

LILY MORSE

West Virginia University
College of Business & Economics
Morgantown, WV 26506

lily.morse@mail.wvu.edu
Office: 107
www.lilymorse.com

ACADEMIC APPOINTMENTS

West Virginia University Assistant Professor, Management	<i>2019-present</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

Behavioral ethics; Moral character; Artificial intelligence; Bias & decision making; Negotiation; Prosocial deviance

PUBLICATIONS

Morse, L., Teodorescu, M. H., Awwad, Y., & Kane, G. C. (In press). Do the Ends Justify the Means? Variation in the Distributive and Procedural of Machine Learning Algorithms. *Journal of Business Ethics*.

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*.
<https://doi.org/10.1016/j.obhdp.2019.07.004>

Teodorescu, M. H.*, Morse, L*, Awwad, Y., & Kane G. (2021). Failures of Fairness Through Automation: A Typology for Fairness in Human-ML Augmentation. *MIS Quarterly*, 45(3b), 1483-1499.

*Co-first authorship: both authors contributed equally.

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.

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). Emerald Publishing Ltd.

Morse, L., & Cohen, T. R. (2019). Moral Character in Negotiation. *Academy of Management Perspectives*, 33(1), 1-14.

Morse, L., & Cohen, T. R. (2017). Virtues and Vices in Workplace Settings: The Role of Moral Character in Predicting Counterproductive and Citizenship Behaviors. In A. Sisón, G. Beabout, & I. Ferrero (Eds.), *Handbook of Virtue Ethics in Business and Management. International Handbooks in Business Ethics*. (pp. 761-771). Springer.

Cohen, T. R., & Morse, L. (2014). Moral character: What it is and what it does. *Research in Organizational Behavior*, 34, 43-61.

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.

- 2016 “*Outstanding Article Award*”, International Association for Conflict Management (IACM)

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.

WORKING PAPERS AND CURRENT PROJECTS

Morse, L., & Cohen, T. R. Silence Behaviors and Monitoring Quality. (Title masked). *Preparing for resubmission*. Target: Journal of Management

Goodman, J. S., & Morse, L. Restricted stock and divestment decisions. *Data analysis stage*.

Morse, L., Tenbrunsel, A. E., & Thomas, J. A. Moral disengagement and overclaiming behaviors. *Data collection and analysis stage*.

Morse, L., Gunia, B. C., & Carriere, K. R. Honest selling and purchase behaviors. *Data collection and analysis stage*.

Andor, A., Rees, M., Diekmann, T., Morse, L., & Tenbrunsel, A. E. Affective forecasting and sexual harassment. *Data collection and analysis stage*.

Tan, N., Vadera, A. K., Morse, L., & Tenbrunsel, A. E. Moral objections. *Data collection & analysis stage*.

AWARDS, HONORS, AND GRANTS

Society for Business Ethics (SBE) Best Conference Paper Finalist for “A Framework for Fairer Machine Learning in Organizations”, 2020.

Research Grant, Singapore Ministry of Education (MOE), Collaborator, 2019, \$306,180.

Research Grant, Deloitte Center for Ethical Leadership, University of Notre Dame, 2017, \$7,550.

Society for Business Ethics (SBE) Founders’ Award, 2016.

International Association for Conflict Management (IACM) Outstanding Article Award for “Moral Character in the Workplace”, *Journal of Personality and Social Psychology*, 2016.

Three Minute Thesis (3MT) Competition, University Finalist, 2015.

Research Grant, Center for Behavioral and Decision Research, Carnegie Mellon University, 2014, \$2,300.

Dean Sponsored Scholarship, Tepper School of Business, Carnegie Mellon University, 2012-2013, \$2,000.

Graduate Student Government Conference Award, Carnegie Mellon University, 2012, \$500.

Research Grant, Center for Behavioral and Decision Research, Carnegie Mellon University, 2011, \$1,250.

William Larimer Mellon Fellowship, Tepper School of Business, 2011-2016.

Rhodes Scholar University Finalist at The University of Texas at Austin, 2011.

SELECT RECENT CONFERENCE PRESENTATIONS

Morse, L., Gunia, B. C., & Carriere, K. R. (2021, August). “You don’t want to do that”: Economic-self sacrifice as enlightened self-interest. Paper to be presented at the virtual Academy of Management Annual Meeting.

Tarafdar, M., Teodorescu, M., Tanriverdi, H., Robert, L. P., & Morse, L. (2020, December). Seeking the Ethical Use of AI Algorithms: Challenges and Mitigations. Invited panelist, virtual International Conference on Information Systems (ICIS).

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 New Directions in Leadership Research (NDLR) Conference, Durham, NC.

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., 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

Managing Voices for the Greater Good: Insights on the Risks and Consequences of Speaking Up (2021, August). Academy of Management Annual Meeting; Virtual.

Notable Information: With E. Burris, M. Anisman-Razin, S. B. Sitkin, I. Hussain, E. Sherf, A. Tedder-King, E. Ok, J. Cheng, S. L. D. Restubog, K. Aquino, N. Tan, A. K. Vadera, & A. E. Tenbrunsel.

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.

TEACHING

West Virginia University

Conflict Management Processes, Graduate 2020-2021
 Designed and taught elective course on conflict management and negotiation in HR
Managing Individuals and Teams, Undergraduate 2019-2021

Boston College

Introduction to Organizational Behavior, Undergraduate 2019
Negotiation, Undergraduate 2019

University of Notre Dame

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

Carnegie Mellon University

Negotiation and Conflict Resolution, Undergraduate 2015-2016

SERVICE

Ad-Hoc Journal Reviewer

In 2021: *Journal of Applied Psychology, Organizational Behavior and Human Decision Processes, Journal of Business Ethics, Social Psychological and Personality Science*

Prior Years: *Personality and Social Psychology Bulletin, Academy of Management Review, Journal of Business Ethics, Organizational Behavior and Human Decision Processes, Group Processes & Intergroup Relations, Theory and Decision*

Conference Reviewing

Academy of Management Annual Meeting, International Association for Conflict Management, Society for Business Ethics

University and School Committees

- Doctoral Student Committee, West Virginia University, 2021.
- Chair of Business Law Visiting Assistant Professor Hiring Committee, 2021.
- Teaching Assistant Professor in HR Committee, 2021.

- Management Seminar Series, West Virginia University, 2020-2021.
- 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.

Other Reviewing and Service

- Faculty supervisor for WVU MANG 491 Field Experience course: Tessa Constantine. Spring 2021.
- Ad-hoc reviewer for the Israel Science Foundation, 2019-2021.
- Member of the IACM Best Conference Paper Award Selection Committee for the International Association for Conflict Management (IACM) conference, 2019.
- Co-organizer for the Notre Dame Management Postdoc Winter Reunion, 2018-2019.