

# DAWEI “DAVID” WANG

Kellogg School of Management, Northwestern University  
2211 Campus Drive Room 5130, Evanston IL 60208, USA

Mobile: [+1-773-934-9057](tel:+1-773-934-9057) | Website: <http://dawei.info>

Email: [david.wang@kellogg.northwestern.edu](mailto:david.wang@kellogg.northwestern.edu)

---

**Research Interest** My research aims to theoretically and empirically evaluate and improve fairness and interpretability in deep-learning and decision-making. Theoretically, my approach is to apply social and evolutionary psychology and sociology. Empirically, I employ and evaluate techniques in machine learning, deep learning and adversarial machine learning.

**Education** Ph.D. Management and Organizations, Northwestern University (June 2022 Expected)  
M.Sc. in Management and Organizations, Northwestern University (June 2019)  
B.B.A. (with Honors), National University of Singapore (July 2014)

---

**Published Papers** **Wang, D.**, Nair, K., Kouchaki, M., Zajac, E., & Zhao, X. (2019). A Case of Evolutionary Mismatch? Why Facial Width-to-Height Ratio May Not Predict Behavioral Tendencies. *Psychological Science* (Vol 30; p. 1074-1081).

**Invited for Revision** **Wang, D.**, Presentation in Self-Posted Facial Images Can Expose Sexual Orientation; Implications for Research and Privacy. (Conditional Accept at *Journal of Personality and Social Psychology*).

Ma. A., Chun, JS., **Wang, D.**, & Zhao, X. A Conscientious Leader or a Conscientious Asian? Perceived Conscientiousness is Less Strongly Tied to Leadership Evaluations for Asians Americans (Review and resubmit at *Journal of Applied Psychology*).

**Under Review** **Wang, D.**, Rahman, H. Algorithmic Face-ism: Uncovering and Mitigating Algorithmic Bias in Decision-Based Facial Recognition Systems. (Reject and resubmit at *Management Science*).

**Working Papers** **Wang, D.**, Zhao, X. Evaluation of the Generalizability of Deep Learning Algorithm on Predicting Interview Outcomes Using Videos.

**Wang, D.**, From Black Box to Magic Box; Using Deep Learning to Predict Behaviors Leads to Misinterpretation.

---

**Presentations** **Wang, D.**, & Rahman, H., Algorithmic Face-ism: Uncovering and Mitigating Algorithmic Bias in Decision-Based Facial Recognition Systems. *Special Session at Association for Consumer Research*, October 2021.

**Wang, D.**, & Rahman, H., Algorithmic Face-ism: Uncovering and Mitigating Algorithmic Bias in Decision-Based Facial Recognition Systems. *Paper Presentation at the Academy of Management*, August 2021.

---

---

**Wang, D. (Organizer)**, & Kosinski, M., Matz, S., & Khambatta, P., AI and Algorithmic Decision Making: Exploring Their Promises, Perils, And Pitfalls. *Symposium at the Academy of Management*, August 2021.

**Wang, D.**, Fit to Lead: A Dual-Path Model of Physical Exercise and Implications for Leadership. *Seminar at School of Management Zhejiang University*, Hangzhou China, June 2019.

**Wang, D.**, & Song, Z. Workshop in Social Science Series; Big Data Analysis using Social Networks, Agent Based Modeling and Natural Language Processing. *Invited Seminar at Peking University; School of Psychology and Cognitive Sciences*, March 2019.

**Wang, D.**, & Savani, K. 1 + 10 ≠ 11: The Cancellation Heuristic in Intertemporal Choice, *Society for Personality and Social Psychology Conference (Poster Submission) at San Antonio, USA*, March 2017.

Nair, K., **Wang, D.**, & Kouchaki, M. Who's a Top Dog? How Physical Characteristics Affect the Status of Corporate Elite (Presentation), *Paper Presentation at Strategic Management Society*, October 2017.

---

Teaching Experience	2018-2020 2018 2017	Teaching assistant for Social Dynamics Networks Analysis Hyejin Youn Teaching assistant for Leadership Fundamentals by Nicholas Pearce Teaching assistant for Negotiations by Nicholas Pearce
---------------------	---------------------------	---

---

Academic Experience	2016 2014	Research assistant for Zhaoli Song, National University of Singapore Data collection for Jason Shaw, Hong Kong Polytechnic University
---------------------	--------------	--

---

Research / Computing Skills	Machine learning (Python, Tensorflow backend) Statistical analysis (Stata) Web development (HTML, CSS, SASS, Bootstrap, JavaScript, Django, Adobe Illustrator)
-----------------------------	--