

## ELIZABETH WOLFE MORRISON

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### ACADEMIC POSITIONS

2006-present ITT Harold Geneen Professor in Creative Management, Stern School of Business, New York University  
2001-2006 Professor of Management and Organizations, Stern School of Business, New York University  
1995-2001 Associate Professor of Management and Organizational Behavior, Stern School of Business, New York University (tenured in 1998)  
1990-1995 Assistant Professor of Management and Organizational Behavior, Stern School of Business, New York University

### EDUCATION

Ph.D. Organization Behavior, Northwestern University, 1991  
M.S. Organization Behavior, Northwestern University, 1988  
B.A. Psychology (*magna cum laude* and honors), Brown University, 1984

### AWARDS, HONORS AND GRANTS

2018 Faculty Leadership Award, Stern School of Business  
2006 ITT Harold Geneen Chair in Creative Management, Stern School of Business  
2006 Outstanding Reviewer Reward, *Academy of Management Journal*  
2002 Research Professorship in Management, Stern School of Business  
1999 Peter Drucker Faculty Fellowship, Stern School of Business  
1999 Cummings Scholarly Achievement Award, OB Division of the Academy of Management  
1999 Research Grant, Citigroup Behavioral Sciences Research Council  
1998 Research Grant, Tenneco Research Fund  
1992 S. Rains Wallace Dissertation Award, Society for Industrial & Organizational Psychology  
1991 Award for the Outstanding Competitive Paper Based on a Dissertation, OB Division of the Academy of Management  
1990 National Science Foundation Dissertation Grant  
1989 Borg-Warner Research Award, Northwestern University  
1987 Unisys Doctoral Fellowship, Northwestern University  
1984 Murial Fain Sher Award in Psychology, Brown University  
1984 Phi Beta Kappa and Sigma Xi National Scientific Research Society

### PUBLICATIONS

### ***Journal Articles:***

Lim, J.H., Tai, K., Bamberger, P.A., & Morrison, E.W. (In press, 2020). Soliciting Resources from Others: An Integrative Review. *Academy of Management Annals*, 14: 1-38.

Sherf, E.N., & Morrison, E.W. (2019). I do not need feedback, or do I? Self-efficacy, perspective taking, and downward feedback seeking. *Journal of Applied Psychology*.  
<http://dx.doi.org/10.1037/apl0000432>

Wilkinson, A., Barry M., Morrison, E. (2019). Toward an integration of research on employee voice. *Human Resource Management Review*. <http://doi.org/10.1016/j.hrmmr.2018.12.001>

Weiss, M. & Morrison, E.W. (2019). Speaking up and moving up: How voice can enhance employees' social status. *Journal of Organizational Behavior*, 40: 5-19.

Aguinis, H., Davis, G.F., Detert, J.R., Glynn, M., Jackson, S.E., Kochan, T., Kossek, E.E., Leana, C., Lee, T.W., Morrison, E.W., Pearce, J., Pfeffer, J., Rousseau, D. & Sutcliffe, K.M. (2016). Using organizational science research to address U.S. federal agencies' management and labor needs. *Behavioral Science and Policy*, 2: 67-76.

Morrison, E.W. & See, K.E. (2015). An approach-inhibition model of employee silence: The joint effects of personal sense of power and target openness. *Personnel Psychology*, 68: 547-580.

Morrison, E.W. (2014). Employee voice and silence. *Annual Review of Organizational Psychology and Organizational Behavior*, 1: 173-197.

Walumbwa, F., Morrison, E.W. & Christensen, A. (2012). Ethical leadership and group performance: The mediating role of group conscientiousness and voice. *Leadership Quarterly*, 23: 953-964.

See, K.E., Morrison, E.W., Rothman, N.B., & Soll, J.B. (2011). The detrimental effects of power on confidence, advice taking and accuracy. *Organizational Behavior and Human Decision Processes*, 116: 272-285.

\* 2010 Best Paper Award, the Conflict Management Division of the Academy of Management

Morrison, E.W. (2011) Employee voice behavior: Integration and directions for future research. *Academy of Management Annals*, 5: 373-412.

Morrison, E.W., Wheeler-Smith, S., & Kamdar, D. (2011). Speaking up in groups: A cross-level study of group voice climate. *Journal of Applied Psychology*. 96: 183-191.

McAllister, D., Kamdar, D., Morrison, E.W., & Turban, D. (2007). Disentangling Role Perceptions: How Perceived Role Breadth, Discretion, Instrumentality and Efficacy Relate to Helping and Taking Charge. *Journal of Applied Psychology*, 92: 1200-1211.

Morrison, E.W. (2006). Doing the job well: An investigation of prosocial rule breaking. *Journal of Management*, 32: 5-28.

Morrison, E.W., Chen, Y., & Salgado, S.R. (2004). Cultural differences in newcomer information seeking: A comparison of the US and Hong Kong. *Applied Psychology: An International Review*, 53: 1-22.

Milliken, F.J., Morrison, E.W., & Hewlin, P.F. (2003). An exploratory study of employee silence: Issues that employees don't communicate upward and why. *Journal of Management Studies*, 40: 1453-1476.

Morrison, E.W. (2002). Newcomers' relationships: The role of social networks during socialization. *Academy of Management Journal*, 45: 1149-1160.

\* Nomination for the 2003 William A. Owens Scholarly Achievement Award

Morrison, E.W. (2002). Information seeking in organizations. *Human Communication Research*, 28, 229-242.

Morrison, E.W., & Milliken, F. (2000) Organizational silence: A barrier to change and development in a pluralistic world. *Academy of Management Review*, 25, 706-725.

\* Finalist for the 2001 *Academy of Management Review* Best Paper Award

Robinson, S.R., & Morrison, E.W. (2000). The development of psychological contract breach and violation: A longitudinal study. *Journal of Organizational Behavior*, 21, 525-546.

Morrison, E.W., & Vancouver, J.B. (2000). Within-person analysis of information seeking: The effects of perceived costs and benefits. *Journal of Management*, 26, 119-138.

Morrison, E.W., & Phelps, C. (1999). Taking charge: Extra-role efforts to initiate workplace change. *Academy of Management Journal*, 42, 403-419.

Morrison, E.W., & Robinson, S.L. (1997). When employees feel betrayed: A model of how psychological contract violation develops. *Academy of Management Review*, 22, 226-256.

\* Winner of the 1999 Outstanding Publication Award, International Association for Conflict Management

Morrison, E.W. (1996). Organizational citizenship behavior as a critical link between HRM practices and service quality. *Human Resource Management Journal*, 35, 493-512.

Vancouver, J.B., & Morrison, E.W. (1995). Feedback inquiry: The effects of source attributes and individual differences. *Organizational Behavior and Human Decision Processes*, 62, 276-285.

Robinson, S.R., & Morrison, E.W. (1995). Psychological contracts and OCB: The effect of unfulfilled obligations on civic virtue behavior. *Journal of Organizational Behavior*, 16, 289-298.

Morrison, E.W. (1995). Information usefulness and acquisition during organizational encounter. *Management Communication Quarterly*, 9, 131-155.

Morrison, E.W. (1994). Role definitions and organizational citizenship behavior: The importance of the employee's perspective. *Academy of Management Journal*, 37, 1543-1567.

Morrison, R.S., Morrison, E.W., & Glickman, D. (1994). Physician reluctance to discuss advance directives: An investigation of potential barriers. *Archives of Internal Medicine*, 154, 2311-2318.

Morrison, E.W. (1993). Newcomer information seeking: Exploring types, modes, sources, and outcomes. *Academy of Management Journal*. 36, 557-589.

Morrison, E.W. (1993). Longitudinal study of the effects of information seeking on newcomer socialization. *Journal of Applied Psychology*. 78, 173-183.

Morrison, E.W., & Cummings, L.L. (1992). The impact of diagnosticity and performance expectations on feedback seeking behavior. *Human Performance*, 5, 251-264.

Morrison, E.W., & Bies, R.J. (1991). Impression management in the feedback seeking process: A literature review and research agenda. *Academy of Management Review*, 16, 522-541.

\* Winner of the 1992 Outstanding Published Paper Award, Human Resources Division of Academy of Management

Morrison, E.W., & Weldon, E. (1990). The impact of an assigned performance goal on feedback seeking behavior. *Human Performance*, 3, 37-50.

### ***Other Publications:***

Podsakoff, N.P., Morrison, E.W. & Martinez, T. M. (2018). The role of a good soldier: A review of research on OCB role perceptions and recommendations for the future. In Podsakoff, P.M., Mackenzie, S.B., & Podsakoff, N.P (Eds.), *Oxford Handbook of Organizational Citizenship Behavior*. Oxford: Oxford University Press.

Morrison, E.W. (2010). OB in AMJ: What is hot and what is not. *Academy of Management Journal*, 53: 932-936.

Morrison, E. & Rothman, N. (2009). Silence and the dynamics of power. In Greenberg, J., Edwards, M. & Brinsfield, C. (Eds.), *Voice and Silence in Organizations*. San Diego: Elsevier.

Morrison, E.W. (2009). Review of "Whistle-blowing in Organizations" by Near, Miceli & Morehead. *Administrative Science Quarterly*, 54: 344-346.

Morrison, E. & Robinson, S. (2004). The employment relationship from two sides: Incongruence in employees' and employers' perceptions of obligations. In Coyle-Shapiro, J., Shore, L. Taylor, S. & Tetrick, L (Eds.), *The employment relationship: examining psychological and contextual perspectives*. Oxford: Oxford University Press.

- Morrison, E.W., & Milliken, F.J. (2003). Editor's Introduction: Speaking up, remaining silent: The dynamics of voice and silence in organizations. *Journal of Management Studies*, 40: 1353-1358.
- Morrison, E. (2002). The school-to-work transition. In Feldman, D. (Ed.), *Work careers: A Developmental Perspective*. San Francisco, CA: Jossey-Bass.
- Bauer, T.N., Morrison, E.W., & Callister, R.R. (1998). Organizational socialization: A review and directions for future research. *Research in Personnel and Human Resource Management*, 16, 149-214.
- Morrison, E.W., & Phelps, C. (1998). Taking charge at work: A model of voluntary change initiative. *1998 Academy of Management Best Paper Proceedings*.
- Morrison, E.W. (1997). Service quality: An organizational citizenship behavior framework. *Advances in the Management of Organizational Quality*, 2, 211-249.
- Anderson, C.G., Glassman, M., & Morrison, E.W. (1997). The differential effects of workplace experience on information production and use – A comparison of new and established U.S. aerospace engineers and scientists. In T.E. Pinelli, R.O. Barclay, J.M. Kennedy, & A.P. Bishop (Eds.), *Knowledge Diffusion in the U.S. Aerospace Industry*. Greenwich, CT: Ablex.
- Morrison, E.W. (1995). Comments on "Feedback seeking behavior: A review of the literature and implications for HRD practitioners." *Human Resource Development Quarterly*, 6, 351-353.
- Morrison, E.W. (1993). Toward an understanding of employee role definitions and their implications for organizational citizenship behavior. *1993 Academy of Management Best Paper Proceedings*.
- Morrison, E.W., & Herlihy, J.M. (1992). Becoming the Best Place to Work: Managing diversity at American Express. In S. E. Jackson and associates (Eds.), *Diversity in the Workplace: Human Resource Initiatives*. New York: Guilford.
- Morrison, E.W. (1991). An investigation of mode and source usage in the newcomer information seeking process. *1991 Academy of Management Best Paper Proceedings*.

## **WORK IN PROGRESS**

Voice, Silence, and Perceived Teamwork Contribution: The Moderating Role of Psychological Safety. Under review at *Journal of Applied Psychology*. (with Mona Weiss & Demian Szyld)

Voice Guardians: A Field Experiment. Data analysis in progress. (with Celia Moore & Kate Coombs)

How Leaders' Expression of Emotional Complexity affects Employee Proactivity. Data collection in progress. (with Naomi Rothman, Shimul Melwani, & Elad Sherf).

When to Speak Up and When to Remain Silent: A Process Model of Voice Behavior. Working paper. (with Hannes Guenter)

The Effect of Team Voice Climate on Leadership Style. Revision in progress. (with Ricki Li and Ronit Kark)

## **RECENT CONFERENCE PRESENTATIONS**

When to Speak up and When to Remain Silent. 2018 Annual Meeting of the Academy of Management, Chicago, Illinois.

Why Leaders Often Fail to Seek Feedback. New Directions in Leadership Research Conference, June 2018, Rotterdam School of Management.

I do not need feedback, or do I? Self-efficacy, perspective taking, and downward feedback seeking. 2018 Israel Organization Behavior Conference, Tel Aviv, Israel.

Voicing Up: How Team Voice Shapes Leaders' Regulatory Focus and Behaviors. 2017 Annual Meeting of the Academy of Management, Atlanta, Georgia.

Self-Efficacy and Downward Feedback Seeking: The Role of Perspective Taking. 2017 Annual Meeting of the Academy of Management, Atlanta, Georgia.

Why Employees Remain Silent About Unethical Behavior and How Leaders Can Encourage Speaking Up. 2017 General Meeting of the European Association of Social Psychology, Grenada, Spain.

The Effects of Individualism and Collectivism on Employee Voice. 2017 European Association of Work and Organizational Psychology Small Group Meeting, Paris, France.

Speaking Up and Moving Up: How Voice Can Enhance Social Status. 2017 European Association of Work and Organizational Psychology, Dublin, Ireland.

## **SERVICE CONTRIBUTIONS**

### ***School:***

Vice Dean of Faculty, 2012-2018

Endowed Chairs Committee, 2011-2012

School-Level Promotion and Tenure Committee, 2007-2011

Stern NYU Abu Dhabi Proposal Committee, 2009

Dean's Advisory Committee, 2000-2002 & 2006-2010

Chair, Advisory Board to the Center for Innovation in Teaching & Learning, 2006-2007

Classroom Design and Standards Committee, 2006-2007  
Stern Technology Advisory Committee, 2006-2007  
Faculty Campaign Committee, 2006-2007  
Undergraduate Grading Task Force, 2007  
Faculty Council, 2005-2009  
Strategic Planning Committee, 2000-2001  
PhD Admissions Oversight Committee, 1999-2001  
International Study Project Committee, 1997-1999  
Faculty Leader in the MBA core, 1994 -1996  
Affirmative Action Committee, 1995-1999  
Student Discipline Committee, 1994-1995

***Department:***

Doctoral Program Committee, 2019 -  
Department Chair, 2001-2005, 2011-2012  
Chair of Curriculum Committee, 2010-2012  
Departmental Advisory Committee, 2009 - 2012  
Recruiting Committee, 1997- 2001 (chair); 2006- 2012  
Departmental Promotion and Tenure Committee, 1998-present  
Annual Merit Review Committee, 2008-2009  
Core Course Committee, 1992-2003 (chair from 2000-2002)  
Doctoral Program Committee, 1993-2000  
Undergraduate Curriculum Design Committee, 1991-1997

***University:***

Tenured Faculty Senators Council, Alternate, 2019-2022  
Faculty Advisory Committee on Academic Priorities, 2007 - 2010

***Professional Community:***

Associate Editor, *Academy of Management Annals*, 2019-2022  
Guest Editor, *Human Resource Management Review*, Special Issue on Employee Voice. 2015-2018.  
OB Division Mentoring Award Committee, 2015-2019  
Executive Committee of the OB Division of the Academy of Management, 2008-2013 (division chair in 2011-12)  
Advisory Board, *Academy of Management Discoveries*, 2017-present  
Associate Editor, *Behavioral Science & Policy*, 2013-present  
Associate Editor, *Academy of Management Journal*, 2007-2010  
Editorial Boards: *Journal of Applied Psychology* (2011-present), *Personnel Psychology* (2016-present), *Administrative Science Quarterly* (2006-2016), *Academy of Management Journal* (2005-2013), *Journal of Management* (1993-2007), *Journal of Organizational Behavior* (1996-2002)  
Ad Hoc Reviewer: *Academy of Management Review*, *Organizational Science*, *Organizational Behavior and Human Decision Processes*, *Journal of Management*, *Journal of Management Studies*, *Journal of Management Inquiry*, *Journal of Organizational Behavior*, *Journal of Organizational and Occupational Psychology*, *Journal of Vocational Behavior*, *Human Relations*; *Human Resource Management Review*, *International Journal of Human Resources Management*.  
Best Paper Committee, *Administrative Science Quarterly*, 2011

Panelist, OB Junior Faculty Consortium, Academy of Management, 2000 and 2005  
S. Rains Wallace Dissertation Award Committee, 2000-2002

## **TEACHING**

### ***MBA and Executive MBA Courses:***

Leadership in Organizations  
Collaboration, Conflict & Negotiation

### ***Undergraduate Courses:***

Managing People and Teams

### ***Doctoral Teaching:***

Introductory and Advanced Seminars in Organizational Behavior

PhD students: Pat Hewlin (chair), Naomi Rothman (advisor), Tina Opie (chair), Sara-Wheeler Smith (advisor), Caitlin Pan (advisor), Xi Chen (advisor), Jeffrey Thomas (advisor)

### ***Executive Education Courses and Workshops:***

Leadership Training for High Potentials  
Negotiation Skills  
Performance Management  
Managing High Performing Teams  
Performance-Based Incentives  
Leadership  
Power and Politics