

Dr. Tobias Schröder, University of Waterloo

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Education and Degrees

Ph.D. (<i>Dr. rer. nat.</i>) in Psychology, <i>Summa Cum Laude</i> (2009)	Humboldt-University of Berlin, Germany
Dipl.-Psych. (equiv. to M.A.), Psychology/Economics (2005)	Humboldt-University of Berlin, Germany
Vordiplom (equiv. to B.A.), Psychology (2001)	Justus Liebig University Giessen, Germany

Current Research and Teaching Interests

- Emotion and Social Interaction
- Computational Modeling and Simulation of Social and Organizational Dynamics
- Leadership and Entrepreneurship
- Management of Technological Innovations and Social Change (e.g., Adoption of Electric Cars)

Professional Positions

2010 – present	Postdoctoral Fellow, University of Waterloo (Cognitive Science Program / Waterloo Institute for Complexity and Innovation), Waterloo, ON, Canada <ul style="list-style-type: none">• Developed computational models of emotion, decision-making, and social action, and applied these models to technology adoption, sustainability, social change
2008 – 2010	Research Project Manager, Institute for Futures Studies, Free University, Berlin, Germany <ul style="list-style-type: none">• Designed & led applied research projects related to diffusion of innovations in sustainable development, technology adoption, and the future of HR development
2005 – 2010	Occasional Business Consultant (freelance); example projects: <ul style="list-style-type: none">• Improving communication in socio-technical systems, Introducing mentoring as HR development practice, Strategy workshops for HR development executives
2004 – 2008	Personal Assistant to a federal Member of Parliament, Berlin, Germany (10-20hrs/week) <ul style="list-style-type: none">• Prepared speeches and materials for committee meetings and public appearances
2003 – 2004	Internship (5 months), Volkswagen de México S.A. de C.V., Puebla, Mexico, Department for Management Development and Training

Grants and Awards

2010-2013	“Affect control and neural networks: Towards a computational theory of human communication”- Research Fellowship from the German Research Council (DFG) (~ 140,000 € [~ C\$180,000])
2010-2013	“Dissemination of innovation as the change of mental structures: A computer-simulation study (INNO-SIM)” (with Gerhard de Haan) – funded by the German Federal Ministry of Education and Research (297,995 € [~ C\$390,000])

- 2010-2013 “The affective foundations of sociality: language, physiology, and social inequality” (with Christian von Scheve and Markus Conrad) – funded by the German Research Council / cluster of excellence “Languages of Emotion” (231,605 € [~ C\$300,000])
- 2005-2008 Doctoral dissertation fellowship from the Friedrich Ebert Foundation (~ 45,000 € [~ C\$58,500])
- 2008 Travel grant (Ebert Foundation) for different presentations in the U.S.A. (1,100 € [~ C\$1,430])
- 2005 Humboldt Prize for an outstanding diploma (~M.A.) thesis (700 € [~ C\$910])
- 1999-2005 Full scholarship from the Studienstiftung des deutschen Volkes (German National Academic Foundation) (~20,000 € [~ C\$26,000])

Publications

1. Articles in Peer-Reviewed Journals

- Schröder, T., Stewart, T. C., & Thagard, P. (accepted with minor revisions). Intention, emotion, and action: A neural theory based on semantic pointers. *Cognitive Science*.
- Rogers, K. B., Schröder, T., & von Scheve, C. (in press). Dissecting the sociality of emotion: A multi-level approach. *Emotion Review*.
- Rogers, K. B., Schröder, T., & Scholl, W. (in press). The affective structure of stereotype content: Behavior and emotion in intergroup context. *Social Psychology Quarterly*.
- Schröder, T. & Thagard, P. (2013). The affective meanings of automatic social behaviors: Three mechanisms that explain priming. *Psychological Review*, 120(1), 255-280. doi:10.1037/a0030972
- Schröder, T., Netzel, J., Schermuly, C. C., & Scholl, W. (2013). Culture-constrained affective consistency of interpersonal behavior: A test of affect control theory with nonverbal expressions. *Social Psychology*, 44(1), 47-58. doi:10.1027/1864-9335/a000101
- Schneider, A. & Schröder, T. (2012). Ideal types of leadership as patterns of affective meaning: A cross-cultural and over-time perspective. *Social Psychology Quarterly*, 75(3), 268-287. doi:10.1177/0190272512446755
- Schermuly, C. C., Schröder, T., Gläs, K., Nachtwei, J., & Kauffeld, S.. (2012). The future of human resources development: Results of a delphi study. *Zeitschrift für Arbeits- und Organisationspsychologie*, 56(3), 111-122. [the leading German journal of work and organizational psychology] doi:10.1026/0932-4089/a000078
- Schröder, T. & Thagard, P. (2011). Motivated cognition and emotional bias in politics: Why Guttenberg has stayed so popular. *Report Psychologie*, 36(9), 358-368.
- Schröder, T. (2011). A model of language-based impression formation and attribution among Germans. *Journal of Language and Social Psychology*, 30(1), 82-102. doi:10.1177/0261927X10387103
- Schermuly, C.C., Schröder, T., Scholl, W., & Nachtwei, J. (2010). The Discussion Coding System (DCS): A valid and economical instrument to code interactions in organizations. *Zeitschrift für Arbeits- und Organisationspsychologie*, 54(4), 149-170. [the leading German journal of work and organizational psychology] doi:10.1026/0932-4089/a000026
- Schröder, T. & Scholl, W. (2009). Affective dynamics of leadership: an experimental test of affect control theory. *Social Psychology Quarterly*, 72(2), 180-197. doi:10.1177/019027250907200207
- Schröder, T. & Mieg, H.A. (2008). The impact of perceived justice on contingent value judgments. *Journal of Applied Social Psychology*, 38(1), 135-158. doi:10.1111/j.1559-1816.2008.00299.x

2. Other Scholarly Publications (Books, Chapters, Refereed Conference Proceedings etc.)

- Schröder, T. (2013). Heise, David – Expressive order: Confirming sentiments in social action. In R. Schützeichel & K. Senge (Eds.). *Hauptwerke der Emotionssoziologie* (pp. 154-161). Wiesbaden: Springer VS.

- Wolf, I., Nuss, J., Schröder, T., & de Haan, G. (2012). The adoption of electric vehicles: An empirical agent-based model of attitude formation and change. In A. Koch (Ed.), *Proceedings of the 8th Conference of the European Social Simulation Association* (pp. 93-98). Salzburg: Universität Salzburg.
- Schröder, T., & Thagard, P. (2012). Towards psychologically realistic agents: Simulating emotional coherence and identity maintenance in human communication. In A. Koch (Ed.), *Proceedings of the 8th Conference of the European Social Simulation Association* (pp. 75-79). Salzburg: Universität Salzburg.
- Schröder, T. (2012). Soziale Interaktion als Verifikation kulturell geteilter Gefühle. [Social interaction as verification of culturally shared sentiments] In A. Schnabel & R. Schützeichel (Eds.), *Emotionen, Sozialstruktur und Moderne* (pp. 159-178). Wiesbaden: Springer VS. doi:10.1007/978-3-531-93443-3_8
- Schröder, T., Huck, J., & de Haan, G. (2011). *Transfer sozialer Innovationen. Eine zukunftsorientierte Fallstudie zur nachhaltigen Siedlungsentwicklung*. [Dissemination of social innovation. A future-oriented case study related to sustainable urban development] Wiesbaden: Springer VS.
- Schröder, T. (2009). Affect Control Theory. In W. Scholl & M. Koch (Eds.), *Interact Communicate – an interdisciplinary Wiki on social interaction and communication*. Available online: <http://www.socialinteractionresearch.com>.
- Schröder, T. (2009). *Die Theorie der Affektsteuerung als allgemeine Theorie der sozialen Interaktion*. [Affect control theory as a general theory of social interaction]. Berlin: dissertation.de/Humboldt-Universität. E-book available at http://www.tschroeder.eu/publikationen/schroeder_diss.pdf

3. Work in Progress

- Schröder, T., Rogers, K. B., Ike, S., Mell, J., & Scholl, W.. Affective meanings of stereotyped social groups in cross-cultural comparison. Status: revising for invited resubmission (*Group Processes and Intergroup Relations*).
- Thagard, P., & Schröder, T.. Emotions as semantic pointers: Constructive neural mechanisms. Status: revising for invited resubmission, to appear in L. F. Barrett & J. Russell (Eds.), *The psychological construction of emotion*. New York: Guilford.
- Homer-Dixon, T., Milkoreit, M., Mock, S. J., Schröder, T., & Thagard, P.. The conceptual structure of social disputes: Cognitive-affective maps as tools for conflict analysis and resolution. Status: submitted for peer review.
- Ambrasat, J., von Scheve, C., Schauenburg, G., Conrad, M., & Schröder, T.. Affective meaning of human sociality depends on socio-economic status. Status: manuscript in preparation
- Homer-Dixon, T., Maynard, J. L., Mildenerger, M., Milkoreit, M., Mock, S. J., Quilley, S., Schröder, T., & Thagard, P.. Cognitive-affective structure and dynamics of ideological change. Status: invited manuscript in preparation (*Journal of Social and Political Psychology*)
- Schmidtke, D., Conrad, M., & Schröder, T.. What do affective norms for words tell us about cultures? Status: manuscript in preparation
- Schmidtke, D., Conrad, M., & Schröder, T., & Jacobs, A.. ANGST: The German adaptation of the ANEW. Status: manuscript in preparation
- Hoey, J., Schröder, T., & Alhothali, A.. A Bayesian formulation of affect control theory. Status: manuscript in preparation
- Chan, V., Michela, J. L., & Schröder, T.. Hiding in plain sight: The role of identity in choosing an entrepreneurial career. Status: manuscript in preparation
- Neumann, J., Wolf, I., Hoffmann, C., Schröder, T., & de Haan, G.. Who will buy the electric car? Toward an emotion-based typology of future consumers. Status: manuscript in preparation
- Wolf, I., Schröder, T., Neumann, J., & de Haan, G.. Changing minds about cars: An empirically grounded agent-based modeling approach. Status: manuscript in preparation

4. Presentations and Conference Contributions (* = invited)

- 25th annual convention of the Association for Psychological Science, Washington, D.C., U.S.A. (forthcoming, 2013)
- * University of Waterloo (Department of Management Science), Waterloo, ON (2013)
 - * Waterloo Institute for Complexity and Innovation (WICI lecture series), Waterloo, ON (2013)
 - * Fachhochschule Potsdam University of Applied Science (School for Sustainable Urban Development), Potsdam, Germany (2013)
 - * Biolab Technology Inc. (Club Jules Verne Future Technology Scouting Workshop), Berlin, Germany (2013)
 - * University of Connecticut (Department of Psychology), Storrs, CT, U.S.A. (2013)
 - * University of Potsdam (Cognitive Science Research Seminar), Germany (2013).
 - * University of Kassel (Department of Psychology), Germany (2012).
 - * Wilfrid Laurier School of Business and Economics (Marketing Research Seminar), Waterloo, ON (2012).
 - * University of Waterloo (Cheriton School of Computer Science), Waterloo, ON (2012).
- 48th annual meeting of the German Psychological Society, Bielefeld, Germany (2012).
- 8th conference of the European Social Simulation Association, Salzburg, Austria (2012).
- * University of Salzburg (Social Psychology Research Seminar), Austria (2012).
- Summer School of the European Social Simulation Association, Toulouse, France (2012).
- Research Advances in Affect Control Theory Conference, Nashville, IN, U.S.A. (2012).
- * Free University of Berlin (Institute for Futures Studies Lecture Series), Berlin, Germany (2012).
 - * University of Waterloo (Social Psychology Research Seminar), Waterloo, ON (2011).
 - * University of Waterloo (Industrial and Organizational Psychology Research Seminar), Waterloo, ON (2011).
- Annual meeting of the social psychology section of the German Psychological Society, Hamburg (2011).
- Annual meeting of the personality and individual differences section of the German Psychological Society, Saarbrücken, Germany (2011).
- * Free University of Berlin (Sociology of Emotions Research Seminar), Berlin, Germany (2011).
- 47th annual meeting of the German Psychological Society, Bremen, Germany (2010).
- * 1st German Congress on Mentoring, Berlin-Brandenburg Academy of Sciences, Berlin, Germany (2010).
- 8th Congress of Economic and Organizational Psychology, Potsdam, Germany (2010).
- * Wolfgang Köhler Center for Research on Conflict in Intelligent Systems, Erkner, Germany (2010).
- Annual meeting of the social psychology section of the German Psychological Society, Luxembourg (2009).
- Workshop „Creating an Interdisciplinary Map of Interaction and Communication“, Berlin, Germany (2009).
- Annual meeting of the Southern Sociological Society, New Orleans, LA, U.S.A. (2009).
- XXIX. International Congress of Psychology, Berlin, Germany (2008).
- Annual meeting of the Southern Sociological Society, Richmond, VA, U.S.A. (2008).
- * Indiana University (Sociology Research Seminar), Bloomington, IN, U.S.A. (2008).
 - * Texas Tech University (Sociology and Management Research Seminar), Lubbock, TX, U.S.A. (2008).
- Annual meeting of the social psychology section of the German Psychological Society, Freiburg, Germany (2007).
- 11th International Social Justice Conference, Berlin, Germany (2006).

5. Dissemination of Research to the Public and Business Practitioners

Publications in German trade magazines: Harvard Business Manager, Human Resources Manager (2x), Planerin – Fachzeitschrift für Stadt-, Regional- und Landesplanung (2x), Wirtschaftspsychologie aktuell: Zeitschrift für Personal und Management, Wirtschaft und Weiterbildung, Demo – Monatszeitschrift für Kommunalpolitik

Research reported in newspapers and popular magazines: Süddeutsche Zeitung, Neue Zürcher Zeitung, Berliner Zeitung, Nordwest-Zeitung, Südkurier, Focus, Psychologie Heute, Emotion, Kölner Stadt-Anzeiger

Radio interviews: NDR Kultur, WDR 5, WDR 3

Internet: Blog presentation of selected research studies and materials (like data, simulation software, presentation slides, and summaries), mostly in German language, at <http://tschroeder.eu/weblog>

Teaching Experience

1. Formal Training Received

2011 Postdoctoral teaching development seminar series: Six workshops on university teaching. University of Waterloo, Centre for Teaching Excellence.

2. Seminars/Lectures/Workshops Developed and Taught

2011-2012 „Visionary Leadership“ – Workshops at University of Waterloo’s Stratford Campus and Industrial/Organizational Psychology program (with John Michela)

2010 Social simulation: Virtual experiments with social change. Part of the lecture series “The Future of Culture and Education” (with Steffen Amling, Inka Bormann, Lars Gerhold, and Carola Stender). Free University of Berlin, Institut Futur.

2007-2008 Sociological approaches to organizational and social psychology, Humboldt-University of Berlin, Institute of Psychology.

2007 Political Psychology. Friedrich Ebert Foundation (under-/)graduate fellowship program.

3. Executive Training

2008-2009 Held various workshops for staff in the German federal parliament (speech communication and presentation skills, decision-making, campaign strategies)

2005-2006 Friedrich Ebert Academy for Management and Politics: I developed and provided a series of workshops aimed at developing basic skills for newly elected local and regional politicians (with Oliver Lowin).

2003-2004 Economic Value Added @ Volkswagen. 1-day internal training program in finance/strategy for all Volkswagen executives. I completed the train-the-trainer program and provided the course for Mexican junior executives (in Spanish language).

4. Students Supervised

2010 Katarina Verešová (M.A. Thesis, Free University of Berlin): Dissemination of innovation in the context of sustainable urban development

2009 Janine Netzel (M.A. Thesis, Humboldt-University of Berlin): Validation of affect control theory with behavioral observation

- Anissa Wolf (M.A. Thesis, Humboldt-University of Berlin): Emotional intelligence and affective linguistic meaning
- Undergraduate research project (Humboldt-University of Berlin): Affective basis of stereotypes in Germany
- 2008 Katarina Ebert (M.A. Thesis, Humboldt-University of Berlin): Experimentally testing core assumptions of affect control theory in a dyadic experiment
- Stefan Hacke (M.A. Thesis, Humboldt-University of Berlin): Behavioral impact of interpersonal traits on dyadic interactions
- 2007-2008 Undergraduate research projects, Humboldt-University of Berlin:
- Cluster analysis of affective ratings of different leadership actions
 - Language-based impression formation and belief in a just world
 - Correlates of social dominance orientation
- 2006-2007 Undergraduate research projects, Humboldt-University of Berlin:
- Priming of authoritarian and democratic leadership styles
 - Affective meaning of bases of power
 - Comparison of Role Expectations for Germans and Turkish immigrants

Miscellany

Ad-hoc Reviews for:

- Applied Psychology: An International Review
- Cognitive Systems Research
- Experimental Psychology
- Journal of Language and Social Psychology
- Personality and Social Psychology Bulletin
- Social Psychology Quarterly

Membership in Professional Associations

- Deutsche Gesellschaft für Psychologie (German Psychological Society)
 - Social Psychology Section
 - Work, Organizational, and Economic Psychology Section
- European Social Simulation Association
- Society for Personality and Social Psychology
- International Society for Research on Emotion
- World Future Society

Languages Spoken

- English, German, French, and Spanish