua School of Business; Fixed Income Forum Senior Delegates Roundtable, Santa Barbara; National Council on Foundations; University of California, Los Angeles, Anderson School of Management; University of California, Los Angeles, Psychology Department; University of California at San Diego, Rady School of Management; University of North Carolina at Chapel Hill, Kenan-Flagler Business School; University of Southern California, Psychology Department; University of Southern California, Marshall School of

Business; University of Texas at Austin, McCombs School of Business; University of Virginia, Darden School of Business; Washington University in St. Louis, Olin Business School

TEACHING

University of Southern California, Marshall School of Business

- Interpersonal Influence and Power (MBA elective course), 2015-present
- Power, Politics, and Influence (undergraduate elective course), 2013-present
- Power and Influence (Marshall Executive Education Program), 2014-present
- Organization Behavior and Leadership (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

- Social Psychological and Personality Science 2015

Editorial Boards

- Journal of Personality and Social Psychology 2014 – present
- Organizational Behavior and Human Decision Processes 2014 – present
- Personality and Social Psychological Bulletin 2013 – present

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; 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

- PhD Committee, MOR Department, 2016-present
- Subject Pool Co-coordinator, MOR Department, 2012-2016

- Co-organizer, Distinguished Speaker Series, MOR Department, 2010-2016
- Doctoral Student Selection Committee, MOR Department, 2009-present
- 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

- Priyanka Joshi, Organizational Behavior, USC, defended June 2015 (Chair)
- Yookyoung 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

- Roshni Raveendhran, December, 2014
- Priyanka Joshi, May, 2013 (chair)
- Yookyoung Kim, December, 2012
- Yeri Cho, December, 2010

Professional Affiliations

- Academy of Management
- Association for Psychological Science
- Society for Industrial and Organizational Psychology
- Society for Personality and Social Psychology
- Special Interest Group in Computer Human Interaction

ADDITIONAL PROFESSIONAL EXPERIENCE

Social Entrepreneur, Fresno, CA, 1998-2004

- Cofounded two 501(c)3 nonprofit organizations in California's Central Valley
- Led strategic planning, outreach, and leadership development
- Authored and co-authored grants totaling over \$750,000

SELECTED MEDIA MENTIONS

ABC News; 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; Psychology Today; San Francisco Chronicle; Stanford Business Magazine; The Guardian (UK); The Telegraph (UK); The Tonight Show; Time; Toronto Star (Canada); United Press International; U.S. News & World Report; Wall Street Journal; Washington Post; Yahoo! News