

Dr. Mareike Möhlmann

Assistant Professor, Bentley University, Waltham, US

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Employment

since 12/2020	Bentley University Information and Process Management Department Assistant Professor
09/2016 - 06/2020	University of Warwick, Warwick Business School Information Systems & Management Group Assistant Professor
01/2018 - 06/2020	London School of Economics, Management Department Visiting Scholar/Teaching Fellow
05/2015 -10/2016	New York University, Stern School of Business Department of Information, Operations, and Management Science Information Systems Management, Postdoctoral Researcher
09/2010-10/2011	United Nations (UNEP), New York Office Policy Coordination in International Governance (Sustainable Development, Climate Change, Green Economy)

Education

04/2012-03/2015	University of Hamburg, Germany Doctorate in Business Administration/Management
09/2009-11/2010	London School of Economics and Political Science, UK M. Sc. in Management (Public Management and Governance)
09/2008-02/2009	Institut d'Etudes Politiques de Paris (Sciences Po), France Management and Political Science
10/2006-08/2009	Ludwig-Maximilians University Munich, Germany B. A. in Communication/Media Science and Political Science

Research

Major Research Interests

- (1) Algorithmic management and the future of work, and (2) trust and reputation on sharing economy platforms (qualitative and quantitative research methods)

Awards and Honours

- Bentley University Outstanding Scholarly Contribution Award 2022 (university-wide award)
- Nomination for RRBM Award by MIS Quarterly in 2022 (only one MIS Quarterly paper nomination per annum)
- Single author of the Journal of Consumer Behaviour's "most cited article in the last 3 years" in 2020 and 2021 (1300+ Google Scholar citations)

- Warwick Business School Award for Outstanding Contribution to Teaching 2018-2019
- Warwick Business School Dean's Certificate for Recognition of Excellent Teaching (Undergraduate) 2018 ("Design Thinking")
- Warwick Business School Dean's Certificate for Recognition of Excellent Teaching (Postgraduate) 2018 ("Digital Marketing")
- RESER Founders' PhD Award for Outstanding Performance as a Young Scholar (European Ass. for Research on Services 2014)
- Nomination for the William H. Newman Award for Best Paper Based on a Dissertation (Academy of Management 2015)

Third-Party Funding and Grants

- Bentley University Research Council Grant 2022
- Bentley University FAC Grant 2021
- Several funds to disseminate impact-related research awarded by Warwick Business School in 2018/2019 (approx. 10,000 Pounds)
- Fritz Thyssen Research Grant in 2015 (> USD 40,000)
- DAAD Grant in 2015 (> USD 20,000)
- Graduate school WISO UHH Research Grant in 2014
- RESER Founders' PhD Award Grant (Helsinki, Finland) in 2014

Service

- Representative-at-Large of the Academy of Management (AOM-CTO Executive Committee) (since 2021)
- Bentley University First-Year-Seminar Instructor (2021)
- Reviving and organizing (now co-organizing) the Bentley University Brownbag Seminar Series MIS @ Bentley (since Spring 2021)
- Member of the Bentley University Shuttle Advisory Committee
- Member of the Bentley Curriculum Policy Committee
- Informal and formal mentoring responsibilities (e.g., mentor at the paper-a-thon at ICIS 2021, mentor for an AIS Chapter Germany initiative)
- Associate Editor (AE) for ICIS 2017/2018/2019/2020/2021/2022/2023, AE for AOM 2018/2019/2022, AE for ECIS 2019/2021
- Ad-hoc reviewer for journals such as Information Systems Research, MIS Quarterly, Management Science, etc. (10-15+ papers per annum)
- Co-mini-track chair ("advances in trust" / "digital trust" / "trust and AI" / "trust and distrust" / "trust: context and technology matters") at HICSS conference in 2019, 2020, 2021, 2022, and 2023
- Track chair of WI conference 2023 (leading German IS conference)
- Member of the scientific committee of reshape work conference on the "gig economy" (2019, 2021)
- Program committee member for the Pre-ICIS workshop on the "changing nature of work" (2018, 2019, 2021)
- Affiliated member WBS Artificial Intelligence Innovation Network
- Member of the tentative executive working group on the AIS SIG on the Changing Nature of Work
- Founding member of the AIS SIG initiative on digital innovation, transformation & entrepreneurship

Media Coverage

- The Times, The Financial Times, The Independent, The Evening Standard, The Telegraph, BBC, The Conversation, The Business Insider, Economia, The World Economic Forum, etc.

- August 2017: Research was featured on the front page of the print version of the Times (UK) and in about 200 other press outlets worldwide; generation of more than 100 000 USD in AVE (advertising value equivalent)

Podcasts

- "The Unlearn Project" (University of Sydney Insights) in 2021, "Talking about Platforms" podcast in 2021, ADA on "Digital Nudges" 2022

Invited talks industry/public sector

- United Nations (UNFCCC & UNEP) 2022, Facebook 2021, MKAI Inclusive AI Forum 2021, Reshape Work Conference Amsterdam 2019, UK Royal Military Academy Sandhurst 2019

Google scholar citations

- Approx. 2000 as of Feb 2022 (approx. 500 per annum in 2020 and 2021)

Selected Software

- Microsoft Office, SPSS, Python, SmartPLS Latent Variable Modelling, ProcessModel, SAP, Tableau

Teaching

Teaching Award

- Award for Outstanding Contribution to Teaching 2018-2019 by Warwick Business School
- Warwick Business School Certificate for Recognition of Excellent Teaching (Undergraduate) 2018 (IB 2630: "Design Thinking")
- Warwick Business School Certification for Recognition of Excellent Teaching (Postgraduate) 2018 (IB9610: "Digital Marketing")

Teaching Qualifications

- APTE Degree for Teaching Excellence in Higher Education 2017 (One-year Programme)
- Executive Teaching Training Programme at WBS 2018/2019

PhD Supervision

- Principal supervisor of 2 PhD students at Warwick Business School, co-authoring work with several PhD students (including at Bentley University)

Development of New Courses

- Two MA-level courses ("Digital Marketing", "New Media Marketing")

Bentley University

- **IPM 652 Managing with Analytics** (MA level) (2021) (teaching scores: 5.9/6, 5.7/6, 5.7/6, 5.3/6)
- **GB 310 Business Processes and Systems** (BA level) (2022) (teaching scores: 5.6/6, 5.4/6)
- **First-Year-Seminar** (2021)

University of Warwick

- Instructor executive teaching: **Business Analytics** (Executive Executive Diploma in Digital Leadership) (2019) (teaching score: 4.7/5)
- Instructor: **Quantitative Research Methods** (2017-2019) (selected sessions - no formal evaluation)

- Instructor: **Design Thinking for Digital Innovation** (2016-2019) (teaching scores: 4.6/5, 4.3/5, 4.1/5)
- Instructor: **Digital Marketing and Technology Management** (2018-2019) (teaching scores: 4.7/5, 4.5/5, 4.5/5, 4.4/5, 4.3/5)

London School of Economics

- Instructor: **New Media Marketing: Managing Online and Social Media** (2018-2020)

University of Hamburg

- Instructor: **Service Learning – Development of Management Strategies for Practice Partners** (2013-2015)

Journal publications

Benlian, A., Wiener, M., Cram, A. W., Krasnova, H., Maedche, A., Möhlmann, M., Recker, J., Remus, U. (2022) Algorithmic Management: Bright and Dark Sides, Practical Implications, and Research Opportunities, *Business & Information Systems Engineering*, online first.

Möhlmann, M., Salge, C, Marabelli, M.: Algorithm Sensemaking: How Platform Workers Make Sense of Algorithmic Management, *Journal of the Association of Information Systems*, forthcoming.

Möhlmann, M., Zalmanson, L., Henfridsson, O., Gregory, R. W. (2021): Algorithmic Management of Work on Online Labor Platforms: When Matching Meets Control, *MIS Quarterly*.

Möhlmann, M. Unjustified trust beliefs (2021): Trust conflation on sharing economy platforms, *Research Policy*.

Möhlmann, M. and Henfridsson, O. (2021): What people hate about being managed by algorithms, *Harvard Business Review*, Special Issue, November (short/print).

Möhlmann, M (2021): Subtile Kontrolle - Subtle Control, *Harvard Business Manager* (extended German version of the Harvard Business Review), November Issue (short/print).

Möhlmann, M. (2021): Algorithmic nudges don't have to be unethical, *Harvard Business Review* (short/digital), 22 April 2021.

Möhlmann, M., Teubner, T., Navigating by the stars—Current challenges for ensuring trust in the sharing economy, *NIM Marketing Intelligence Review*, forthcoming.

Ozcan, Pinar, Gurses, Kerem, Möhlmann, Mareike (2020): Category kings and commoners: Within and cross-category spill-overs in the sharing economy, *Research in the Sociology of Organizations*.

Möhlmann, M. and Henfridsson, O. (2019): What People hate about being managed by an algorithm, *Harvard Business Review*, (short/digital), August 2019.

Mazzella, F., Sundararajan, A., D’Espous, V. and Möhlmann, M. (2016): How digital trust powers the sharing economy, *IESE Insight*, Third Quarter, 30, 24-30.

Boenigk, S./Möhlmann, M. (2016): A public sector marketing model to measure the social and environmental values of public strategies – An empirical study on a green public service, *Journal of Nonprofit & Public Sector Marketing*, 28(2), 85-104.

Möhlmann, M. (2015): Collaborative consumption – Determinants of satisfaction and the likelihood of using a sharing economy option again, in: ***Journal of Consumer Behaviour***, 14(3), 193-207. [In 2020 and 2021 “the most cited article in JCB in the last three years” → 1400+ Google Scholar citations].

Wymer, W./Boenigk, S./Möhlmann, M. (2015): The conceptualization of nonprofit marketing orientation – A critical reflection and contributions towards closing the practice-theory gap, ***Journal of Nonprofit & Public Sector Marketing***, 27(2), 117-134.

Book Chapters

Möhlmann, Mareike, Teuber, Timm, Graul, Antje (2019): Leveraging trust on sharing economy platforms: Reputation systems, blockchain technology, and cryptocurrencies, in: Belk, R. W., Eckhardt, G. M., Bardhi, F. (eds.) *Handbook of the Sharing Economy*, Edward Elgar Publishing.

Möhlmann, M. and Geissinger, A. (2018), Trust in the Sharing Economy: Platform-Mediated Peer Trust, in: Davidson, N., Infranca, J., Finck, M. (eds.) *The Cambridge Handbook on Law and Regulation of the Sharing Economy*, Cambridge: Cambridge University Press.

(Peer-reviewed) Conference Paper Proceedings

Stroppiana Tabankov, S., Möhlmann, M. (2021). "Artificial intelligence for in-flight services: How the Lufthansa Group managed explainability and accuracy concerns", the International Conference on Information Systems (ICIS 2021), December 12-15, Austin, Texas.

Stroppiana Tabankov, S., Möhlmann, M. (2021). "Tensions Interrelation Across the Implementation Stages of Business Analytics." Academy of Management (AOM), August 5-9. 2021.

Jarvenpaa, Sirkka L., Möhlmann, M., and Blomqvist, K. (2020): Introduction to the Minitrack on Advances on Trust, Trusted Systems, and Digital Technologies, Hawaii International Conference on Information System Sciences HICSS-53, Hawaii, US.

Ozcan, P., Gurses, K., Möhlmann, M. (2019): Category Kings and Commoners: Within and Across Cross-Category Spillovers in the Sharing Economy, to be presented at the 2019 Academy of Management (AOM), August 9-13, Boston, USA.

Möhlmann, M. and Jarvenpaa, Sirkka L. (2019): Cognitive Challenges on Digital Exchange Platforms: Exploring Misspecifications of Trust, Hawaii International Conference on Information System Sciences HICSS-52, Hawaii, US.

Jarvenpaa, Sirkka L., Möhlmann, M., and Teigland, R. (2019): Minitrack: Advances in Trust, Trusted Systems, and Technology Mediated-Environments, Hawaii International Conference on Information System Sciences HICSS-52, Hawaii, US.

Möhlmann, M. and Zalmanson, L. (2017): Hands on the wheel: Navigating algorithmic management and Uber drivers' autonomy, proceedings of the International Conference on Information Systems (ICIS 2017), December 10-13, Seoul, South Korea.

Hawlitsek, F., Teubner, T., Adam, M. T. P., Borchers, N. S., Möhlmann, M., Weinhardt, C. (2016): Trust in the sharing economy: An experimental framework, research-in-progress, International Conference on Information Systems (ICIS 2016), December 11-14, Dublin, Ireland.

Möhlmann, M. (2015): Collaborative consumption: Reasons for choosing a sharing economy option, presented at the 2015 Academy of Management (AOM), Social Issues in Management Division, August 7-11, Vancouver, Canada [Nomination "William H. Newman Award for Best Paper based on a Dissertation" at AOM].

Möhlmann, M. (2015): Building trust in collaborative consumption services facilitated through an online platform, presented at the 2015 Academy of Management (AOM), Organizational Communication and Information Systems Division, August 7-11, Vancouver, Canada.

Published Non-Peer-Refereed Working Papers

Moeini, M., Möhlmann, M., Hummel, H. (2020). Understanding Knotted Tensions in Purveying Pandemic Public Monitoring Technologies (available at https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3671458)

Möhlmann, M. (2016): Digital Trust and Peer-to-Peer Collaborative Consumption Platforms: A Mediation Analysis, available at <http://ssrn.com/abstract=2813367>.

Industry Publications / Reports

Möhlmann, M. (2019): Algorithmic Management, Core Magazine, Issue 9.

Möhlmann, M. (2018): Trust in the Sharing Economy, Core Magazine, Issue 7.

Ozcan, P., Möhlmann, M. (2018): Sharing is disrupting, Core Magazine, Issue 6.

Ozcan, P., Möhlmann, M., Krishnamoorthy, C. (2018): Who shares and who doesn't? Results of the UK Sharing Economy Consumer Survey 2017, Warwick Business School Report, May 2018.

Möhlmann, M. (2016): Why people trust sharing economy strangers more than their colleagues, The Conversation UK, among others reprinted in The Business Insider, Economia, and The World Economic Forum.

BlaBlaCar Report (2016): Entering the trust age, co-authored by Mazzella, F. and Sundararajan, A., with contributions by: D'Espous, V. and Möhlmann, M.

Presentations at Conferences / Workshops / Invited Presentations / Keynotes

Möhlmann, M. (2022). Keynote on: Algorithmic management, International Conference on Quality Engineering and Management, University of Minho, Portugal, July 15, 2022.

Möhlmann, M. (2022). Keynote on: Platforms and algorithmic nudges: They don't need to be unethical, Symplatform Platform Symposium, Politecnico di Milano, Italy, April 01, 2022.

Möhlmann, M. (2022). Algorithmic Management, panelist on 'Algorithmic Management' panel, WI conference, February 22, 2022.

Möhlmann, M. (2022). Algorithmic Management, invited talk, TU Berlin, January 27, 2022.

Möhlmann, M. (2022). Algorithmic Management, invited talk, LMU Munich, January 19, 2022.

Möhlmann, M. (2022). Algorithmic Nudges Don't have to be unethical, invited talk, United Nations Roundtable, January 18, 2022.

Stroppiana Tabankov, S., Möhlmann, M. (2021). "Artificial intelligence for in-flight services: How the Lufthansa Group managed explainability and accuracy concerns", the International Conference on Information Systems (ICIS 2021), December 12-15, Austin, Texas.

Möhlmann, M. (2021). Keynote on Algorithmic Management, "Future of Work event" organised by the Public Policy Centre in Belgrade, Serbia, November 24, 2021:

Möhlmann, M. (2021). Keynote on Managing with Algorithms: Algorithmic Nudging and a Call for more Ethics, held at IE University Madrid, Spain, event by Facebook, November 08, 2021.

Möhlmann, M. (2021). Keynote on Algorithmic Nudging, at the MKAI September AI Inclusive Forum - The Ethics and Imperative of Digital Nudging, September 23, 2021.

Möhlmann, M. (2021) Algorithmic management, Poster, Bentley University Research Showcase and Reception, September 02, 2021.

Li, J., Möhlmann, M., Marabelli, M. (2021). AI controlling AI? A potentially dystopian view of automatic systems. Bentley University Research Showcase and Reception, September 02, 2021.

Leicht-Deobald, U., Lutz, C., Meijerink, J., Cameron, L., Lamers, L., Newlands, G., Möhlmann, M., Donaldson, T. (2021). "Algorithmic Management: Toward a Cross-Disciplinary Research Agenda (PDW)." Academy of Management (AOM), August 5-9, 2021.

Stroppiana Tabankov, S., Möhlmann, M. (2021). "Tensions Interrelation Across the Implementation Stages of Business Analytics." Academy of Management (AOM), August 5-9, 2021.

Möhlmann, M. and Henfridsson, O. (2021): The invisible hand: Algorithmic control of YouTube producers and consumers, Boston University Platform Strategy Research Symposium, July 16, 2021.

Möhlmann, M. (2021) Algorithmic Transparency, Bentley University Brownbag Seminar, March 05, 2021.

Möhlmann, M. (2020): Algorithmic Management – A study of Uber drivers, Symposium on the Digital Economy in Berlin, 16 October 2020, Weizenbaum Internet Institute/TU Berlin (remotely).

Möhlmann, M. (2020): App-based surveillance – Lessons from the algorithmic management of Uber drivers, at: The Digital Infrastructure, Innovation and Economy Seminar Series London, 25 June, 2020, London School of Economics.

Möhlmann, M. (2020): Unjustified trust beliefs on sharing economy platforms, Digital Platform Business Models Seminar, 23 June, 2020, IUC Barcelona.

Möhlmann, M. (2020): Unjustified trust beliefs on multi-sided sharing economy platforms, TUM Workshop on Trust, Blockchain, and Smart Contracts, 19 June 2020, TU Munich.

Möhlmann, M. and Zalmanson, L., Henfridsson, O., and Gregory R. (2019): Algorithmic Management, PDW on the "Digital Platform Economy", to be held at 019 Academy of Management (AOM), 9-13 August, Boston, USA.

Ozcan, P., Gurses, K., Möhlmann, M. (2019): Category Kings and Commoners: Within and Across Cross-Category Spillovers in the Sharing Economy, to be presented at the 2019 Academy of Management (AOM), August 9-13, Boston, USA.

Geissinger, A., Laurell, C., Möhlmann, M., & Öberg, C. (2019). Collaborative economy in social media – Collective action in Sweden. Paper presented at the 6th International Workshop on the Sharing Economy, Utrecht.

Möhlmann, M. and Jarvenpaa, Sirkka L. (2019): Cognitive Challenges on Digital Exchange Platforms: Exploring Misspecifications of Trust, Hawaii International Conference on Information System Sciences HICSS-52, Hawaii, US.

Möhlmann, M. (2018): How algorithmic management unfolds across the tight- and loose-control platforms M-Turk and Uber, Reshape Work Conference, 24-25 October 2018, Amsterdam.

Möhlmann, M. and Jarvenpaa, S. L. (2018): Misspecifications of trust on digital exchange platforms: An agenda for future research, PDW on Trust in Digital Platforms, Academy of Management, August 10-14 2018, Chicago.

Möhlmann, M. and Zalmanson, L., Henfridsson, O. (2018): The Gig Economy: When algorithms manage freelance workers, 5th Intern. Workshop on the Sharing Economy, June 28-29, Mannheim, Germany.

Möhlmann, M. and Zalmanson, L., Henfridsson, O. (2018): Hands on the Wheel (and the app): Regaining Control in the Age of Algorithmic Management, Republica, May 2-4 2018, Berlin

Möhlmann, M. and Zalmanson, L. (2017): Hands on the wheel: Navigating algorithmic management and Uber drivers' autonomy, proceedings of the International Conference on Information Systems (ICIS 2017), December 10-13, Seoul, South Korea.

Möhlmann, M. (2017) Methodological approaches studying the sharing and gig economy, Symposium on the Management of Work in the Sharing Economy, University of Sussex, December 15, 2017.

Möhlmann, M., Zalmanson, L., Henfridsson, O. (2017): How Uber drivers regain control in the age of algorithmic management, 4th International Workshop on the Sharing Economy, June 15-16, Lund, Sweden.

Möhlmann, M. and Geissinger, A. (2017): Trust in the sharing economy, Workshop on the Cambridge Handbook of the Law of the Sharing Economy, April 28, 2017, Boston, US (remotely).

Möhlmann, M., Zalmanson, L., Henfridsson, O. (2017): Hands on the Wheel (and the App) – Regaining Control in the Age of Algorithmic Management, Theorizing the Web Conference, April 07-08, New York.

Hawlitsek, F., Teubner, T., Adam, M. T. P., Borchers, N. S., Möhlmann, M., Weinhardt, C. (2016): Trust in the sharing economy: An experimental framework, short paper, International Conference on Information Systems (ICIS 2016), December 11-14, Dublin, Ireland, pp. 1-14.

Möhlmann, M. (2016): Digital trust and peer-to-peer collaborative consumption platforms: A mediation analysis, MISQE Research for Practice Workshop on the Sharing Economy, International Conference on Information Systems (ICIS 2016), December 10, Dublin, Ireland.

Möhlmann, M. (2016): Sharing Economy: Building Trust in P2P Online Marketplaces, presented at the New York Computer Science and Economics Day (NYCE) 2016, January 29, 2016, New York, USA.

Möhlmann, M. (2015): Collaborative consumption: Trust in peer-to-peer online marketplaces, poster, presented at the 2015 Workshop on Information in Networks, October 2-3, New York, USA.

Möhlmann, M. (2015): Collaborative consumption: Reasons for choosing a sharing economy option, Academy of Management (AOM), Social Issues in Management Division, August 7-11, Vancouver, Canada (Nomination "William H. Newman Award for Best Paper based on a Dissertation").

Möhlmann, M. (2015): Building trust in collaborative consumption services facilitated through an online platform, Academy of Management (AOM), Organizational Communication and Information Systems Division, August 7-11, Vancouver, Canada.

Möhlmann, M. (2014): Collaborative consumption – Determinants of satisfaction and the likelihood of using a sharing option again, presented at the 24th Annual Conference of the European Association for Research on Services, September 11-13, 2014, Helsinki, Finland (**"RESER Founders' PhD Award 2014 for Outstanding Performance as a Young Scholar"**).

Möhlmann, M. (2014): Sharing Economy alias collaborative consumption – The causality between the level of trust and intentional and actual behavior to use a sharing option, presented at the International Doctoral Colloquium of the 24th Annual Conference of the European Association for Research on Services, September 09-10, 2014, Helsinki, Finland.

Möhlmann, M. (2014): Sharing Economy alias collaborative consumption – The causality between the level of trust and intentional and actual behavior to use a sharing option, presented at the International Doctoral Workshop Research Design for Causal Inference in Social Sciences at the University of Southern Denmark, August, 11-13, 2014, Esbjerg, Denmark.

Möhlmann, M. (2013): The development of a holistic conceptual model to capture the value of public, nonprofit, and private sector collaboration, poster, presented at the 42th Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), November 21-23, 2013, Hartford, USA.

Invited Presentations

2020, September, University of Lucerne, Switzerland

2020, May: University of Oxford, UK

2020, April: UIC Barcelona, Spain
2019, November: Bentley University
2018, April: TU Berlin, Germany
2018, March: London School of Economics, UK
2017, July: University of Cologne, Germany
2016, May: Warwick University, Warwick Business School, ISM Group, UK
2016, April: Vrije University of Amsterdam, KIN Research Group, Netherlands

Impact

Example Research Project: Algorithmic Management

Impact (academia):

- Publication in top IS journal: Möhlmann, M., Zalmanson, L., Henfridsson, O., Gregory, R. W. (2021), Algorithmic Management of Work on Online Labor Platforms: When Matching Meets Control, *MIS Quarterly*, 54(4), 1999-2022.
- Nomination for award: In January 2022, the *MIS Quarterly* nominated the paper for the prestigious "Responsible Research in Management" Award. The *MIS Quarterly* can only nominate one paper per annum (published in the last 4 years).
- Bentley University Outstanding Scholarly Contribution Award 2022 (university-wide award)
- The paper is among the first in the IS discipline to address algorithmic management. Ever since, the topic has been the major focus at several conference events, such as the Academy of Management PDW on "Algorithmic Management" in 2021, and the WI conference panel on "Algorithmic Management" in 2022, and the Academy of Management PDW "Digital Platform Economy" PDW in 2019 – Mareike was invited speaker at these events
- Mareike presented the paper at numerous conferences and seminars, including but not limited to: TU Berlin 2022, LMU Munich 2022, Bentley University Research Showcase 2021, Weizenbaum Institute 2021, London School of Economics 2020, ICIS conference 2017, Intern. Workshop on the Sharing Economy in Lund 2017

Public interest, broad dissemination, and impact (beyond academia):

- The findings were covered on the front page of *The Times* (UK print version) and in over 200 press and TV outlets, including PBS, USA Today, ABC, and CBS. Mareike has shared insights from this research in several podcasts (e.g., University of Sydney podcast in 2021).
- The authors have been invited to discuss their research with private and public sector organizations: Facebook (2021), the Public Policy Centre in Belgrade (2021), MKAI (2021), the UK Royal Military Academy Sandhurst (2019), and at large practitioner conferences in Europe (Re:publica).
- The research project motivated a stream of Harvard Business Review articles to help managers learn how to manage more ethically in algorithmically managed environments, and to help workers on these platforms to sustain their autonomy and wellbeing (HBR

Special Issue Nov 2021, Harvard Business Manager 2021, HBR digital April 2021, HBR digital August 2019)

- In January 2022, Mareike Möhlmann presented findings from this paper and her work about algorithmic nudging at a United Nations Roundtable focusing on "Digital Nudging for Climate Change". She was asked to provide written output for a UN report.
- The authors have been advised that two online labor platform organizations in Israel have used the article's insights to inform the design of their algorithms for ride-hailing and delivery services, and that Israel drivers' labor unions have also met with drivers to discuss the implications for worker autonomy.