

Beth Anne Helgason

Yale School of Management
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ACADEMIC POSITIONS

Yale School of Management July 2024—
Assistant Professor of Organizational Behavior

EDUCATION

London Business School 2024
Ph.D. in Organisational Behaviour
Visiting Scholar, UC Berkeley Haas School of Business 2022

Smith School of Business, Queen's University 2018
M.Sc. in Organizational Behaviour

Queen's University 2017
B.Sc. in Psychology with Honours

PEER-REVIEWED PUBLICATIONS

†denotes equal authorship

Kundro, T.G., Croitoru, N.L., & Helgason, B.A. (2024). Moral or lawful? When legal constraints reverse the motivational benefits of moral considerations. *Organization Science*.
<https://doi.org/10.1287/orsc.2023.17545>

†Langdon, J.A., †Helgason, B.A., Qiu, J., & Effron, D.A. (2024). “It’s not literally true, but you get the gist:” How nuanced understandings of truth encourage people to condone and spread misinformation. *Current Opinion in Psychology*, 57, 101788.
<https://doi.org/10.1016/j.copsyc.2024.101788>

Effron, D.A. & Helgason, B.A. (2023). Moral inconsistency. *Advances in Experimental Social Psychology*, 67, 1-72. <https://doi.org/10.1016/bs.aesp.2022.11.001>

Helgason, B.A., & Effron, D.A. (2022). It might become true: How prefactual thinking licenses dishonesty. *Journal of Personality and Social Psychology*, 123(5), 909-940.
<https://doi.org/10.1037/pspa0000308>

*covered by the *Financial Times* and 100+ other news outlets.

Helgason, B.A., & Berman, J.Z. (2022). Reflecting on identity change facilitates confession of past misdeeds. *Journal of Experimental Psychology: General*, 151(9), 2259-2264. <https://doi.org/10.1037/xge0001180>

Effron, D.A. & Helgason, B.A. (2022). The moral psychology of misinformation: Why we excuse dishonesty in a post-truth world. *Current Opinion in Psychology*, 47, 101375. <https://doi.org/10.1016/j.copsyc.2022.101375>

Helgason, B.A., & Effron, D.A. (2022). From critical to hypocritical: Counterfactual thinking increases partisan disagreement about media hypocrisy. *Journal of Experimental Social Psychology*, 101, 104308. <https://doi.org/10.1016/j.jesp.2022.104308>

SELECTED RESEARCH IN PROGRESS

Helgason, B.A., & Effron, D.A. Advice as permission: People use advice to justify lying. *Data collection complete. Finalizing manuscript to submit to Management Science.*

Helgason, B.A., & Effron, D.A. Racial bias in using algorithmic advice. *Data collection complete. Finalizing manuscript to submit to Organizational Behavior and Human Decision Processes.*

Qiu, J., Ku, G., & Helgason, B.A. Gender differences in moral decoupling. *Data collected for five studies. Target journal: Organizational Behavior and Human Decision Processes.*

Helgason, B.A., Langdon, J.A., Qiu, J., & Effron, D.A. Gist and verbatim truth in the moral psychology of misinformation. *Data collected for three studies. Target journal: Psychological Science.*

AWARDS, GRANTS, & HONORS

Cecilia Reyes Award, London Business School (2023)

*Awarded to three PhD students for overall achievement and potential research impact across all departments at London Business School.

The Leadership Institute Research Grant, London Business School (2022)

Doctoral Fellowship, Social Science and Humanities Research Council of Canada (2019)

Joseph-Armand Bombardier Graduate Scholarship, Social Science and Humanities Research Council of Canada (2019, received but respectfully declined)

Queen's Graduate Award, Smith School of Business (2018)

Medal in Psychology, Queen's University (2017)

*Awarded to student with highest academic standing in the graduating class.

Certificate of Research Excellence, Canadian Psychological Association (2017)

Ann Adamson Scholarship in Psychology, Queen's University (2015, 2016)

Varsity Academic All Star, Queen's University (2014, 2015)
Carl Reinhardt Scholarship in Physics, Queen's University (2013)

INVITED TALKS

University of Chicago, Booth School of Business, Behavioral Science (2023)
Yale University, School of Management, Organizational Behavior (2023)
University of Toronto Scarborough, Rotman School of Management, OBHRM (2023)
University of Southern California, Marshall School of Business, MOR (2023)
Duke University, The Fuqua School of Business, Management and Organizations (2023)
Harvard University, Harvard Business School, Negotiation, Organizations, and Markets (2023)

CHAired SYMPOSIA

Helgason, B.A. (2023). AI ethics in the workplace: Challenges and opportunities. Academy of Management Annual Meeting, Boston.

Helgason, B.A. (2022). Prompting and punishing transgressions: Interpersonal causes and consequences of unethical behavior. Academy of Management Annual Meeting, Seattle.

Helgason, B.A. (2021). Intertemporal insights on moral judgment and decision making. Society for Personality and Social Psychology, online.

Helgason, B.A., & Fa-Kaji, N.M. (2020). Believing is seeing: Motivated reasoning, moral judgments, and divergent perceptions of social issues. Academy of Management Annual Meeting, online.

SELECTED CONFERENCE TALKS

Helgason, B.A., & Effron, D.A. (2023). Racial bias in using algorithmic advice. Academy of Management Annual Meeting, Boston.

Kundro, T.G., Croitoru, N.L., & Helgason, B.A. (2023). When and why legal constraints impede the benefits of ethical considerations. Academy of Management Annual Meeting, Boston.

Helgason, B.A., & Effron, D.A. (2023). Racial bias in using algorithmic advice. International Association of Conflict Management, Thessaloniki.

Helgason, B.A., & Effron, D.A. (2022). It might become true: How prefactual thinking licenses dishonesty. Academy of Management Annual Meeting, Seattle.

Helgason, B.A., & Effron, D.A. (2022). Vice advice: Taking advice to justify unethical behavior. Academy of Management Annual Meeting, Seattle.

Helgason, B.A., & Effron, D.A. (2022). It might become true: How prefactual thinking licenses dishonesty. Justice and Morality Preconference at the Society for Personality and Social Psychology, online.

Helgason, B.A., & Berman, J.Z. (2022). Reflecting on identity change facilitates confession of past misdeeds. Society for Judgment and Decision Making, online.

Helgason, B.A., & Effron, D.A. (2021). Advice as license: Using advice to make selfish decisions. International Association of Conflict Management, online.

Helgason, B.A., & Berman, J.Z. (2021). Reflecting on identity change facilitates confession of past misdeeds. Society for Personality and Social Psychology, online.

Helgason, B.A., & Effron, D.A. (2020). It might become true: How prefactual thinking licenses dishonesty. Society for Judgment and Decision Making, online.

Helgason, B.A., & Cable, D.M. (2020). Overselling corporate social responsibility: When recruitment expectations are breached. Academy of Management Annual Meeting, online.

Helgason, B.A., & Effron, D.A. (2020). Discrediting the imaginary hypocrite: Thinking counterfactually about criticism increases judgments of hypocrisy. Academy of Management Annual Meeting, online.

Helgason, B.A., & Effron, D.A. (2020). Unethical advice taking: When do people use advice to license an unethical choice? Academy of Management Annual Meeting, online.

Helgason, B.A., & Effron, D.A. (2019) Discrediting the imaginary hypocrite: Thinking counterfactually about political criticism increases judgments of hypocrisy. International Association for Conflict Management, Dublin.

TEACHING & PROFESSIONAL EXPERIENCE

Specialist Advisor – Building Ethical Organizations Principia Advisory	2022—
The Science of People in Organisations – Teaching Assistant & Guest Lecturer London Business School	2018-2020
Organizational Behavior – Teaching Assistant Smith School of Business, Queen’s University	2018
Principles of Psychology – Tutorial Instructor Queen’s University, Average instructor rating: 6.9 / 7.0	2017