

LILY MORSE

West Virginia University
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ACADEMIC APPOINTMENTS

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

EDUCATION

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

RESEARCH INTERESTS

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

PUBLICATIONS

Geiger, M., & Morse, L. (In press). When English Is Not Your Mother Tongue: Navigating Language-Based Stigma at Work. In D. W. Wasieleski & J. Weber (Eds.), *Business and Society 360: Diversity, Equity, and Inclusion*. Emerald.

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*. <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.

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

Research Grant, Brookings Center on Regulation and Markets (CRM), 2023, \$3,333.

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 (LAST FIVE YEARS)

Geiger, M., Morse, L., Smith-Crowe, K., & Tenbrunsel, A. E. (2022, August). "Don't Look at Me!": Exploring Support for Algorithms in Managerial Contexts. Paper presented at the Academy of Management Annual Meeting, Seattle, WA.

Morse, L., Gunia, B. C., & Carriere, K. R. (2021, July). "You don't want to do that": Economic-self sacrifice as enlightened self-interest. Paper 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.

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 2020-2023

Designed and taught elective course on conflict management and negotiation in MSHRM

Managing Individuals and Teams, Undergraduate 2019-2023

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 (beginning with most recent)

Journal of Applied Psychology; Journal of Business Ethics; Social Psychological and Personality Science; Business Ethics, the Environment, and Responsibility, Academy of Management Review; Organizational Behavior and Human Decision Processes; MIS Quarterly; Personality and Social Psychology Bulletin; Group Processes & Intergroup Relation; Theory and Decision;

Conference Reviewing

Academy of Management Annual Meeting, Society for Business Ethics, International Association for Conflict Management, 18th International Conference on Wirtschaftsinformatik

University and School Committees

- Doctoral Student Committee, West Virginia University, 2021-2023.
- Management Seminar Series, West Virginia University, 2020-2023.
- Doctoral Student Professional Development Series, West Virginia University, 2021-2023.
- Visiting Assistant Professor of Management Hiring Committee, 2023.
- Management OB/HR Journal List Committee, West Virginia University, 2022.
- Teaching Assistant Professor of HR Hiring Committee, 2021-2022.
- Chair of Business Law Visiting Assistant Professor Hiring Committee, 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, Committees, and Service

- Faculty supervisor for WVU Honors Excel Program: Brooke Maxwell. Fall 2022.
- Faculty supervisor for WVU MANG 491 Field Experience course: Sydney Taylor. Fall 2022.
- Ad-hoc reviewer for the Israel Science Foundation, 2019-2021.
- Faculty supervisor for WVU MANG 491 Field Experience course: Tessa Constantine. Spring 2020.
- IACM Best Conference Paper Award Selection Committee for the International Association for Conflict Management (IACM) conference, 2019.