

NATHANAEL J. FAST
Curriculum Vitae

Marshall School of Business
University of Southern California
3670 Trousdale Parkway
Los Angeles, CA 90089-0808
Phone: (213) 740-1047
E-mail: nathanaf@usc.edu

ACADEMIC POSITIONS

Assistant Professor of Management and Organization, University of Southern California,
Marshall School of Business, 2009–present

EDUCATION

Ph.D., Organizational Behavior, Stanford University, Graduate School of Business, 2004-09

M.A., Psychology (*with distinction*), California State University, Fresno, 2002-03

B.A., Psychology (*summa cum laude; Psi Chi*), George Fox University, 1994-98

ADDITIONAL PROFESSIONAL EXPERIENCE

Social Entrepreneur, Fresno, CA, 1998-2004. Co-founded three 501(c)3 nonprofit organizations that train leaders and build partnerships to improve community, health, and economic conditions.

SELECTED HONORS AND AWARDS

Dean's Award for Excellence in Research, Marshall School of Business, USC, 2012
Excellence in Research Award, Department of Management and Organization, USC, 2012
State Farm Doctoral Dissertation Award, 2008
Best Paper Proceedings, Academy of Management, 2007, 2011
Graduate Fellowship, Stanford Graduate School of Business, 2004-2009
Outstanding Thesis, College of Science and Mathematics, CSU, Fresno, 2003
Graduate Dean's Medal, College of Science and Mathematics, CSU, Fresno, 2003
All-American Scholar-Athlete, National Association of Intercollegiate Athletics, 1998
Benson Honors Scholarship, George Fox University, 1994-1998

RESEARCH INTERESTS

Power and status; Judgment and decision making; Social roles; Cultural transmission

REFEREED JOURNAL ARTICLES

- 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., 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.
- 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, INVITED ARTICLES, AND PROCEEDINGS

- 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*.

MANUSCRIPTS UNDER REVIEW

- Gruenfeld, D. H., Rios, K., & Fast, N. J. Discomfort with power: When relational goals meet psychological distance. Revise and resubmit at *Journal of Personality and Social Psychology*.
- Joshi, P. D., & Fast, N. J. Power and reduced temporal discounting. Revise and resubmit at *Psychological Science*.
- Fast, N. J., & Gruenfeld, D. H. Power's prescriptive expectations: The heightened pressure for competence. Under review.

Fast, N. J., Burris, E. R., & Bartel, C. A. Leaders who need help don't get it: Incompetent managers and voice suppression. Under review.

MANUSCRIPTS IN PREPARATION

Joshi, P. D., & Fast, N. J. Power and role identification. Working paper.

Fast, N. J., Rios, K., & Gruenfeld, D. H. When does power lead to dominance? A role-based account. Working paper.

Glaser, V. L., Fast, N. J., & Green, S. Observable cues, implicit motives, and shared schemas: A social psychological account of institutional logics. Working paper.

Fast, N. J., & Overbeck, J. R. The curse of power. Working paper.

Fast, N. J., Halevy, N., & Galinsky, A. D. Power, status, and relationship conflict. Working paper.

CONFERENCE PRESENTATIONS

Fast, N. J., & Halevy, N. (2012). *The destructive nature of power without status*. Paper to be 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 to be 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 to be 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.

CHAired CONFERENCE SYMPOSIA

Fast, N. J. & Maymin, S. (2010). *Power and the (Narcissistic) Self: The Effects of Power on Self Perception, Self-Presentation, Goals for the Self, and Ethical Decision Making*. 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.

TEACHING

MOR 472: Power, Politics, and Influence (elective course), USC Marshall School of Business, Spring 2013

BUAD 304: Leading Organizations (core Organizational Behavior course), USC Marshall School of Business, 2010-present

OB 377: Paths to Power, Stanford Graduate School of Business, Course Assistant, 2007, 2008

OB 285: Managing Groups and Teams, Stanford Graduate School of Business, Course Assistant, 2004, 2005, 2006

INVITED ADDRESSES

Council on Foundations, Los Angeles, CA, 2012
University of Southern California, Psychology Department, 2010
Fixed Income Forum Senior Delegates Roundtable, Santa Barbara, CA, 2010
University of North Carolina at Chapel Hill, Kenan-Flagler Business School, 2009
University of California at San Diego, Rady School of Management, 2009
Washington University in St. Louis, Olin Business School, 2009
University of Texas at Austin, McCombs School of Business, 2009
University of Southern California, Marshall School of Business, 2008

PROFESSIONAL SERVICE AND AFFILIATIONS

Ad Hoc Reviewer

- *Academy of Management Journal; Administrative Science Quarterly; Group Processes and Intergroup Relations; Journal of Experimental Psychology: General; Journal of Experimental Social Psychology; Journal of Personality; Journal of Personality and Social Psychology; Organizational Behavior and Human Decision Processes; Personality and Social Psychology Bulletin; Psychological Science; Social Psychological and Personality Science.*

University and Departmental Service

- Member, Doctoral Student Selection Committee, Department of Management and Organization, Marshall School of Business, 2009-present.
- Co-organizer, Distinguished Speaker Series, Department of Management and Organization, Marshall School of Business, 2010-present.

Association Activities

- Reviewer, Academy of Management Conference, 2009-present.
- Communications Officer, Association for Psychological Science Student Executive Board, 2003-2004.
- Founding Member, Student Council of Representatives, Western Psychological Association, 2002-2003.

Professional Affiliations

- Academy of Management
- Association for Psychological Science
- Society for Personality and Social Psychology

SELECTED MEDIA MENTIONS

Power, defensive denigration, and the assuaging effect of gratitude expression

- *Economic Times; Forbes; Science Daily; Wall Street Journal.*

Power and overconfident decision-making

- *Business News Daily; Financial Times; Fiscal Times; Forbes; Fox Business; Live Science; The National; The Scotsman (UK); Yahoo! News.*

The destructive nature of power without status

- *CNN; Financial Times; Huffington Post; The Economist; Stanford Business Magazine; Science Daily; South China Morning Post; The Telegraph (UK); Times of India; Yahoo! News.*

Blame contagion: The automatic transmission of self-serving attributions

- *ABC News; Asian News International; Business Week; Forbes; Live Science; Miller-McCune; MSNBC; New Scientist; Newsweek; Psychology Today; Science Daily; Stanford Business Magazine; The Tonight Show; Times of India; Toronto Star (Canada); United Press International; U.S. News & World Report; Yahoo! News.*

When the boss feels inadequate: Power, incompetence, and aggression

- *ABC News; Associated Press; Chicago Sun-Times; Discover; Fiscal Times; Huffington Post; New Scientist; Newsweek; Psychology Today; Reuters; San Francisco Chronicle; Science Daily; The Guardian (UK); The Telegraph (UK); Times of India; Toronto Star (Canada); Toronto Sun (Canada); United Press International.*

Common ground and cultural prominence: How conversation reinforces culture

- *ABC News; Canadian Broadcasting Corporation Radio; Canwest News Service; Florida Today; Hindustan Times (India); KTVU Bay Area News; Montreal Gazette; New Scientist; Newsweek; Reuters; Stanford Business Magazine; Times of India; Yahoo! News.*

Illusory control: A generative force behind power's far-reaching effects

- *CNN; New York Times; Reuters; Science Daily; Stanford Business Magazine; The Financial; Time; Washington Post.*