VITA
Jeff Schatten
2024

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Washington and Lee University
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Education

Ph.D. Georgia State University, 2016, Managerial Sciences

- Concentration: Organizational Behavior
- Dissertation: Another Negotiator's Dilemma: Negotiating Against a Counterpart with a Bad Reputation

MBA. Georgia Institute of Technology, 2012.

B.A. University of Maryland, 2004, major: philosophy.

Academic Appointments

Associate Professor of Business Administration, Washington and Lee University, 2022- present.

Assistant Professor of Business Administration, Washington and Lee University, 2016-2022.

Visiting Professor, Sichuan University, Chengdu, China, Summer 2015.

Visiting Professor, Jiao Tong University, Xi'an, China, Summer 2013, Summer 2014.

Research

AI Will Take Your Job (and it's for the Best): Embracing the New Social Contract for the Age of AI, book completed, under contract with Emerald Publishing.

"Navigating the AI Landscape: The Enhancement and Erosion of Human Self-Efficacy in Our Automated World," *Generative AI and Discourse*, Palgrave Macmillan (proposal accepted).

"Cultivating Curiosity through AI: A New Frontier in Personalized and Immersive Education," *Generative Artificial Intelligence Empowered Learning: A New Frontier in Educational Technology* (in press), co-author Teresa Aries.

"Seed Stage Fund: Dispute in Venture Capital," *Ivey Publishing.* (2024), co-author: Teresa Aries.

"The Gender Paradox in Negotiations," *Journal of Business and Educational Leadership.* (2020), co-authors: Edward Miles, Elizabeth Chapman, Dina Leheta and Michael Knight.
Best paper award for Fall 2020 journal

"How Face Threat Sensitivity Affects Proactive Negotiation Behavior." *Organization Management Journal.* (2020), co-authors: Edward Miles and Elizabeth Chapman.

"Leadership and the Lens of a Profession." *Considering Leadership Anew: Cambridge Scholars Publishing*, Gerardo Pederzini (Ed). (2019), co-authors: Edward Miles and A.J. Corner.

"Human Resource Development and Human Resource Management Levers for Sustained Competitive Advantage: Combining Isomorphism and Differentiation." *Journal of Management and Organization.* (2018), co-authors: Elizabeth Chapman, Faye Sisk and Edward Miles.

"The View Over One's Shoulder: The Causes and Consequences of Leader's Envy of Followers." *Leadership Quarterly.* (2017), co-authors: Dina Leheta and Nikos Dimotakis.

"From the Research Lab to the Office: Making Negotiation Research More Accessible to Negotiators." *Negotiation Journal.* (2015), co-author: Edward Miles.

"Genetic Factors in Organizational Psychology." International Encyclopedia of Social and Behavioral Sciences, 2nd Edition. James Wright (Ed.). (2015), co-authors: Nikos Dimotakis and Richard Arvey.
Encyclopedia awards:

- First prize for Excellence in Reference by the Association of American Publisher's
- PROSE award for Excellence in Reference Works 2016
- PROSE award for Multivolume Reference- Humanities & Social Sciences

Popular Press

The Big Story Podcast, main interview, "Will AI kill the essay," 2023.

Theory of Change Podcast, main interview, "AI and its implications," 2023.

Afterclass Podcast, main interview, "The AI Revolution," 2023.

Loneliness: A Documentary. Featured interview on artificial intelligence and its impact (in press).

Ring Tum Phi, article about my speech about ChatGPT and AI, "Faculty question how to adjust syllabi in the wake of ChatGPT," 2023.

The Spectator, featured interview on artificial intelligence, 2023.

The Columns, featured interview on artificial intelligence, 2023.

PR Daily, featured interview, "Culture wars claim M&Ms, new AI problems for CNET and more," 2023.

Futurism, featured interview, "CNET's AI Journalist Appears to Have Committed Extensive Plagiarism," 2023.

LA Times, featured, "This artificial intelligence chatbot turns out to be a plagiarist — and an idiot," 2023.

Chronicle of Higher Education, Op-Ed, Will Artificial Intelligence Kill College Writing?, 2022.

Host of "Demystifying Organizations" podcast, featuring conversations with renowned organizational experts such as Adam Grant, Henry Mintzberg and Daniel Pink. It also included discussions with distinguished corporate leaders including Tricia Griffith, CEO of Progressive Insurance and Forbes' 2018 Business Person of the Year, and Ritz Carlton co-founder Horst Schulze. 47 episodes, 2019-2020 (4.8/5.0 rating on iTunes), ranked by Chartable as the #1254 podcast in the business category (out of estimated 50,000-100,000 business podcasts). The podcast is in partnership with McGraw Hill Education.

Inside Higher Ed, Op-Ed, Prison: Where Undergrads and Inmates Take Classes Together, 2019.

Arianna Huffington's Thrive Global, Demystifying Organizations Podcast: Coordinating human activity toward a single goal, 2018.

"Best Places to Flip Houses," expert opinion, Wallet Hub, 2017.

Conference Presentations

"AI and exponential change" *ValleyTechCon23* (2023).

"AI: a case for wild optimism" *AI X Education Conference (2023).*

"How Decentralized Autonomous Organizations (DAO's) Are Changing Leadership and Firm Governance." *Blockchain and Cryptocurrency Summit* (2022).

"The Context IS the Case: When Inmates and Business Majors Study Teams in Prison." *Management and Organizational Behavior Teaching Conference* (2019).

"Business Education Needs Great Literature: Teaching Leadership through Literature." *Organizational Behavior Teaching Conference* (2017).

"Deception and Its Effects on Negotiation Outcomes." *Academy of Management Conference* (2017).

"Interpreting Cooperation and Competition in Negotiation Contexts," **Best Paper Award OB Track.** *Southern Management Association* (2015). Co-authors: Edward Miles and Deborah Butler.

"Another negotiator's dilemma: shoot straight or act deceptively against a counterpart with a bad reputation*." Southern Management Association* (2015). Co-author: Edward Miles.

"Perceptions of Job Mobility Moderating Psychological Contract Evaluation." *Society for Industrial and Organizational Psychology Conference* (2014). Co-author: Lisa Lambert.

Lambert, L.S., **Schatten, J**., Currie, R., & Goo, W. (2013). "Supervisors' Trust in their Subordinates: A Qualitative Investigation of Trust and Trustworthiness." *Southern Management Association* (2013). Co-authors: Lisa Lambert, Ryan Currie and Wongun Goo.

Refereed Published Conference Proceedings

"Deception and Its Effects on Negotiation Outcomes." *Academy of Management Conference Proceedings (*2017).

Teaching and Training

Washington and Lee University		
Course	Semester	Effectiveness Rating
Average effectiveness rating across all classes/terms	*2016-2023*	*4.7/5*
Management and organizational behavior	Winter 2023	4.4/5
Management and organizational	Winter 2023	4.3/5

behavior		
Managing Uncertainty	Winter 2023	4.8/5
Management and organizational behavior	Fall 2022	4.5/5
Management and organizational behavior	Fall 2022	4.5/5
Leading teams	Spring 2022	5.0/5
Managing uncertainty	Winter 2022	4.5/5
Management and organizational behavior	Winter 2022	4.4/5
Management and organizational behavior	Fall 2021	4.9/5
Management and organizational behavior	Fall 2021	4.6/5
Cryptocurrencies	Spring 2021	4.9/5
Managing uncertainty	Winter 2021	4.9/5
Management and organizational behavior	Winter 2021	4.7/5
Directed study: Macro portfolio	Winter 2021	5.0/5
Management and organizational behavior	Fall 2020	4.6/5
Management and organizational behavior	Fall 2020	4.3/5
Management and organizational behavior	Winter 2020	4.3/5
Management and organizational behavior	Winter 2020	4.5/5
Management and organizational behavior	Fall 2019	5.0/5
Management and organizational behavior	Fall 2019	4.5/5
Leading Teams	Spring 2019	4.8/5
Management and organizational behavior	Fall 2018	4.9/5
Management and organizational behavior	Fall 2018	4.5/5
Cross-cultural leadership	Fall 2018	5.0/5
Leading teams	Spring 2018	4.6/5
Management and organizational behavior	Winter 2018	4.7/5
Management and organizational behavior	Winter 2018	4.3/5
Cross-cultural leadership	Winter 2018	4.9/5
Management and organizational behavior	Fall 2017	4.8/5

Leading teams	Spring 2017	4.9/5
Decision making under pressure	Winter 2017	4.3/5
Leadership through literature	Winter 2017	4.9/5
Decision making under pressure	Fall 2016	4.7/5
Leadership through literature	Fall 2016	4.3/5

Georgia State University		
Course	Semester	Effectiveness Rating
Managing people in organizations	Spring 2016	4.9/5
Managing people in organizations	Fall 2015	N/A
Managing people in organizations	Spring 2015	4.5/5

Robinson College of Business, Teaching Excellence Award- College-level award, 2016
Outstanding Teaching Award, Georgia State University, Spring 2015, Fall 2015, Spring 2016

Service to the business administration department and Washington and Lee

- Hillel board member (previously was chair of the board), 2023- present
- Director of Jewish life faculty search committee member, 2022
- FAR review committee, 2022
- Williams School research standards committee, 2022
- Blockchain society faculty advisor, 2022-present
- Business communications faculty search chair of committee- 2022
- Johnson chair entrepreneurship faculty search committee- 2021
- Connolly entrepreneurship faculty search committee- 2021
- Business communication hiring committee- 2021
- Connolly entrepreneurship society faculty advisor, 2021-2023
- W&L staff Leadership development series guest speaker- 2021
- University safety committee member, 2021- present
- Hillel chair of the advisory board- 2020-2023
- Chair of committee to redesign Hillel board charter- 2020
- Events committee, 2019-present
- Hillel vice chair, 2019- 2020
- Organizational behavior search committee, 2018
- Chair teams AOL committee, 2018
- Business administration scholarship committee, 2018
- Associate advisor to the Venture Club, Washington and Lee University, 2017- present
- Writing AOL committee, 2018
- Curriculum committee, business administration, 2018
- Student pitch entrepreneurship selection committee, 2018
- Student pitch advisory committee, 2018, 2019
- Prison studies faculty cohort, 2018-2019
- “Blockchain” moderator, W&L entrepreneurship summit, 2018
- First year W&L discussion leader, 2016-2019

- Johnson scholarship interviewer, 2017-present
- Hillel board member, Washington and Lee University, 2017-present
- Founder/faculty advisor UNTOLD storytelling- Washington and Lee, 2016-2017
- Mudd Ethics Fellow- Washington and Lee, 2016-2017
- Ethics curriculum committee member- Washington and Lee, 2016
- Bluegrass Ensemble, mandolin, Washington and Lee University, 2017
- Georgia State University Business Plan Competition Judge- 2015, 2016

Service to the community

- Walker entrepreneurship program guest speaker- 2021, 2022
- Host for Rockbridge Area Relief fundraiser "house tour"- 2020
- Lexington city council learning strategic committee, 2018
- Innovation consultation, PSB Research, 2018
- Main street Lexington business plan judge, 2018
- Children's song writer and music leader, Yellow Brick Road, Lexington VA, 2016-2019
- Jamming with Jeff, twice a month song sessions with toddlers, Lexington VA- 2017
- Jewish Kids Group Advisor (non-profit), 2015-2017

Professional Activities

Journal Reviews

Ad hoc reviewer, Gender in Management: An International Journal
Ad hoc reviewer, Asian Academy of Management Journal
Ad hoc reviewer, Organizational Behavior Teaching Conference
Ad hoc reviewer, Southern Management Association
Ad hoc reviewer, Academy of Management Conference

Memberships (various points over the years)

Academy of management
Southern management association
Management and organizational behavior teaching society
Academy of world business, marketing and management development

Invited Presentations

- "The Potential of AI: Will It Make Us Rich or Kill Us All? The George Washington Forum for Civil Discourse and Debate, 2024
- "The wild implications of AI," presentation to Washington and Lee faculty, 2023
- "AI and the future of higher education," Virginia Military Institute," 2023
- "AI, ChatGPT and Our Changing World," Virginia Military Institute, 2023
- "Navigating new venture core decisions," Walker program for entrepreneurship, 2023
- "Business opportunities," Walker program for entrepreneurship, 2022
- "SBF, FTX and the collapse of crypto" panel discussion, Washington and Lee, 2022
- "Cryptocurrency" panel leader, entrepreneurship summit, 2022
- "Business Analysis" Gauntlet entrepreneurship program, 2021

- “Negotiations in venture capital,” Connolly entrepreneurship society, 2021
- “Negotiation strategy,” employee leadership development program, Washington and Lee, 2020, 2021, 2022.
- “Conflict management in the workplace,” Winter Academy, Washington and Lee.
- “Negotiations in Venture capital” Washington and Lee University Venture Club, 2019.
- “Microfinance” General Development Initiative (GenDev), 2018.
- Expert opinion sought for “Innovation in business” project by PSB Research.
- “Long blockchain, short bitcoin” Washington and Lee University Venture Club and Williams Investment Society, 2018.
- “Venture capital” Washington and Lee University Venture Club, 2018.
- “Implicit bias,” Washington and Lee University HR training program, 2018.
- “Why we work?” Oxford Forum, Lexington VA, 2017.
- “Leveraging stories to create change,” Washington and Lee Environmental Conference, 2017.
- “Leadership Frameworks,” Leadership Development and Education (LEAD)
- Program, Washington and Lee University, 2017.
- “Conflict in the Middle East,” discussion leader, Hillel, Washington and Lee University, 2017.
- “Conflict management,” Washington and Lee University HR training program, 2017.
- “Israel and US Foreign Policy,” Oxford Forum, Lexington VA, 2017.
- “JFK’s Leadership,” B&P Real Estate and Financial Services’ Networking Event, 2016.
- “How to survive a PhD program,” Georgia State University, 2015.
- “Managing HR screening,” University of Georgia, Terry College of Business, guest lecture, 2012.
- “Ethics of Walmart,” presentation to Walmart executives, 2011.
- “Future of American Political Economy,” Emerging Technology, Georgia Tech, 2011.
- “Bottom Up Strategic Sourcing,” Delta Air Lines, 2011.
- “Organizational Development,” Heart Annual Training Conference, 2010.
- “How Growing Organizations Change,” Heart Conference on Social Entrepreneurship, 2010.
- “United States’ Cultural, Political and Economic Impact on Africa,” Heart Conference on Social Entrepreneurship, 2010.
- “Ethics in the Internet Age,” Weber School Lecture Series, 2009.
- “Obama and Foreign Policy” Weber School Lecture Series, 2009.
- “Philosophy of Nietzsche,” Emory School of Divinity, 2009.
- Commencement Address, The Weber School Graduation, 2009.
- “Innovations in the Classroom,” Georgia Independent School Association Conference, 2009.
- “Jihad and the US response,” Weber School Lecture Series 2008.
- Panelist, “Siblings with Special Needs,” Conference on Siblings with Special Needs, 2008.

- Panelist, “Ethics of Borat,” Ethics Summit in Atlanta, 2008.

Industry Experience

Schatten and Company, LLC, Atlanta, GA, Founder, President, 2011-2016
Schatten and Company was a small real estate investment group that focused on residential real estate investments. Exit in 2016.

Delta Air Lines, Supply Chain MBA Program, Procurement and Negotiation, 2011
Developed a bottom-up negotiation strategy that delivered a 3-year savings of $2.38 million.

Heart, Cape Town, South Africa, Strategy Consultant, 2009-2010
Heart is a social enterprise incubator that takes start-ups through seed, venture and capital phases of business development

- Conducted strategy consulting services for 8 start-up enterprises.
- Managed direct reports who pioneered the Heart School for Social Entrepreneurship.
- Designed HR strategy for hiring, orientation and employee benchmark assessments

Radio Personality, 2010-2012
Hosted a regular talk-radio show on 91.1FM in Atlanta, Georgia called The North Avenue Lounge, which focused on business, economics and politics.