



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

- Passion for studying **cognitions and social influence processes in organizations** with a particular focus on **temporality, (in)formal hierarchies, and reactions to AI** in organizations, as well as an emphasis on **open science practices** and methods
- **Track-record of publishing in top-tier organizational behavior and applied psychology outlets** (e.g., Personnel Psychology, Journal of Organizational Behavior) and **acquiring research grants** (German Research Foundation, DFG; Center for Open Science, COS)
- Committed to **excellence in teaching with five years of graduate and undergraduate level teaching experience** (e.g., Organizational Change, Organizational Behavior, 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
02/2021-04/2021	<i>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>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 and Dr. Patrick Downes)

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 - Time Management, Consulting, & 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-AI Interaction in Organizations** (e.g., how humans perceive algorithmic instructions; team interactions with AI as a ‘teammate’; AI as a leader and manager)
- **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)
- **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)
- **Open Science** (e.g., conducting registered reports, replications, and promoting open science practices and open access research and publishing)

Publications (peer-reviewed)

- 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, Association of Business Schools (ABS) Ranking: 4* (Highest Category, Journal of Distinction), VHB-JOURQUAL3: A, News Coverage: Frankfurter Allgemeine Zeitung (FAZ), Perspective Daily, Giessener Anzeiger
- 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

- Lanz, L., **Briker, R.,** & Gerpott, F. H. Reactions to unethical AI supervisors. *Under review *The Leadership Quarterly*.

Selected Working Papers

- Lanz, L., **Briker, R.,** & Gerpott, F. H. AI and effectiveness of leadership styles.
(Target journal: *The Leadership Quarterly*, Status: Data collection)
- Briker, R.,** & Gerpott, F. How to publish registered reports.
(Target Journal: *Organizational Research Methods*, Status: Writing in progress)
- Junker, N., & **Briker, R.** Time, job demands, and time pressure.
(Target Journal: *Journal of Applied Psychology*, Status: Writing in progress)
- Briker, R.,** Downes, P., Walter, F., & Cole, M. S. Time pressure in groups.
(Target Journal: *Psychological Bulletin*, Status: Finishing data collection)

¹ Both authors contributed equally

- Briker, R.,** Kühnel, J. Lammers, J., & Walter, F. Circadian effects in political information search. (Target Journal: *Proceedings of the National Academy of Sciences*, Status: *Data analyses*)
- Banks, G., ... **Briker, R.,** ... Pollack, J. Authorship practices in the social and natural sciences. (Target journal: *Science*, Status: *Data collection*)
- SCORE Collaboration (part of the research team). Replicability of the social and behavioral sciences. (Target journal: *Science*, Status: *Data analyses*)
- Vlasceanu, M., Doell, K. C., ... **Briker, R.,** ... Van Bavel, J. J. A multi-lab, multinational examination of successful interventions in increasing climate change attitudes. (Target journal: *Science*, Status: *Preparing Data Collection*)

Practitioner and Non-Peer Reviewed Articles

- 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

- 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 Vergangenhheitsfokus 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

- Briker, R. (2021). Time management through an evidence-based lens. *Technical University Hamburg-Harburg*, Germany, November 24.
- Briker, R. (2021). Open science in management research. *Department of Educational Research and Development/Maastricht University*, Maastricht, September 2.
- Briker, R. (2019). Investigating time of day effects on migrants' role in team hierarchies. *Rijksuniversiteit Groningen*, The Netherlands, October 9.
- Briker, R. (2017). Wege in die Promotion. *Giessen Graduate Centre for Social Sciences, Business, Economics and Law (GGS)*, Germany, June 1.
- Briker, R. (2017). Under pressure or losing track of time? An entrainment perspective on time pressure and informal leadership. *Rijksuniversiteit Groningen*, The Netherlands, March 17.
- Briker, R. (2017). How to keep in time: The role of subjective time in leadership processes and outcomes. *GGS: Section Organizational Behavior & Human Resource Management*, Germany, January 23.
- 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.
- Briker, R. (2014). The psychology of performance. *Johannes Gutenberg-University (JCNework Days) Mainz*, Germany, May 10.

Teaching Experience

Maastricht University, School of Business and Economics

- Organizational Change & Consultancy (Graduate)
Evaluation: **9.3** (on a scale from 1 [worst grade] to 10 [best grade])
- Human Resource Management (Undergraduate)
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)
- Digital Management (MBA)

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

- Experimental Psychology 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)
- Supervision of more than 40 bachelor and master theses
- Additional Ph.D. Supervision:
 - Lukas Lanz (WHU – Otto Beisheim School of Management, Topic: *Artificial intelligence and unethical leadership*, Promoter: Prof. Dr. Fabiola Gerpott)
Role: Part of the doctoral committee and co-author

Awards & Third-Party Funding

- **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**
- **Best Paper Proceedings**, 79th Academy of Management Annual Meeting, Boston, MA., 2019
- **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 €**

Ad-hoc Reviewer

- Journal of Organizational Behavior
- Journal of Management Studies
- Human Relations
- European Journal of Work and Organizational Psychology
- Academy of Management Conference
- Leibniz Institute for Psychology (ZPID)
- Fulbright 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

MS Windows, Mac OS
MS Office, iWork
R, SPSS, Stata MPlus
SuperLab, Articulate Storyline

Hobbies/Interests

Bouldering, traveling South America, learning new languages

Maastricht, January 4, 2022



Roman Briker

October 2021