

# CURRICULUM VITAE

**Michael W. Morris**

**2014**

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## **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

## **Research 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 Annual Award for Top Five Articles 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

**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 teleconference Q&A session with keynote speaker Major General M. Flynn

Founding

Editor: *Management and Organization Review: Insights from Chinese Contexts*

Editorial Board

Member: *Social and Personality Science*  
*Asian Journal of Social Psychology*

Reviewer: *Accounting Review*  
*Administrative Science Quarterly*  
*American Anthropologist*  
*Cognition*  
*Cognitive Science*  
*European Journal of Social Psychology*  
*Human Relations*  
*Journal of Personality and Social Psychology*  
*Motivation and Emotion*  
*OBHDP*

*Personality and Social Psychological Bulletin*  
*Personality and Social Psychological Review*  
*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  
2013-16 Army Research Institute

### **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

2007 Fall, Visiting Scholar, Negotiations and Markets Group, Harvard Business School  
Spring, Visiting Scholar, Department of Economics and Business, Universitat Pompeu Fabra, Barcelona

## Teaching

“Social psychology”		
“Psychology and law”	University of Michigan	(undergraduates)
“Conflict management and negotiation”	Stanford GSB	(MBA students)
“Organizational behavior”		
“Managing through mutual agreement”		
“Managerial negotiation”	Columbia GSB	(MBA students)
“Decision science seminar”	“	
“Advanced seminar on leading teams”		
“Social psychology of organizations”	Stanford GSB	(Ph.D. students)
“Attribution of responsibility and justice”	UC-Berkeley	
“Social psychology of organizations”	Columbia U	(Ph.D. students)
“Socially shared cognition”		
“Negotiation and conflict”	SISP	
“Cognition and conflict resolution”	European Summer School	(Post-doc students)
“Counterfactual thinking”		

“Negotiation and influence strategy”	Stanford GSB	(Executive students)
“Advanced negotiation”	Columbia GSB Kellogg School, Northwestern Wilson School, Princeton	
“Managing Change”	Columbia Business School	
“Roles on a Team”		

### **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

### **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

Chair, Faculty Search, 2007 (hired M. Mason; D. Carney)

Finalist, Dean's Award for Innovation in the Curriculum, CBS

Founder and Director, Program on Social Intelligence, 2006-

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-

### **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

### **Manuscripts, Under Review**

- 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. *Org Science, R&R invited*
- Morris, W. M., & Savani, K., & Mor. S. Cultural Learning and Training. *Research in Organizational Behavior*, Revision invited.
- Mor, S., Mehta, P., Fridman, I., & Morris. W.M. Women with More Integrated Gender-Professional Identities Negotiate Economic Gain without Social Pain. *Personality and Social Psychology Bulletin*. Turned down after an invited revision. Invited to submit as a new article.
- Fu, H-Y, Morris M.W. & Hong, Y-Y. A transformative taste of home: Home-culture primes foster expatriates' adjustment through bolstering relational security. *Psychological Science*
- Morris, W. M., & Savani, K., & Mor. S. Cultural Learning and Training. *Research in Organizational Behavior*, Revision invited.

### **Manuscripts, In Preparation**

#### *New projects*

- Morris, M. W., Savani, K., & Naidu, N. V. R. (under review). Implicit processes in cultural learning: Role of cultural metacognition.

- Savani, K., Morris, M. W., & Kaufman, S. B. (under review). Implicit and explicit processes in learning norms of a second culture.
- Morris, M. W., Chiu, C-Y. & Liu, Z. Influences of Secondary Cultures. *Annual Review of Psychology*.
- Mor, S., Morris, W.M. & Cho, J. Perceived Choice in Foreign Environments Promotes Receptivity and Utilization of Foreign Cultural Knowledge. In prep for *Personality and Social Psychology Bulletin*.
- Morris, W.M. & Mor, S. Testosterone and Ethnocentric Collaboration. In Prep for *Personality and Individual differences*.
- Mor, S., Fridman, I., Akinola, M. & Morris, W.M. Cortisol Increase and Women's Risk Taking in Competitive Negotiations..
- Mor, S., Morris, W.M., Jagiello, A., Joh, J. Think Globally, Manage Integratively: Global Identification Promotes Culturally Integrative Problem Solving.
- Cho, J., Savani, K., Wasti, A., Tan, H. W., & Morris, M. W. Behavioral antecedents of organizational trust across cultures.
- 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.
- Morris, M.W., Zou, X., Fox, C. & Carranza, E., Group perceptions, identities, and consumer choices.
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- Chua, R.Y.J., & Morris, M.W. “Renqing” and Obligation in Chinese Professional Networks.
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- 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.



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- 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.
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- 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.
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- 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.
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- 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.

### **Books (in preparation)**

*Tribe Mind*

*Done Deal*

*Searching for Social Intelligence*

### **General-Audience Writing (Relevant to Leading PSI)**

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](http://www.Forbes.com)

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

Personality in Negotiation (Draft)

Emotions in Negotiation (Draft)

### **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

#### 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.

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

- CBS Management Seminar, as well as those at NYU, Emory, and Toronto, Fall 2013

.

### **Past Advisees and their Academic Placement**

#### *Primary Advisor*

Steve Su, INSEAD, Organizational Behavior

Tanya Menon, University of Chicago, Decisions and Organizations

Maia Young, UCLA, Organizational Behavior

Emily Amanatullah, UT-Austin, Organizational Behavior

Roy Chua, Harvard Business School, Management

Canny Zou, London Business School, Management

Aurelia Mok, City University of Hong Kong, Management  
Aimee Drolet, UCLA, Marketing  
Donnel Briley, University of Sydney, Marketing  
Shira Mor, ongoing  
Zhi Lui, ongoing  
Ilona Fridman, ongoing  
Jae Cho, 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:

- Catell 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

*Auxiliary Advisor*

Jennifer Aaker, Stanford, Marketing  
Sheena Iyengar, Columbia, Management  
Donnel Briley, Sydney, Marketing  
Damien Sim, National University of Singapore  
Aimee Drolet, UCLA, Marketing  
Katherine Phillips (nee Williams), Northwestern, Organizational Behavior  
Daniel Ames, Columbia, Management  
Eric Knowles, Irvine, Social Ecology  
Paul Moore, Silicon Valley entrepreneur  
Yuriko Zemba, Waseda University, Tokyo  
Oliver Sheldon, Rutgers, Management  
Bilaine Sullivan, Hong Kong University of Science and Technology, Management

*Post-Docs*

Veronica Benet-Martinez, UC-Riverside & Pompeu Fabra  
Ho-ying (Jeanne) Fu, City University of Hong Kong, Management  
Daniel Ames, Columbia University, Management  
Jeff Loewenstein, UT-Austin, Organizational Behavior  
Chi-Ying Cheng, Singapore Management University

Aaron Wallen, Columbia University, Management  
Krishna Savani, National University of Singapore, Management and Organization  
Shu Zhang, ongoing

### **Outside Activities 2007-2013**

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 competency training and assessment (UBS)
- Designed and delivered training course on decision making and negotiations (Bloomberg)
- Advice about research design and messaging (Edelman & Heinikin)

#### **Speaking Engagements**

- Blackrock Investment Management
- Goldman Sachs
- Prudential

#### **Volunteer Consulting**

- Coalition of Behavioral Scientists, consulting on influence, decision making, and messaging for progressive political campaigns 2006-present
- ACLU, consulting on organizational structure and change
- Enroll America, organization providing advice to nudge citizens to enroll in Obamacare.