

LILY MORSE

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West Virginia University
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ACADEMIC APPOINTMENTS

West Virginia University Assistant Professor, Management	<i>2019-</i>
Boston College Visiting Assistant Professor, Management & Organization	<i>2018-2019</i>
University of Notre Dame Postdoctoral Associate, Management & Organization	<i>2016-2018</i>

EDUCATION

Carnegie Mellon University Ph.D., Organizational Behavior and Theory	<i>2016</i>
M.S., Organizational Behavior and Theory	<i>2013</i>
The University of Texas at Austin B.A. (with highest honors), Psychology Minor: Business Administration	<i>2011</i>

RESEARCH INTERESTS

Ethics; Prosocial deviance; Moral character; Negotiation; Auditing; Artificial intelligence

ADDITIONAL TRAINING

Lim Kim San Fellowship, Singapore Management University Faculty Host: Abhijeet Vadera.	<i>2018</i>
Medici Summer School in "Deviance and Deviants in Organizational Research." Florence, Italy.	<i>2014</i>

PUBLICATIONS

1. Aven, B., Morse, L., & Iorio, A. (In press). The Valley of Trust: The Effect of Relational Strength on Monitoring Quality. *Organizational Behavior and Human Decision Processes*.
2. Morse, L., & Cohen, T. R. (2020). The Importance of the HEXACO Model in Behavioral Business Ethics: Comment on Ashton & Lee (2020). *European Journal of Personality*, 34(4), 535-536.
3. Morse, L., Keeney, J., & Adkins, C. (2019). Morality in Groups. In D. W. Wasieleski & J. Weber (Eds.), *Business and Society 360: Business Ethics* (pp. 181-209). Bingley, UK: Emerald Publishing Ltd.
4. Morse, L., & Cohen, T. R. (2019). Moral Character in Negotiation. *Academy of Management Perspectives*, 33(1), 1-14.
5. Morse, L., & Cohen, T. R. (2015). Virtues and Vices in Workplace Settings: The Role of Moral Character in Predicting Counterproductive and Citizenship Behaviors. In A. Sison (Eds.), *Handbook of Virtue Ethics in Business and Management* (pp. 1-11). Springer.
6. Cohen, T. R., & Morse, L. (2014). Moral character: What it is and what it does. *Research in Organizational Behavior*, 34, 43-61.
7. Cohen, T. R., Panter, A. T., Turan, N., Morse, L., & Kim, Y. (2014). Moral Character in the Workplace. *Journal of Personality and Social Psychology*, 107, 943-963.
8. Cohen, T. R., Panter, A. T., Turan, N., Morse, L., & Kim, Y. (2013). Agreement and Similarity in Self-Other Perceptions of Moral Character. *Journal of Research in Personality*, 47, 816-830.

AWARDS, HONORS, AND GRANTS

1. Society for Business Ethics (SBE) Best Conference Paper Finalist for “A Framework for Fairer Machine Learning in Organizations”, 2020.
2. Research Grant, Singapore Ministry of Education (MOE), Collaborator, 2019, \$306,180.
3. Research Grant, Deloitte Center for Ethical Leadership, University of Notre Dame, 2017, \$7,550.
4. Society for Business Ethics (SBE) Founders’ Award, 2016.
5. International Association for Conflict Management (IACM) Outstanding Article Award for “Moral Character in the Workplace”, *Journal of Personality and Social Psychology*, 2016.

6. Three Minute Thesis (3MT) Competition, University Finalist, 2015.
Notable Information: Received \$500 research award for advancing to the final round in 3 Minute Thesis Competition at Carnegie Mellon University.
7. Research Grant, Center for Behavioral and Decision Research, Carnegie Mellon University, 2014, \$2,300.
8. Dean Sponsored Scholarship, Tepper School of Business, Carnegie Mellon University, 2012-2013, \$2,000.
9. Graduate Student Government Conference Award, Carnegie Mellon University, 2012, \$500.
10. Research Grant, Center for Behavioral and Decision Research, Carnegie Mellon University, 2011, \$1,250.
11. William Larimer Mellon Fellowship, Tepper School of Business, 2011-2016.
12. Rhodes Scholar University Finalist at The University of Texas at Austin, 2011.

SELECT RECENT CONFERENCE PRESENTATIONS

Morse, L., Teodorescu, M., Awwad, Y., & Kane, G. (2020, August). A Framework for Fairer Machine Learning. Paper presented at the virtual Society for Business Ethics Conference.

Morse, L., Tenbrunsel, A. E., & Thomas, J. A. (2019, August). Climbing the Corporate Ladder: Moral Disengagement & Career Success. Paper presented at the Academy of Management Annual Meeting, Boston, MA.

Morse, L., & Cohen, T. R. (2019, July). A Personality Perspective of Third Party Monitoring: The Effects of Honesty-Humility and Agreeableness. Paper presented at International Association of Conflict Management Annual Meeting, Dublin, Ireland.

Morse, L., Keeney, J., & Tenbrunsel, A. E. (2018, November). Bad Deeds for Good Friends...and Beyond? The Role of Liking in the Slippery Slope Effect. Paper presented at the Boston College Judgment and Decision Making Conference, Boston, MA.

Morse, L., & Cohen, T. R. (2018, July). Moral Character in Negotiation. Paper presented at the International Association of Conflict Management Annual Meeting, Philadelphia, PA.

Morse, L., & Cohen, T. R. (2017, August). A Personality Perspective of Unethical Negotiation Behavior. Paper presented at the Academy of Management Annual Meeting, Atlanta, GA.

Morse, L., Aven, B., & Iorio, A (2017, July). Honest Mistakes?: The auditor-client relationship and errors in audit performance. Paper presented at Interdisciplinary Network for Group Research (INGRoup), St. Louis, MO.

SYMPOSIA AND PANELS ORGANIZED

Us vs. Them: Empathy, Moral Emotions, and Intergroup Relations (2017, August). Annual Meeting for the Society for Business Ethics; Atlanta, GA.

Notable Information: With C. Adkins, J. W. Chang, B. Lucas, & B. L Parmar.

Exploring Central Questions in Organizational Wrongdoing: A Micro/Macro Approach (2013, August). Academy of Management Annual Meeting; Philadelphia, PA.

Notable Information: Presented in OB and OM divisions. With B. Aven, K. Diekmann, R. B. Park, J. Pozner, M. Rogan, C. Stuart, A. E. Tenbrunsel, A. K. Vadera, & E. Y. Zhang.

INVITED TALKS

University of Pittsburgh, Katz School of Business	2018
Boston College, Carroll School of Management	2018
University of Notre Dame, Mendoza College of Business	2016

TEACHING

West Virginia University

<i>Conflict Management Processes</i> , Graduate	2020
<i>Managing Individuals and Teams</i> , Undergraduate	2019-2020

Boston College

<i>Introduction to Organizational Behavior</i> , Undergraduate	2019
<i>Negotiation</i> , Undergraduate	2019

University of Notre Dame

<i>Negotiation</i> , MBA	2017
<i>Managing Virtues and Vices in the Workplace</i> , MBA	2016
Designed and taught new elective course on business ethics	

Carnegie Mellon University

<i>Negotiation and Conflict Resolution</i> , Undergraduate	2015-2016
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MEDIA COVERAGE

Media Coverage of “Moral Character: What it is and what it does” (Cohen & Morse, 2014, *Research in Organizational Behavior*).

Business Insider (June 16, 2015)

<http://www.businessinsider.com/personality-test-predicts-dishonesty-2015-6>

Huffington Post (June 12, 2015)

http://www.huffingtonpost.com/2015/06/11/sixth-personality-traitdishonesty_n_7560850.html

New Scientist (June 9, 2015)

<http://www.newscientist.com/article/dn27691-sixth-personality-trait-measures-yourmachiavellian-potential.html#.VXdMzc9Viko>

Media Coverage of “Moral character in the workplace” (Cohen, Panter, Turan, Morse, & Kim, 2014, *Journal of Personality and Social Psychology*).

In Character Video Series (October 29, 2014)

<http://studyofcharacter.com/character-project-video/dr-taya-cohen-and-dr-geoffgoodwin-psychologyperson-perception-and>

Notre Dame Deloitte Center for Ethical Leadership (July 24, 2014)

<http://ethicalleadership.nd.edu/ethics-resources/write-ups/hiring-for-guilt-how-a-simple-test-might-helpyou-hire-more-ethical-employees/>

SERVICE

Ad Hoc Reviewer

Journal of Applied Psychology, Organizational Behavior and Human Decision Processes, Journal of Business Ethics, Personality and Social Psychology Bulletin, Group Processes & Intergroup Relations, Academy of Management Review, International Journal for Conflict Management, Academy of Management Annual Meeting, International Association for Conflict Management, Society for Business Ethics

Artificial Intelligence in Management Committee, West Virginia University.	2020
Postdoctoral Advisory Committee, University of Notre Dame	2017-2018
Postdoctoral Women’s Committee, University of Notre Dame	2017-2018
PhD Student Government Representative, Carnegie Mellon University	2013-2015
Carnegie Mellon University Stores Committee, Carnegie Mellon University	2013-2015
Student Coordinator, OBT Seminar Series, Carnegie Mellon University	2012-2013
PhD Student Recruiting Committee, Carnegie Mellon University	2012