

SHILAAAN ALZAHAWI

shilaan@stanford.edu

<https://www.shilaan.com>

EDUCATION

| | |
|--|----------------------|
| Graduate School of Business, Stanford University PhD Candidate in Organizational Behavior | Expected 2025 |
| Faculty of Sciences, Ghent University MSc in Statistical Science, Department of Applied Mathematics, Computer Science, and Statistics | Expected 2024 |
| Rotterdam School of Management and Wharton School of Business MSc in Human Resource Management, summa cum laude | 2017 |
| Erasmus University Rotterdam BSc in Public Administration Science, Erasmus School of Social and Behavioral Sciences LLB in Law, Erasmus School of Law | 2014 |

RESEARCH INTERESTS

Organizational Behavior; Leadership; Leader Selection & Evaluation; Statistics; Team & Crowd Science

PUBLICATIONS

Main Publications

Vani, P., **Alzahawi, S.**, Dannals, J., & Halevy, N. (2023). Strategic Mindsets and Support for Social Change: Impact Mindset Explains Support for Black Lives Matter across Racial Groups. *Personality and Social Psychology Bulletin*, 49(8), 1295-1312. doi: 10.1177/01461672221099710

Alzahawi, S. & Monin, B. (2022). There Is No Psychology Without Inferential Statistics. *Behavioral and Brain Sciences*, 45, E2. doi: 10.1017/S0140525X2100056X

Team and Crowd Science

Korbmacher, M., Azevedo, F., Pennington, C.R., Hartmann, H., Pownall, M., Schmidt, K., Elsherif, M.M., Breznau, N., Robertson, O., Kalandadze, T., Yu, S., Baker, B., O'Mahony, A., Olsnes, J.Ø., Shaw, J.J., Gjoneska, B., Yamada, Y., Röer, J.P., Murphy, J., **Alzahawi, S.**, Grinschgl, S., Oliveira, C.M., Wingen, T., Yeung, S.K., Liu, M., König, L.M., Albayrak-Aydemir, N., Lecuona, O., Micheli, L., & Evans, T.R. (2023). The Replication Crisis Has Led to Positive Structural, Procedural, and Community Changes. *Communications Psychology*, 1(1), 3. doi: 10.1038/s44271-023-00003-2

Pownall, M., Azevedo, F., König, L.M., Slack, H.R., Evans, T., Flack, Z., Grinschgl, S., Elsherif, M., Gilligan-Lee, K., Oliveria, C.M., Gjoneska, B., Kanadadze, T., Button, K., Ashcroft-Jones, S., Terry, J., Albayrak-Aydemir, N., Valentine, Z., Dëchtërenko, F., **Alzahawi, S.**, ..., Framework for Open and Reproducible Research Training. (2023). Teaching Open and Reproducible Scholarship: A Critical Review of the Evidence Base for Current Pedagogical Methods and their Outcomes. *Royal Society Open Science*, 10(5), 221255. doi: 10.1098/rsos.221255

PUBLICATIONS (CONTINUED)

Team and Crowd Science (Continued)

Schaerer, M., du Plessis, C., Nguyen, M., Van Aert, R.C.M., Tiokhin, L., Lakens, D., Clemente, E.G., Pfeiffer, T., Dreber, A., Johannesson, M., Clark, C.J., **Gender Audits Forecasting Collaboration**, & Uhlmann, E.L. (2023). On the Trajectory of Discrimination: A Meta-analysis and Forecasting Survey Capturing 44 Years of Field Experiments on Gender and Hiring Decisions. *Organizational Behavior and Human Decision Processes*, 179(104280). doi: 10.1016/j.obhdp.2023.104280

Jarke, H., Anand-Vembar, S., **Alzahawi, S.**, Andersen, T.L., Bojanić, L., Carstensen, A., Feldman, G., Garcia-Garzon, E., Kapoor, H., Lewis, S., Todsén, A.L., Većkalov, B., Zickfeld, J., & Geiger, S. (2022). A Roadmap to Large-Scale Multi-Country Replications in Psychology. *Collabra: Psychology*. doi: 10.1525/collabra.57538

Hoogeveen, S., Sarafoglou, A., Aczel, B., Aditya, Y., Alayan, A.J., Allen, P.J., Altay, S., **Alzahawi, S.**, ..., Van Elk, M., & Wagenmakers, E.-J. (2022). A Many-Analysts Approach to the Relation between Religiosity and Well-being. *Religion, Brain & Behavior*. doi: 10.1080/2153599X.2022.2070255

Delios, A., Clemente, E., Wu, T., Tan, H., Wang, Y., Gordon, M., Viganola, D., Chen, Z., Dreber, A., Johannesson, M., Pfeiffer, T., **Generalizability Tests Forecasting Collaboration**, & Uhlmann, E.L. (2022). Examining the Context Sensitivity of Research Findings from Archival Data. *Proceedings of the National Academy of Sciences*, 119, 30. doi: 10.1073/pnas.2120377119

Other Publications

NASA Transform to Open Science Team. (2023). NASA TOPS: Open Science 101. doi: 10.5281/zenodo.1016152.

Park, J.W., Vani, P., Loyd, D.L., Foster-Gimbel, O., Lee, M., **Alzahawi, S.**, Craig, M., Dannals, J., Halevy, N., Kraus, M.W., Phillips, L.T., & Saint-Hilaire, S. (2022). All In This Together: Antecedents and Consequences of Allyship in Organizations. *Academy of Management Proceedings*. doi: 10.5465/AMBPP.2022.10623symposium

Alzahawi, S., Greer, L.L., Neale, M.A., Mason, M., Brady, G.L., Brooks, A.W., Hart, E., Lee, M., Inesi, M.E., Kray, L., & Mussweiler, T. (2019). The Future of Negotiations Research. *Academy of Management Proceedings*. doi: 10.5465/AMBPP.2019.13300symposium

Alzahawi, S. & Chandon, P. (2018). The Carrot Rewards Wellness App: Innovating in the Behavior Change Market. *Harvard Business Publishing Education*, Case IN-1514.

MANUSCRIPTS UNDER REVIEW

Alzahawi, S. & Flynn, F.J. Does Expressing Uncertainty Help or Harm Leaders? Under review at *The Leadership Quarterly*.

Alzahawi, S., Reit, E.S., & Flynn, F.J. A Legend in One's Own Mind: The Link Between Ambition and Leadership Evaluations. Under review at *PNAS Nexus*.

Yang, X., Schulz, J., Schmidt, K., ..., **Alzahawi, S.**, ... Large-Scale Cross-Societal Examination of Real- and Minimal-Group Biases. Under third round review at *Nature Human Behavior*.

MANUSCRIPTS UNDER REVIEW (CONTINUED)

Tierney, W., Cyrus-Lai, W., ... **Alzahawi, S.**, ... Uhlmann, E.L. Who Respects an Angry Woman? A Preregistered Re-examination of the Relationships between Gender, Emotion Expression, and Status Conferral. Under review at *Journal of Applied Psychology*.

Van Den Akker, ..., **Alzahawi, S.**, ..., & Wicherts, J.M. The Effectiveness of Preregistration in Psychology: Assessing Preregistration Strictness and Preregistration-Study Consistency. Revise and resubmit at *Psychological Methods*.

SELECTED RESEARCH IN PROGRESS

Alzahawi, S. & Flynn, F.J. Who Shall Lead? The Effectiveness Implications of Self-Selection into Leadership Roles.

Alzahawi, S. & Monin, B. Lay Perceptions of Scientific Findings: Swayed by the Crowd?

Alzahawi, S. Statistical Power Analysis for Mixed Effects Models: A Simulation-Based Approach.

AWARDS AND HONORS

| | |
|---|-----------|
| Stanford Data Science Scholarship | 2022-2024 |
| Paul G. and Jennifer Yeh Sherer Fellowship Fund | 2022 |
| SPSP Graduate Student Poster Award | 2022 |
| SPSP Graduate Travel Award | 2022 |
| Mr. and Mrs. Alfonsi Business School Fund Fellowship | 2021 |
| Master Mind Scholarship, Flemish Ministry of Education and Training | 2021 |
| Open Science Innovator Award, Stanford Center for Open and Reproducible Science | 2021 |
| Dataquest & AI Inclusive Data Science Scholarship | 2020 |
| Jonsson Family Fellowship Fund | 2020 |
| Showcase Symposium (top 10%), Academy of Management | 2019 |
| Dave Mans and Jim Willenborg Fellowship Fund | 2019 |
| Kaneko/Lainovic International Fellowship Fund | 2019 |
| Stanford Graduate School of Business Fellowship | 2018 |
| Best Case Award, EFMD Global Case Writing Competition | 2018 |
| Highest Honors, Rotterdam School of Management | 2017 |
| Prins Bernhard Cultuurfonds Research Fund | 2017 |
| Stichting Vreedefonds Research Fund | 2017 |
| Erasmus Happiness Economics Thesis Fund | 2016 |
| Certificate of Recognition, Erasmus University Rotterdam | 2014 |

TALKS AND PRESENTATIONS

A Legend in One's Own Mind: The Link Between Ambition and Leadership Evaluations

- Society for Personality and Social Psychology, San Diego, CA 2024
- Stanford Data Science 2023
- Rising Scholars Conference, MIT Sloan School of Management 2023

Does Expressing Uncertainty Help or Harm Leaders?

- OB Research Incubator, Academy of Management, Boston, MA 2023
- Improving Leadership Research Around the Globe, Academy of Management, Boston, MA 2023

TALKS AND PRESENTATIONS (CONTINUED)

A Beginner's Guide to Version Control: Using GitHub in R.

- Stanford Data Science for Social Good 2023
- Stanford Center for Open and Reproducible Science, Spring Lecture Series 2022

Lay Perceptions of Scientific Findings: Swayed by the Crowd?

- Stanford Data Science 2023
- Society for Personality and Social Psychology, San Francisco, CA 2022
- Meta-Research Innovation Center at Stanford, International Forum 2022
- University of Toronto, Workshop on Reproducibility 2022
- Psychological Science Accelerator Conference 2021
- Harvard Business School, Rising Scholars Conference 2021
- Improving Psychological Science Symposium, Taiwan Psychological Association 2021

Writing Reproducible Manuscripts in R.

- University of Amsterdam, Lecture Series on Good Research Practices 2021
- Stanford Center for Open and Reproducible Science, Fall Lecture Series 2021
- International Association for Conflict Management 2021
- Stanford Data Science for Social Good 2021
- Stanford Center for Open and Reproducible Science, Launch Event 2021

CHAired SYMPOSIUM

- The Future of Negotiations Research (Symposium Co-chair with Lindy Greer and Maggie Neale). Selected as Showcase Symposium (top 10%). Academy of Management, Boston, MA, 2019.

TEACHING INTERESTS

Leadership for Social Good, Decision Making, Managing Groups and Teams, Negotiations, Statistics

TEACHING EXPERIENCE

| | |
|---|------------------------|
| Head Teaching Assistant, Managing Groups and Teams, Stanford GSB | Fall 2022, Fall 2023 |
| Head Mentor and Organizer, Data Science for Social Good, Stanford Data Science | 2022-2023 |
| Course Developer, Sustainability Leadership, Stanford School of Sustainability | Winter 2023 |
| Course Developer, Open Science 101, NASA | 2022 |
| Teaching Assistant, Negotiations, Stanford GSB | Winter 2020, Fall 2022 |
| Teaching Assistant, Managing Groups and Teams, Stanford GSB | Fall 2019, Fall 2021 |
| Technical Mentor, Data Science for Social Good, Stanford Data Science | Spring-Summer 2021 |
| Teaching Assistant, Acting with Power, Stanford GSB | Spring 2021 |
| Teaching Assistant, Data and Decisions, Stanford GSB | Winter 2020 |
| Guest Lecturer, Conflict Management and Negotiation, Stanford GSB | Fall 2020 |
| Teaching Assistant, Innovating in the Behavior Change Market, INSEAD | Spring 2018 |
| Instructor, International Relations, Erasmus University College | Summer 2015 |
| Instructor, Foundations of Law, Erasmus University College | Spring 2015 |
| Instructor, Qualitative Research II: Content Analysis, Erasmus University College | Spring 2015 |

TEACHING EXPERIENCE (CONTINUED)

| | |
|--|-------------|
| Instructor, Qualitative Research I: Interviews, Erasmus University College | Winter 2014 |
| Instructor, Highlights of Sociology, Erasmus University College | Winter 2014 |
| Instructor, Introduction to Psychology, Erasmus University College | Fall 2014 |

TEACHING EVALUATIONS

Negotiations (bit.ly/neg-22-evals): $M = 4.90/5$; $SD = 0.32$; $Median = 5/5$ Fall 2022

- “Shilaan helped me to find a partner for the group assignment. She responded to student’s request really quick, and is a lovely person/advisor/course assistant to talk to.”

Acting with Power (bit.ly/pwr-21-evals): $M = 4.50/5$; $SD = 0.85$; $Median = 5/5$ Spring 2021

- “She’s the best! Always on top of everything and the course always went smoothly, and Shilaan was super nice to me when I had to miss class so I appreciated that too!”
- “Shilaan was excellent! Very organized and did an incredible job assisting my learning.”
- “Shilaan was always responsive to students asks and needs. All tech was organized flawlessly.”
- “Very organized.”

Data and Decisions (bit.ly/dd-21-evals): $M = 4.92/5$; $SD = 0.29$; $Median = 5/5$ Winter 2021

- “Shilaan went above and beyond the expectations to which CAs are held – immensely helpful in breakout rooms, very responsive via email, and always eager to iterate with us on our end-of-quarter regression project by bringing external insights and perspectives. Thanks for a great quarter, Shilaan!”
- “Shilaan is AMAZING! Best Course Assistant for any class I’ve taken so far at the GSB. Thank you Shilaan for your clear explanations and patience!”
- “Thank you for your help!!”
- “Shilaan is incredible! Super helpful in her review sessions and very responsive to email / available to meet. Would love to have her TA all of my classes.”
- “Shilaan was an exceptional TA! Shows that she cares about her students!”
- “Shilaan was incredible to work with in and outside of the class and was SO PATIENT. I cannot put into words how much help she was and how thankful I am for her.”
- “Shilaan was amazing! Accessible, helpful, encouraging... perfect assistant.”

PROFESSIONAL SERVICE

| | |
|--|--------------|
| Co-organizer, Stanford Data Science Conference | 2023 |
| Tutorial Reviewer, Advances in Methods and Practices in Psychological Science | 2022-present |
| Open Science Ambassador, Center for Open Science | 2022-present |
| Reproduction and Replication Analyst, DARPA-SCORE, Center for Open Science | 2022 |
| Co-organizer, Stanford GSB-PhD Alumni Conference | 2022 |
| Team Lead, Transform to Open Science (TOPS) Curriculum Development, NASA | 2022 |
| Executive Committee Member, Society for the Improvement of Psychological Science | 2022 |
| Affiliate, Stanford Center for Open and Reproducible Science | 2020-present |

PREVIOUS RESEARCH AND TEACHING POSITIONS

| | |
|---|------------------------|
| INSEAD-Sorbonne Behavioral Lab, INSEAD Marketing Department | 2017-2018 |
| Harvard Psychology Department and Kennedy School of Government | Summer 2017 |
| Decision Processes Lab, Wharton School of Business | Fall 2016 |
| Erasmus School of Economics | Summer 2013, 2015-2016 |
| Social and Behavioral Sciences Department, Erasmus University College | 2014-2015 |

LANGUAGES

Dutch (Native); English (Fluent); Arabic (Conversational); Spanish, French, German (Basic)
R, R Markdown, Quarto, Git/GitHub, L^AT_EX, HTML, CSS, SAS