

Tobias Schröder

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Education and Degrees

Dr. rer. nat. (equivalent to Ph.D.) in Organizational and Social 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

- Computer models of social and organizational behavior
- Emotions: cultural construction vs. brain processes
- Leadership: affective dynamics and cross-cultural conflict
- Innovation in social systems: the role of cognitive-affective representations

Professional Positions

11.2010 –	Postdoctoral Research Fellow, Centre for Theoretical Neuroscience, University of Waterloo, Ontario, Canada (supervisor: Paul Thagard)
10.2010 –	Member, cluster of excellence “Languages of Emotion”, Freie Universität Berlin, Germany
11.2008 – 10.2010	Research Associate/Project Manager, Institut Futur, Freie Universität Berlin, Germany (a think tank devoted to developing future scenarios of sustainable development)
04.2005 – 10.2010	Various freelance business and political consulting projects, Germany
03.1999 – 10.2010	Advisor (part time) to a Member of Germany’s Federal Parliament (Deutscher Bundestag), Berlin, Germany
09.2003 – 02.2004	Intern, Volkswagen de México S.A. de C.V., Department for Management Development and Training, Puebla, Mexico

Grants and Awards

2010-2012	“Affect control and neural networks: Towards a computational theory of human communication”- Research Fellowship from the German Research Council (~ 100,000 € [~ C\$140,000])
2010-2012	“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\$416,500])
2010-2012	“The affective foundations of sociality: language, physiology, and social differences” (with Christian von Scheve and Markus Conrad) – funded by the German Research Council / cluster of excellence “Languages of Emotion” (166,605 € [~ C\$233,247])

2005-2008	Doctoral dissertation fellowship from the Friedrich Ebert Foundation (~ 45,000 € [~ C\$63,000])
2008	Travel grant (Ebert Foundation) for different presentations in the U.S.A. (1,100 € [~ C\$1,540])
2005	Humboldt Prize for an outstanding diploma thesis (700 € [~ C\$980])
1999-2005	Full scholarship from the Studienstiftung des deutschen Volkes (German National Academic Foundation) (~20,000 € [~ C\$28,000])

Teaching

1. Formal Training Received

2011	Postdoctoral teaching development seminar series: Six workshops on university teaching. University of Waterloo, Centre for Teaching Excellence.
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2. Seminars/Lectures Developed and Taught

2009	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). Freie Universität Berlin, Institut Futur.
2007-2008	Sociological approaches to organizational and social psychology, Humboldt-Universität zu Berlin, Institute of Psychology.
2007	Political Psychology. Friedrich Ebert Foundation undergraduate fellowship program.

3. Executive Training

forthcoming	„Communities that thrive“ – 2 Workshops on „Visionary Leadership“, in development and to be held in October/November 2011 at University of Waterloo’s Stratford Campus (with John Michela)
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).

Note. In addition, I have experience in organizing and facilitating workshops for executives at lower and upper levels in the context of various smaller freelance OB/HR related consulting projects.

4. Students Supervised

2010	Katarina Verešová (M.A. Thesis, Free University of Berlin): Dissemination of innovation in the context of sustainable urban development
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- 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
- 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
 - Comparison of Role Expectations for Germans and Turkish immigrants

Publications

1. Books

- 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 on sustainable urban development.] Wiesbaden: VS Verlag für Sozialwissenschaften.
- 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

2. Peer Reviewed Articles

- Schermuly, C. C., Schröder, T., Gläs, K., Nachtwei, J., & Kauffeld, S.. (forthcoming). The future of human resources development: Results of a delphi study. *Zeitschrift für Arbeits- und Organisationspsychologie* [the leading German journal of work and organizational psychology]
- Schröder, T. & Thagard, P. (forthcoming). Motivated cognition and emotional bias in politics: Why Guttenberg has stayed so popular. *Report Psychologie*.
- Schröder, T. (2011). A model of language-based impression formation and attribution among Germans. *Journal of Language and Social Psychology*, 30(1), 82-102.
- 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]
- 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. & Scholl, W. (2009). Affective dynamics of leadership: an experimental test of affect control theory. *Social Psychology Quarterly*, 72(2), 180-197.

Schröder, T. & Mieg, H.A. (2008). The impact of perceived justice on contingent value judgments. *Journal of Applied Social Psychology*, 38(1), 135-158.

3. Chapters in Edited Books

Thagard, P. & Schröder, T. (forthcoming). Emotions as semantic pointers. Constructive neural mechanisms. In L. Feldman Barrett & J. Russel (Eds.), *The psychological construction of emotion*. New York: Guilford.

Schröder, T. (forthcoming). 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*. [Emotions, social structure, and modernity] Wiesbaden: VS Verlag für Sozialwissenschaften.

Schröder, T. (forthcoming). Heise, David – Expressive order: Confirming sentiments in social action. In R. Schützeichel & K. Senge (Eds.), *Hauptwerke der Emotionssoziologie*. [Principal works in the sociology of emotion] Wiesbaden: Verlag für Sozialwissenschaften.

4. Articles in Practitioners' Journals Without Peer Review

Schröder, T., Nachtwei, J., & Schermuly, C. C. (2010). Potenziale des Alters nutzen. HR-Experten erwarten eine neue Wertschätzung von Alter und Erfahrung in den Unternehmen der Zukunft. [Tapping the full potential of the elderly – towards a new appreciation of age and experience in corporations of the future.] *Human Resources Manager*, 1/10, 58-61.

Haan, G. de, Huck, J., & Schröder, T. (2010). Was die Bevölkerung über Flächensparen denkt. [What does the public think about sustainable land use?] *Planerin: Fachzeitschrift für Stadt-, Regional- und Landesplanung*, 3/10, 45-46.

Schröder, T. (2009). Blick in die Zukunft – Wird die Personalentwicklung zu den strategischen Unternehmensbereichen gehören?. [A foresight on the role of human resources development in corporate strategy.] *Human Resources Manager*, 1/09, 56-60.

Haan, G. de, Huck, J., Schröder, T. (2009). Zukunft der Flächennutzung in Deutschland – Ergebnisse einer Delphi-Studie. [The future of land use in Germany – results of a delphi study.] *Planerin: Fachzeitschrift für Stadt-, Regional- und Landesplanung*, 5/09, 50-51.

Schermuly, C. C., Schröder, T., & Gläs, K. (2009). Mentoring – ein bewährter Katalysator für die Karriere. [Promoting careers through institutionalized mentoring]. *Wirtschaftspsychologie aktuell: Zeitschrift für Personal und Management*, 2/09, 14-18.

Schröder, T. (2007). Wie viel Geld ist Ruhe wert? [What is the monetary value of quietness?] *DEMO - Monatszeitschrift für Kommunalpolitik*, 6/07, 23-24. [Monthly Journal of Local Politics]

5. Manuscripts Underway

Schneider, A. & Schröder, T.. A cross-cultural comparison of over-time change in the managerial role. Status: revise and resubmit (*Social Psychology Quarterly*)

Schröder, T., Netzel, J., Schermuly, C. C., & Scholl, W.. Culture-constrained affective consistency of interpersonal behavior: A test of affect control theory with nonverbal expressions. Status: under peer review (*Social Psychology*)

Schröder, T., Rogers, K., Ike, S., Mell, J., & Scholl, W.. Stereotype content, affective meaning, and social behavior: A cross-cultural comparison. Status: manuscript in preparation.

Schröder, T., Stewart, T. B., & Thagard, P.. Intention, emotion, and action in the brain: A neurocomputational model. Status: manuscript in preparation.

Homer-Dixon, T., Milkoreit, M., Mock, S. J., Oringa, C., Schröder, T., & Thagard, P.. The conceptual structure of social disputes: Cognitive-affective maps as a tool for conflict analysis and resolution, with case studies of Germany, Israel, Uganda, Canada, and climate change. Status: manuscript in preparation.

6. Other Work in Progress

Schröder, T. & Thagard, P.. Affective semantics of automatic social behavior. Status: computational model in development.

Ambrasat, J., Schauenburg, G., von Scheve, C., Conrad, M., & Schröder, T.. Socio-economic status and affective representations of authority and community. Status: Analysis of data (representative survey).

Nuss, J., Wolf, I., Hoffmann, C., Schröder, T., & de Haan, G.. Types of potential future users of electric vehicles and their mental representations. Status: Collection of data (focus groups, representative survey).

7. Invited Presentations

Schröder, T. (forthcoming). Emotions as semantic pointers. Free University of Berlin, Germany: September 22, 2011.

Schröder, T. (forthcoming). *Predicting the future with cognitive-affective modelling?* Free University of Berlin, Germany, Institut Futur: September 21, 2011.

Schröder, T. (2010). *Veränderungsprozesse in der Personalentwicklung*. [Changes in human resources development practices] 1. Bundesweiter Mentoring-Kongress. Berlin-Brandenburgische Akademie der Wissenschaften [Academy of Science of Berlin and Brandenburg]: September 21, 2010.

Schröder, T. (2010). *Cultural and linguistic causes of social conflict*. Workshop on "Social Conflicts" at the Interdisciplinary Wolfgang Köhler Center for Research on Conflict in Intelligent Systems. Erkner, Germany: January 22-23, 2010.

Schröder, T. (2008). *Estimating and experimentally validating a model of impression formation among Germans*. Indiana University, Bloomington, IN, U.S.A.: April 2, 2008.

Schröder, T. (2008). *Affective dynamics of leadership in international organizations*. Texas Tech University, Lubbock, TX, U.S.A.: April 7, 2008.

8. Conference Contributions

Kurzias, E., Schermuly, C. C., Scholl, W., Schröder, T., & Leising, D. (forthcoming). *Act-by-act complementarity of interpersonal behavior. Does Interpersonal Theory have to be revised?* Meeting of the personality and individual differences section of the German Psychological Society, Saarbrücken: September 26-28, 2011.

Schröder, T., Stewart, T. B., & Thagard, P. (forthcoming). *Towards a neurocomputational model of intention, emotion, and social action*. Meeting of the social psychology section of the German Psychological Society, Hamburg: September, 18-21, 2011.

Nuss, J., Wolf, I., Schröder, T., & de Haan, G. (forthcoming). *Cognitive-affective representations of innovations in transportation: the case of electric vehicles*. Meeting of the social psychology section of the German Psychological Society, Hamburg: September, 18-21, 2011.

Mell, J., Scholl, W., & Schröder, T. (2010). *An enlarged stereotype content model with the fundamental dimensions of social cognition*. Meeting of the German Psychological Society, Bremen: September 29, 2010.

- Schröder, T., Gläs, K., Nachtwei, J. & Schermuly, C. C. (2010). *Human Resources Development 2020: Results of a Delphi Study*. 8th Congress of Economic and Organizational Psychology, Potsdam: May 15, 2010.
- Schröder, T. (2009). *Computer simulation of social interaction and emotion*. Meeting of the social psychology section of the German Psychological Society, Luxemburg: September 1-4, 2009.
- Huck, J., Schröder, T. & Gerhold, L. (2009). *Diffusion of innovation in reducing land consumption: a social psychological perspective*. (Poster). Meeting of the social psychology section of the German Psychological Society, Luxemburg: September 1-4, 2009.
- Schröder, T. (2009). *Language, emotion, and social interaction: an interdisciplinary perspective*. Workshop „Creating an Interdisciplinary Map of Interaction and Communication“, Berlin: July 23-25, 2009.
- Schneider, A. & Schröder, T. (2009). *Advances in computer simulation of cross-cultural conflict*. Meeting of the Southern Sociological Society, New Orleans, LA, U.S.A.: April 1-4, 2009.
- Schröder, T. & Scholl, W. (2008). *Affect control theory: linking social cognition to symbolic interactionism*. (Poster). XXIX. International Congress of Psychology, Berlin: July 20-25, 2008.
- Scholl, W., Schröder, T., Jacobs, I., & Schermuly, C. (2008). *Basic dimensions of social interaction: Affiliation, Power, Activation*. Exhibition (poster, software demonstration and video) at the XXIX. International Congress of Psychology, Berlin: July 20-25, 2008.
- Schröder, T. & Scholl, W. (2008). *Development and experimental validation of a German-language affect control theory model*. Meeting of the Southern Sociological Society, Richmond, VA, U.S.A.: April 9-12, 2008.
- Schröder, T. & Scholl, W. (2007). *Experimental test of affect control theory in a complex simulated leadership situation*. Meeting of the social psychology section of the German Psychological Society, Freiburg: September 15-17, 2007.
- Hülßenbeck, J., Peucker, M., Schröder, T. & Scholl, W. (2007). *Priming of authoritarian and democratic leadership styles using a situational interview technique*. (Poster). Meeting of the social psychology section of the German Psychological Society, Freiburg: September 15-17, 2007.
- Schröder, T. & Mieg, H.A. (2006). *The willingness to pay for public goods depends on perceived justice*. 11th International Social Justice Conference, Berlin: August 2-5, 2006.

9. Scientific Workshops Developed and Organized

Social and psychological perspectives on innovation strategies. (with Simone Ehrenberg-Silies and Volker Wiedemer). Bundesministerium für Bildung und Forschung [German Federal Ministry of Education and Research]. Berlin: October 19, 2010.

Die Zukunft der Flächennutzung in Deutschland. [The future of land use and urban planning in Germany] Expert and Stakeholder Workshop. (with Gerhard de Haan, Jana Huck, Jochen Nuss, & Kathrin Schreiter) Freie Universität Berlin: May 21, 2010.

10. Dissemination of Research to the Public

Newspapers and Magazines: Süddeutsche Zeitung, Neue Zürcher Zeitung, Berliner Zeitung, Nordwest-Zeitung, Südkurier, Focus, Psychologie Heute, Emotion, Kölner Stadt-Anzeiger

Radio: 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>

Miscellany

Ad-hoc Reviews for:

- Applied Psychology: An International Review
- 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
- Society for Personality and Social Psychology
- World Future Society