

# SABINE THERESIA KÖSZEGI

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**Scopus**

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## RESEARCH PROFILE

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Social Robotics  
Social and societal implications of AI and autonomous systems  
Work in the context of ICT, Flexible Work and New Ways of Work,  
Negotiation- and Mediation Support Systems & Computer-mediated Communication  
Management of Conflict & Diversity in Organizations, Gender Studies

## CURRENT AFFILIATIONS

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| present | Head of the Institute of Management Science at TU Wien                                             |
| present | Member of the Advisory Board of <a href="#">AlienTT</a>                                            |
| present | Member of the <a href="#">Scientific Advisory Board Cogniman</a>                                   |
| present | Member of the <a href="#">AI Advisory Board of the Austrian Government</a>                         |
| present | Chair of the <a href="#">Austrian UNESCO Commission Advisory Board on Ethics of AI</a>             |
| present | Full Professor of Labor Science and Organization at the Institute of Management Science at TU Wien |
| present | Academic Director of the MBA Innovation, Digitalisation & Entrepreneurship (IDEa), TU Wien         |
| present | Member of the European Academy of Sciences and Art                                                 |
| present | Member of the Special Interest Group AI Ethics                                                     |

## PREVIOUS AFFILIATIONS

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|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2021 – 2023 | Visiting Fellow - Future of Work and Inclusive Growth at Bruegel AISBL, Brussels, Belgium                                                                              |
| 2017 – 2021 | Chair of the Robotics Council of the Austrian Ministry for Transport, Innovation and Technology                                                                        |
| 2018 – 2020 | Member of the High-Level Expert Group on Artificial Intelligence of the European Commission                                                                            |
| 2009 – 2020 | Academic Director of the Professional MBA Entrepreneurship & Innovation (Vienna University of Technology & Vienna University of Economics and Business Administration) |
| 2014 – 2015 | Head of the Institute of Management Science, TU Wien                                                                                                                   |

## INTERNATIONAL VISITING POSITIONS

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|                   |                                                                                                                  |
|-------------------|------------------------------------------------------------------------------------------------------------------|
| 10/2021 – 01/2022 | Guest Professor in Gender Studies at the University of Bielefeld, Germany                                        |
| 10/2017 – 06/2018 | Research Fellow at the Research Unit for Robophilosophy, Aarhus University, Denmark                              |
| 01/2012 – 03/2012 | Visiting Scholar at the Victoria University in Melbourne, Australia                                              |
| 12/2006           | Visiting Scholar at the National Sun Yat-sen University, Taiwan                                                  |
| 09/2005 – 12/2005 | Visiting Scholar at the Max Planck Institute for the Study of Societies in Cologne, Germany                      |
| 09/2003 – 12/2003 | Visiting Scholar at the University of Ottawa, Canada.                                                            |
| 06/2002 – 8/2002  | Guest Researcher (YSSP) at the International Institute for Applied System Analysis (IIASA) in Laxenburg, Austria |
| 05/1994 – 08/1996 | KSB-Consulting, Bank Austria, Organizational Development and Change Management                                   |

## PRICES AND AWARDS

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|      |                                                                                                                                               |
|------|-----------------------------------------------------------------------------------------------------------------------------------------------|
| 2024 | Leadership Excellence Award in Research - Experienced Leaders                                                                                 |
| 2023 | Digital Pioneer, awarded for lifetime achievements by Oberösterreichische Nachrichten & Partners and the Regional government of Upper Austria |
| 2023 | Finalist for Best Teaching Award for Gender Sensitive Teaching                                                                                |
| 2022 | Gregory Kersten Best GDN Journal Paper Award for “Who is Best at Mediating a Social Conflict? Comparing Robots, Screens and Humans.           |
| 2020 | Käthe Leichter Staatspreis for outstanding achievements in gender research awarded by the Austrian Government                                 |
| 2017 | Finalist for Best Teachers Awards, TU Wien 2017                                                                                               |
| 2010 | Award for Innovative Teaching, TU Wien                                                                                                        |
| 2007 | Best Paper Award of the EURO/INFORMS Section on Group Decision and Negotiation                                                                |
| 2001 | Award for Innovative Teaching, University of Vienna                                                                                           |
| 2001 | Dissertation - Silbermayer Price, University of Vienna                                                                                        |

## ACADEMIC CAREER

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|                   |                                                                       |
|-------------------|-----------------------------------------------------------------------|
| 10/2006 – 12/2008 | Associate Professor at the School of Business, University of Vienna   |
| 07/2006           | Venia Docendi for Business Administration of the University of Vienna |
| 02/1997 – 09/2006 | Assistant Professor at the School of Business, University of Vienna   |

## PROFESSIONAL CAREER

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|-------------------|---------------------------------------------------------------|
| 09/1996 – 01/1997 | Andersen Consulting Austria, Organizational Change Management |
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## EDUCATION

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|-------------------|---------------------------------------------------------------------------------------------------------------------------|
| 02/1997 – 12/2000 | Doctorate in Social Sciences & Economics at the School of Business, Economics, and Computer Science, University of Vienna |
| 08/1992 – 12/1992 | Business Administration, University of Illinois at Urbana/Champaign, USA                                                  |
| 09/1989 – 12/1994 | Bachelor & Master in Business Administration, WU Wien, Vienna, Austria                                                    |

# RESEARCH

## RESEARCH PROJECTS

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|             |                                                                                                                                                                                                                                                                 |
|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2024 – 2027 | <b>ALAIT</b> - Austrian Lab for Artificial Intelligence Trust: Coordinator, <b>(APA)</b>                                                                                                                                                                        |
| 2022 – 2027 | <b>Caring Robots // Robotic Care</b> : Coordinator, FWF (1 MIO EUR)                                                                                                                                                                                             |
| 2020 – 2022 | <b>"Trust in Automated Personal Assistants (APA)</b> Principal investigator in research project with Mercedes Benz AG (200 k EUR)"                                                                                                                              |
| 2018 – 2022 | <b>"Trust in Robots – Trusting Robots (TrustRobots) Doctoral College</b> TU Wien, DC coordinators Sabine T. Kösze and Markus Vincze (1.5 Mio EUR)"                                                                                                              |
| 2020        | <b>Human Robots Research Project</b> in collaboration with University of Würzburg, with Prof. Eric Hilgendorf (100 k EUR)                                                                                                                                       |
| 2016 – 2021 | <b>INSOR Integrative Social Robotics</b> Collaborator and Key Researcher, funded by the Carlsberg Foundation, Denmark, Project Leader: Johanna Seibt, University of Aarhus <a href="http://projects.au.dk/robophilosophy">projects.au.dk/robophilosophy</a>     |
| 2012 – 2017 | Female Biography Analysis Identity Constructions in Male vs. Female Dominated Professions. Co-Applicant of Marita Haas, funded by the Austrian Science Funds FWF                                                                                                |
| 2010 – 2013 | Leaky Pipeline Analysis of Horizontal and Vertical Gender Segregation at Vienna University of Technology, Project Leader, Commissioned by the Rectorate                                                                                                         |
| 2013 – 2014 | WBCM: Work Place Bullying: Culture Matters Collaborator and Key Researcher, in cooperation with Hanken Business School, Finland, Texas University at San Antonio & Loyola University Chicago                                                                    |
| 2010 – 2011 | "MoViH: Mobility of Visually and Hearing Impaired Persons in Public Transport Collaborator, in cooperation with Vienna Economics University and BOKU University of Natural Resources and Life Sciences. Funded by industry and interest groups"                 |
| 2009 – 2012 | "E-NEGO-MOTION: Foundations of Effective Electronic Negotiation Support Socio-emotional, Prescriptive and Technological Perspectives. Project Leader, funded by the Austrian Research Funds FWF"                                                                |
| 2010 – 2013 | "GEMMAS: Genderspezifische Anforderungen an eine Mensch-Maschine Schnittstelle Collaborator and Key Researcher, in cooperation with the Center of Mechatronics, Johannes Kepler University Linz and TROTEC, funded by the Austrian Research Funding Agency FFG" |
| 2010 – 2013 | MOVE: Mobbing Verhindern Project Leader, in collaboration with industry partners                                                                                                                                                                                |

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|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2008 – 2011 | FOGE STRABA: Mechatelligence for Light Rail Vehicles SP5 Key Researcher, in collaboration with several institutes of the Vienna University of Technology, funded by Bombardier Austria                                   |
| 2009 – 2012 | EUDD+, EUDD ++: European Driver's Desk Advanced Concept Implementation - Contribution to foster Interoperability Collaborator and Key Researcher, Funded by the European Community                                       |
| 2002 – 2007 | "INTERNEG: Electronic negotiations, media, and transactions in socioeconomic interactions Key Researcher, a collaborative research initiative supported with the Social Sciences and Humanities Research Council Canada" |
| 2007 – 2012 | NEGPOINT Scientific Mentor of the Start-up Project NEGPOINT, supported by INITs                                                                                                                                          |
| 2004 – 2006 | "VERITAS: Virtual Enterprises for Integrated Industrial Solutions Key Researcher, a collaborative project supported with funds of the European Union"                                                                    |
| 2001 – 2004 | "TRAIN-IT: European - Canadian Cooperation for Education and Vocational Training on Internet Based Transactions Key Researcher, supported from the European Union and Canadian Government"                               |

#### PHD PROJECTS (SUPERVISOR)

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| 2020 – ongoing | <b>Reinhard Grabler</b> Implications for Conceptions of Privacy Through Robotics and Artificial Intelligence in the Work Context.                                                                                                                                        |
| 2020 – ongoing | <b>Leslie Walker</b> Societal Implications of Artificial Intelligence: A Comparison of Use and Impact of Artificial Narrow Intelligence in Patient Care between Resource Rich and Resource Poor Regions and Suggested Policies to Counter the Growing Public Health Gap. |
| 2020 – ongoing | <b>Laura Vogel</b> Labor Science Perspective on Robotic Care                                                                                                                                                                                                             |
| 2019 – ongoing | <b>Philipp Hörhager</b> Managing Technology Risk: Assessing Relationships between Assistive / Autonomous Systems and Human Performance in Aerospace, with Focus on Workload Management, Situational Awareness and De-skilling.                                           |
| 2018 – 2024    | <b>Helena Frijns</b> Trust Robots: Confidence in Decisions and Actions - Space as a Dimension of Trust in Social Robots.                                                                                                                                                 |
| 2018 – 2023    | <b>Giulielmo Papagni</b> Trust Robots: Explainable Robots.                                                                                                                                                                                                               |
| 2016 – 2020    | <b>Setareh Zafari</b> Agency in Socio-technical Systems                                                                                                                                                                                                                  |
| 2014 – 2018    | <b>Georg Reischauer</b> Organisieren und Analysieren von innovativer Produktion in einer digitalen Wirtschaft                                                                                                                                                            |
| 2010 – 2016    | <b>Elisabeth Günther</b> The ideal student. Intersectional interference in the social practice of teaching STEM at university                                                                                                                                            |

- 2010 – 2014 **Ritin Korla** A Study of the Current Status of the National System of Innovation in Ghana, a Policy Perspective
- 2010 – 2013 **Christina Keinert-Kisin** Economic, Legal and Ethical Implications of Organizational Gender Discrimination: A CRS Theoretical Model and Personnel Selection Experiment
- 2009 – 2013 **Eva Zedlacher** Electronically Supported Decision Making: The Role of Information and Decision Aids
- 2009 – 2012 **Johannes Gettinger** Key Researcher, a collaborative research initiative supported with the Social Sciences and Humanities Research Council Canada
- 2006 – 2011 **Rene Hudribusch** Integration von Frauen im Österreichischen Bundesheer: Eine Analyse der Auswirkungen von Organisationskultur auf aggressives Verhalten gegenüber Soldatinnen

# TEACHING PROFILE

## UNDERGRADUATE PROGRAM

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Organizational Decision-Making  
 Fundamentals in Organizational Behavior  
 Organization and Leadership

## GRADUATE PROGRAM

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Organizational Design  
 International Negotiations  
 Advanced Topics in Organization & Innovation  
 Human Resource Management & Leadership  
 Managing People and Organizations  
 Organization Theory  
 Technology, Work and Organization  
 Gendered Organizations

## PHD

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Advanced Topics in Organization  
 Qualitative Research Methods

## POST-GRADUATE

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|                                   |                              |
|-----------------------------------|------------------------------|
| Managing People and Organizations | Executive Academy WU, TU ACE |
| Leadership, Organization & Change | IDEa Program TU ACE          |
| Principles of Negotiation         | TU ACE                       |

# ACADEMIC SERVICES

## EDITORIAL BOARDS AND COMMITTEES (SELECTED)

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|-------------|-------------------------------------------------------------------------------------|
| Since 2023  | Paladyn Journal of Behavioral Robotics Journal                                      |
| Since 2016  | Member of the Editorial Board of Junior Management Science Journal                  |
| Since 2015  | Associate Editor of Group Decision and Negotiation Journal, Springer                |
| 2015 - 2020 | Member of the Board of the GDN Section of INFORMS, in the function of the secretary |
| 2013 - 2022 | Member of the Senate of TU Wien                                                     |

## REVIEW SERVICES (SELECTED)

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Robotics and Autonomous Systems  
 Computers in Human Behavior  
 Decision Support Systems  
 Group Decision and Negotiation  
 Journal of Management Information Systems (JMIS)  
 Journal of Managerial Psychology (JMP)  
 Wallenberg Foundation Sweden  
 Laura Bassi FFG

## MEMBERSHIPS IN PROFESSIONAL ASSOCIATIONS

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|           |                                                               |
|-----------|---------------------------------------------------------------|
| EURO ACAD | European Academy of Sciences and Arts                         |
| INFORMS   | Institute for Operations Research and the Management Sciences |
| EGOS      | European Group of Organization Studies,                       |
| IACM      | International Association for Conflict Management,            |
| FINT      | First International Network on Trust                          |
| VHB       | Association of University Professors of Management            |
| DHV       | Deutscher Hochschulverband                                    |

## INVITED TALKS AND PANELS

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| Apr 2024 | Panel Discussion, Millstädter Wirtschaftsgespräche: AI and Human (Dis-)empowerment, Millstadt, April 18-19                                                                                                     |
| Apr 2024 | Keynote, International HFES Conference: Design Challenges for Trustworthy AI, Lübeck, April, 16-17                                                                                                             |
| Mar 2024 | Panel Discussion: UNESCO & FH Wien: Künstliche Intelligenz und (Des-)Information. Journalismus in der Verantwortung?                                                                                           |
| Mar 2024 | Panel Discussion: Women and Code Conference, TU the Sky, Vienna, March 08, 2024                                                                                                                                |
| Mar 2024 | Keynote, Austrian Parliament: Eine Gender-Perspektive auf künstliche Intelligenz und Arbeitsplätze: Teufelskreis der digitalen Ungleichheit“, Conference on the occasion of the International Women’s Day 2024 |

- Feb 2024 Panel Discussion, Austrian's approach into AI Regulation, RTR Rundfunk und Telekom Regulierungs-GmbH, Vienna, February 22, 2024
- Feb 2024 Keynote, international conference „Trusting in Care Technology or Reliance on Socio-technical Constellation, Delmenhorst, February 15/16, Hanse-Wissenschaftskolleg
- Nov 2023 Invited Talk: Grüne Wirtschaft, Yearly Summit: KI, Chancen und Herausforderungen
- Nov 2023 Panel Discussion in the Austrian Parliament: The role of AI in Documentation and Protocolling of Parliament debates and sessions, November 10, 2023
- Nov 2023 Summit of the Austrian Notary Chamber: Keynote on AI@Work: Empowerment or Disempowerment,
- Oct 2023 AlphaMINT & WOMENin ICT: Inv. talk on „The Vicious Cycle of Digital Exclusion“
- Sep 2023 AI Summit of DORDA Rechtsanwälte: Inv. talk on „Design Challenges for Trustworthy AI“
- Sep 2023 Österreichische Medientage. Panel zu KI
- June 2023 Wiener Vorlesung: „Künstliche Intelligenz: Wie lernende Maschinen unser Leben verändern“ Podiumsdiskussion gemeinsam mit Ruth Folterer, Helga Nowotny & Johanna Pirker, 29. Juni 2023, Brotfabrik, Ankersaal
- June 2023 „Robotik: Quo Vadis“, Keynote Impact Lech: Der Mensch und die Maschine, Symposium; 15.-18. Juni 2023, Lech
- May 2023 „Künstliche Intelligenz - wie sich unsere Arbeit verändern wird und was es für gerechte Arbeit braucht“, Keynote, GPA Betriebsrät\*innenkonferenz: Megatrends - Neue Chancen, 3. Mai 2023
- Feb 2023 “Wie steht es mit der digitalen Chancengerechtigkeit”, Keynote, Veranstaltung der Initiative Digitalisierung Chancengerecht: „She goes digital“, Hofburg, 13.02.23.
- Oct 2022 “Leveraging Human Capabilities with AI”, Keynote, Lexis Nexis Event, 11.10.23.
- May 2022 “The Vicious Cycle of Digital Exclusion”, Keynote, Best CEO & CFO Awards Austria, Deloitte.
- Jun 2021 “Warum uns Autofahren zu besseren Menschen macht ...!“, Keynote zu 125 Jahre ÖAMTC
- Jun 2021 “Is Human Autonomy Endangered by Algorithmic Decision Support?”, Keynote, GDN Conference 2021, Toronto, Canada
- Jan 2021 I'd blush if I could ... – Eine Gender-Perspektive auf KI Technologien & Digitalisierung, Veranstaltungsreihe „Gleichstellung im Gespräch“, Bundeskanzleramt und IMAG GMB
- Oct 2019 Algorithmen und Künstliche Intelligenz Einführung in die Thematik & Herausforderungen, BAT Klausur des ÖGB zu „Algorithmen, Künstliche Intelligenz, Big Data, Automatische Entscheidungssysteme“, October, 9th-10th, 2019
- Oct 2019 Mangelnde Empathie als Stärke sozialer Roboter? Erkenntnisse aus dem experimentellen Einsatz von Androiden in der Konfliktlösung. SYMPOSIUM: Menschen und Maschinen. Visionen unserer digitalen Zukunft. TU Wien, October, 29th, 2019
- Oct 2019 Ich rechne, also bin ich! Eine Kritische Analyse von KI-Systemen aus einer entscheidungstheoretischen Perspektive. SYMPOSIUM: Menschen und Maschinen. Visionen unserer digitalen Zukunft. TU Wien, October, 29th, 2019

- Sep 2019      Keynote: “Ich würde vor Scham erröten, wenn ich könnte... Eine Gender-Perspektive auf KI Technologien“, OÖ Zukunftsforum – Frauen gestalten die Zukunft, zum Thema: Warum künstliche Intelligenz ohne Vielfalt nicht funktioniert. “ [www.frauenreferat-ooe.at/825.htm](http://www.frauenreferat-ooe.at/825.htm)
- Aug 2019      Panelist: “Technomics and Responsibility in AI - Policy Recommendations”, European Forum Alpbach 2019, 22nd -25th August 2019
- June 2019      „Ethics Guidelines for Trustworthy Artificial Intelligence - The European Strategy“, Pfingstdialog Geist & Gegenwart; zum Dialog Digitalisierung und Ethik, 5th June, 2019, Schloss Seggau
- May 2019      Keynote: “Artificial Intelligence - A Transformative Force: Facing the Challenges ahead!”, STS Conference Graz "Critical Issues in Science, Technology and Society Studies", May 6th-7th, 2019
- Dec 2018      Panelist: “Artificial Intelligence – The European Way”, December 4th 2018, Vienna Austria.
- Nov 2018      Panelist: “Responsible AI of the Future“, European Big Data Value Forum, November 13th, 2018, Vienna, Austria.
- Nov 2018      Arbeit 4.0: Die Zukunft der Zusammenarbeit Mensch und Maschine, 14. November 2018, Lecture Series „Collegium Generale: Roboter“, University of Bern, Switzerland
- May 2018      Panelist: “Produktion der Zukunft“, Tagung der FFG und des bmvit, 29.-30. Mai 2018, Graz
- Aug 2017      Panelist: “Die Roboter kommen, fürchtet Euch (nicht)“, European Forum Alpbach, Konflikt & Kooperation, August 24-26, 2017
- Mar 2017      Panelist: “More female students in computer science, who cares?” at the Workshop for Innovations in Informatics education at Universities, March 14th, Vienna
- Jan 2017      “Möglichkeiten und Chancen durch Genderkompetenz“, at the Hochschulkonferenz Arbeitsgruppen Meeting „Verbreiterung von Genderkompetenz in hochschulischen Prozessen“, January 16th, Vienna
- Nov 2016      Panelist: 50 Jahre AKG der Universität Wien, November, 2nd 2016, Vienna
- Jun 2016      Panelist: The Power of Context and Process in Resolving Conflicts: The Foundational Contributions of Daniel Druckman, in honor of Daniel Druckman, IACM Conference 2016, June 26th – 29th, New York
- Nov 2015      „Flexibles Arbeiten: Panoptismus des 21. Jahrhunderts?“ Jahrestagung der NÖ Arbeiterkammer, 19th November 2015, St. Pölten
- Oct 2015      „Change: Wie kann er gelingen?“, Keynote der Veranstaltung Tag der Frau in der Wirtschaft October, 7th 2015: Frauen am Zug, Aula der Wissenschaften, Vienna
- Sep 2015      “Digitalizing the Cognitive-Emotional Fuge: How to measure affect in ongoing e-negotiations?” University of Waterloo, Canada
- Sep 2015      “Leading Organizations. What next?” Breakout Session of the Economic Talks of the Austrian Forum Alpbach, September 1st- 3rd, Alpbach 2015
- Apr 2015      „Ich bin anders: Ich bin anders?!: Wie Frauen ihre berufliche Identität in Wissenschaft und Technik verhandeln“: Vortragsreihe Genderforschung der Universität Wien, Vienna

- Nov 2014 „Ich bin anders: Frauenkarrieren in der Wissenschaft“, Festvortrag im Rahmen der Verleihung von Frauenpreisen (Doktorat & Habilitation), November 27th an der Johannes Kepler University, Linz
- Sep 2014 “New Ways of Working.” Jahrestagung der Arbeiterkammer NÖ, September 4th, in Hirschwang
- May 2014 „Frauenkarrieren in der Wissenschaft“: Hochschülerschaftstagung für Bachelor-Absolventinnen, Keynote
- May 2014 „Frauen in der Wissenschaft“. Keynote Mentoring-Veranstaltung der Universität Wien
- Aug 2012 „Wandel und (notwendige) Brüche?“ Forum Alpbach 2012, Technologiegespräche, Impulsreferat Arbeitskreis Schlüsselemente erfolgreicher Innovationskulturen, Alpbach, 23.-25. August 2012
- Feb 2012 “Integration of Behavioral and Analytic Decision Support in electronic Negotiations”, Victoria University, Melbourne, Australia
- Feb 2012 “An Austrian Study on Career Boundaries for Women in the University Workforce”, Victoria University, Melbourne, Australia
- Aug 2011 „This is a men’s world: Frauenkarrieren in Männerdomänen”: Kepler Salon Linz
- Jun 2011 „This is a men’s world: Die Diktatur der Mehrheit & die Feigheit der Frauen.“: Zukunftsforum Oberösterreich
- Oct 2009 “Exploring the Cognitive-Emotional Fugue in Electronic Negotiations.” (Berufungsvortrag) Johannes Kepler University Linz
- Jul 2009 „Analyzing Negotiation Processes using MDS Method“, University of Stuttgart Hohenheim:
- Jun 2008 „Elektronische Verhandlungsprozesse: Eine Analyse verschiedener Experimente“ (Berufungsvortrag): PEF Privatuniversität für Management:
- Jun 2008 “Electronic Negotiations”: (Berufungsvortrag) Vienna University of Technology:
- Jan 2007 “Gender Salience in Electronic Negotiations.”: 4th Austrian Workshop on Feminist Economy, January 26, 2007, University of Vienna
- Jul 2006 “Intercultural Negotiation Patterns”: (Berufungsvortrag) University of Passau
- Nov 2005 “Analysis of Negotiation Processes – 3 Experiments”: Max Planck Institute Bonn, Germany

# LIST OF PUBLICATIONS

## POLICY DOCUMENTS

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1. Koeszegi S.T. Gomez-Herrera, E. (2023): Gender Equality and rebound ability in the labour market: lessons from COVID-19 Gender equality and reboundability in the labour market: lessons from COVID-19, Analysis, Future of Work, Bruegel, 2023
2. Gomez-Herrera, E. & Koeszegi, S.T. (2022): A gender perspective on artificial intelligence and jobs: the vicious cycle of digital inequality, Future of Work, [Policy Paper](#), Bruegel Insitute.
3. Policy and Investment Recommendations for Trustworthy Artificial Intelligence, AI high-level Expert Group of the European Commission, June 2019, <https://ec.europa.eu/digital-single-market/en/news/policy-and-investment-recommendations-trustworthy-artificial-intelligence>
4. A definition of AI: Main Capabilities and Disciplines: Definition developed for the purpose of the AI HLEG's deliverables, AI HLEG of the European Commission, April 2019; <https://ec.europa.eu/digital-single-market/en/news/ethics-guidelines-trustworthy-ai>
5. Ethics Guidelines for Trustworthy AI; AI high-level Expert Group of the European Commission, April 2019, <https://ec.europa.eu/digital-single-market/en/news/ethics-guidelines-trustworthy-ai>
6. Die Zukunft Österreichs mit Robotik und Künstlicher Intelligenz positiv gestalten: White Paper des Österreichischen Rats für Robotik und Künstliche Intelligenz, [https://www.acrai.at/wp-content/uploads/2020/03/ACRAI\\_White\\_Paper\\_DE.pdf](https://www.acrai.at/wp-content/uploads/2020/03/ACRAI_White_Paper_DE.pdf)

## JOURNALS (PEER REVIEWED)

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7. Grabler R. & Koeszegi S.T. (2024): Privacy beyond Data: Assessment and Mitigation of Privacy Risks in Robotic Technology for Elderly Care. J. Hum.-Robot Interact. 14, 1, Article 6 (March 2025), 23 pages. <https://doi.org/10.1145/3689216>
8. Zafari, S., Papagni, G., DePagter, J. Rosenstein, A. Filzmoser M. & S.T. Koeszegi (2024): Trust Development and Explainability: a Longitudinal Study with a Personalized Assistive System, in Multimodal Technologies and Interaction, forthcoming.
9. Vogel, L. & Koeszegi, S. T. (2023). Faire Arbeit bei plattformvermittelter Sorgearbeit in Österreich? Eine Fallstudie über das Arbeiten vermittelt von Betreut.at. Wirtschaft und Gesellschaft 49 (4), 67–87. 10.59288/wug494.209
10. Hartner-Tiefenthaler, M. AMS Mostafa & S.T. Koeszegi (2023): The double-edged sword of online access to work tools outside work: the relationship with flexible working, work interrupting nonwork behaviors and job satisfaction“, Frontiers in Public Health, <https://doi.org/10.3389/fpubh.2022.1035989>.
11. Frijns, H.A. Schürer, O., Koeszegi, S.T. (2023): "Communication models in Human-Robot Interaction: An Asymmetric MODel of ALterity in Human-Robot Interaction (AMODAL-HRI)", International Journal of Social Robotics, 15 (3), [doi.org/10.1007/s12369-021-00785-7](https://doi.org/10.1007/s12369-021-00785-7)
12. Papagni, G., de Pagter, J., Zafari, S., Filzmoser, M., Koeszegi, S.T. (2022): Artificial agents' explainability to support trust: considerations on timing and context. AI & Soc (2022), <https://doi.org/10.1007/s00146-022-01462-7>.
13. Goisauf, M., Hartner-Tiefenthaler, M., Gerdenitsch, C., & Koeszegi, S. T. (2021). Remote Working in a Public Bureaucracy: Redeveloping Practices of Managerial Control When Out of Sight. Frontiers in Psychology, <https://doi.org/10.3389/fpsyg.2021.606375>.

14. Papagni, G. & Kőszegi S.T. (2021): A Pragmatic Approach to the Intentional Stance: Semantic, Empirical and Ethical Considerations for the Design of Artificial Agents, Minds & Machines, Vol. 31, pp. 505-534. <https://doi.org/10.1007/s11023-021-09567-6>
15. Druckman, D., Adrian, L., Flensburg Damholdt, M., Filzmoser, M.; Kőszegi, S.T. ; Seibt, J. & Vestergaard, C. (2021): "Who is Best at Mediating a Social Conflict? Comparing Robots, Screens and Humans", Group Decision and Negotiation, DOI: 10.1007/s10726-020-09716-9, pp. 1-32; <sup>[1]</sup>awarded with the Gregory Kersten Best Journal Paper award 2022
16. Papagni, G. & S. T. Kőszegi (2021): Understandable and trustworthy explainable robots: a sensemaking perspective, Paladyn. Journal of Behavioral Robotics, Vol 12 (1), <https://doi.org/10.1515/pjbr-2021-0002>
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18. Zafari, S., Hartner-Tiefenthaler, M., and S.T. Kőszegi (2019): Flexible Work Arrangements and Work-related Outcomes: The Role of Perceived Organizational Alignment, Management Review Socioeconomic Studies (mrev), 30 (1), DOI: <https://doi.org/10.5771/0935-9915-2019-1-1>
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