

# LILY MORSE

West Virginia University  
College of Business & Economics  
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## ACADEMIC APPOINTMENTS

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

## EDUCATION

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

## RESEARCH INTERESTS

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Behavioral ethics; Moral character; AI Fairness; Bias & decision making; Negotiation;

## PUBLICATIONS

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Morse, L., Teodorescu, M. H., Awwad, Y., & Kane, G. C. (2021). Do the Ends Justify the Means? Variation in the Distributive and Procedural of Machine Learning Algorithms. *Journal of Business Ethics*. Advance online publication. <https://doi.org/10.1007/s10551-021-04939-5>

Aven, B., Morse, L., & Iorio, A. (2021). The Valley of Trust: The Effect of Relational Strength on Monitoring Quality. *Organizational Behavior and Human Decision Processes*, 166, 179-193.

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.

## **AWARDS, HONORS, AND GRANTS**

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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**

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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**

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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**

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### **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

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### **Ad-Hoc Journal Reviewer**

In 2021: *Journal of Applied Psychology, Organizational Behavior and Human Decision Processes, Journal of Business Ethics, MIS Quarterly, 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 of HR Hiring 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.