



Dr. Roman Briker

*04.10.1989

Maastricht University, School of Business and Economics,
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Nationality: Moldovan/German

Marital Status: Married, Two Children

Short Profile

- Passionate **researcher studying social influence processes in organizations** with a particular focus on **human-AI interaction, (in)formal hierarchies, and temporality**, as well as an emphasis on **open science practices** and novel methods
- Prolific **scholar with a track record of publishing in top-tier management and organizational behavior outlets** (e.g., Personnel Psychology, Journal of Organizational Behavior) and **acquiring research grants** (European Union, EU; German Research Foundation, DFG; Center for Open Science, COS)
- Committed **educator striving for excellence with seven years of graduate (including MBA) and undergraduate level teaching experience** (e.g., Human-AI Interaction, Algorithmic Management, Organizational Change, Empirical Management Methods, Management I, Human Resource Management, Experimental Psychology)

Academic Positions

since 01/2021	Maastricht University, Assistant Professor in Organizational Behavior (with tenure) Department of Organization, Strategy, and Entrepreneurship (OSE) School of Business and Economics
02/2022-08/2022	<i>Partial Parental leave (working half-time)</i>
02/2021-04/2021	<i>Full Parental leave</i>
03/2020-09/2020	Rheinische Fachhochschule (RFH) Cologne, Lecturer (Psychology and Economic Psychology) School of Economics & Law
11/2015-12/2020	Justus-Liebig-University Giessen,
07/2019-12/2020	Postdoctoral Researcher
11/2015-07/2019	Ph.D. Student Department of Organization and Human Resource Management, School of Economics and Business Studies
12/2017-02/2018	<i>Full Parental leave</i>
05/2019	Texas Christian University (TCU), Visiting Researcher Department of Management and Leadership, Neeley School of Business (invited collaboration with Prof. Dr. Michael Cole)

Academic Degrees

07/2019	Justus-Liebig-University Giessen Ph.D. in Economics and Business Studies, Final grade: summa cum laude (eqv. grade with distinction)
10/2015	Johannes Gutenberg-University Mainz Psychology (Master of Science), Final grade: 1.5
07/2012	Justus-Liebig-University Giessen Psychology (Bachelor of Science), Final grade: 1.7
05/2009	Otto-Pankok-Schule, City of Muelheim/Ruhr Abitur (eqv. A levels), Final grade: 1.5

Professional Work Experience

since 10/2019	Roman Briker – Consulting, Speaking & Coaching Speaker, Coach, Consultant, & Author, Cologne
01/2013–10/2015	Kienbaum Management Consultants GmbH, Freelancer (practical semester until 06/2013) Human Resource Management, Düsseldorf
08/2014–10/2014	World Health Organization (WHO), Intern (practical semester) Learning Solutions and Training Support (LST), Lyon/France
10/2011–07/2012	Performance Psychology, Intern Psychology of Sports and Performance Coaching, Giessen
03/2014–06/2015	berater e.V., Head of HR HR-Department of Junior Enterprise, Mainz

Memberships

Academy of Management (AOM)
German Society for Psychology
(Deutsche Gesellschaft für Psychologie; DGPs)

Citizenship

Open Science Ambassador, School of Business and Economics,
Maastricht University

Current Research Interests

- **Human-Machine Interaction** (e.g., how humans perceive algorithmic instructions; social interactions with AI/Robot as a ‘colleague’; AI/Robot as a leader and manager)
- **Open Science** (e.g., conducting registered reports, replications, and promoting open science practices and open access research and publishing)
- **Hierarchy: Leadership, Status, and Power** (e.g., why and how informal hierarchies such as status and power ladders shape formal leaders’ and followers’ behaviors and attitudes toward each other)
- **Time and Temporal Processes in Organizations** (e.g., how time pressure, temporal focus, or circadian rhythms influence interpersonal processes and how work behaviors and attitudes change over time and time-of-day)

Key Publications

- Lanz, L., **Briker, R.**, & Gerpott, F. H. (2023). Employees adhere more to unethical instructions from human than AI supervisors: Complementing experimental evidence with machine learning. *Journal of Business Ethics*.
<https://doi.org/10.1007/s10551-023-05393-1>.
- Briker, R.**, Walter, F., & Cole, M. S. (2021). Hurry up! The role of supervisors' time urgency and self-perceived status for autocratic leadership and subordinates' wellbeing, *Personnel Psychology*, 74, 55–76. <https://doi.org/10.1111/peps.12400>.
- Briker, R.**¹, Hohmann, S.¹, & Walter, F., Lam, C. K., & Zhang, Y. (2021). Formal supervisors' role in stimulating team members' informal leader emergence: Supervisor and member status as critical moderators. *Journal of Organizational Behavior*, 42, 913–932 <https://doi.org/10.1002/job.2539>.
- Briker, R.**, Hohmann, S., & Walter, F. (2021). A dyadic approach toward the interpersonal consequences of time pressure. *Journal of Experimental Psychology: Applied*, 27, 546–562. <https://doi.org/10.1037/xap0000325>
- Briker, R.**¹, Hohmann, S.¹, & Walter, F., Lam, C. K., & Zhang, Y. (2021). Formal supervisors' role in stimulating team members' informal leader emergence: Supervisor and member status as critical moderators. *Journal of Organizational Behavior*, 42, 913–932 <https://doi.org/10.1002/job.2539>.

Full Publication List By Year (peer-reviewed)

- Lanz, L., **Briker, R.**, & Gerpott, F. H. (2023). Employees adhere more to unethical instructions from human than AI supervisors: Complementing experimental evidence with machine learning. *Journal of Business Ethics*.
<https://doi.org/10.1007/s10551-023-05393-1>. *Open Access; IF: 6.33, FT-50 ranked journal, ABS-Ranking: 3, VHB-JOURQUAL3: B
- Kanitz, R., Gonzalez, K., **Briker, R.**, & Straatmann, T. (2023). Augmenting organizational change and strategy activities: Leveraging generative artificial intelligence. *The Journal of Applied Behavioral Science*, 59(3).
<https://doi.org/10.1177/00218863231168974> *Open Access. IF: 3.5, ABS-Ranking: 2, VHB-JOURQUAL3: B
- Junker, N. M., & **Briker, R.** (2022). The Interactive Effects of Job Demands and Present Temporal Focus for Time Pressure and Strain. In S. Taneja (Ed.), *Academy of Management Best Paper Proceedings*. Online ISSN: 2151-6561.
<https://doi.org/10.5465/AMBPP.2022.108>
- Briker, R.**, Walter, F., & Cole, M. S. (2021). Hurry up! The role of supervisors' time urgency and self-perceived status for autocratic leadership and subordinates' wellbeing, *Personnel Psychology*, 74, 55–76. <https://doi.org/10.1111/peps.12400>.
 Open Access; ISI 2-year Impact Factor (IF): 7.07, ABS Ranking: 4 (Highest Category, Journal of Distinction), VHB-JOURQUAL3: A, News Coverage: Frankfurter Allgemeine Zeitung (FAZ), Perspective Daily, Giessener Anzeiger, Deutsche Welle

¹ Both authors contributed equally

- Briker, R.**¹, Hohmann, S.¹, & Walter, F., Lam, C. K., & Zhang, Y. (2021). Formal supervisors' role in stimulating team members' informal leader emergence: Supervisor and member status as critical moderators. *Journal of Organizational Behavior*, 42, 913–932 <https://doi.org/10.1002/job.2539>. *Open Access; IF: 8.17, ABS-Ranking: 4 (top-ranked), VHB-JOURQUAL3: A
- Briker, R.**, Hohmann, S., & Walter, F. (2021). A dyadic approach toward the interpersonal consequences of time pressure. *Journal of Experimental Psychology: Applied*, 27, 546–562. <https://doi.org/10.1037/xap0000325>. IF: 2.54, ABS-Ranking: 4 (top-ranked), VHB-JOURQUAL3: k.R.
- Briker, R.**, & Walter, F. (2021). Do temporal social comparisons matter? A replication of Study 1a of Reh, Tröster, and Van Quaquebeke (2018). *Social Psychology*, 52(5), 314–319. <https://doi.org/10.1027/1864-9335/a000458> *Open Access; Pre-registered replication/(Quasi-)Registered Report. IF: 2.47, ABS: k.R., VHB-JOURQUAL3: k.R.
- Briker, R.**, Walter, F., & Cole, M. S. (2020). The consequences of (not) seeing eye-to-eye about the past: The role of supervisor-team fit in past temporal focus for supervisors' leadership behavior. *Journal of Organizational Behavior*, 41, 244–262. <https://doi.org/10.1002/job.2416> *Lead Article; Open Access; IF: 8.17, ABS-Ranking: 4 (top-ranked), VHB-JOURQUAL3: A
- Briker, R.**, Hohmann, S., & Walter, F. (2019). Are we in time? An actor-partner interdependence approach toward time pressure. In G. Atinc (Ed.), *Academy of Management Best Paper Proceedings*. Online ISSN: 2151-6561 <https://doi.org/10.5465/AMBPP.2019.114>

Manuscripts Under Review

- Briker, R.**, & Gerpott, F. How to write registered reports. *Second Revise-and-Resubmit (3rd round). *Organizational Research Methods*.
- Endres, Y., **Briker, R.**, Gerpott, F. H., & Thatcher, J. B. Causality in Technostress. *First Revise-and-Resubmit (2nd round). *MIS Quarterly*
- Banks, G., ... **Briker, R.**, ... Yang, T. Gender and authorship practices. *Under Review. *Nature*.
- Vlasceanu, M., Doell, K. C., ... **Briker, R.**, ... Van Bavel, J. J. International collaboration to understand climate behavior. *Under Review. *Science Advances*

Selected Working Papers

- Erengin, T.², **Briker, R.**, & De Jong, S. B. Third-party actors and trust in AI (Target Journal: *Journal of Organizational Behavior*, Status: Writing)
- Gerpott, F. H., **Briker, R.**, & Banks, G. C. New Ways for Registered Reports (Target Journal: *The Leadership Quarterly*, Status: Writing)
- Junker, N.¹ & **Briker, R.**¹ Temporal focus profiles and strain. (Target Journal: *Journal of Management*, Status: Writing)
- Mennens, K., Becker, M., **Briker, R.**, Mahr, D., & Steins, M. Service robots and student learning (Target Journal: *Journal of Service Research*, Status: Final data collection)
- Briker, R.**, Gerpott, F. H., Bigman, Y. E., & De Jong, S. B. Charismatic AI chatbots and employee performance (Target Journal: *Journal of Applied Psychology*, Status: Initial data collection)
- Kartal, Ö.², & **Briker, R.** AI knowledge and AI aversion (Target Journal: *Computers in Human Behavior Reports*, Status: Writing)

Lanz, L., **Briker, R.**, & Gerpott, F. H. AI and effectiveness of leadership styles.

(Target journal: *Computers in Human Behavior*, Status: Data collection)

Briker, R., Downes, P., Walter, F., & Cole, M. S. Time pressure in groups.

(Target Journal: *Psychological Bulletin*, Status: Finishing data collection)

Large Scale Collaborations

SCORE Collaboration (part of the research team). Replicability of the social and behavioral sciences. (Target journal: *Nature*, Status: Writing in Progress)

Practitioner and Non-Peer Reviewed Articles

Briker, R., Lanz, L., & Gerpott, F. H. (2023). Wenn KI die Fäden zieht: Führung durch KI. („When AI pulls the strings: Leadership by AI“), *Personalwirtschaft*, 6 (German practitioner outlet).

Briker, R., & Schwenkenbecher, J. (2020). Keine Zeit! Warum wir unter Zeitdruck nicht mehr sondern weniger leisten („No time! Why we perform worse - not better - under time pressure“). *Gehirn & Geist (German Subsidiary of the Scientific American)*.

*Title story, translated into and published in [French](#) (Cervau & Psycho, 2021, 129) and [Spanish](#) (Mente y Cerebro, 2021, 108, pp. 42-47, ISSN 1695-0887)

Conference/PDW/Symposia Presentations

- **Briker, R.** (Organizer), McGuire, J. (Co-Organizer). 2023. AI and Algorithms at Work: How and Why Humans Trust and React to AI and Algorithms in the Workplace. Symposium. *Academy of Management Conference*, Boston, MA.
- Erengin, T.², **Briker, R.**, De Jong, S. B. (2023). Do You Trust Me Enough to Trust the AI? Third-Party Influence on Trust Toward an AI Team Member. *Academy of Management Conference*, Boston, MA.
- Erengin, T.², **Briker, R.**, De Jong, S. B. (2023). Do you trust me enough to trust the AI? Examining third-party influence on cognitive trust towards an AI team member. *European Association for Work and Organizational Psychology (EAWOP) Congress*. Katowice, Poland.
- Lanz, L.², **Briker, R.**, & Gerpott, F. (2022). Adherence to Unethical Instructions from AI Supervisors: Combining Experiments with Machine Learning. Paper presented at the *Conference of the German Psychological Society (DGPs)*, Hildesheim, Germany.
- Lanz, L.², **Briker, R.**, & Gerpott, F. (2022). Adherence to Unethical Instructions from AI Supervisors: Combining Experiments with Machine Learning. Paper presented at the *Academy of Management Conference*, Seattle, WA. <https://doi.org/10.5465/AMBPP.2022.12392abstract>
- **Briker, R.** (2022). Study Preregistration at AsPredicted.org and OSF. Part of the Symposium: How to Conduct and Publish Open Science in Management Research at the *Academy of Management Conference*, Seattle, WA.
- Junker, N. M., & **Briker, R.** (2022). The Interactive Effects of Job Demands and Present Temporal Focus for Time Pressure and Strain. Paper presented at the *Academy of Management Conference*, Seattle, WA.

² Phd-student (co-)supervised at the time of submission/acceptance.

- Lanz, L., **Briker, R.**, & Gerpott, F. (2022). Do employees adhere more to unethical instructions from human or AI supervisors? Combining experimental evidence with machine learning methods. Paper presented at the *VHB Konferenz*, Düsseldorf, Germany
- Frenzel, S., Junker, N. M., **Briker, R.**, Inceoglu, I., Delanoeije, J., Wood, S. J., Verbruggen, M., Darouei, M., and Moons, C. (2022). New avenues of research on strain at work and at home. Symposium accepted for the *European Association for Work and Organizational Psychology (EAWOP) Congress*. Glasgow, UK.
- **Briker, R.** (Organizer), Gerpott, F. H., Dorison, C. A., He, J., Jachimowicz, J. M., & Antonakis, J. (2021). A Best-Practice Guide for Publishing Registered Reports in Management Research. *Academy of Management Conference (Virtual)*, Professional Development Workshop.
- **Briker, R.**, Hohmann, S., & Walter, F. (2019). Are we in time? An actor-partner interdependence approach toward time pressure. Paper presented at the *Academy of Management Conference*, Boston, MA.
- **Briker, R.**, & Walter, F. (2018). Stuck in the past? The relationship of supervisor past temporal focus with leadership behavior. Paper presented at the *Academy of Management Conference*, Chicago, IL.
- **Briker, R.**, Hohmann, S., & Walter, F. (2018). Are we on time? The effect of time pressure on interpersonal behavior in dyads. Paper presented at the *Congress of the German Psychological Society (Kongress der Deutschen Gesellschaft für Psychologie)*, Frankfurt, Germany.
- **Briker, R.**, & Walter, F. (2018). Der Blick zurück ist ein zweischneidiges Schwert – Die Beziehung zwischen Vergangenheitsfokus der Führungskraft und aufgabenorientiertem, mitarbeiterorientiertem und laissez-faire Führungsstil („Looking back is a double-edged sword: The role of leaders’ past temporal focus for task-oriented, relationship-oriented, and laissez-faire leadership“). Paper presented at the *Congress of the German Psychological Society (Kongress der Deutschen Gesellschaft für Psychologie)*, Frankfurt, Germany.
- **Briker, R.**, & Walter, F. (2017). Hurry up! The role of supervisors’ time urgency and status for autocratic leadership and employee attitudes. Paper presented at the *Academy of Management Conference*, Atlanta, GA.
- **Briker, R.**, & Berti, S. (2016). When does time really fly? The influence of task importance on the perception of duration. Poster presented at the *Conference of Experimental Psychologists (Tagung experimentell arbeitender Psychologen: TeaP)*, Heidelberg, Germany.

Invited Presentations (selection)

- Briker, R. (2023). The mind and the machine: The interplay between AI algorithms and workers’ social cognition. *University of Bremen*, Bremen, Germany, April 21.
- Briker, R. (2023). Publishing Registered Reports in Management and Applied Psychology: Best Practices and Common (Mis)Conceptions. *Vrije Universiteit Amsterdam*, Amsterdam, The Netherlands, April 11.

- Briker, R. (2023). Open Science and Study Registration: Tools for A Brighter Future of Management and Organizational Science. *KLU Hamburg*, Hamburg, Germany, March 16.
- Briker, R. (2023). The replication crisis: Pre-registration and Registered Reports as crusaders for a brighter future. *University of Edinburgh*, Edinburgh, Scotland, January 20.
- Briker, R. (2022). AI@Work: The role of AI in personnel psychology and knowledge sharing and hiding. *University of Oslo*, Oslo, Norway, September 22.
- Briker, R. (2022). Open Science and Replication Research. *CARMA/Texas Tech University*, Lubbock, TX, March 25.
- Briker, R. (2022). The replication crisis in psychology: Open science as a crusader for a brighter future. *Claremont McKenna College*, Claremont, CA, February 8.
- Briker, R. (2022). The past, present, and future of leadership: A socio-cognitive view toward the role of temporality for leadership processes. *Kiel University*, Kiel, Germany, January 22.
- Briker, R. (2021). Time management through an evidence-based lens. *Technical University Hamburg-Harburg*, Germany, November 24.
- Briker, R. (2017). Under pressure or losing track of time? An entrainment perspective on time pressure and informal leadership. *Rijksuniversiteit Groningen*, Nhe Netherlands, March 17.
- Briker, R. (2015). Hurry up! The role of supervisors' time urgency and self-perceived status for autocratic leadership behavior and employee work experiences. *Philipps University Marburg*, Germany, November 24.

Teaching Experience

Maastricht University, School of Business and Economics

Coordination

- Management of Organizations and Marketing (Undergraduate, 2022)
Evaluation: **9.5** (on a scale from 1 [worst grade] to 10 [best grade])

Tutor

- Hybrid Intelligence: Human-AI Interaction (MBA, 2022)
Evaluation: **4.8** (on a scale from 1 [worst grade] to 5 [best grade])
- Algorithmic Management (MBA, 2022)
Evaluation: **4.8** (on a scale from 1 [worst grade] to 5 [best grade])
- Organizational Change & Consultancy (Graduate, 2021)
Evaluation: **9.3** (on a scale from 1 [worst grade] to 10 [best grade])
- Human Resource Management (Undergraduate, 2022)
Evaluation: **9.4** (on a scale from 1 [worst grade] to 10 [best grade])
- Human Resource Management (Undergraduate, 2021)
Evaluation: **9.0** (on a scale from 1 [worst grade] to 10 [best grade])
- Ph.D. Supervision:
 - Türkü Erengin (Topic: *Artificial intelligence and leadership*, Promoter: Simon de Jong)
 - Özgür Kartal (Topic: *Human-AI collaboration*; shared supervision with Marie-Christine Fregin and Jermain Kaminski, Promoter: Didier Fouarge)

Currently ongoing teaching this semester:

- Business Consulting Projects (MBA)

Rheinische Fachhochschule (RFH) Cologne, School of Economics & Law

- Experimental Psychology (“Experimentelles Praktikum”) I & II (Spring 2020, Undergraduate)
Evaluation: **5.0** (on a scale from 1 [strongly disagree] to 5 [strongly agree] with the statement „I was satisfied with this course“)

Justus-Liebig-University Giessen, School of Economics and Business Studies

- Selected Topics in Organizational Behavior & HRM (Spring 2019, Graduate):
Evaluation: **1.3** (on a scale from 5 [very bad] to 1 [very good])
- Empirical Management Methods (Fall 2016, Graduate):
Evaluation: **1.7** (on a scale from 5 [very bad] to 1 [very good])
- Empirical Management Methods I (Fall 2015, Graduate):
Evaluation: **1.6** (on a scale from 5 [very bad] to 1 [very good])
- Empirical Management Methods II (Fall 2015, Graduate):
Evaluation: **1.8** (on a scale from 5 [very bad] to 1 [very good])

Selected non-evaluated teaching at Justus-Liebig-University Giessen:

- Management I (Undergraduate)
- Selected Topics in Organizational Behavior & HRM (Undergraduate and Graduate)
- Human Resource Management (Undergraduate)

Other Teaching/Supervision

- Supervision of more than 50 bachelor and master theses

Awards & Third-Party Funding

Received

- **Best Reviewer**, Organizational Behavior Division, Academy of Management, 2023.
- **Best Junior Researcher Award** (< 5 years post PhD), School of Business and Economics, Maastricht University, 2022. **2000 €**
- **Open Science Award 2022**, Young European Research Universities Network (YERUN). **2000 €**
- **Marie Skłodowska-Curie Fellowship**, European Union (EU), Research Project: AI in the Lead? When, Why, and How AI Leadership Will (Not) Work, 2022. Role: Principal Investigator. **203.464,32 €**
- **Best Overall Conference Paper Organizational Behavior Division**, Academy of Management (AOM), Paper: Adherence to Unethical Instructions from AI Supervisors: Combining Experiments with Machine Learning, 2022.
- **Research Support Grant for Experienced Researchers with Family Duties**, Justus-Liebig-University Giessen (JLU), Project: A Meta-Analysis Time Pressure in Groups, 2020, **1.256 €**
- **Best Dissertation Award 2019**, Justus-Liebig-University Giessen, 2020
- **Research Grant, Center for Open Science (COS)**, Project: Constructive Replication of Temporal Social Comparisons (Principal Investigator), 2020, **\$9.986**

- **2x Best Paper Proceedings**, 82nd and 79th Academy of Management Annual Meetings (Seattle, WA and Boston, MA).
- **Funding, German Research Foundation (Deutsche Forschungsgemeinschaft, DFG)**, Project: Leadership Needs Time: The Roles of Subjective and Objective Time for Leadership Processes and Outcomes, (Principal Investigator: Prof. Dr. Frank Walter, Co-Investigator: Prof. Michael Cole, Texas Christian University), 2018, **220.309 €**
- **Most Promising Proposal in Leadership Research**, The Johnson A. Edosomwan Leadership Institute (University of Miami), Title: “The Times They Are a Changin’ – An Investigation of Hierarchy Through a Temporal Lens”, 2017, monetary prize: **\$200**
- **German Academic Exchange Service (DAAD)**, Travel grant for the AOM Conference, in Atlanta, GA, 2017, **1.718 €**

Editor & Reviewer

- Editorial Board: Journal of Organizational Behavior (2023-2026)
- Ad-hoc reviewer: Journal of Applied Psychology; Journal of Organizational Behavior; Journal of Management Studies; Human Relations; Technology, Mind and Behavior; European Journal of Work and Organizational Psychology; Academy of Management Conference; Leibniz Institute for Psychology (ZPID): Pre-Registrations; Fullbright Scholarship; See summary: <https://publons.com/researcher/1277459/roman-briker/>

Additional Trainings

- Open Science Workshops CARMA/SIOP (May/June 2021)
- Meta-Analytic Structural Equation Modeling (November 2020)
- Introduction to Data Analysis with Mplus (March 2018)
- Meta-Analyses: Why and How to (February 2017)
- Structural Equation Modeling with AMOS (December 2016)
- Creative Solutions in Research (November 2016)
- Multilevel Modeling (April 2016)

Languages

German (native speaker)
Russian (native speaker)
English (fluent)
Spanish (conversational)

IT/Software

R, MPlus, SPSS
SuperLab, MaxQDA

Hobbies/Interests

Bouldering, traveling South America, learning new languages

Maastricht, August 22, 2023



Roman Briker