

CURRICULUM VITAE

Michael W. Morris

September 2023

Uris 718, Columbia University
New York, NY 10027
(212) 854-2296

2700 Broadway
New York, NY 10025

Education

- 1986 B.A. in Cognitive Science and in English Literature, Brown University,
 Honors in Cognitive Science
 Magna Cum Laude
- 1993 Ph.D. in Social Psychology, University of Michigan
 Dissertation: “Culture and Cause: American and Chinese Understandings of
 Physical and Social Causality”
 Chair: Richard E. Nisbett

Appointments

- 1986-1987 Computer Programmer, Cognitive Science Department, Brown University
- 1987-1992 Graduate Student Research Assistant, Research Center for Group Dynamics,
 University of Michigan
- 1992-1996 Assistant Professor, Organizational Behavior, Graduate School of Business,
 Stanford University
- 1996-2000 Associate Professor, Organizational Behavior, Graduate School of Business,
 Stanford University
- 1996- Affiliated Researcher, Institute for Personality and Social Research, UC Berkeley
- 2000-2001 Associate Professor with Tenure, Organizational Behavior, Graduate School of
 Business and (by courtesy) Psychology Department, School of Arts and Sciences,
 Stanford University
- 2001- Full Professor, Graduate School of Business and Psychology Department, Columbia
 University
- 2006- Chavkin-Chang Professor of Leadership, Columbia Business School
- 2006-2016 Director, Leadership Lab, Columbia Business School

- 2007 Fall, Visiting Scholar, Negotiations and Markets Group, Harvard Business School
- Spring, Visiting Scholar, Department of Economics and Business, Universitat Pompeu Fabra, Barcelona
- 2016- Committee on Global Thought, Columbia University
- 2007-20 Promotion and Tenure Committee, CBS
- 2022 Fall, Visiting Scholar, INSEAD, Paris
- 2023 Spring, Visiting Scholar, INSEAD, Singapore
- 2023 June, Visiting Scholar, HK Polytechnic, Hong Kong

Awards

- 1991 Philip Brickman Memorial Prize, University of Michigan
Annual Award for Best Student Paper in Social Psychology
- 1993 Society of Experimental Social Psychology Dissertation Award
Honor for Most Outstanding Dissertation in Social Psychology
- 1996 Hillel Einhorn New Investigator Award,
Society for Judgment and Decision Making (presented bi-annually to an early career
researcher in a field related to decision making)
- 1998 Best Paper Award, Managerial and Organizational Cognition Division,
Academy of Management Meetings (Morris & Moore, 1998)
- 1999 Ascendant Scholar Award, Western Academy of Management
- 2001 Otto Klineberg Intercultural & International Relations Award,
The Society for the Psychological Study of Social Issues (for paper in psychology
related disciplines that best illuminates this topic, Hong, Morris, et al, 2000)
- 2002 Best Paper Award, Conflict Management Division, Academy of Management
Meetings (Fu, Morris, et al)
- 2005 Misumi Award, Best 2004 Paper in Asian Journal of Social Psychology (Morris,
Leung et al)
- 2008 Best Paper Award, Gender and Diversity in Organizations Division, Academy of
Management Meetings
- 2010 Best Paper in International Human Resources, Human Resources Division, Academy

- of Management (Chua, Morris, & Ingram, 2009)
- 2011 Finalist Best Paper, International Management Division, Academy of Management (Savani, Morris & Naidu, 2012)
- 2012 Best Diversity-related Symposium, “Implicit Acculturation,” Society for Personality and Social Psychology
- 2014 Best Paper Award, Human Capital International Conference 2014 (Fu, Morris & Hong, 2015)
- 2016 Best Paper in International Human Resources, Human Resources Division, Academy of Management (Leung & Morris, 2015). Finalist.
- 2016 Dean’s Award for Innovation in the Classroom, Columbia Business School
- 2021 Responsible Research in Management Award, Academy of Management Fellows. (Lu, Nisbett, & Morris, 2020). Finalist.
- 2022 AOM, Best Paper Honor (Lu, Nisbett, & Morris, 2022)
- 2022 AOM, Best Paper in Graduate Management Education Award (Lu, Nisbett, & Morris, 2022)
- 2023 SPSP, Outstanding Career Contribution to Cultural Psychology Award
- 2023 AOM, Best Paper Honor (Liu, Morris, Wang, 2023)
- 2023 AOM, Nominee for Dexter Award on International Management (Liu, Morris, Wang, 2023)
- 2023 IACMR, Finalist for Conference Theme Best Paper Award (Cho, Li, Lu, Morris)

Professional Service

SESP Dissertation Award Committee, 2005

GMAC Workshop on Assessing Social Intelligence Skills in Business Schools, 2009

Summer Institute of Social Psychology (SISP), Instructor, 2009

National Research Council Steering Committee, “Unifying Social Frameworks,” 2010

--Designed and participated in National Academy of Sciences workshop for Office of Naval Research exploring frameworks and findings relevant to giving Department of Defense personnel social and cultural knowledge relevant to analyzing and operating abroad.

--Conducted keynote Q&A with Major General Michael Flynn

National Science Foundation, Panel on Interrogation Reform, 2013

Serra Hunter Chair Evaluation Tribunal, Universitat Pompeu Fabra, Barcelona, 2014

Academy of Management Annals Best Paper Award Committee, 2015-2020

Consulting

Editor: *Journal of International Business* (2022-)

Associate

Editor: *Psychological Review* (1998-2021)

Founding

Editor: *Management and Organization Review*

Editorial

Board

Member: *Academy of Management Annals*
Asian Journal of Social Psychology
Social and Personality Science
Management and Organization Review

Special Issue

Editor: *Management and Organization Review*
OBHDP

Reviewer:

Accounting Review
AMJ
Administrative Science Quarterly
American Anthropologist
Cognition
Cognitive Science
European Journal of Social Psychology
Human Relations
Journal of Cross Cultural Psychology
Journal of Personality and Social Psychology
Motivation and Emotion
Nature Human Behavior
OBHDP
Personality and Social Psychological Bulletin
Personality and Social Psychological Review
PNAS
Psychological Bulletin
Psychological Review
Psychological Science
Psychology and Marketing

Psychonomic Bulletin and Review, and others

Member: Academy of Management
Academy of International Business
American Psychological Society
American Psychological Association
Asian Association of Social Psychology
International Academy of Chinese Management
Society of Experimental Social Psychology
Society of Social and Personality Psychology

Grants

1987 Regent's Fellowship, University of Michigan

1987-1991 National Science Foundation Graduate Fellowship

1991 Rackham Dissertation Grant, University of Michigan

1994 Conflict Research Grant, Center for Study of Conflict and Negotiation, Stanford University

1994 Packard Foundation Grant

1994 Grant for International Study of Employee Networks, Citicorp Behavior Sciences Research Council

1995-6 Fletcher Jones Faculty Scholar, Stanford GSB

2010 Chazen Center Grant, Columbia Business School

2011 Interdisciplinary Research Grant, Columbia Business School

2012 ISERP Seed Grant, Columbia University

2013-17 Army Research Institute Grant -Explicit and Implicit Cognition in Learning

2017 Chazen Center Grant, Columbia Business School

2018-20 Army Research Institute Grant -Descriptive, Injunctive and Sacred Norms

2021 Tamer Center Grant on Green Consumer Behavior

2023 Provost's Emerging Technology Teaching and Learning Grant. "Negotiation Coach: An AI Training System Using Bargaining Simulations, Personalized Assessment, and Tailored Performance Feedback"

Teaching

“Social psychology” “Psychology and law”	University of Michigan	(undergraduates)
“Conflict management and negotiation” “Organizational behavior” “Managing through mutual agreement”	Stanford GSB	(MBA students)
“Managerial negotiation”	Columbia GSB Haas School London Business School University of Hong Kong Seoul National University	(MBA students)
“Decision science seminar” “Advanced seminar on leading teams” “The Leader’s Voice” (developed the course) “Leadership Expedition” (developed the course) LEAD (co-designed this core class)	Columbia GSB	
“Culture and conflict”	Beijing University University of Tokyo	
“Social psychology of organizations” “Attribution of responsibility and justice”	Stanford GSB UC-Berkeley	(Ph.D. students)
“Social psychology of organizations” “Social intelligence” “Negotiation and conflict” “Cultural norms”	Columbia U Harvard Business School SISP, Chicago INSEAD-France INSEAD-Singapore	(Ph.D. students)
“Cognition and conflict resolution” “Counterfactual thinking”	ESS, Italy	(Post-doc students)
“Negotiation and influence strategy” “Advanced negotiation”	Stanford GSB Columbia GSB Kellogg School, Northwestern Wilson School, Princeton	(Executive students)
“Managing Change” “Roles on a Team” “Advanced Negotiation”	Columbia Business School	

Journal Articles

- Warren, W. H., Morris, M. W. & Kalish, M. (1988). Perception of translational heading from optical flow. *Journal of Experimental Psychology: Human Perception and Performance*, 14, 646-660.
- Warren, W. H., Blackwell, A. W. & Morris, M.W. (1989). Age differences in perceiving the direction of self-motion from optical flow. *Journal of Gerontology: Psychological Sciences*, 44, 147-153.
- Morris, M. W. & Murphy, G. L. (1990). Converging operations on a basic level in event taxonomies. *Memory & Cognition*, 18, 407-418.
- Warren, W. H., Mestre, D. R., Blackwell, A. W., & Morris, M. W. (1991). Perception of circular heading from optical flow. *Journal of Experimental Psychology: Human Perception and Performance*, 17, 28-43.
- Morris, M. W. & Peng, K. (1994). Culture and cause: American and Chinese attributions for physical and social events. *Journal of Personality and Social Psychology*, 67, 949-971.
- Reprinted in C. Cooper and L. Pervin (Eds.) *Personality: Critical concepts in psychology*.
- Morris, M. W. & Larrick, R. (1995). When one cause casts doubt on another: A normative analysis of discounting in causal attribution. *Psychological Review*, 102, 331-355.
- Drolet, A., Morris, M. W., & Larrick, R. (1998). Thinking of others, friend and foe: Effects of negotiator relationship and perspective taking on delay in conflict resolution. *Basic and Applied Social Psychology*, 20(1), 23-31.
- Morris, M. W., Smith, E. E., & Turner, K. (1998). Parsimony in lay explanation: Investigating the relation between discounting and conjunction effects. *Basic and Applied Social Psychology*, 20(1), 71-85.
- Sim, D. & Morris, M. W. (1998). Representativeness and counterfactual thought: The principle that outcome and antecedents correspond in magnitude. *Personality and Social Psychology Bulletin*, 24(6), 595-609.
- Morris, M. W., Sim, D. L. H., & Giroto, V. (1998). Distinguishing sources of cooperation in the one-round Prisoner's Dilemma: Evidence for cooperative decisions based on the illusion of control. *Journal of Experimental Social Psychology*, 34, 494-512.
- Morris, M. W., Williams, K., Leung, K, Larrick, R. Mendoza, M.T., Bhatnagar, D., Li, J., Kondo, M., Luo, J-L., and Hu, J-C (1998). Conflict management style: Accounting for cross-national differences. *Journal of International Business*, 29(4), 729-748.

- Morris, M.W., Moore, P.C., Tamuz, M. & Tarrel, R. (1998). Responses of aviation pilots to dangerous incidents: The role of counterfactual thinking in learning from experience. *Academy of Management Proceedings*.
- Moore, D., Kurtzberg, T., Thompson, L., & Morris, M.W. (1999). Long and short routes to success in electronically mediated negotiations: group affiliations and good vibrations. *Organizational Behavior and Human Decision Processes*, 77(1), 22-43.
- Morris, M. W. & Su, S. (1999). Social psychological obstacles in environmental conflict resolution. *American Behavioral Scientist*, 42(8), 1322-1349.
- Morris, M. W., Larrick, R. & Su, S. (1999). Misperceiving negotiation counterparts: When situationally determined bargaining behaviors are attributed to personality traits. *Journal of Personality and Social Psychology*, 77(1), 52-67.
- Reprinted in L.L. Thompson (Ed.) (2002). *Social Psychology of Organizational Behavior: Key Readings*. New York: Psychology Press.
- Reprinted in M. Bazerman (Ed.) (2005). *Negotiation, Decision Making, and Conflict Management*. Cheltenham, UK: Edward Elgar Publishing Ltd.
- Roese, N. & Morris, M. W. (1999). Impression valence constrains social explanation: The case of discounting versus conjunction effects. *Journal of Personality and Social Psychology*, 77(3), 437-448.
- Drolet, A. & Morris, M. W. (1999). Rapport in conflict resolution: Accounting for how face-to-face contact fosters mutual cooperation in mixed-motive conflicts. *Journal of Experimental Social Psychology*, 36, 26-50.
- Menon, T., Morris, M.W., Chiu, C-y, & Hong, Y-y (1999). Culture and the construal of agency: Attribution to individual versus group dispositions. *Journal of Personality and Social Psychology*, 76(5), 701-717.
- Reprinted in D.L. Hamilton (in press). *Social Cognition: Classic and Contemporary Readings*. New York, NY: Psychology Press.
- Morris, M.W., Moore, P. C, Sim, D. (1999). Choosing remedies after accidents: Counterfactual thoughts and focus on fixing 'human error.' *Psychonomic Bulletin & Review*, 6(4), 579-585.
- Morris, M.W., Leung, K., Ames, D., & Lickel, B. (1999). Views from inside and outside: Integrating emic and etic insights about culture and justice judgment. *Academy of Management Review*, 24(4), 781-796.
- Morris, M. W. & Leung, K. (1999). Justice for all? Progress in research on cultural variation in the psychology of distributive and procedural justice. *Applied Psychology: An International Review*, 49, 100-132.

- Chiu, C-y, Morris, M.W., Hong, Y-y, & Menon, T. (2000). Motivated cultural cognition: The impact of implicit cultural theories on dispositional attribution varies as a function of need for closure. *Journal of Personality and Social Psychology*, 78(2), 247-259.
- Hong, Y., Morris, M.W., Chiu, C., & Benet, V. (2000). Multicultural minds A dynamic constructivist approach to culture and cognition. *American Psychologist*, 55(7), 709-720.
- Reprinted in Crisp, R. J. (2010). *Social Psychology (Critical Concepts in Psychology)*
- Briley, D., Morris, M.W., & Simonson, I. (2000). Reasons as carriers of culture: Dynamic vs. dispositional models of cultural influence on decision making. *Journal of Consumer Research*, 27, 157-178.
- Abstracted in R. Bolton, R. Rizley, and L. McAlister (Eds). *Essential Marketing Readings*. Marketing Science Institute.
- Morris, M.W., & Keltner, D. (2000). How emotions work in interpersonal conflicts: An analysis of the social functions of emotional expression in negotiations. *Research on Organizational Behavior*, 22, 1-50.
- Morris, M.W., & Moore, P.C. (2000). The lessons we (don't) learn: Counterfactual thinking and organizational accountability after a close call. *Administrative Science Quarterly*, 45(4), 737-765.
- Morris, M.W., Menon, T., & Ames, D. (2001). Culturally conferred conceptions of agency: A key to social perception of persons, groups, and other actors. *Personality and Social Psychology Review*, 5, 169-182.
- Morris, M.W. & Fu, H-y. (2001). How does culture influence conflict resolution? A dynamic constructivist analysis. *Social Cognition*, 19(3), 324-349.
- Knowles, E., Morris, M.W., Hong, Y. Chiu, C-y. (2001). Culture and the process of person perception: Evidence for automaticity among East Asians in correcting for situational influences on behavior. *Personality and Social Psychology Bulletin*, 27(10), 1344-1356.
- Hong, Y-y., Ip, G., Chiu, C-y., Morris, M.W., & Menon, T. (2001). Cultural identity and dynamic construction of the self: Collective duties and individual rights in Chinese and American cultures. *Social Cognition*, 19, 251-268.
- Leung, K., Su, S., & Morris, M.W. (2001). When criticism is not constructive: A cross-cultural investigation of responses to supervisory feedback as function of interactional justice. *Human Relations*, 54(9), 1155-1187.
- Menon, T., & Morris, M.W. (2001). Social structure in North American and Chinese cultures: Reciprocal influence between objective and subjective structures. *Journal of Psychology in Chinese Societies*, 2, 27-50.

- Morris, M. W, Nadler, J., Kurtzberg, T. & Thompson. L. (2002). Schmooze or lose: Social friction and lubrication in e-mail negotiation. *Group Dynamics*, 6, 89-100.
- Benet-Martinez, V., Leu, J., Lee, F., & Morris, M. W. (2002). Negotiating biculturalism: Cultural frame-switching in biculturals with 'oppositional' vs. 'compatible' cultural identities. *Journal of Cross-Cultural Psychology*, 33, 492-516.
- Fu, H., Morris, M.W., Lee, S., & Chiu, C. (2002). Why do individuals follow cultural scripts? A dynamic constructivist account of American-Chinese differences in choice of mediators to resolve conflicts. *Academy of Management Proceedings*, D1-6.
- Benet-Martinez, V., Hong, Y., Chiu, C., Lee, S., & Morris, M. W. (2003). Boundaries of cultural influence: Construct activation as a mechanism for cultural differences in social perception. *Journal of Cross-Cultural Psychology*, 34, 453-464.
- Morris, M.W., Leung, K., & Iyengar, S. (2004). Person perception in the heat of conflict: Attributions about opponents and dispute resolution preferences. *Asian Journal of Social Psychology*, 7(2), 127-147.
- Loewenstein, J., Morris, M.W., Chakravarti, A., Thompson, L. & S. Kopelman (2005). At a loss for words: Dominating the conversation and the outcome in negotiation as a function of intricate arguments and communication media. *Organizational Behavior and Human Decision Processes*, 98(1), 28-38.
- Briley, D., Morris, M.W., & Simonson, I. (2005). Cultural chameleons: Biculturals, conformity motives, and decision making. *Journal of Consumer Psychology*, 15(4), 351-362.
- Editorial team. (2005). Management and organizations in China: Expanding the frontier of global knowledge. *Management and Organization Review*, 1:1, 1-4.
- Zemba, Y., Young, M.J., & Morris, M.W. (2006). Blaming leaders for organizational accidents: Proxy logic in collective- versus individual-agency cultures. *Organizational Behavior and Human Decision Processes*, 101, 36-51.
- Fu, J.H., Chiu, C., Morris, M.W., & Young, M.J. (2007). Spontaneous inferences from cultural cues: Varying responses of cultural insiders and outsiders. *Journal of Cross-Cultural Psychology*, 38(1), 58-75.
- Morris, M.W., Sheldon, O., Ames, D., & Young, M.J. (2007). Metaphor and markets: Agent and object schemas in stock market interpretations. *Organizational Behavior and Human Decision Processes*, 102(2), 174-192.
- Fu, H-y., Morris, M. W. Lee, S-l., Chao, M., Chiu, C-y., Hong, Y-y. (2007). Epistemic motives and cultural conformity: Need for closure, culture, and context as determinants of conflict judgments. *Journal of Personality and Social Psychology*, 92(2), 191-207.
- Morris, M. W. (2007). On blaming for Columbine. *Current Anthropology*, 48(6), 824-5.

- Mok, A., Morris, M. W., Benet-Martinez, V. & Karakitapoglu-Aygün, Z. (2007). Embracing American culture: Structures of social identity and social networks among first-generation biculturals. *Journal of Cross-Cultural Psychology*, 38, 629 - 635.
- Ingram, P. & Morris, M. W. (2007). Do people mix at mixers? Structure, homophily and the pattern of encounter at a business networking party. *Administrative Science Quarterly*, 52, 558-585.
- Morris, M. W., Podolny, J., & Sullivan, B. (2008). Culture and co-worker relations: Patterns of interpersonal interaction in American, Chinese, German, and Spanish divisions of a global retail bank. *Organization Science*, 19(4), 517-532.
- Chua, R., Ingram, P. & Morris, M. W. (2008). From the head and the heart: Locating cognition- and affect-based trust in managers' professional networks. *Academy of Management Journal*, 51, 436-452.
- Zou, X., Morris, M. W., & Benet-Martinez, V. (2008). Identity motives and cultural priming: Cultural (dis)identification in assimilative and contrastive responses. *Journal of Experimental Social Psychology*, 44(4), 1151-1159.
- Amanatullah, E., Morris, M.W. & Curhan, J. (2008). Negotiators who give too much: Unmitigated communion, relational anxieties, and economic costs in distributive and integrative bargaining. *Journal of Personality and Social Psychology*, 95(3), 723-738.
- Amanatullah, E., Morris, M.W. (2008). Negotiating gender stereotypes: Other-advocacy reduces social constraints on women in negotiations. *Best Paper Proceedings, Academy of Management Meeting*
- Morris M. W., Carranza E. & Fox C. R. (2008). Mistaken identity: activating conservative political identities induces "conservative" financial decisions. *Psychological Science*, 19(11), 1154-1160.
- Zou, X., Tam, K., Morris, W. M., Lee, L. Lau, I. & Chiu, C.Y., (2009). Culture as common sense: Perceived consensus vs. personal beliefs as mechanisms of cultural influence. *Journal of Personality and Social Psychology*, 97, 579-597.
- Young, M. J., Chen, N., & Morris, M. W. (2009). Belief in stable and fleeting luck and achievement motivation. *Personality and Individual Differences*, 47, 150-154.
- Mok, A., Cheng, C.-Y., & Morris, M. W. (2009). Matching or mismatching cultural norms in performance appraisal: Effects of the cultural setting and bicultural identity integration. *International Journal of Cross Cultural Management*, 10, 17-35.
- Mok, A., & Morris, M. W. (2009). Cultural chameleons and iconoclasts: Personality shifts in response to cultural priming as a function of bicultural identity integration. *Journal of Experimental Social Psychology*, 45, 884-889.
- Morris, M. W. & Mason, M. F. (2009). Intentionality in intuitive versus analytic processing: Insights from social cognitive neuroscience. *Psychological Inquiry*, 20, 58-65.

- Chua, Roy Y. J., Morris, M. W., & Ingram, P. (2009). Guanxi versus Networking: Distinctive Configurations of Affect- and Cognition-based Trust in the Networks of Chinese and American Managers. *Journal of International Business Studies*, 40(3), 480-508.
- Chua, Roy Y.J., M.W. Morris, and P. Ingram. (2010). Embeddedness and new idea discussion in professional networks: The mediating role of affect-based trust. *Journal of Creative Behavior*, 44, 85-104.
- Amanatullah, E. & Morris, M.W. (2010). Negotiating gender stereotypes: gender differences in assertive negotiating are mediated by women's fear of backlash and attenuated when negotiating on behalf of others. *Journal of Personality and Social Psychology*, 98, 256-67.
- Morris, M. W., & Leung, K. 2010. Creativity east and west: Perspectives and parallels. *Management and Organization Review*, 6(3): 313–327.
- Mok, A., & Morris, M. W. (2010). Asian-Americans' creative styles in Asian and American situations: Assimilative and contrastive responses as a function of bicultural identity integration. *Management and Organization Review*, 6(3), 371–390.
- Weber E. U & Morris, M. W. (2010). Culture and judgment and decision making: The constructivist turn. *Perspectives on Psychological Science*, 5(4), 410-419.
- Mason, M. F. & Morris, M. W. (2010). Culture, attribution and automaticity: A social cognitive neuroscience view. *Social Cognitive & Affective Neuroscience*, 5(2-3), 292-306
- Mok, A., & Morris, M. W. (2010). An upside to bicultural identity conflict: Resisting groupthink in cultural ingroups, *Journal of Experimental Social Psychology*, 46, 1114-1117.
- Savani K., Morris M.W., Naidu N.V.R., Kumar S., & Berlia N. (2011). Cultural conditioning: Understanding interpersonal accommodation in India and the U.S. in terms of the modal characteristics of interpersonal influence situations. *Journal of Personality and Social Psychology*, 100, 84-102.
- Morris, M. W. & Mok, A. (2011). Isolating effects of cultural conceptions: Shifts in Asian-Americans' person-description and memory biases in response to cultural priming. *Journal of Experimental Social Psychology*, 47(1), 117-126.
- Young, M. J., Morris, M. W., Burrus, J., Krishnan, L., & Regmi, M. P. (2011). Deity and destiny: Patterns of fatalistic thinking in Christian and Hindu cultures. *Journal of Cross-Cultural Psychology*, 42(6), 1030-1053.
- Savani, K., Morris, M. W., Naidu, N. V. R. (2012). Deference in Indians' decision making: Introjected goals or injunctive norms? *Journal of Personality and Social Psychology*. doi: 10.1037/a0026415
- Mok, A. & Morris, M. W. (2011). Forecasting good or bad behaviour: A non-transparent test of contrastive responses to cultural cues. *Asian Journal of Social Psychology*, 14 (4), 294-301.

- Morris, M. W., Mok, A. and Mor, S. (2011). Cultural identity threat: The role of cultural identifications in moderating closure responses to foreign cultural inflow. *Journal of Social Issues*, 67, 760–773.
- Mok, A. & Morris, M. W. (2012). Attentional focus and the dynamics of dual identity integration: Evidence from Asian Americans and female lawyers. *Social Psychological and Personality Science*. doi: 10.1177/1948550611432769.
- Mok, A. & Morris, M. W. (2012). Managing two cultural identities: The malleability of bicultural identity integration as a function of induced global or local processing. *Personality and Social Psychology Bulletin*, 38(2), 233-246.
- Cheng, C. Y., Chua, R. Y. J., Morris, M. W. & Lee, L. (2012). Finding the right mix: How the composition of self-managing multicultural teams' cultural value orientation influences performance over time. *Journal of Organizational Behavior*. DOI: 10.1002/job.1777
- Chua, R.J., Morris, M.W., & Mor, S. (2012). Collaborating across cultures: Cultural metacognition and affect-based trust in creative collaboration. *Organizational Behavior and Human Decision Processes* 118, 116-131.
- Morris, M. W. (2011). Organizational Trust: A Cultural Perspective. *Administrative Science Quarterly*, 56(1), 127-132.
- Mok, A. & Morris, M.W. (2013). Bicultural self-defense in consumer contexts: Self-protection motives are the basis for contrast versus assimilation to cultural cues. *Journal of Consumer Psychology*. DOI: 10.1016
- Young, M.J., Morris, M.W., & Scherwin, V.M. (2013). Managerial Mystique Magical Thinking in Judgments of Managers' Vision, Charisma, and Magnetism. *Journal of Management* 39 (4), 1044-1061.
- Mor, S., Morris, M., & Joh, J. (2013). Identifying and Training Adaptive Cross-Cultural Management Skills: The Crucial Role of Cultural Metacognition. *Academy of Management Learning & Education*.
- Zhang, S., Morris, M.W., Cheng, C.Y., & Yap, A.J. (2013). Heritage-culture images disrupt immigrants' second-language processing through triggering first-language interference. *Proceedings of the National Academy of Sciences* 110(47).
- Morris, M.W. & Zhang, S. (2013). Reply to Yang and Yang: Culturally primed first-language intrusion into second-language processing is associative spillover, not strategy. *Proceedings of the National Academy of Sciences*. DOI: 10.1073
- Morris, M.W. (2014) Values as the essence of culture: Foundation or fallacy? *Journal of Cross-Cultural Psychology* 45 (1), 14-24
- Liu, Z. & Morris, M.W. (2014). Intercultural interactions and cultural transformation. *Asian Journal of Social Psychology* 17(2), 100-103.

- Morris, M.W., Savani, K., & Roberts, R.D. (2014) Intercultural training and assessment implications for organizational and public policies. *Policy Insights from the Behavioral and Brain Sciences* 1(1), 63-71
- Morris, M.W., Savani, K., Mor, S., & Cho, J. (2014). When in Rome: Intercultural learning and implications for training. *Research in Organizational Behavior* 34, 189-215.
- Leung, K. & Morris, M.W., (2015). Values, schemas and norms in the culture-behavior nexus: A situated dynamics framework. *Journal of International Business Studies* 46 (9), 1028-1050.
- Morris, M.W., Chiu, C., & Liu, Zi. (2015). Polycultural psychology. *Annual Review of Psychology* 66(1), 631.
- Morris, M. W., Hong, Y. Y., Chiu, C. Y., & Liu, Z. (2015). Normology: Integrating insights about social norms to understand cultural dynamics. *Organizational Behavior and Human Decision Processes* 129, 1–13.
- Fu, JHY, Morris, MW & Hong, YY (2015) A transformative taste of home: Home culture primes foster expatriates' adjustment through bolstering relational security. *Journal of Experimental Social Psychology* 59, 24-31.
- Cho, J & Morris, MW (2015) Cultural study and problem-solving gains: Effects of study abroad, openness, and choice. *Journal of Organizational Behavior* 36 (7), 944-966
- Morris, MW & Liu, Z (2015) Psychological Functions of Subjective Norms Reference Groups, Moralization, Adherence, and Defiance. *Journal of Cross-Cultural Psychology* 46 (10), 1279-1287
- Chiu, C. Y., Gelfand, M. J., Harrington, J. R., Leung, A. K. Y., Liu, Z., Morris, M. W., ... & Zou, X. (2015). A conclusion, yet an opening to enriching the normative approach of culture. *Journal of Cross-Cultural Psychology*, 46(10), 1361-1371.
- Bond, M. H., Vijver, F. J., Morris, M. W., & Gelfand, M. J. (2016). Working with Kwok Leung: Reflections from Four Grateful Collaborators. *Negotiation and Conflict Management Research*, 9(1), 81-97.
- Hong, Y. Y., Zhan, S., Morris, M. W., & Benet-Martínez, V. (2016). Multicultural identity processes. *Current Opinion in Psychology*, 8, 49-53.
- Fincher, K. & Morris, M. W (2016). Look Again: The Value in Distinguishing Three Processes Underlying Social-Perceptual Effects. *Psychological Inquiry*. doi:10.1080/1047840X.2016.1215660
- Akinola M, Fridman I, Mor S, Morris MW, Crum AJ (2016) Adaptive Appraisals of Anxiety Moderate the Association between Cortisol Reactivity and Performance in Salary Negotiations. *PLoS ONE* 11(12): e0167977. doi:10.1371/journal.pone.0167977

- Cho, J., Morris, M. W., Slepian, M. L., & Tadmor, C. T. (2017). Choosing fusion: The effects of diversity ideologies on preference for culturally mixed experiences. *Journal of Experimental Social Psychology*, *69*, 163-171.
- Wallen, A. S., Morris, M. W., Devine, B. A., & Lu, J. G. (2017). Understanding the MBA Gender Gap: Women Respond to Gender Norms by Reducing Public Assertiveness but Not Private Effort. *Personality and Social Psychology Bulletin*, *43*(8), 1150-1170.
- Morris, M. W., Chen, Z. X. G., Doucet, L., & Gong, Y. (2017). A Giant of Cultural Research: Seeing Further from the Shoulders of Kwok Leung. *Management and Organization Review*, *13*(4), 703-711.
- Fincher, K. M., Tetlock, P. E., & Morris, M. W. (2017). Interfacing with Faces: Perceptual Humanization and Dehumanization. *Current Directions in Psychological Science*, *26*(3), 288-293.
- Cho, J., Morris, M. W., & Dow, B. (2018). How do the Romans Feel When Visitors “Do as the Romans Do”? Diversity Ideologies and Trust in Evaluations of Cultural Accommodation. *Academy of Management Discoveries*, *4*(1), 11-31.
- Lu, L., Li, F., Leung, K., Savani, K., & Morris, M. W. (2018). When can culturally diverse teams be more creative? The role of leaders' benevolent paternalism. *Journal of Organizational Behavior*. *39* (4), 402-415
- Cho, J., Tadmor, C. T., & Morris, M. W. (2018). Are All Diversity Ideologies Creatively Equal? The Diverging Consequences of Colorblindness, Multiculturalism, and Polyculturalism. *Journal of Cross-Cultural Psychology*, *49*(9), 1376–1401.
- Morris, M. W., Savani, K., & Fincher, K. (2019). Metacognition Fosters Cultural Learning: Evidence from Individual Differences and Situational Prompts. *Journal of Personality and Social Psychology*, *116*(1), 46-68.
- Liu, S. S., Morris, M. W., Talhelm, T., & Yang, Q. (2019). Ingroup vigilance in collectivistic cultures. *Proceedings of the National Academy of Sciences*, 201817588.
- Liu, S. S., Morris, M. W. (2019). The Hidden Side of Collectivism: Greater Vigilance towards Ingroup Members? *Management Insights*, (04) 17-22.
- Lu, J. G., Nisbett, R. E., & Morris, M. W. (2020). Why East Asians but not South Asians are underrepresented in leadership positions in the United States, *Proceedings of the National Academy of Sciences*, <https://doi.org/10.1073/pnas.1918896117>
- Lu, J. G., Nisbett, R. E., & Morris, M. W. (2020). Deconstructing the Bamboo Ceiling: A Nuanced Perspective on Leadership Attainment for East Asians versus South Asians. *Management Insights*, (04) 17-22. (An HBR style summary in Chinese).

- Liu, S. S., Shteynberg, G., Morris, M. W., Yang, Q., & Galinsky, A. D. (2021). How Does Collectivism Affect Social Interactions? A Test of Two Competing Accounts. *Personality and Social Psychology Bulletin*, 47(3), 362-376.
- Liu, Z., Brockner, J., & Morris, M. W. (2021). Bolstering biculturals: Self-affirmation reduces contrastive responses to identity primes. *Journal of Experimental Social Psychology*, 95, 104150.
- Savani, K., Morris, M. W., Fincher, K., Lu, J. G., & Kaufman, S. B. (2022). Experiential learning of cultural norms: The role of implicit and explicit aptitudes. *Journal of Personality and Social Psychology*, 123(2), 272-291.
- Lu, J. G., Nisbett, R. E., & Morris, M. W. (2022). The surprising underperformance of East Asians in US law and business schools. *Academy of Management Proceedings*, 2022, (1). <https://journals.aom.org/doi/abs/10.5465/AMBPP.2022.22>
- Lu, J. G., Nisbett, R. E., & Morris, M. W. (2022). The surprising underperformance of East Asians in US law and business schools: The liability of low assertiveness and the ameliorative potential of online classrooms. *Proceedings of the National Academy of Sciences*, 119(13), e2118244119.
- Liu, X, Morris, M. W. & Wang, YB (2023). Should I Stay or Should I Go? The Contextualized Intersectionality Among Global Professionals. *Academy of Management Proceedings*, 2023, (1). <https://doi.org/10.5465/AMPROC.2023.234bp>
- Goyal, N., Savani, K., & Morris, M. W. (2023). Spheres of immanent justice: Sacred violations evoke expectations of cosmic punishment, irrespective of societal punishment. *Journal of Experimental Social Psychology*, 106, 104458.
- Fincher et al., (2024) Perceptual Humanization: Configural Face Processing Engenders Perspective-Taking. *Journal of Personality and Social Psychology*, <https://dx.doi.org/10.1037/pspa0000361>
- Cho, J., Savani, K., Wasti, A., Tan, H. W., & Morris, M. W. (in press) Formal versus informal supervisor socio-emotional support behaviours and employee trust: The role of cultural power distance. *Asian Journal of Social Psychology*
- Ding, Y., Johar, G. V., & Morris, M. W. (2024). When the one true faith trumps all: Low religious diversity, religious intolerance, and science denial. *PNAS nexus*, 3(4), p. 144.
- Cho, J., Wasti, S. A., Savani, K., Tan, H. H., & Morris, M. W. (2024). Formal versus informal supervisor socio-emotional support behaviours and employee trust: The role of cultural power distance. *Asian Journal of Social Psychology*, 27(2), 203-218.
- Johnson, E.J., Sugerman, E.R., Morwitz, V.G. et al. Widespread misestimates of greenhouse gas emissions suggest low carbon competence. *Nature Climate Change*. 14, 707–714 (2024). <https://doi.org/10.1038/s41558-024-02032-z>

Manuscripts, Under Review

Cho, J. et al. A Multifaceted Scale of Polyculturalism: Links to Intergroup Attitudes and Creativity. *R&R at JAP*.

Madan, S., Su, S.K., Morris, M.W. Savani, K. Implicit theories about wealth and happiness. R&R at *JPSP*

Madan, S., Phua, D., Hong, Y-y., Savani, K., & Morris, M. W., Stress and Second-Culture Learning: Stress Reactivity is Associated with Faster Learning of Cultural Norms from Experiential Feedback, *R&R at JPSP*

Goyal, N., Morris, M.W. Savani, K. In-group consensus information increases people's flexibility on sacred commitments, *JPSP*.

Goyal, N., Morris, M.W. Savani, K. Need for closure and sacred values, *PSPB*.

Liu, Z. & Morris, M.W. Affirmation and Test Performance across Cultures and Contexts: Differential Effectiveness of Family-affirmation for East Asians across lifespan. *JEP*

Zhang, R., Cho, J, Chao, M., & Morris, M.W. (2023). Appropriate or appropriative? Diversity ideologies, judgment factors, and condemnation of cultural borrowing, *Frontiers in Psychology*

Cho, J, Zhang, R., Chao, M., & Morris, M.W. Partisan Perceptions of Cultural Appropriation: Political liberalism predicts cultural conservatism, *PSPB*.

Manuscripts, In Preparation

New projects

Liu, Z. & Morris, M.W. Reactions to Norm Violations: Differences between Moral and Conventional Domains and the Differential Role of Intrinsic Motivation

Liu, S. S., Morris, M. W., Talhelm, T., Yang, Q. Collectivists Compete More Covertly than Individualists.

Morris M. W., Wallen, A. S., & Brown, Z. Selecting for Social Intelligence: Do Technical and Social Abilities Differentially Predict MBA Performance in Academic and Leadership Domains?

Cho, J, Morris, MW & Blunden, H. Absorbing the Foreign: Effects of Diversity Ideology and Identity Threat

Fu, J. H., Chen, Z., Ho, R. H. H., Morris, M. W. An epistemic motivation perspective on expatriation: Host-culture knowledge, leader-member conflict and subordinate performance

Dacroce, L. R. B., Liu, Z. & Morris, M.W. Diversity ideologies and identity denial.

Older projects on hold

Fincher, K., Morris, M. W. & Tetlock, P. Is Nothing Sacred? An Integrative Theory of Sacred Values.

Liu, Z & Morris, M.W. Stories Retold to Outgroups Don't Become Stereotypical.

Liu, Z & Morris, M.W. Perceptions of Organizational Injustice and Implicit Theories of Agency.

Chua, R.Y.J., Sullivan, B.M. & Morris, M.W. Do Ties that Bind also Bond? Interpersonal Obligation and Affective Closeness as a Function of Resource Exchange and Network Embeddedness.
MOR

Cui, Z., Wu, S., Liu, L., Shrader, J., English, A., Ding, Y., ... & Heal, G. (2021). Economics affects mobility, and ideology affects mask-wearing: How COVID-19 drifted to the red areas within the USA in 2020.

Morris, M.W., Zou, X., Fox, C. & Carranza, E., Group perceptions, identities, and consumer choices.

Mor, S., & Morris, M. W. The Role of Cultural Metacognition in Applying and Updating Cultural Stereotypes in Intercultural Interaction.

Morris, W.M. & Mor, S. Testosterone and Ethnocentric Collaboration. *Personality and Individual Differences*.

Cheng, Morris, Mor, & Wallen. Global identity, intercultural learning strategies, and leadership gains from international experience.

Cheng, Morris, Mor, & Wallen. Prior multicultural experience and the performance of diverse teams.

Mor, S., Morris, W.M., Jagiello, A., Joh, J. Think globally, manage integratively: Global Identification Promotes Culturally Integrative Problem Solving.

Chua, R.Y.J., & Morris, M.W. "Renqing" and Obligation in Chinese Professional Networks.

Loewenstein, J. & Morris, M.W. Mixed blessings of messaging: Instant messaging compared to email leads to fewer impasses in electronic negotiations, both when impasses are regrettable and when they are rational.

Amanatullah, E. & Morris, M.W. (2011). Testing the waters: Initial reactions as a basis for women's tactical decisions about hedging assertiveness.

Amanatullah, E. & Morris, M.W. (2011). Friends and damsels in distress: Understanding the psychology of unmitigated communion.

Ingram & Morris (2011). The half-life of smalltalk: Origins and duration of business friendships.

Tong, J., & Morris, M. W., et al. Cultural differences in automatized dispositional inference

- Larrick, R., Morris, M.W., & Su, S. Agreeing to disagree: From a model of negotiator misperception to an intervention strategy.
- Morris, M.W., Su, S., & McGuire, J. The hostile mediator phenomenon: Why disputants see outcomes as favorable yet see mediators as partial.
- Morris, M. W. & Drolet, A. Dyad dynamics and negotiation: Rapport and dominance dynamics mediate negotiation outcomes in face-to-face and videotaped negotiations.
- Larrick, R., & Morris, M.W. When one cause lends credence to another: Are people sensitive to conditions where one alternative cause is diagnostic of another cause?
- Ames, D., MacCoun, R. & Morris, M.W. Causal accounts and audience effects.
- Lyubormirsky, S., & Morris, M.W. Causal schemata and consensus information in attributions.
- Morris, M.W., Sim, D., & Moore, P.C. Erroneous 'if only' thoughts: Heuristic focus on exceptional factors leads to errors in diagnosing accidents.

Book Chapters

- Morris, M.W., & Nisbett, R.E. (1993). Tools of the trade: Deductive schemas taught in psychology and philosophy. In R.E. Nisbett (Ed.), *Rules for reasoning* (pp. 228-256.) Hillsdale, NJ: Lawrence Erlbaum Associates.
- Morris, M.W., Nisbett, R.E. & Peng, K. (1995). Causal attribution across domains and cultures. In G. Lewis, D. Premack, & D. Sperber (Eds.), *Causal cognition: a multidisciplinary debate* (pp. 577-614). New York, NY: Clarendon Press/Oxford University Press.
- Morris, M.W., Sim, D., & Girotto, V. (1995). Time of decision, ethical obligation, and causal illusion: Temporal cues and social heuristics in the prisoners' dilemma. In R. Kramer & D. Messick (Eds.), *Negotiation as a social process* (pp. 209-239). Thousand Oaks, CA: Sage Publications.
- Su, S.K., Chiu, C-y., Hong, Y-y., Leung K., Peng, K., & Morris, M.W. (1999). Self organization and social organization: American and Chinese constructions. In T. R. Tyler, R. Kramer, & O. John (Eds.), *The psychology of the social self* (pp. 193-222). Mahwah, NJ: Lawrence Erlbaum Associates.
- Morris, M.W., Podolny, J., & Ariel, S. (2000). Missing relations: Incorporating relational constructs into models of culture. In P.C. Earley & H. Singh (Eds.), *Innovations in international and cross-cultural management* (pp. 52-90). Thousand Oaks, CA: Sage Publications.
- Morris, M.W., Podolny, J.M., & Ariel, S. (2001). Culture, norms and obligations: Cross-national differences in patterns of interpersonal norms and felt obligations toward coworkers. In W. Wosinka, & R. B. Cialdini (Eds.), *The practice of social influence in multiple cultures* (pp.

- 97–123). Mahwah, NJ: Lawrence Erlbaum Associates.
- Morris, M.W., Ames, D., & Knowles, E. (2001). Attribution Theory. In R.A. Wilson & F.C. Keil (Eds.), *The MIT Encyclopedia of the Cognitive Sciences* (pp. 46-48). Cambridge, MA: MIT Press.
- Ames, D.R., Knowles, E.D., Morris, M.W., Kalish, C.W., Rosati, A.D., & Gopnik, A. (2001). The social folk theorist: Insights from social and cultural psychology on the contents and contexts of folk theorizing. In B. Malle, L. Moses, & D. Baldwin (Eds.), *Intentions and intentionality: Foundations of social cognition* (pp. 307-330). Cambridge, MA: MIT Press.
- Leung, K. & Morris, M.W. (2001). Justice through the lens of culture and ethnicity. In J. Sanders & V.L. Hamilton (Eds.) *Handbook of justice research in law* (pp. 343-378). New York, NY: Kluwer Academic / Plenum Publishers.
- Morris, M.W., Ames, D.R., & Knowles, E.D. (2001). What we theorize when we theorize that we theorize: Examining the "implicit theory" construct from a cross-disciplinary perspective. In G.B. Moskowitz (Ed.), *Cognitive social psychology: The Princeton Symposium on the legacy and future of social cognition* (pp. 143-161). Mahwah, NJ: Lawrence Erlbaum Associates.
- Rosati, A.D., Knowles, E.D., Kalish, C.W., Gopnik, A., Ames, D.R., & Morris, M.W. (2001). The rocky road from acts to dispositions: Insights for attribution theory from developmental research on theories of mind. In B. Malle, L.J. Moses, & D.A. Baldwin (Eds.), *Intentions and intentionality: Foundations of social cognition* (pp. 287-305). Cambridge, MA: MIT Press.
- Morris, M.W. & Young, M.J. (2002). Linking culture to behavior: Focusing on more proximate cognitive mechanisms. In F.J. Yammarino & F. Dansereau (Eds.) *Research in multi-level issues: The many faces of multi-level issues* (Vol. 1: pp. 327-241).
- Young, M.J., & Morris, M.W. (2004). Existential meanings and cultural models: The interplay of personal and supernatural agency in American and Hindu ways of responding to uncertainty. In J. Greenberg, S.L. Koole, & T. Pyszczynski (Eds.), *Handbook of Experimental Existential Psychology* (pp. 215-230). New York, NY: Guilford Press.
- Morris, M. W., & Gelfand, M. J. (2004). Cultural differences and cognitive dynamics: Expanding the cognitive perspective on negotiation. In M. J. Gelfand & J. M. Brett (Eds.), *The handbook of negotiation and culture* (pp. 45–70). Stanford, CA: Stanford University Press.
- Segura, S., & Morris, M.W. (2005). Scenario simulations in learning: Forms and functions at the individual and organizational levels. In Mandel, D. R., Hilton, D. J., & Catellani, P. (Eds.), *The psychology of counterfactual thinking* (pp. 94-109). New York, NY: Routledge.
- Krull, D.S. & Morris, M.W. (2006). Cultural Differences in Causal Attribution. In *Encyclopedia of Cognitive Science*. Wiley Online Library
- Chua, R.Y.J., & Morris, M.W. (2006). Dynamics of trust in guanxi networks. In M.A. Neale, E.A. Mannix, & Y.R. Chen (Eds.), *Research on Managing Groups and Teams: National Culture and Groups* (Vol. 9, pp. 95-113). San Diego, CA: JAI Press.

- Bond, M.H., Brislin, R.W., Chiu, C-y., Cohen, D., Gelfand, M., Hong, Y-y., Leung, K., Markman, A.B., Morris, M.W., Ng, S.H., Norenzayan, A., Oishi, S., Schwartz, S., & Triandis, H.C. (2008). The present and future state of cultural research and theory: A dialogue. In R. S. Wyer, C-y. Chiu, & Y-y. Hong (Eds.), *Understanding Culture: Theory, Research, and Application* (pp. 469-506) New York, NY: Psychology Press.
- Leung, K. & Morris, M.W. (2010). Culture and creativity: A social psychological analysis. In D. De Cremer, J. K. Murnighan and R. van Dick (Eds.), *Social Psychology and Organizations* (pp. 371-395). New York: Routledge.
- Savani, K., Cho, J., Baik, S., & Morris, M. W. (2015). Culture and Judgment and Decision Making. In G. Wu & G. Keren (Eds.), *Blackwell Handbook of Judgment and Decision-Making (2nd Edition)*. Oxford, UK: Blackwell.
- Morris, M. W., Savani, K., & Fincher, K. (2019). Learning New Cultures: Processes, Premises, and Policies. *Handbook of cultural psychology*. (pp. 478-501). New York: The Guilford Press.

Books (in preparation)

Tribal: Mastering the cultural codes that drive human behavior (2024).

Dealing: Negotiation from inside.

General-Audience Writing

Morris, M.W. (2005). When culture counts--and when it doesn't. *Harvard Negotiation Newsletter*, 3-5.

Morris, M. W. & Fiske, S. (11/12/09). The New Face of Workplace Discrimination. *www.Forbes.com*

Morris, M. W. (03/17/10). The Latest on Handling Job Stress. *www.Forbes.com*

Morris, M. W. (10/17/2012). Metacognition: The Skill Every Global Leader Needs. <http://blogs.hbr.org/2012/10/collaborating-across-cultures/>

Columbia Business School White Papers

Wallen, A. S., Morris, M. W., & Devine, B. A. (2009). Leadership Coaching in Columbia Business School's Program on Social Intelligence

Morris, M. W., Wallen, A. S., & Devine, B. A. (2010). Two Birds, One Stone: Two forms of Leadership Development in The Peer Advisor Program at Columbia Business School

Kogut, B., Mason, M. & Morris, M. W. (2010). Inclusive Leadership, Stereotyping and the Brain

Columbia Business School Caseworks

Green Gauge Project

Scoring the Deal

Tata | UNITE | Ford

Bank of America and Merrill Lynch Merger

Personality in Negotiation (Draft)

Emotions in Negotiation (Draft)

International Exchange:

Organized Student Trip to University of Warsaw, Polish Academy of Sciences, and Charles University, May 1991

Stanford GSB Study Trip to Hong Kong and PRC, March 1993

Stanford GSB Study Trip to Thailand and Indonesia, March 1995

Advisor to Stanford exchange students from French business school, ESCP

Visiting Professor, Department of Psychology and Department of Organizational Behavior, Chinese University of Hong Kong, 1995

Lecturer, European Summer School on Reasoning and Decision Making, 1995

Visiting Scholar, Department of Psychology, Hong Kong University; Department of Social Science, Hong Kong University of Science and Technology; Department of Management, City University of Hong Kong; Department of Psychology, Beijing University; Department of Psychology, University of Tokyo, Center for Nepali Studies; Tribhuvan University, Nepal, 2000

Visiting Scholar, Universitat Pompeu Fabra, Department of Economics and Business, 2008

US Business School Faculty Professors Invitation Program, Keizai Koho Center, Japan, 2010

Participated in CIBER class on Innovation in the Chilean Wine Industry, January, 2018

University Service

Stanford

Coordinator of Behavioral Research Colloquium Series, 1993-Fall, 1996; Fall 99-

Coordinator of Behavioral Research Laboratory, 1994-Fall 1998, Summer 99-

Coordinator of Organizational Behavior Ph.D. Program ("Liaison"), 1994-1996

Advised Stanford Department of Faculty and Staff Services about a University Dispute Resolution Procedure

Designed Survey Evaluation System for Palo Alto Community Meditation Agency

Stanford Center for Study of Conflict and Negotiation,
Stanford University, Faculty Associate (1994-1999), Affiliate (2000-),

Core Course Coordinator, *Managing through Mutual Agreement*, 1998-9

Affiliated Faculty, Center for Comparative Studies in Race & Ethnicity, 1999-

Advised Stanford Law School on Curriculum Planning, 1994 and 1999

Assisted Stanford Track and Field Team with Recruiting, 1998-2000

Member, Faculty Committee on Academic Standards & Policies

Supervisor of GSB Behavioral Research Laboratory and Post-Doctoral Research Associate Program, 1999-2001.

Columbia

Design and Development Committee, GSB Behavioral Research Laboratory, 2001-
(w/ E. Johnson)

Committee for IRB Procedure Review, 2001 (w/ E. Johnson & G. Huberman)

Supervisor, OB Post Doctoral Program

Chair, OB Faculty Search, 2001-2 (hired D. Ames)

Chair, Visiting Prof / Post Doctoral Search, 2001-2 (hired J. Loewenstein)

Faculty Affiliate, ISERP

Managed GSB Behavioral Research Laboratory, Jan 2002-

Co-director of the Management Dept Doctoral Program, 2002-5
University Committee on International Research Ethics, 2003-4
IRB Board Member, 2005-7
Dean's Strategic Planning Committee, 2005
Chazen Faculty Advisory Committee
Chair, Social Intelligence Initiative Task Force, 2006
Chair, Post Doctoral Search, 2006
Co-Director, Fundamentals of the MBA, Executive Education Program, 2006
Finalist, Dean's Award for Innovation in the Curriculum, CBS, 2006
Founder and Director, Program on Social Intelligence, 2006-
Chair, Faculty Search, 2007 (hired M. Mason; D. Carney)
Established Behavioral Science Research Laboratory at M. S. Ramaiah University at Bangalore, India
Co-Chair of Cross-Disciplinary Area in Decision Making and Negotiations, 2009
IRB Board Member (Alternate), 2012-15
Course Coordinator, The Leader's Voice, 2013-15
Course Coordinator, "Lead" Core Class, 2014-15
Chair, Faculty Search, 2015-16 (hired M. Slepian)
Search Committee, 2015-16 (hired S. Matz)
Chair, Committee on CBS Organizational Culture, 2016-17
Promotions and Tenure Committee, 2017-20
DEI Standing Committee, 2021-2022

Recent Talks

Culture, leadership, and assignment of responsibility for corporate accidents

- Koho Kenzai Symposium, Tokyo, June 2010

People who give too much: Extreme relational orientation and concessionary negotiation behavior

- Carnegie Mellon Business School, October 2005
- Harvard Business School, November 2005
- KSG Conference on Women and Negotiation, Keynote, 2009

Epistemic motives and cultural conformity

- Society of Experimental Social Psychology, Fort Worth, Texas

Individual motives and cultural conformity

- Hong Kong Conference on Cultural Influences on Behavior, Dec 06
- Berkeley OB Colloquium, Feb 07
- Yale Social Psychology, April 07
- Harvard Business School, NOM Colloquium, April 07

Role expectations as cues to choice behavior in Indian and American cultures

- SPSP Conference, 2008

Situations as carriers of cultural patterns of decision making

- SPSP Conference, 2010

Culture as common sense

- INSEAD OB, May 08
- Rutgers OB, Oct 08
- Harvard Psychology Dept, Oct 08
- Kellogg OB, Nov 08
- Cultural Psychology Preconference, SPSP, Tampa, Jan 09

Creativity and culture

- Hong Kong Conference, Dec 08
- Kellogg Conference, March 09
- Creativity Conference, Tainan, June 10

Cultural legacies and personal motives

- UCLA Business School, JDM Colloquium, March 10
- NYU Psychology Dept, Colloquium, April 10
- IARCM, Shanghai, June 10
- APS, NY, 2015

Harnessing bicultural identity

- Asian MBA Conference, Keynote, August 10

Culture and Deference to Authority

- Academy of Management Annual Conference, San Antonio, TX, 2011.

Implicit Acculturation

- Society for Personality and Social Psychology, San Antonio, TX, 2011.
- Society for Experimental Social Psychology, Washington, DC, 2011.
- Society for Personality and Social Psychology, New Orleans, LA, 2013.
- Educational Testing Services, Princeton NJ., 2014

Selecting for Social Intelligence: Interests, Aptitudes and Attributes that Predict MBA Performance.

- CBS, NYU, Emory, Fall 2013
- Toronto, USC, Spring 2014

Cultural priming and expatriate adjustment

- European Spring Conference, Switzerland, March 2014

Cultural Metacognition and Acculturation

- Ecole Normale Superior, INSEAD, Pompeu Fabra, 2014
- HKUST, AoM, 2017

Cultural scripts for negotiations: When they affect people and what to do about it

- Copenhagen Business School, 2015

Covert Conflict and Ingroup Suspicion

- Stanford Psychology Social Lab, IPSR Colloquium at Berkeley, 2017

Culture and its Users

- Haas School, Berkeley, 2017

The Bamboo Ceiling in the Boardroom and the Classroom

- University of Rome, LBS, INSEAD, HK Polytechnic, HKUST, LSE, ESADE, 2023

Academic Advisees and their Academic Placement

Primary Advisor

Steve Su, INSEAD

Tanya Menon, U of Chicago

Maia Young, UCLA

Emily Amanatullah, UT-Austin

Roy Chua, Harvard Business School

Canny Zou, London Business School
Aurelia Mok, City University of Hong Kong
Zhi Lui, Peking University, Management
Jae Cho, HKUST
Jackson Lu, MIT
Shi Liu, Facebook
Yu Ding, Stanford GSB
Zaija Liu, Fudan
Lucy Liu, ongoing
Pufan Huang, ongoing

Awards to Dissertations Advised

Donnel Briley:

- Robert Ferber Award for Best Article in *Journal of Consumer Research* based on a dissertation (Briley, Morris, & Simonson, 2000)

Emily Amanatullah:

- Cattell Dissertation Award for Outstanding Dissertation in Psychology, New York Academy of Sciences
- Sage Dissertation Award for Outstanding Dissertation on Gender and Diversity in Organizations, GDO Division, Academy of Management
- Finalist, Society for Experimental Social Psychology, Outstanding Dissertation Award

Aurelia Mok:

- Jeffrey S. Tanaka Memorial Dissertation Award in Psychology, APA
- Finalist, Harry and Pola Triandis Doctoral Thesis Award in Cross-Cultural Psychology, IACCP

Jae Cho

- Harry and Pola Triandis Doctoral Thesis Award in Cross-Cultural Psychology, IACCP

Jackson Lu

- Alvah H. Chapman Jr. Outstanding Dissertation Award, Center for Leadership

Yu Ding

- Sheth Foundation Dissertation Awards, ACR.
- John A. Howard/AMA Doctoral Dissertation Award, 2022

Lucy Liu

- Chazen Dissertation Award
- Kwok Leung Dissertation Award, IACMR

Auxiliary Advisor

Jennifer Aaker, UCLA (now Stanford)
Donnel Briley, HKUST (now Sydney)
Damien Sim, National University of Singapore
Aimee Drolet, UCLA, Marketing
Daniel Ames, Columbia, Management
Eric Knowles, Irvine, Social Ecology (now NYU)
Paul Moore, Silicon Valley entrepreneur
Yuriko Zemba, Waseda University, Tokyo

Oliver Sheldon, Rutgers, Management
Bilaine Sullivan, HKUST
Zach Brown, HKUST

Post-Docs Ive collaborated with

Veronica Benet-Martinez, Michigan (now Pompeu Fabra)
Ho-ying (Jeanne) Fu, NTU (now Vice President of Hang Seng University)
Daniel Ames, Columbia University, Management
Jeff Loewenstein, UT-Austin (now U of Illinois)
Chi-Ying Cheng, Singapore Management University
Aaron Wallen, Head of Management Department, SPS, Columbia U
Krishna Savani, Polytechnic University, Hong Kong
Shu Zhang, Industry
Katrina Fincher, NSSR Psychology
Shilpa Madan, VTU Marketing (Now NUS)
Namrata Goyal, ESADE Management

Outside Activities 2007-2023

Columbia Business School requires faculty members to disclose any activities that might present a real or apparent conflict of interest. The list below complies with this requirement.

Paid Consulting

- Designed and delivered training on cultural intelligence and global teams (Cisco)
- Provided HR consulting about diversity training and assessment in global context (UBS)
- Designed and delivered training course on decision making and negotiations (Bloomberg)
- Advice about research design and social experiments (Edelman & Heineken)
- Advising IARPA Cybersecurity project about cognitive biases and cultural differences

Speaking Engagements

- Blackrock Investment Management
- Goldman Sachs
- Prudential
- Indonesia, Ministry of Finance

Pro Bono Consulting

- Coalition of Behavioral Scientists, consulting on influence, decision making, and messaging for progressive presidential political campaigns 2008, 2012, 2016
- ACLU, consulting on organizational structure and change
- Enroll America, organization providing advice to nudge citizens to enroll in Obamacare