DAWEI "DAVID" WANG

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Research Interest	My research aims at evaluating and improving fairness and interpretability in deep learning. I employ techniques such as deep neural networks, facial recognition, adversarial examples and video analysis. I also apply foundational ideas from social psychology, evolutionary psychology, leadership and sociology to gain deeper insights into the theoretical understanding of such systems. Keywords: Algorithmic bias, automated decision-making, artificial intelligence, facial perception
Education	Ph.D. Management and Organizations, Northwestern University (2022 Expected) M.Sc. in Management and Organizations, Northwestern University (June 2019) B.BA. (with Honors), National University of Singapore (July 2014)
Published Papers	**Wang, D.**, Nair, K., Kouchaki, M., Zajac, E., & Zhao, X. (2019). A Case of Evolutionary Mismatch? Why Facial Width-to-Height Ratio May Not Predict Behavioral Tendencies. Psychological Science. Wang, N., Dormann, C., **Wang, D.**, & Tripathi, N. (2015). Effects of Achievement and Personal Recognition Events on State Work Engagement: A Dual-Path Model. Academy of Management Proceedings (Vol. 2015, No. 1, p. 13327).
Invited for Revision	**Wang, D.**, Presentation in Self-Posted Facial Images Can Expose Sexual Orientation; Implications for Research and Privacy. (Second round review at JPSP). **Wang, D.**, Rahman, H. Algorithmic Face-ism: Uncovering and Mitigating Algorithmic Bias in Decision-Based Facial Recognition Systems. (Reject and resubmit at Management Science).
Under Review	Ma. A., Chun. JS., **Wang, D.**, & Zhao, X. A Conscientious Leader or a Conscientious Asian? Perceived Conscientiousness is Less Strongly Tied to Leadership Evaluations for Asians Americans (Under review at JAP).
In Progress	**Wang, D.**, & Matz, S., Evaluation of the Generalizability of Deep Learning Algorithm on Predicting Interview Outcomes Using Videos. **Wang, D.**, & Zajac, E., The Quest for Rationality: A Neo-Carnegie Perspective on Human, Machine, Organizational and Collective Intelligence **Wang, D.**, & Zanchettin, C., Xu, F., & Amaral, L., From Black Box to Magic Box; Using Deep Learning to Predict Behaviors Leads to Misinterpretation.

Wang, D., Sengupta, A., & Savani, K. 1 + 10 ≠ 11: The Cancellation of Pseudo-Identical Components in Intertemporal choice.

Talks & Workshops	**Wang, D.**, & Rahman, H., Algorithmic Face-ism: Uncovering and Mitigating Algorithmic Bias in Decision-Based Facial Recognition Systems. *Special Session at Association for Consumer Research*, October 2021.

Wang, D., & Rahman, H., Algorithmic Face-ism: Uncovering and Mitigating Algorithmic Bias in Decision-Based Facial Recognition Systems. *Paper Presentation at the Academy of Management*, August 2021.

Wang, D. (Organizer), & Kosinski, M., Matz, S., & Khambatta, P., AI and Algorithmic Decision Making: Exploring Their Promises, Perils, And Pitfalls. *Symposium at the Academy of Management*, August 2021.

Wang, D., Presentation in Self-Posted Facial Images Can Expose Sexual Orientation; Implications for Research and Privacy. *Department Brownbag at Kellogg School of Management*, April 2021.

Wang, D., Gaydar Demystified. Why Faces Did Not Contribute to Sexual Orientation Predictions. *Invited Presentation at Northwestern's McCormick School of Engineering*, April 2021.

Hatim, R., & **Wang, D.**, Algorithmic Face-ism: Uncovering and Mitigating Algorithmic Bias in Decision-Based Facial Recognition Systems. *Tech Talks at Psychology of Technology Institute*, October 2020.

Wang, D., Algorithmic Face-ism: Uncovering and Mitigating Algorithmic Bias in Decision-Based Facial Recognition Systems. *Department Brownbag at Kellogg School of Management*, March 2020.

Wang, D., Fit to Lead: A Dual-Path Model of Physical Exercise and Implications for Leadership. *Seminar at School of Management Zhejiang University*, Hangzhou China, June 2019.

Wang, D., & Song, Z. Workshop in Social Science Series; Big Data Analysis using Social Networks, Agent Based Modeling and Natural Language Processing. *Invited Seminar at Peking University; School of Psychology and Cognitive Sciences*, March 2019.

Wang, D., & Savani, K. 1 + 10 ≠ 11: The Cancellation Heuristic in Intertemporal Choice, *Society for Personality and Social Psychology Conference (Poster Submission) at San Antonio, USA*, March 2017.

Nair, K., **Wang, D**., & Kouchaki, M. Who's a Top Dog? How Physical Characteristics Affect the Status of Corporate Elite (Presentation), *Paper Presentation at Strategic Management Society*, October 2017.

Teaching Experience	2020	Teaching assistant for Social Dynamics Networks Analysis by Hyejin Youn
	2020	Teaching assistant for Social Dynamics Networks Analysis by Dashun Wang
	2019	Teaching assistant for Social Dynamics Networks Analysis by Dashun Wang
	2019	Final Exam Grader for Leadership Fundamentals by Holly Raider
	2018	Teaching assistant for Social Dynamics Networks Analysis by Dashun Wang

	2018	Teaching assistant for Social Dynamics Networks Analysis by Hyejin Youn
	2018	Teaching assistant for Leadership Fundamentals by Nicholas Pearce
	2017	Teaching assistant for Negotiations by Nicholas Pearce
Industry / Academic Experience	2016	Research assistant for Zhaoli Song, National University of Singapore
	2014	Data collection for Jason Shaw, Hong Kong Polytechnic University
	2014	Credit Suisse (Private Banking) – Advisory for Corporate and Institutional Clients
	2012	Mercer (Human Resource Consulting) – Information Solutions Intern
	2011	Solidiance – Strategy Consulting Intern
Awards / Accomplish-ments	2014	Dean's List of National University of Singapore Business School
	2012	Dean's List of National University of Singapore Business School
	2010	Distinction in Cambridge A'Level Fine Art
	2008	Phillip Liu Scholarship, Raffles Institution
Computing Skills		Machine learning (Python, Tensorflow backend)
		Statistical analysis (Stata)
		Web development (HTML, CSS, SASS, Bootstrap, JavaScript, Django, Adobe Illustrator)