

# SHILAAN ALZAHAWI

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<https://www.shilaan.com>

## ACADEMIC APPOINTMENTS

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**Texas A&M University, Mays Business School**  
Assistant Professor, Department of Management

**2025-Present**

## EDUCATION

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**Graduate School of Business, Stanford University** **2025**  
PhD Candidate in Organizational Behavior  
Stanford Data Science Scholar (2022-2025)  
Lim Kim San Fellow at Singapore Management University (2025)

**Faculty of Sciences, Ghent University** **2024**  
MSc in Statistical Science, Department of Applied Mathematics, Computer Science, and Statistics  
*Cum Laude*

**Rotterdam School of Management and Wharton School of Business** **2017**  
MSc in Human Resource Management, Department of Organization and Personnel Management  
*Summa Cum Laude*

**Erasmus University Rotterdam** **2014**  
BSc in Public Administration Science, Erasmus School of Social and Behavioral Sciences  
LLB in Law, Erasmus School of Law

## RESEARCH INTERESTS

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

## PUBLICATIONS

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### Main Publications

**Alzahawi, S.** & Flynn, F.J. (2025). Does Expressing Uncertainty Help or Harm Leaders? In Press at *The Leadership Quarterly*. doi: 10.1016/j.lequa.2025.101880

**Alzahawi, S.**, Reit, E.S., & Flynn, F.J. (2024). A Legend in One's Own Mind: The Link Between Ambition and Leadership Evaluations. *PNAS Nexus*, 3(8), pgae295. doi: 10.1093/pnasnexus/pgae295

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: 10.1177/0146167221099710

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

## PUBLICATIONS (CONTINUED)

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### 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., Děchtěrenko, 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. (2024). The potential of preregistration in psychology: Assessing preregistration producibility and preregistration-study consistency. *Psychological Methods*, Advance online publication. doi: 10.1037/met0000687

Lippert, S., Dreber, A., Johannesson, M., Tierney, W., Cyrus-Lai, W., Uhlmann, E.L., **Emotion Expression Collaboration**, & Pfeiffer, T. (2024). Can Large Language Models Help Predict Results from a Complex Behavioral Science Study? *Royal Society Open Science*, 11(9), 240682. doi: 10.1098/rsos.240682

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., Děchtěrenko, 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., Todsen, A.L., Večkalov, 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

## PUBLICATIONS (CONTINUED)

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### Other Publications

Brimhall, C., Levin, J., Dorison, C.A., Xu, W., Dong, X., Munguia Gomez, D.M., & **Alzahawi, S.** (2024). Evaluating Competence in Uncertain Environments. *Academy of Management Proceedings*. doi: 10.5465/AMPROC.2024.19874symposium

Rosette, A.S., Shakeri, A., North, M.S., Martin, A.E., Hudson, S., Petsko, C., **Alzahawi, S.**, & Ghani, A. (2024). When Gender Does (and Doesn't) Matter in Intersectional Contexts. *Academy of Management Proceedings*. doi: 10.5465/AMPROC.2024.21242symposium

**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., ..., 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

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Forscher, P.S., ..., **Alzahawi, S.**, ..., Chartier, C.R. 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*.

Szaszi, B., Clelland, H., ..., **Alzahawi, S.**, ..., Nosek, B.A. Investigating the Analytical Robustness of the Social and Behavioral Sciences. Revise & Resubmit at *Nature*.

Miske, O., Abatayo, A.L., ..., **Alzahawi, S.**, ..., Nosek, B.A., & Errington, T.M. Investigating the Reproducibility of the Social and Behavioral Sciences. Revise & Resubmit at *Nature*.

## TEACHING INTERESTS

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

## TEACHING EVALUATIONS

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|   |  |
|---|--|
| <b>Managing Groups and Teams</b> ( <a href="https://bit.ly/mgt-24">bit.ly/mgt-24</a> )                  | $M = 4.57/5; SD = 0.69$ ; Median = 5/5 |
| <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">bit.ly/neg-22</a> )                               | $M = 4.90/5; SD = 0.32$ ; Median = 5/5 |
| <b>Acting with Power</b> ( <a href="https://bit.ly/pwr-21">bit.ly/pwr-21</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 |

## TEACHING EXPERIENCE

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|   |                        |
|---|------------------------|
| Course Developer and Head Instructor, Stanford Data Science for Social Good       | Summer 2022-2025       |
| Head Teaching Assistant, Managing Groups and Teams, Stanford GSB                  | Fall 2022-2024         |
| 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              |

## TALKS AND PRESENTATIONS

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### 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
- Stanford Data Science 2024
- 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)

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### 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

### 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

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- 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.

## AWARDS AND HONORS

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|   |           |
|---|-----------|
| Stanford Data Science Scholarship   | 2022-2025 |
| 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 Vredefonds 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      |

## PROFESSIONAL SERVICE

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| Ad-Hoc Reviewer, <i>Perspectives on Psychological Science</i>                      | 2024-present |
| Ad-Hoc Reviewer, <i>Advances in Methods and Practices in Psychological Science</i> | 2022-present |
| Open Science Ambassador, Center for Open Science                                   | 2022-present |
| Affiliate, Stanford Center for Open and Reproducible Science                       | 2020-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         |

## POPULAR PRESS

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- Cómo transmitir mejor el valor de lo que hacemos: cuando lo importante no son solo los méritos (April 25, 2025), *Vogue Spain*.
- Hiring Leadership: Why Hiring Only for Ambition Can Backfire on an Organization (January 31, 2025), *Canadian HR Reporter*.
- Don't Confuse Ambition With Effective Leadership (January 15, 2025), *Insights by Stanford Business*.
- Just Because You Want to Lead Doesn't Mean You Should (January–February 2025), *Harvard Business Review*.
- Why Ambitious Leaders May Not Be as Effective as They Think (October 12, 2024), *PsyPost*.
- Ambitious People Aren't Born Leaders, Research Suggests (August 20, 2024), *Phys.org*.
- Do Ambitious People Really Make the Best Leaders? New Study Raises Doubts (August 20, 2024), *StudyFinds*.
- The Spark for Research Reproducibility & Leading Data Science for Social Good (June 25, 2024), *Stanford Data Science*.
- Data Science for Social Good: Impact Beyond the Classroom (March 28, 2024), *Women in Data Science Worldwide*.
- How an “Impact Mindset” Unites Activists of Different Races (September 8, 2022), *Insights by Stanford Business*.
- ‘An Army of Open Science Evangelists’: Professors Launch Center for Open and Reproducible Science (March 1, 2021), *The Stanford Daily*.

## PREVIOUS RESEARCH AND TEACHING POSITIONS

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|   |                        |
|---|------------------------|
| 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

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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