

PORUZ KHAMBATTA

Graduate School of Business, Stanford University
655 Knight Way, Stanford, CA 94305

www.poruzkhambatta.com

poruz@stanford.edu

EDUCATION

Stanford University, Graduate School of Business
PhD in Organizational Behavior (Micro)

Expected June 2020

University of California, Berkeley

B.A. in Cognitive Science with Highest Honors and the Departmental Citation

May 2012

PUBLICATIONS

Müller, S. R., Harari, G. M., Mehrotra, A., Matz, S., Khambatta, P., Musolesi, M., Mascolo, C., Gosling, S. D. & Rentfrow, P. J. (2017). Using human raters to characterize the psychological characteristics of GPS-based places. In *Proceedings of the 2017 ACM International Joint Conference on Pervasive and Ubiquitous Computing and Proceedings of the 2017 ACM International Symposium on Wearable Computers*, 157-160. ACM. **(17% acceptance rate)**

Vacharkulksemsuk, T., Reit, E., Khambatta, P., Eastwick, P. W., Finkel, E. J., & Carney, D. R. (2016). Dominant, open nonverbal displays are attractive at zero-acquaintance. *Proceedings of the National Academy of Sciences*, 113(15), 4009–4014.

ten Brinke, L., Khambatta, P., & Carney, D. R. (2015). Physically scarce (vs. enriched) environments decrease the ability to tell lies successfully. *Journal of Experimental Psychology: General*, 144(5), 982–992.

MANUSCRIPTS IN PREPARATION AND UNDER REVIEW

Khambatta, P., Critcher, C. R. When and why consumers defer to the crowd: Anticipated ownership length, playing it safe, and product ratings. *In prep for resubmission.*

Khambatta, P., & Kosinski, M. Artificial intelligence predicts how people are seen by others more accurately than they can themselves. *In prep for resubmission.*

A presubmission enquiry for this manuscript received a positive editorial response from Nature. We are currently incorporating editorial feedback before resubmission.

Khambatta, P., & Kosinski, M. Using a data-driven approach to examine the relationship between personality and the human face. *Working paper.*

Khambatta, P. & Kosinski, M. Identifying why people form inaccurate first impressions using computational modeling. *Manuscript in prep. All studies completed.*

Khambatta, P. *, Mariadassou, S. P. *, Morris, J., & Wheeler, S. C. Customizing algorithmic recommendations to ideal (rather than actual) preferences makes individuals and organizations better off. *Manuscript in prep. All studies completed.*

**Authors share joint first authorship*

SELECTED RESEARCH IN PROGRESS

Khambatta, P. & Gosling, S. D. The digital crystal ball: Can computers predict our future better than we can?

Kosinski, M., Khambatta, P., & Wang, Y. Detecting political views from faces using artificial intelligence.

Wu, Z., Khambatta, P., & Kosinski, M. Testing the effectiveness of real-time feedback on person perception accuracy.

Khambatta, P., Srinivasan, P., & Kosinski, M. Psychological correlates of natural versus attained physical attractiveness.

Khambatta, P., Nam, J., Vaid, S., Harari, G. M., & Norton, M. I. Behavioral tracking with smartphones to gain self-insight.

CHAired SYMPOSIA

The Future of Work: How People Respond to Digital Actors and Algorithms.

Academy of Management annual meeting, Boston, MA (2019, August).

Speakers: Poruz Khambatta, Hengchen Dai, Jennifer M. Logg, David T. Newman

Digital Impressions: Psychological Mechanisms and Societal Implications.

Academy of Management annual meeting, Chicago, IL (2018, August).

Speakers: Poruz Khambatta, Adam Waytz, Juliana Schroeder, Evan Carr

Predicting Psychological Characteristics from Digital Footprints.

Association for Psychological Science annual convention, San Francisco, CA (2018, May).

Speakers: Poruz Khambatta, Sandra Matz, Sandrine Müller, David Stillwell, Michal Kosinski (co-chaired with Sandrine Müller)

Predicting Psychological Characteristics from Digital Footprints and Implications for Organizations, Governments and Society.

Academy of Management: Big Data and Managing in a Digital Economy conference, Surrey, UK (2018, April).

Speakers: Poruz Khambatta, Sandra Matz, Sandrine Müller, David Stillwell

Inferring Psychological Traits from Faces: Accuracies, Errors, and Mechanisms.

Society for Personality and Social Psychology annual convention, Atlanta, GA (2018, March).

Speakers: Poruz Khambatta, Sylvia Morelli, Zachary Witkower, Shane Pitts

SELECTED CONFERENCE TALKS

- Khambatta, P. (2020, February). *Automating Psychological Inference: Using AI to Advance Psychological Theory*. Talk presented at the Society for Personality and Social Psychology annual convention, New Orleans, LA.
- Khambatta, P., & Kosinski, M. (2020, February). *Using AI to Examine Latent Relationships between Appearance and Personality*. Talk presented at the Society for Personality and Social Psychology annual convention, Personality Dynamics, Processes, and Functioning Preconference, New Orleans, LA.
- Khambatta, P., & Kosinski, M. (2019, August). *Digital First Impressions*. Talk presented at Academy of Management annual meeting, Boston, MA.
- Khambatta, P., & Kosinski, M. (2019, February). *How Personality is Manifested and Perceived on Social Media*. Talk presented at the Society for Personality and Social Psychology annual convention, Psychology of Media and Technology Preconference, Portland, OR.
- Khambatta, P., & Kosinski, M. (2018, November). *Using Artificial Intelligence to Examine Social Judgments*. Talk accepted at the Society for Judgment and Decision Making annual meeting, New Orleans, LA. (Unable to attend due to injury)
- Khambatta, P. (2018, October). *What Artificial Intelligence Can Teach Us About the Minds of Others*. Talk presented at the Psychology of Technology annual conference, Stanford, CA. **(Invited talk)**
- Khambatta, P., & Kosinski, M. (2018, August). *Examining Impression Formation Inaccuracy Using Computational Modeling*. Talk presented at Academy of Management annual meeting, Chicago, IL.
- Khambatta, P., & Kosinski, M. (2018, May). *Using Digital Footprints to Study Person Perception*. Talk presented at the Association for Psychological Science annual convention, San Francisco, CA.
- Khambatta, P., & Kosinski, M. (2018, April). *Predicting Personality from Facial Images*. Talk presented at the Academy of Management: Big Data and Managing in a Digital Economy conference, Surrey, UK.
- Khambatta, P., & Kosinski, M. (2018, March). *Computational Physiognomy: Using a Data-Driven Approach to Determine the Relationship Between Personality and the Human Face*. Talk presented at the Society for Personality and Social Psychology annual convention, Atlanta, GA. **(Accepted as a single paper submission; Less than 2% acceptance rate)**
- Khambatta, P. & Müller, S. (2017, June). *Personality and Digital Footprints*. Talk presented at

the Association for Research in Personality biennial conference, Methods Preconference on behalf of Michal Kosinski, Sacramento, CA.

Khambatta, P., & Kosinski, M. (2017, January). *Identifying Causes of Person Perception Inaccuracy Using a Computational Approach*. Talk presented at the Society for Personality and Social Psychology annual convention, Nonverbal Communication Preconference, San Antonio, TX.

Khambatta, P., & Kosinski, M. (2016, October). *Detecting Personality from Facial Images*. Talk presented at the annual Stanford Data Science Initiative 2016 Retreat, Menlo Park, CA.

ten Brinke, L., Khambatta, P., & Carney, D. R. (2015, August). *Telling Lies in Scarce Environments*. Paper presented at the Academy of Management annual meeting, Vancouver, Canada.

TEACHING EXPERIENCE

Using Machine Learning to Enable New Forms of Psychology Research, Workshop Instructor, SPSP Summer Psychology Forum: Big Data in Personality and Social Psychology, August 2019. (*Invited session*)

Personality and Digital Media, Guest Instructor, “Training Artificial Intelligence to Understand People,” Stanford University, Communications Department, Spring 2018, Fall 2019. (*Invited session*)

Organizational Behavior, TA, Michal Kosinski, Graduate School of Business, Stanford University, Fall 2017.

Managing Groups and Teams, TA, Brian Lowery, Lindred Greer, Deborah Gruenfeld, and Margaret Neale, Graduate School of Business, Stanford University, Fall 2016, Fall 2017, Fall 2018, Fall 2019.

Acting with Power, TA, Deborah Gruenfeld and Benoît Monin, Graduate School of Business, Stanford University, Spring 2016, Spring 2017.

Negotiations, TA, Nir Halevy, Graduate School of Business, Stanford University, Spring 2017, Fall 2017.

Organizational Behavior, TA, Dana Carney, Haas School of Business, UC Berkeley, Fall 2012.

BROCA: Berkeley Review of Cognitive Science Articles, Course Co-Founder and Facilitator, Cognitive Science Program, UC Berkeley, Fall 2010, Spring 2011, Fall 2011, Spring 2012.

SELECTED HONORS AND AWARDS

Psychology of Technology Institute Best Dissertation Award

2020

ACADEMIC SERVICE

University Service:

PhD Association of Women, Stanford Graduate School of Business (2017-2018)

- First male officer
- Designed cultural climate survey and activities to change social norms

Ad hoc Reviewing:

Academy of Management, Personality and Social Psychology Bulletin, Current Opinion in Behavioral Sciences, Journal of Nonverbal Behavior

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)

Society for Personality and Social Psychology (SPSP)

Society for Judgment and Decision Making (SJDM)

SELECTED MEDIA COVERAGE

CNN, ABC, FOX, NPR, Business Insider, The Atlantic, Vice

ADDITIONAL INFORMATION

Citizenship: USA

Technical Accreditations: Cisco CCNA I, Cisco IT Essentials I, Oracle Database Design and Programming

Work Experience: Citigroup, UBS, Ogilvy

REFERENCES

Michal Kosinski

Associate Professor of Organizational Behavior
Graduate School of Business
Stanford University
michalk@stanford.edu

Christian Wheeler

Professor of Marketing
Graduate School of Business
Stanford University
wheelerc@stanford.edu

Dana Carney

Associate Professor of Management of Organizations
Haas School of Business
University of California, Berkeley
dcarney@berkeley.edu

Clayton Critcher

Associate Professor of Marketing
Haas School of Business
University of California, Berkeley
claytoncritcher@haas.berkeley.edu

Sam Gosling

Professor of Psychology
Psychology Department
The University of Texas at Austin
samg@austin.utexas.edu

Sandra Matz

Assistant Professor of Management
Columbia Business School
Columbia University
sm4409@gsb.columbia.edu