

Beth Anne Helgason

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ACADEMIC POSITIONS

Yale School of Management
Assistant Professor of Organizational Behavior

July 2024—

EDUCATION

London Business School
Ph.D. in Organizational Behavior
Visiting Scholar, UC Berkeley Haas School of Business

2024

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

Queen's University
B.Sc. in Psychology with Honors

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*.

†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.

Effron, D.A. & Helgason, B.A. (2023). Moral inconsistency. *Advances in Experimental Social Psychology*, 67, 1-72.

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.

*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.

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.

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.

SELECTED RESEARCH IN PROGRESS

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

Helgason, B.A., & Effron, D.A. Racial bias in using algorithmic input to evaluate job candidates. *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 the 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 (awarded to undergraduate student with highest academic standing in the graduating class)

Ann Adamson Scholarship in Psychology, Queen's University

Carl Reinhardt Scholarship in Physics, Queen's University

INVITED TALKS

University of Chicago, Booth School of Business (2023)

Yale University, Yale School of Management (2023)

University of Toronto Scarborough, Rotman School of Management (2023)

University of Southern California, Marshall School of Business (2023)

Duke University, The Fuqua School of Business (2023)

Harvard University, Harvard Business School (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

Racial bias in using algorithmic input to evaluate job candidates

- *Academy of Management Annual Meeting*, Boston (2023)
- *International Association of Conflict Management*, Thessaloniki (2023)

Advice as permission: Selective advice-taking to license self-interest

- *Academy of Management Annual Meeting*, Seattle (2022)
- *International Association of Conflict Management*, online (2021)

When legal constraints reverse the motivational benefits of moral considerations

- *Academy of Management Annual Meeting*, Boston (2023)

It might become true: How prefactual thinking licenses dishonesty

- *Academy of Management Annual Meeting*, Seattle (2022)
- *Justice and Morality Preconference*, Society for Personality and Social Psychology, online (2022)
- *Society for Judgment and Decision Making*, online (2020)

Reflecting on identity change facilitates confession of past misdeeds.

- *Society for Judgment and Decision Making*, online (2022)
- *Society for Personality and Social Psychology*, online (2021)

Counterfactual thinking increases partisan disagreement about media hypocrisy

- *Academy of Management Annual Meeting*, online (2020)
- *International Association for Conflict Management*, Dublin (2019)

TEACHING & PROFESSIONAL EXPERIENCE

Specialist Advisor – Building Ethical Organizations

Principia Advisory

The Science of People in Organizations – Teaching Assistant & Guest Lecturer

London Business School

Organizational Behavior – Teaching Assistant

Smith School of Business, Queen's University

Principles of Psychology – Tutorial Instructor

Queen's University, Average instructor rating: 6.9 / 7.0