

Dr. Tobias Schröder, University of Waterloo

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Education and Degrees

Ph.D. (<i>Dr. rer. nat.</i>) 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

- Social interaction: Identity, culture, and emotion
- Computer simulation of social and organizational behavior
- The individual-society problem: linking micro-interactions with macro-processes
- Leadership and entrepreneurship
- Diffusion of innovation: cognitive-affective mechanisms; forecasting with agent-based models

Professional Positions

11.2010 –	Postdoctoral Research Fellow, Department of Philosophy (Cognitive Science Program) / Waterloo Institute for Complexity and Innovation (WICI), University of Waterloo, Ontario, Canada (supervisor: Paul Thagard)
10.2010 –	Member, cluster of excellence “Languages of Emotion”, Free University, Berlin, Germany
11.2008 – 10.2010	Research Associate/Project Manager, Institut Futur, Free University of 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.

2. Seminars/Lectures/Workshops Developed and Taught

- 2011 „Visionary Leadership“ – Workshop at University of Waterloo’s Stratford Campus (with John Michela)
- 2010 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). Free University of Berlin, Institut Futur.
- 2007-2008 Sociological approaches to organizational and social psychology, Humboldt-University of Berlin, Institute of Psychology.
- 2007 Political Psychology. Friedrich Ebert Foundation (under-/)graduate fellowship program.

3. Executive Training

- 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).

4. Students Supervised

- 2010 Katarina Verešová (M.A. Thesis, Free University of Berlin): Dissemination of innovation in the context of sustainable urban development

- 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
- Undergraduate research project (Humboldt-University of Berlin): Affective basis of stereotypes in Germany
- 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
 - Affective meaning of bases of power
 - 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: Springer 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

- Schneider, A. & Schröder, T. (forthcoming). Ideal types of leadership as patterns of affective meaning: A cross-cultural and over-time perspective. *Social Psychology Quarterly*.
- 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., Netzel, J., Schermuly, C. C., & Scholl, W. (forthcoming). Culture-constrained affective consistency of interpersonal behavior: A test of affect control theory with nonverbal expressions. *Social Psychology*.
- Schröder, T. & Thagard, P. (2011). Motivated cognition and emotional bias in politics: Why Guttenberg has stayed so popular. *Report Psychologie*, 36(9), 358-368.

- 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. & Scholl, W. (2009). Affective dynamics of leadership: an experimental test of affect control theory. *Social Psychology Quarterly*, 72(2), 180-197.
- 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. & 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). 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: Springer VS Verlag für Sozialwissenschaften.
- Schröder, T. (2012). 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* (pp. 159-178). [Emotions, social structure, and modernity] Wiesbaden: Springer VS Verlag für Sozialwissenschaften.

4. Manuscripts in Progress

- Rogers, K. B., Schröder, T., & Scholl, W.. The affective structure of stereotype content: Behavior and emotion in intergroup context. Status: under peer review.
- Kurzus, E., Schermuly, C. C., Scholl, W., Schröder, T., & Leising, D.. As the question, so the answer? An investigation of interpersonal complementarity using the Discussion Coding System (DCS). Status: under peer review.
- Schröder, T. & Thagard, P.. The affective meanings of automatic social behaviors: Three mechanisms that explain priming. Status: under peer review.
- Schröder, T., Rogers, K. B., Ike, S., Mell, J., & Scholl, W.. Affective meanings of stereotyped social groups in cross-cultural comparison. Status: under peer review.
- Wolf, I., Nuss, J., Schröder, T., & de Haan, G.. The adoption of electric vehicles: An empirical agent-based model of attitude formation and change. Status: under peer review (extended conference abstract).
- Schröder, T., & Thagard, P.. Towards psychologically realistic agents: Simulating emotional coherence and identity maintenance in human communication. Status: under peer review (extended conference abstract).
- Schröder, T., Stewart, T. C., & Thagard, P.. Neural dynamics of intention, emotion, and action. Status: under peer review.
- Chan, V., Michela, J. L., & Schröder, T.. Affective identity and vocational identity as sources of entrepreneurial intentions. Status: unpublished working paper, University of Waterloo.

- Homer-Dixon, T., Milkoreit, M., Mock, S. J., 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, Canada, and climate change. Status: unpublished working paper, University of Waterloo.
- Schmidtke, D., Conrad, M., Schröder, T., & Jacobs, A. M.. Cultural differences in emotion ratings for English, Spanish, and German words. Status: manuscript in preparation.
- Nuss, J., Wolf, I., Hoffmann, C., Schröder, T., & de Haan, G.. Who will buy the electric car? Toward an emotion-based typology of future consumers. Status: manuscript in preparation.
- Ambrasat, J., Schauenburg, G., von Scheve, C., Schröder, T., & Conrad, M.. Social stratification and affective meaning. Status: manuscript in preparation.
- Rogers, K. B., Schröder, T., & von Scheve, C.. Affective meaning maintenance in the generation of behavior and emotion. Status: manuscript in preparation.

5. 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]

6. Invited Presentations

- Schröder, T. (2012). *Cognitive and affective mechanisms of innovation in social systems*. Free University of Berlin, Germany: February 1, 2012.
- Schröder, T. & Thagard, P. (2011). *Affective semantics of automatic social behaviour: A localist network model*. University of Waterloo: Social Psychology Research Seminar, November 9, 2011.
- Schröder, T. (2011). *Affective dynamics of leadership in cross-cultural perspective*. University of Waterloo: Industrial and Organisational Psychology Research Seminar, October 31, 2011.
- Schröder, T. (2011). Emotions as semantic pointers. Free University of Berlin, Germany: September 22, 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.

7. Conference Contributions

Kurzias, E., Schermuly, C. C., Scholl, W., Schröder, T., & Leising, D. (2011). *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.

Nuss, J., Wolf, I., Schröder, T., & de Haan, G. (2011). *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.

Schröder, T., Stewart, T. C., & Thagard, P. (2011). *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.

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: Sept. 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 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 2010.

How to integrate expert knowledge and citizens' preferences in political decision-making. Workshop on decision analysis for federal lawmakers in Germany. (with Malte von Braun, Cornelius Schaub, & Harald A. Mieg). Deutscher Bundestag, Committee for Sustainable Development, Berlin: June 2008.

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
- Cognitive Systems Research
- Experimental Psychology
- 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
- European Social Simulation Association
- Society for Personality and Social Psychology
- World Future Society

Languages Spoken

- English, German, French, and Spanish