CALL FOR PAPERS

EAWOP Small Group Meeting (SGM)

University of Amsterdam, Netherlands, 25th-27th October, 2023

Promoted by the European Association of Work and Organizational Psychology (EAWOP)

Human-AI Teams at Work: Opportunity or Threat?

The goal is to integrate interdisciplinary perspectives on human-AI teamwork by bringing together researchers and practitioners from different disciplines by sharing contributions regarding applications of artificial intelligence (AI) as teammates in the workplace and by discussing opportunities, challenges, and future directions of the field. Furthermore, the goal is to build up a European network in this currently evolving field.

OVERVIEW (RELEVANCE OF THE TOPIC & AIMS OF THE SGM):

1. There is a lack of empirical evidence about how future AI teammates should look, behave, and interact in order to be accepted as teammates. Although research has clearly demonstrated the impact of human team member characteristics or AI technologies on collaboration and outcomes, little is known about how AI teammates should be designed and developed to be perceived as members of a team. The SGM addresses this with input from team and AI experts on the current state of the art, with joint discussions that aim defining an AI not only as a tool but also as a teammate.

2. The current state of the field also misses a clear understanding about whether the aspects found in high-performing human teams are also required to achieve successful collaboration and outcomes in human-AI teams. The SGM aims at putting together the state of the art within WOP to discuss and identify the most essential components for team effectiveness in human-AI collaboration.

3. Research on human-AI teamwork is fragmented in different disciplines and across disciplines. The SGM aims at supporting WOP research in connecting with scientists and

practitioners from related disciplines (e.g., human-computer interaction, computer science) and in catching up with state-of-the-art empirical and theoretical developments, yielding at interdisciplinary and multilevel studies as well as theory refinement.

4. To date, empirical studies have various methodological limitations that cannot fully capture the complexity and interdisciplinary nature of human-AI teamwork. The SGM aims at identifying methodological approaches that can complement the methodological strengths of the different fields involved (WOP; HCI; computer science) and contribute to a better understanding of human-AI teamwork.

5. The introduction of AI as teammates at work brings new opportunities and challenges for organisations at the micro-, meso- and macro-level. The SGM aims at discussing how this new role of AI will shape the organizational reality.

Questions that will be addressed within the SGM:

- What is an AI teammate?
- What are opportunities and challenges of human-AI collaboration at work?
- What factors impact team effectiveness in human-AI teams?
- Which theoretical and empirical work from different disciplines should be synthesized to understand human-AI teams?
- Which are suitable methodological approaches to investigate human-AI teamwork?
- What is the impact of AI as teammates on organizations at the micro-, meso- and macro-level?

The SGM also aims at putting together the state of the art on human-AI teamwork within WOP research, and the organizing committee suggests to work out ideas for a special issue (topic: opportunities and challenges of introducing human-AI teams at work).

CALL FOR CONTRIBUTIONS: We are calling for proposals for oral presentations. Contributions may address the topics and questions outlined above, but are not restricted to them, with respect to the novelty and interdisciplinary character of the field.

ABSTRACT SUBMISSION: Due to the innovativeness of the topic, participants are kindly asked to submit an abstract (up to 500 words) by **15. February 2023** via e-mail (e.georgänta@uva.nl). Each submission will be evaluated according to its relevance to the SGM topic by at least 2

peer reviewers. Submissions should be structured as follows: purpose, originality, method/design, results, limitations, implications, and conclusion. Applicants will be notified about the possibility of participation by **15. April 2023**.

REGISTRATION: For the contributions to be qualified as oral presentation during the SGM and to be selected as paper to be published inside the special issue, it is required that at least one of the authors will confirm the participation to the meeting. No registration fee is required.

CONTACT: For further information or if you have any questions please do not hesitate to contact **Eleni Georganta (e.georganta@uva.nl)**

We are looking forward to your participation.

The organizing committee

Eleni Georganta, Anna-Sophie Ulfert-Blank, Jan Schmutz, & Sophie Kerstan