

# SHILAAAN ALZAHAWI

shilaan@stanford.edu  
<https://www.shilaan.com>

## EDUCATION

---

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

## 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

Van Den Akker, O.R., Bakker, M., Van Assen, M.A.L.M., Pennington, C.R., Verweij, L., Elsherif, M.M., Claesen, A., Gaillard, S.D.M., Yeung, S.K., Frankenberger, J., Krautter, K., Cockcroft, J.P., Kreuer, K.S., Evans, T.R., Heppel, F.M., Schoch, S.F., Korbmacher, M., Yamada, Y., Albayrak-Aydemir, N., **Alzahawi, S.**, Sarafoglou, A., Sitnikov, M.M., Dëchtërenko, F., Wingen, S., Grinschgl, S., Hartmann, H., Stewart, S.L.K., De Oliveira, C.M.F., Ashcroft-Jones, S., Baker, B.J., & Wicherts, J.M. The potential of preregistration in psychology: Assessing preregistration producibility and preregistration-study consistency. Forthcoming in *Psychological Methods*.

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

## Team and Crowd Science (Continued)

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., Déchtěrenko, 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

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 TOPS Open Science 101 Curriculum Development Team**, Adams, A., Almarzouq, B., Alves Lacerda, M., Alwood, J., **Alzahawi, S.**, Azevedo, F., Barry, R. K., Batalha, N., Bayer, J. M. M., Bell, T., Black, M., Blanchette, K., Bremner, P., Brown, S. V., Bugbee, K., Burt, J., Camacho Toro, R., Campitelli, E., ..., Yuen, K. (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.**, Reit, E.S., & Flynn, F.J. A Legend in One's Own Mind: The Link Between Ambition and Leadership Evaluations. Revise & Resubmit (Second Round) at *PNAS Nexus*.

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

Forscher, P.S., ..., **Alzahawi, S.**, ... Stereotype Threat in Black College Students Across Many Operationalizations. In Principle Acceptance at *Nature Human Behavior*.

Yang, X., Schulz, J., Schmidt, K., ..., **Alzahawi, S.**, ... Large-Scale Cross-Societal Examination of Real- and Minimal-Group Biases. In Principle Acceptance at *Nature Human Behavior*.

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. Revise & Resubmit at *Psychological Science*.

## 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.

## TALKS AND PRESENTATIONS

---

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

- Texas A&M, Department of Management, Mays Business School, College Station, TX 2024
- Texas A&M, Public Service and Administration, College Station, TX 2024
- 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?**

- Academy of Management, Chicago, IL 2024
- OB Research Incubator, Academy of Management, Boston, MA 2023
- Improving Leadership Research Around the Globe, Academy of Management, Boston, MA 2023

### **Lay Perceptions of Scientific Findings: Swayed by the Crowd?**

- Stanford Data Science 2023
- 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

## 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

### 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

---

Organizational Behavior, Leadership, Managing People and Teams, Negotiations, Data Analytics

## TEACHING EXPERIENCE

---

Head Mentor and Organizer, Data Science for Social Good, Stanford Data Science	2022-2024
Head Teaching Assistant, Managing Groups and Teams, Stanford GSB	Fall 2022, Fall 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
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

---

<b>Data Science for Social Good</b> ( <a href="https://bit.ly/dssg-23-evals">bit.ly/dssg-23-evals</a> )	$M = 4.89/5$ ; $SD = 0.33$ ; $Median = 5/5$
<b>Negotiations</b> ( <a href="https://bit.ly/neg-22-evals">bit.ly/neg-22-evals</a> )	$M = 4.90/5$ ; $SD = 0.32$ ; $Median = 5/5$
<b>Acting with Power</b> ( <a href="https://bit.ly/pwr-21-evals">bit.ly/pwr-21-evals</a> )	$M = 4.50/5$ ; $SD = 0.85$ ; $Median = 5/5$
<b>Data and Decisions</b> ( <a href="https://bit.ly/dd-21-evals">bit.ly/dd-21-evals</a> )	$M = 4.92/5$ ; $SD = 0.29$ ; $Median = 5/5$

## 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
Best Judge in the International Court of Justice, Oxford International Model United Nations	2012

## LANGUAGES

---

Dutch (Native); English (Fluent); Arabic (Conversational); Spanish, French, German (Basic)  
R, R Markdown, Quarto, Git/GitHub, L<sup>A</sup>T<sub>E</sub>X, HTML, CSS, SAS

## PROFESSIONAL SERVICE

---

Co-organizer, Stanford Data Science Conference	2023
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