CURRICULUM VITAE

Michael W. Morris

2011

GSB, Columbia University   2700 Broadway
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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

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

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)

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

2007   Advisor, Amanatullah Dissertation:
- 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

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)

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 within a country.
--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

1995-2000   Internal Research Grants, Stanford GSB

2001-   Internal Research Grants, Columbia Business School

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-

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)

Founder and Director, Program on Social Intelligence, 2006-

Co-Chair of Cross-Disciplinary Area in Decision Making and Negotiations, 2009

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., & Girotto, 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? Opportunity, attraction, and the "life of the party." *Administrative Science Quarterly.*

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*

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*

Chua, R., Morris, M. W., & Ingram, P. (2008). Networks, guanxi, and trust: Affect and cognitive trust are more intertwined for Chinese than American managers. *Journal of International Business*

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. (2008). Mistaken identity: Priming conservative political identities shifts decision making toward conservative investments. *Psychological Science*.

Chua, Roy Y.J., M.W. Morris, and P. Ingram. (2009). Embeddedness and new idea discussion in professional networks: The mediating role of affect-based trust. *Journal of Creative Behavior*

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*

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*, 58-68.

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). Perspectives and Parallels: Creativity East and West. *Management and Organization Review, 4.*

Mok, A., & Morris, M. W. (2010). Asian-American biculturals and styles of creativity: An interaction of cultural priming and bicultural identity integration. *Management and Organization Review, 4*

Weber E. U & Morris, M. W. (2010). Culture and judgment and decision making: The constructivist turn. *Current Directions in Psychological Science*

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,* DOI: 10.1016/j.jesp.2010.05.020

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.*

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., Krishnan, L., & Regmi, M.P. (in press). Controlled by higher powers: Fatalistic thoughts and practices in Judeo-Christian and Hindu cultures. *Journal of Cross Cultural Psychology*.

Young & Morris, (in press) Managerial mystique, *Journal of Organizational Behavior.*

Manuscripts, Resubmission Invited

Mok, A., & Morris, M. W. (2009d) Predicting positive versus negative behavior: How cultural primes affect forecasts as a function of bicultural identity integration. *AJSP*

Savani, K & Morris, M. W. (2010a). The deference syndrome: Accommodation versus reactance towards authority figures in American and Indian culture. *JPSP*

Mok, A., & Morris, M. W. (2010). Subliminal cultural primes and consumer choice: Integrated and conflicted biculturals show assimilative and reactive responses. *JCR*

Cheng, Chua, Morris & Lee (2010). International diversity and learning teams. *JOB*

Chua, R.Y.J., Morris, M.W., Mor, S. (2010). Creative collaboration across cultures: The role of cultural metacognition and affect-based trust. *OBHDP*

Manuscripts, Under Initial Review

Amanatullah, E. & Morris, M.W. (2010b). Effects of gender and advocacy context on business

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*

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

Mok, A., & Morris, M. W. (1011). The malleability of bicultural identity integration: Evidence that integration can be situationally induced through affective and cognitive manipulation.

Shu & Morris, M. W. (2011). Schema interference: Priming biculturals' Chinese cultural schemas interferes with their fluency in the second language of English

Manuscripts, In Preparation

New projects

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

Su, S.K., Morris, M.W. & Burrus, J. Implicit theories about wealth and happiness.

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.

Morris, M.W., Chua, R., Knowles, E., Chiu, C., & Hong, Y. Culture and responses to compliance with authority.

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.

Morris, M.W., Loewenstein, J., & Abrahamson, E. Cultural paradigms in human resources: A longitudinal study of the "affirmative action" and "diversity" frames in corporate letters to shareholders.

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 halflife of smalltalk: Origins and duration of business friendships.

Dormant, backburner projects

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. Earlbaum Press.

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. Clarendon Press, Oxford.

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 in its Social Context*, pp.209-239. Sage Press.

Morris, M.W., Ames, D., & Knowles, E. (1999). Attribution Theory. In R.A. Wilson & F.C. Keil (Eds.), *The MIT Encyclopedia of Cognitive Science,* pp. 46-48. Cambridge, MA: The MIT Press.

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 Tyler, Kramer, & John (Eds.), *The Psychology of the Social Self,* pp.193-222. Mahwah, NJ: Lawrence Erlbaum Associates.

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Morris, M.W. and Leung K. (Eds.). *Creativity in the East and West*

Morris, M.W. *Dealing: Negotiating with Social Intelligence*

Morris, M.W. *When Culture Counts: Negotiating Culture in the Workplace*

General-Audience Writing (Relevant to Leading PSI)

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

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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

Columbia Coaching Model

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 in 21st C. Leadership
- Asian MBA Conference, Keynote, August 10

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
Shira Mor, ongoing

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
Krishna Savani, Columbia University, 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, ongoing
Krishna Savani, ongoing

Outside Activities 2006-2011
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.

Consulting
Provided strategic consulting to UBS about training programs and assessment tools relevant to managing diversity.
Collaborated with Cisco executive development staff to design off-site training workshops on Cultural Intelligence and Managing Global Teams.