

**VITA**  
Jeff Schatten  
2025

**Office**

Washington and Lee University  
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**Education**

**Ph.D.** Georgia State University, 2016, Managerial Sciences

- Concentration: Organizational Behavior
- Dissertation: Another Negotiator's Dilemma: Negotiating Against a Counterpart with a Bad Reputation

**MBA.** Georgia Institute of Technology, 2012.

**B.A.** University of Maryland, 2004, major: philosophy.

**Academic Appointments**

Associate Professor of Business Administration, Washington and Lee University, 2022- present.

Assistant Professor of Business Administration, Washington and Lee University, 2016-2022.

Visiting Professor, Sichuan University, Chengdu, China, Summer 2015.

Visiting Professor, Jiao Tong University, Xi'an, China, Summer 2013, Summer 2014.

**Research- Books**

*Agents of Change: The Rise of Autonomous AI Organizations* (book concept, beginning writing Summer 2025)

AI Will Take Your Job (and it's for the Best): Embracing the New Social Contract for the Age of AI, forthcoming 2025, Emerald Publishing.

**Research- Peer Review Articles**

- “Navigating the AI Landscape: The Enhancement and Erosion of Human Self-Efficacy in Our Automated World,” *Generative AI and Discourse*, Palgrave Macmillan (in press).
- “The Dual Nature of AI and Organizational Learning,” *Handbook of Artificial Intelligence and Strategy*, Edward Elgar Publishing (in press), co-author Teresa Aries.
- “Cultivating Curiosity through AI: A New Frontier in Personalized and Immersive Education,” *Generative Artificial Intelligence Empowered Learning: A New Frontier in Educational Technology* (in press), co-author Teresa Aries.
- [“Seed Stage Fund: Dispute in Venture Capital.”](#) *Ivey Publishing*. (2024), co-author: Teresa Aries.
- [“The Gender Paradox in Negotiations.”](#) *Journal of Business and Educational Leadership*. (2020), co-authors: Edward Miles, Elizabeth Chapman, Dina Leheta and Michael Knight.  
*Best paper award for Fall 2020 journal*
- [“How Face Threat Sensitivity Affects Proactive Negotiation Behavior.”](#) *Organization Management Journal*. (2020), co-authors: Edward Miles and Elizabeth Chapman.
- “Leadership and the Lens of a Profession.” [\*Considering Leadership Anew\*](#): *Cambridge Scholars Publishing*, Gerardo Pederzini (Ed). (2019), co-authors: Edward Miles and A.J. Corner.
- [“Human Resource Development and Human Resource Management Levers for Sustained Competitive Advantage: Combining Isomorphism and Differentiation.”](#) *Journal of Management and Organization*. (2018), co-authors: Elizabeth Chapman, Faye Sisk and Edward Miles.
- [“The View Over One’s Shoulder: The Causes and Consequences of Leader’s Envy of Followers.”](#) *Leadership Quarterly*. (2017), co-authors: Dina Leheta and Nikos Dimotakis.
- [“From the Research Lab to the Office: Making Negotiation Research More Accessible to Negotiators.”](#) *Negotiation Journal*. (2015), co-author: Edward Miles.
- “Genetic Factors in Organizational Psychology.” [International Encyclopedia of Social and Behavioral Sciences, 2<sup>nd</sup> Edition](#). James Wright (Ed.). (2015), co-authors: Nikos Dimotakis and Richard Arvey.  
Encyclopedia awards:

- First prize for Excellence in Reference by the Association of American Publisher's
- PROSE award for Excellence in Reference Works 2016
- PROSE award for Multivolume Reference- Humanities & Social Sciences

## Popular Press

The Big Story Podcast, main interview, "[Will AI kill the essay](#)," 2023.

Theory of Change Podcast, main interview, "[AI and its implications](#)," 2023.

Afterclass Podcast, main interview, "[The AI Revolution](#)," 2023.

Loneliness: A Documentary. Featured interview on artificial intelligence and its impact (in press).

Ring Tum Phi, [article](#) about my speech about ChatGPT and AI, "Faculty question how to adjust syllabi in the wake of ChatGPT," 2023.

The Spectator, [featured interview](#) on artificial intelligence, 2023.

The Columns, [featured interview](#) on artificial intelligence, 2023.

PR Daily, [featured interview](#), "Culture wars claim M&Ms, new AI problems for CNET and more," 2023.

Futurism, [featured interview](#), "CNET's AI Journalist Appears to Have Committed Extensive Plagiarism," 2023.

LA Times, [featured](#), "This artificial intelligence chatbot turns out to be a plagiarist — and an idiot," 2023.

Chronicle of Higher Education, Op-Ed, [Will Artificial Intelligence Kill College Writing?](#), 2022.

Host of "[Demystifying Organizations](#)" podcast, featuring conversations with renowned organizational experts such as [Adam Grant](#), [Henry Mintzberg](#) and [Daniel Pink](#). It also included discussions with distinguished corporate leaders including [Tricia Griffith](#), CEO of Progressive Insurance and Forbes' 2018 Business Person of the Year, and Ritz Carlton co-founder [Horst Schulze](#). 47 episodes, 2019-2020 (4.8/5.0 rating on iTunes), ranked by Chartable as the #1254 podcast in the business category (out of estimated 50,000-100,000 business podcasts). The podcast is in partnership with McGraw Hill Education.

Inside Higher Ed, Op-Ed, [Prison: Where Undergrads and Inmates Take Classes Together](#), 2019.

Arianna Huffington's Thrive Global, [Demystifying Organizations Podcast: Coordinating human activity toward a single goal](#), 2018.

["Best Places to Flip Houses,"](#) expert opinion, Wallet Hub, 2017.

### Conference Presentations

"AI and exponential change" *ValleyTechCon23* (2023).

"AI: a case for wild optimism" *AI X Education Conference* (2023).

"How Decentralized Autonomous Organizations (DAO's) Are Changing Leadership and Firm Governance." *Blockchain and Cryptocurrency Summit* (2022).

"The Context IS the Case: When Inmates and Business Majors Study Teams in Prison." *Management and Organizational Behavior Teaching Conference* (2019).

"Business Education Needs Great Literature: Teaching Leadership through Literature." *Organizational Behavior Teaching Conference* (2017).

"Deception and Its Effects on Negotiation Outcomes." *Academy of Management Conference* (2017).

"Interpreting Cooperation and Competition in Negotiation Contexts," **Best Paper Award OB Track.** *Southern Management Association* (2015). Co-authors: Edward Miles and Deborah Butler.

"Another negotiator's dilemma: shoot straight or act deceptively against a counterpart with a bad reputation." *Southern Management Association* (2015). Co-author: Edward Miles.

"Perceptions of Job Mobility Moderating Psychological Contract Evaluation." *Society for Industrial and Organizational Psychology Conference* (2014). Co-author: Lisa Lambert.

Lambert, L.S., **Schatten, J.**, Currie, R., & Goo, W. (2013). "Supervisors' Trust in their Subordinates: A Qualitative Investigation of Trust and Trustworthiness." *Southern Management Association* (2013). Co-authors: Lisa Lambert, Ryan Currie and Wongun Goo.

### Refereed Published Conference Proceedings

[“Deception and Its Effects on Negotiation Outcomes.”](#) *Academy of Management Conference Proceedings* (2017).

### **Service to the business administration department and Washington and Lee**

- Hillel board member (previously was chair of the board), 2023- present
- Director of Jewish life faculty search committee member, 2022
- FAR review committee, 2022
- Williams School research standards committee, 2022
- Blockchain society faculty advisor, 2022-present
- Business communications faculty search chair of committee- 2022
- Johnson chair entrepreneurship faculty search committee- 2021
- Connolly entrepreneurship faculty search committee- 2021
- Business communication hiring committee- 2021
- Connolly entrepreneurship society faculty advisor, 2021-2023
- W&L staff Leadership development series guest speaker- 2021
- University safety committee member, 2021- present
- Hillel chair of the advisory board- 2020-2023
- Chair of committee to redesign Hillel board charter- 2020
- Events committee, 2019-present
- Hillel vice chair, 2019- 2020
- Organizational behavior search committee, 2018
- Chair teams AOL committee, 2018
- Business administration scholarship committee, 2018
- Associate advisor to the Venture Club, Washington and Lee University, 2017- present
- Writing AOL committee, 2018
- Curriculum committee, business administration, 2018
- Student pitch entrepreneurship selection committee, 2018
- Student pitch advisory committee, 2018, 2019
- Prison studies faculty cohort, 2018-2019
- “Blockchain” moderator, W&L entrepreneurship summit, 2018
- First year W&L discussion leader, 2016-2019
- Johnson scholarship interviewer, 2017-present
- Hillel board member, Washington and Lee University, 2017-present
- Founder/faculty advisor UNTOLD storytelling- Washington and Lee, 2016-2017
- Mudd Ethics Fellow- Washington and Lee, 2016-2017
- Ethics curriculum committee member- Washington and Lee, 2016
- Bluegrass Ensemble, mandolin, Washington and Lee University, 2017
- Georgia State University Business Plan Competition Judge- 2015, 2016

### **Service to the community**

- Walker entrepreneurship program guest speaker- 2021, 2022

- Host for Rockbridge Area Relief fundraiser “house tour”- 2020
- Lexington city council learning strategic committee, 2018
- Innovation consultation, PSB Research, 2018
- Main street Lexington business plan judge, 2018
- Children’s song writer and music leader, Yellow Brick Road, Lexington VA, 2016-2019
- Jamming with Jeff, twice a month song sessions with toddlers, Lexington VA- 2017
- Jewish Kids Group Advisor (non-profit), 2015-2017

## **Professional Activities**

### *Journal Reviews*

Ad hoc reviewer, Gender in Management: An International Journal  
 Ad hoc reviewer, Asian Academy of Management Journal  
 Ad hoc reviewer, Organizational Behavior Teaching Conference  
 Ad hoc reviewer, Southern Management Association  
 Ad hoc reviewer, Academy of Management Conference

### *Memberships* (various points over the years)

Academy of management  
 Southern management association  
 Management and organizational behavior teaching society  
 Academy of world business, marketing and management development

## **Invited Presentations**

- “Everything that Can be Automated, Will be Automated, Museum of the Shenandoah Valley, business luncheon, 2024.
- “The Potential of AI: Will It Make Us Rich or Kill Us All? The George Washington Forum for Civil Discourse and Debate, 2024
- “The wild implications of AI,” presentation to Washington and Lee faculty, 2023
- “AI and the future of higher education,” Virginia Military Institute,” 2023
- “AI, ChatGPT and Our Changing World,” Virginia Military Institute, 2023
- “Navigating new venture core decisions,” Walker program for entrepreneurship, 2023
- “Business opportunities,” Walker program for entrepreneurship, 2022
- “SBF, FTX and the collapse of crypto” panel discussion, Washington and Lee, 2022
- “Cryptocurrency” panel leader, entrepreneurship summit, 2022
- “Business Analysis” Gauntlet entrepreneurship program, 2021
- “Negotiations in venture capital,” Connolly entrepreneurship society, 2021
- “Negotiation strategy,” employee leadership development program, Washington and Lee, 2020, 2021, 2022.
- “Conflict management in the workplace,” Winter Academy, Washington and Lee.
- “Negotiations in Venture capital” Washington and Lee University Venture Club, 2019.
- “Microfinance” General Development Initiative (GenDev), 2018.
- Expert opinion sought for “Innovation in business” project by PSB Research.

- “Long blockchain, short bitcoin” Washington and Lee University Venture Club and Williams Investment Society, 2018.
- “Venture capital” Washington and Lee University Venture Club, 2018.
- “Implicit bias,” Washington and Lee University HR training program, 2018.
- “Why we work?” Oxford Forum, Lexington VA, 2017.
- “Leveraging stories to create change,” Washington and Lee Environmental Conference, 2017.
- “Leadership Frameworks,” Leadership Development and Education (LEAD) Program, Washington and Lee University, 2017.
- “Conflict in the Middle East,” discussion leader, Hillel, Washington and Lee University, 2017.
- “Conflict management,” Washington and Lee University HR training program, 2017.
- “Israel and US Foreign Policy,” Oxford Forum, Lexington VA, 2017.
- “JFK’s Leadership,” B&P Real Estate and Financial Services’ Networking Event, 2016.
- “How to survive a PhD program,” Georgia State University, 2015.
- “Managing HR screening,” University of Georgia, Terry College of Business, guest lecture, 2012.
- “Ethics of Walmart,” presentation to Walmart executives, 2011.
- “Future of American Political Economy,” Emerging Technology, Georgia Tech, 2011.
- “Bottom Up Strategic Sourcing,” Delta Air Lines, 2011.
- “Organizational Development,” Heart Annual Training Conference, 2010.
- “How Growing Organizations Change,” Heart Conference on Social Entrepreneurship, 2010.
- “United States’ Cultural, Political and Economic Impact on Africa,” Heart Conference on Social Entrepreneurship, 2010.
- “Ethics in the Internet Age,” Weber School Lecture Series, 2009.
- “Obama and Foreign Policy” Weber School Lecture Series, 2009.
- “Philosophy of Nietzsche,” Emory School of Divinity, 2009.
- Commencement Address, The Weber School Graduation, 2009.
- “Innovations in the Classroom,” Georgia Independent School Association Conference, 2009.
- “Jihad and the US response,” Weber School Lecture Series 2008.
- Panelist, “Siblings with Special Needs,” Conference on Siblings with Special Needs, 2008.
- Panelist, “Ethics of Borat,” Ethics Summit in Atlanta, 2008.

## **Industry Experience**

### **Schatten and Company, LLC, Atlanta, GA, Founder, President, 2011-2016**

*Schatten and Company was a small real estate investment group that focused on residential real estate investments. Exit in 2016.*

### **Delta Air Lines, Supply Chain MBA Program, Procurement and Negotiation, 2011**

Developed a bottom-up negotiation strategy that delivered a 3-year savings of \$2.38 million.

### **Heart, Cape Town, South Africa, Strategy Consultant, 2009-2010**

*Heart is a social enterprise incubator that takes start-ups through seed, venture and capital phases of business development*

- Conducted strategy consulting services for 8 start-up enterprises.
- Managed direct reports who pioneered the Heart School for Social Entrepreneurship.
- Designed HR strategy for hiring, orientation and employee benchmark assessments

### **Radio Personality, 2010-2012**

Hosted a regular talk-radio show on 91.1FM in Atlanta, Georgia called The North Avenue Lounge, which focused on business, economics and politics.