

# JACK J. MCGUIRE

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## **ACADEMIC POSITIONS**

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- 2025 - **Singapore Management University**  
Assistant Professor of Organisational Behaviour & Human Resources, Lee Kong Chian School of Business
- 2023 - 2025 **Northeastern University**  
Postdoctoral Research Associate, D'Amore-McKim School of Business
- 2017 - 2019 **University of Cambridge**  
Experimental Lab Manager and Research Assistant, Judge Business School

## **EDUCATION**

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- Ph.D.** **National University of Singapore**, 2019 – 2023  
Management and Organizations
- M.Sc.** **University College London**, 2016 - 2017  
Social Cognition
- M.A. (Hons)** **University of Glasgow**, 2012 - 2016  
Psychology
- University of Hong Kong**, 2014 - 2015  
International Exchange Student

## **RESEARCH INTERESTS**

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Technology, Leadership, Emotions, Identity

## **PUBLICATIONS**

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Tierney, W., Cyrus-Lai, W., ... **McGuire, J.** (and many coauthors), ... & Uhlmann, E. (in press). Who Respects an Angry Woman? A Systematic Crowdsourced Re-Examination of the Relationships between Gender, Emotion Expression, and Status Conferral. *Psychological Science*.

**McGuire, J.**, Schweitzer, S., Menges, J., & De Cremer, D. (2026). Awe as a Transformative Emotion: An Integrative Review, Metamorphosis Model, and

**McGuire, J.,** De Cremer, D., & Narayanan, D. (2026). How leaders build employee trust in artificial intelligence: voice opportunities, humility, and trust transfer. *Journal of Business Research*, 217, 116470.

Schweitzer, S., Narayanan, D., **McGuire, J.,** & De Cremer, D. (2026). Leading AI adoption in organizations: Introducing a behavioral human-centered approach. *International Journal of Human–Computer Interaction*, 42(5), 3363-3374.

**McGuire, J.,** McAllister, D. J., Menges, J. I., & De Cremer, D. (2026). The power and peril of awe in leadership: Transforming follower identity and behavior. *Academy of Management Review*, 51(3), 455–480.

**McGuire, J.,** Bastardo, N., Hentrup, L. J., De Cremer, D., & Menges, J. I. (2025). The backdrop of leadership: How environmental awe influences charisma attributions. *Journal of Organizational Behavior*, 46(4), 580-602.

**McGuire, J.,** De Cremer, D., & Van De Cruys, T. (2024). Establishing The Importance of Co-Creation and Self-Efficacy in Creative Collaboration with Artificial Intelligence. *Scientific Reports*, 14, 18525.

De Cremer, D., Narayanan, D., Nagpal, M., **McGuire, J.,** & Schweitzer, S. (2023). AI Fairness in Action: A Human-Computer Perspective on AI Fairness in Organizations and Society. *International Journal of Human–Computer Interaction*, 1-3.

**McGuire, J.,** De Cremer, D., Hesselbarth, Y., De Schutter, L., Mai, K., & Van Hiel, A. (2023). The reputational and ethical consequences of deceptive chatbot use. *Scientific Reports*, 13(1), 16246.

Narayanan, D., Nagpal, M., **McGuire, J.,** Schweitzer, S., & De Cremer, D. (2023). Fairness Perceptions of Artificial Intelligence: A Review and Path Forward. *International Journal of Human–Computer Interaction*, 1-20.

**McGuire, J.,** & De Cremer, D. (2022). Algorithms, leadership, and morality: why a mere human effect drives the preference for human over algorithmic leadership. *AI and Ethics*, 1-18.

De Cremer, D., Narayanan, D., Deppeler, A., Nagpal, M., & **McGuire, J.** (2022). The road to a human-centred digital society: opportunities, challenges and responsibilities for humans in the age of machines. *AI and Ethics*, 2(4), 579-583.

De Cremer, D., & **McGuire, J.** (2022). Human–Algorithm Collaboration Works Best if Humans Lead (Because it is Fair!). *Social Justice Research*, 1-23.

Haasevoets, T., De Cremer, D., De Schutter, L., **McGuire, J.,** Jian, X., Yang, Y., & Van Hiel, A. (2021). Transparency and Control in Email Communication: The More the Supervisor is Put in cc the Less Trust is Felt. *Journal of Business Ethics*, 168, 733-753.

Haesevoets, T., De Cremer, D., & **McGuire, J.** (2020). How the use of Cc, Bcc, forward, and rewrite in email communication impacts team dynamics. *Computers in Human Behavior*, 112, 106478.

De Cremer, D., McKern, B., & **McGuire, J.** (Editors, 2020). *The Belt and Road Initiative: Opportunities and Challenges of a Chinese Economic Ambition*. Sage Publishing.

Mustafa, G., & **McGuire, J.** (2020). Developing Effective Cross-cultural Negotiations: The Case of the 'Belt and Road Initiative' for Turkey and China. In De Cremer, D., McKern, B., & McGuire, J. (Eds.). *The Belt and Road Initiative: Opportunities and Challenges of a Chinese Economic Ambition*. Sage Publishing.

## **PRACTITIONER-ORIENTED ARTICLES**

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De Cremer, D., Schweitzer, S., **McGuire, J.**, & Narayanan, D. (2025). How Behavioral Science Can Improve the Return on AI Investments. *Harvard Business Review*.

**McGuire, J.**, De Cremer, D., Hesselbarth, Y., & De Schutter, L. (2024). Why the Ethical Use of AI Matters for Your Career. *The European Business Review*.

De Cremer, D., **McGuire, J.**, Hesselbarth, Y., & Mai, M. (2019). Can Algorithms Help Us Decide Who to Trust? *Harvard Business Review*.

De Cremer, D., **McGuire, J.**, & Haesevoets, T. (2018). Why Bcc-ing the boss is a bad practice. *Harvard Business Review*.

## **CHAired CONFERENCE SYMPOSIA**

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Briker, R., **McGuire, J.** (2023, August). *AI and Algorithms at Work: How and Why Humans Trust and React to AI and Algorithms in the Workplace*. Symposium presented at the annual meeting of the Academy of Management, Organizational Behavior and Human Resources Division, Boston, MA.

## **SELECTED CONFERENCE PRESENTATIONS**

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**McGuire, J.**, Mai, K., & De Cremer, D. (2024, August). *Collaboration with Artificial Intelligence Negatively Impacts Creator Reputation*. Talk presented at the annual meeting of the Academy of Management, Chicago, IL.

**McGuire, J.**, De Cremer, D., & Tang, P. M. (2023, August). *A Trust Transfer Model of Artificial Intelligence*. Talk presented at the annual meeting of the Academy of Management, Boston, MA.

**McGuire, J.**, De Cremer, D., & Narayanan, D. (2022, August). *When leaders promote trust in algorithms*. Talk presented at the annual meeting of the Academy of Management, Seattle, WA.

**McGuire, J.**, De Cremer, D., Hesselbarth, Y., De Schutter, L., Mai, M., & Van Hiel, A (2022, February). *The reputational and ethical consequences of deceptive chatbot use*. Poster presented at the Psychology of Media & Technology Preconference at the Annual

Meeting of the Society for Personality and Social Psychology in San Francisco, CA (virtual).

## **TEACHING**

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### **NUS Business School**

- Tutor, Undergraduate Management Course
  - MNO1706X, Organizational Behavior (Fall 2022)
    - Taught in person (52 students)
  - MNO1706X, Organizational Behavior (Spring 2022)
    - Hybrid teaching: Zoom and in person (33 students)
- Teaching Assistant, EMBA
  - BME5045 Leadership: Exploration, Assessment & Development (Fall 2021)
    - Taught in person (55 students)

### **Cambridge Judge Business School**

- Teaching Assistant, Executive Education
  - Cambridge New Leadership Executive Course (2017-2018)
    - Four modules: The new leadership; Negotiating the context; Building trustworthy leadership that works; Leading in value-driven ways.
    - Taught in person (30 students)

## **AWARDS**

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National University of Singapore President's Graduate Fellowship, 2019-2023

## **PROFESSIONAL SERVICE**

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*Journal editor:* International Journal of Human-Computer Interaction, Group & Organization Management.

*Journal reviewer:* Organizational Behavior and Human Decision Processes, Perspectives on Psychological Science, Journal of Organizational Behavior, Journal of Experimental Psychology: General, Journal of Business Ethics, International Journal of Human-Computer Interaction, AI and Ethics, International Journal of Human Resource Management.

*Conference editor:* Collective Intelligence Conference, 2024 (Program Committee Member).

*Conference reviewer:* Academy of Management Conference, 2024.