

## Nathanael J. Fast

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### Academic Positions

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Assistant Professor of Management and Organization, Marshall School of Business, University of Southern California, 2009–present

### Education

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Ph.D., Organizational Behavior, Stanford University (2004-09)

M.A., With Distinction, Psychology, California State University, Fresno (2001-03)

B.A., Summa Cum Laude, Psychology, George Fox University (1994-98)

### Honors and Awards

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- State Farm Doctoral Dissertation Award, 2008
- Best Papers Proceedings, Academy of Management, 2007
- Doctoral Fellowships, Stanford Graduate School of Business, 2004-09
- Outstanding Thesis Award, College of Science & Mathematics, CSU, Fresno, 2003
- Graduate Dean's Medal, College of Science & Mathematics, CSU, Fresno, 2003
- All-American Scholar-Athlete, NAIA Baseball, 1998
- Psi Chi Honor Society, 1997
- Leona and J.D. Baker Merit Scholarship, George Fox University, 1996-1997
- Benson Scholar (funded honors program), George Fox University, 1994-98

### Research Interests

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Power and influence; Leadership; Decision making; Self-image maintenance; Cultural emergence and transmission

### Journal Articles

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Fast, N. J., & Tiedens, L. Z. (in press). Blame contagion: The automatic transmission of self-serving attributions. *Journal of Experimental Social Psychology*.

Fast, N. J., & Chen, S. (2009). When the boss feels inadequate: Power, incompetence, and aggression. *Psychological Science*.

Fast, N. J., Heath, C., & Wu, G. (2009). Common ground and cultural prominence: How conversation reinforces culture. *Psychological Science, 20*, 904-911.

Fast, N. J., Gruenfeld, D. H., Sivanathan, N., & Galinsky, A. D. (2009). Illusory control: A generative force behind power's far-reaching effects. *Psychological Science, 20*, 502-508.

Morrison, K. R., Fast, N. J., & Ybarra, O. (2009). Group status, perceptions of threat, and support for social inequality. *Journal of Experimental Social Psychology, 45*, 204-210.

### **Additional Publications**

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Morrison, K. R., & Fast, N. J. (2007). Perceived intergroup threat and the status-dominance relationship. *Academy of Management Best Papers Proceedings*.

Levine, R. V., Fast, N. J., & Zimbardo, P. G. (2004). The power of persuasion: A field exercise. *Teaching of Psychology, 31*, 136-138.

### **Chaired Conference Symposia**

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Fast, N. J. & Maymin, S. (2010). *Power and the (Narcissistic) Self: The Effects of Power on Self Perception, Self-Presentation, Goals for the Self, and Ethical Decision Making*. Symposium to be co-chaired at the Society for Personality and Social Psychology Annual Meeting, Las Vegas, NV.

Fast, N. J. (2008). *The Unintentional Self*. Symposium chaired at the Academy of Management Annual Meeting, Anaheim, CA.

Fast, N. J. (2007). *Power, Certainty, and Ambivalence*. Symposium chaired at the Academy of Management Annual Meeting, Philadelphia, PA.

Fast, N. J. (2007). *Inter-Team Relations*. Interactive Paper Session chaired at the Academy of Management Annual Meeting, Philadelphia, PA.

### **Conference Presentations**

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Fast, N. J., Sivanathan, N., Galinsky, A. D., & Mayer, N. D. (2010). *Power and overconfident decision making*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.

Fast, N. J. (2008). *Power, perceived incompetence, and hubris*. Paper presented at the Stanford-Berkeley Organizational Behavior Conference, Stanford, CA.

Fast, N. J., & Chen, S. (2008). *Illegitimate power and aggression*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Fast, N. J., Heath, C., & Wu, G. (2008). *Common ground and social prominence*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Fast, N. J., & Tiedens, L. Z. (2008). *Blame contagion*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Fast, N. J., Heath, C., & Wu, G. (2007). *Common ground and the prominence effect*. Poster presented at the Expanding Horizons of Cultural Psychology Conference, Stanford, CA.

Fast, N. J., & Tiedens, L. Z. (2007). *Blame contagion*. Paper presented at the Stanford-Berkeley Organizational Behavior Conference, Berkeley, CA.

Fast, N. J., & Gruenfeld, D. H. (2007). *Power and inflated perceptions of control*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.

Fast, N. J., & Gruenfeld, D. H. (2007). *Power and positive expectations: The future looks brighter from the top*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.

Morrison, K. R. & Fast, N. J. (2007). *Perceived intergroup threat and the status-dominance relationship*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.

Fast, N. J., & Chen, S. (2007). *Illegitimate power and aggression*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Memphis, TN.

Fast, N. J., & Gruenfeld, D. H. (2007). *Power, illusory control, and unfounded optimism*. Poster presented at the Judgment and Decision-Making Preconference at the annual meeting of the Society for Personality and Social Psychology, Memphis, TN.

Fast, N. J., & Gruenfeld, D. H. (2006). *Power and optimism*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Palm Springs, CA.

Fast, N. J., & Levine, R. V. (2003). *Situational impact on use of manipulative and coercive influence techniques*. Poster presented at the annual meeting of the American Psychological Society, Atlanta, GA.

Fast, N. J., & Levine, R. V. (2003). *Agents' and observers' perceptions of influence strategies: Coercion, door-in-the-face, and rational argument*. Poster presented at the annual meeting of the International Society of Political Psychology, Boston, MA.

## Teaching Experience

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- Leading Organizations, USC Marshall School of Business, 2010
- Paths to Power, Teaching Assistant, Stanford GSB, 2007, 2008
- Managing Groups and Teams, Teaching Assistant, Stanford GSB, 2004-06
- Leadership, Co-Instructor, California State University, Fresno, 2004

## Invited Talks

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- Kenan-Flagler Business School, University of North Carolina at Chapel Hill, 2009
- Rady School of Management, University of California at San Diego, 2009
- Olin Business School, Washington University in St. Louis, 2009
- McCombs School of Business, University of Texas at Austin, 2009
- Marshall School of Business, University of Southern California, 2008

## **Selected Media Mentions**

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- How to survive office gossip: Follow the trail of blood, November 3, 2009, *Toronto Star (Canada)*.
- Blaming others is contagious behavior, November 2, 2009, *Miller-McCune*.
- Why is your boss a bully? October 21, 2009, *ABC News*.
- Inadequate bosses more likely to bully, October 21, 2009, *Reuters*.
- The incompetent workplace bullies, October 20, 2009, *The Guardian (UK)*.
- The making of a toxic boss, October 19, 2009, *Newsweek*.
- The Basil Fawlty effect – bosses bully you because THEY feel incompetent, October 16, 2009, *The Telegraph (UK)*.
- Leaders Who Feel Incompetent Lash Out At Employees, October 16, *Huffington Post*.
- Tyrants at the top: Bosses who feel they're in over their heads bully underlings, October 16, 2009, *Toronto Sun (Canada)*.
- Power + incompetence = a bullying boss, October 15, 2009, *Discover*.
- Insecure bosses likelier to bully, study says, October 15, 2009, *San Francisco Chronicle*.
- Nastier bosses are more insecure, study finds, October 15, 2009, *Toronto Star (Canada)*.
- Insecure bosses more likely to bully, October 15, 2009, *Chicago Sun-Times*.
- It's official: Your bullying boss really is an idiot, October 15, 2009, *New Scientist*.
- Inadequate bosses 'turn into bullies', October 15, 2009, *Times of India*.
- Bosses who bully may feel incompetent, October 15, 2009, *Associated Press*.
- So how are this lot still famous? July 30, 2009, *Irish Independent*.
- Conversing about what's popular can stifle innovation and reward the wrong people, July 15, 2009, *Reuters*.
- Forget talent, it's the human need to connect that drives the selection of our cultural icons, July 13, 2009, *Newsweek*.
- Celebrity status has little to do with talent, July 10, 2009, *Canwest News Service*.
- New study looks at public fascination with celebrity, June 30, 2009, *KTVU Bay Area News*.
- There's an ugly side to pop culture, June 29, 2009, *Florida Today*.
- Fame for nothing and clicks for free, June 27, 2009, *Hindustan Times (India)*.
- How celebs stay in the limelight regardless of talent, June 25, 2009, *Yahoo! News*.
- Psychology study suggests human desire to find common ground drives fame, June 25, 2009, *ABC News*.
- How celebs stay popular sans talent, June 25, 2009, *Times of India*.
- How celebrities stay famous regardless of talent, June 24, 2009, *New Scientist*.
- Do chief executives have delusions of grandeur? March 20, 2009, *CNN*.
- Power and the illusion of control, March 17, 2009, *The Financial*.
- Between hubris and vision, March 12, 2009, *Washington Post*.
- Why powerful people overestimate themselves, March 10, 2009, *Time*.
- Power and the illusion of control, March 4, 2009, *Science Daily*.
- Acquiring power inspires people to take risks, act, January 23, 2009, *Reuters*.

## **Professional Service**

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- Ad Hoc Reviewer, *Administrative Science Quarterly*, 2009-present
- Communications Officer, Student Council, Assoc. of Psychological Science, 2003-04
- Founding Member, Student Advisory Council, Western Psychological Assoc., 2002-03

### **Additional Work Experience**

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Social Entrepreneur, Fresno, California (full-time) (1998-2004). Co-founded three 501(c)3 nonprofit organizations that develop leaders, build cross-sector partnerships, and facilitate improvements in the delivery of housing, employment, health care, and education.

### **Professional Affiliations**

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- Academy of Management
- Association for Psychological Science
- Society for Personality and Social Psychology