

Erik G. Helzer

Curriculum Vitae

The Johns Hopkins Carey Business School
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Education

Cornell University

Ph. D. in Social and Personality Psychology, August 2012
Minor: Cognitive Science
Dissertation: Understanding Agency in Self and Other: A Meta-Cognitive Perspective
Committee Chair: David Dunning
Committee Members: Thomas Gilovich, Melissa Ferguson, Michael Goldstein

Oregon State University

B.A. in Psychology, Philosophy (Summa Cum Laude), University Honors College, 2005
Thesis: Beyond Free Will: An Empirical Case for a Capacity Model of Human Agency
Committee Chair: John Edwards
Committee Members: Flo Leibowitz, Sharyn Clough

Employment

2014-present Assistant Professor, The Johns Hopkins Carey Business School
2012-2014 Post-Doctoral Scholar, The Character Project, Psychology Department, Wake
Forest University
2005-2007 Lab Instructor, Psychology Department, Oregon State University

Research Interests

Moral psychology, moral character, ethics
Decision-making, judgmental accuracy
Self- and peer assessment

Publications

Critcher, C. R., Helzer, E. G., & Tannenbaum, D. (in press). Moral Character Evaluation: Testing Another's Moral-Cognitive Machinery. *Journal of Experimental Social Psychology*.

Helion, C., Helzer, E. G., Kim, S., & Pizarro, D. A. (in press). Asymmetric memory for harming versus being harmed. *Journal of Experimental Psychology: General*.

- Helzer, E. G., & Kim, S. H. (2019). Creativity for workplace well-being. *Academy of Management Perspectives*, 33, 134-147.
- Helzer, E. G., Furr, R. M., & Jayawickreme, E. (2018). Moral character: Current insights and future directions. In V. Zeigler-Hill & T. Shackelford (Eds.), *SAGE Handbook of Personality and Individual Differences Vol. 2: Origins of Personality and Individual Differences*. London: SAGE Publishing.
- Duffy, K. A., Helzer, E. G., Hoyle, R. H., Helzer, J. F., & Chartrand, T. L. (2018). Pessimistic expectations and poorer experiences: The role of (low) extraversion in anticipated and experienced enjoyment of social interaction. *PLoS ONE*, 13, <https://doi.org/10.1371/journal.pone.0199146>
- Helzer, E. G., & Critcher, C. R. (2018). What do we evaluate when we evaluate moral character? In K. Gray & J. Graham (Eds.), *Atlas of Moral Psychology* (pp. 99-107). New York: Guilford Press.
- Helzer, E. G., Fleeson, W., Barranti, M., Meindl, P., & Furr, R. M. (2017). Once a utilitarian, consistently a utilitarian? Examining principledness in moral judgment via the robustness of individual differences. *Journal of Personality*, 85, 505-517. doi: 10.1111/jopy.12256
- Hartley, A. G., Furr, R. M., Helzer, E. G., Jayawickreme, E., Velasquez, K. R., & Fleeson, W. (2016). Morality's centrality to liking, respecting, and understanding others. *Social Psychological and Personality Science*. doi: 10.1177/1948550616655359
- Blackie, L. E. R., Jayawickreme, E., Helzer, E. G., Foregaard, M. J. C., Roepke, A. M. (2015). Investigating the veracity of self-perceived post-traumatic growth: A profile analysis approach to corroboration. *Social Psychological and Personality Science*, 6, 788-796.
- Helzer, E. G., & Jayawickreme, E. (2015). Control and the "good life": Primary and secondary control as distinct indicators of well-being. *Social Psychological and Personality Science*, 6, 653-660.
- Fleeson, W., Furr, R. M., Jayawickreme, E., Helzer, E. G., Hartley, A. G., & Meindl, P. (2015). Personality science and the foundations of character. In C. Miller, R. M. Furr, A. Knobel, & W. Fleeson (Eds.), *Character: New Directions from Philosophy, Psychology, and Theology* (pp. 41-74). New York: Oxford University Press.
- Helzer, E. G., Furr, R. M., Hawkins, A., Barranti, M., Blackie, L. E. R., & Fleeson, W. (2014). Agreement on the perception of moral character. *Personality and Social Psychology Bulletin*, 40, 1698-1710.
- Jayawickreme, E., Meindl, P., Helzer, E. G., Furr, R. M., & Fleeson, W. (2014). Virtuous states and virtuous traits: How the empirical evidence regarding the existence of broad traits saves virtue ethics from the situationist critique. *Theory and Research in Education*, 12, 283-308.
- Dunning, D., & Helzer, E. G. (2014). Beyond the correlation coefficient in studies of self-assessment accuracy. *Perspectives on Psychological Science*, 9, 126-130.

- Fleeson, W., Furr, R. M., Jayawickreme, E., Meindl, P., & Helzer, E. G. (2014). Character: The prospects for a personality-based perspective on morality. *Social and Personality Psychology Compass*, 8, 171-191.
- Helzer, E. G., & Dunning, D. (2014). Context, as well as inputs, shape decisions, but are people aware of it? *Behavioral and Brain Sciences*, 37, 30-31.
- Fukukura, J., Helzer, E. G., & Ferguson, M. J. (2013). Prospection by any other name? A response to Seligman et al. *Perspectives on Psychological Science*, 8, 146-150.
- Helzer, E. G. (2013). How much do intentions tell us about behavior? *Access: The voice of clinical social work, Summer 2013*, 14-15 (Reprinted from *International Association for Correctional and Forensic Psychology Newsletter*, 44, 20-21).
- Helzer, E. G., & Dunning, D. (2012). Why and when peer prediction is superior to self-prediction: The weight given to future aspiration versus past achievement. *Journal of Personality and Social Psychology*, 103, 38-53.
- Helzer, E. G., & Edwards, J. E. (2012). Causal uncertainty prompts abstract construal of behavior. *Social Cognition*, 30, 519-536.
- Helzer, E. G., & Gilovich, T. (2012). Whatever is willed will be: A temporal asymmetry in attributions to will. *Personality and Social Psychology Bulletin*, 38, 1235-1246. (**Winner of 2013 SPSP Student Publication Award**)
- Helzer, E. G., & Dunning, D. (2012). On motivated reasoning and self-belief. In S. Vazire & T. D. Wilson (Eds.), *Handbook of self-knowledge* (pp. 379-396). New York: Guilford.
- Helzer, E. G. (2012). How much do intentions tell us about behavior? *International Association for Correctional and Forensic Psychology Newsletter*, 44, 20-21.
- Helzer, E. G., & Pizarro, D. A. (2011). Dirty liberals!: Reminders of physical cleanliness influence moral and political attitudes. *Psychological Science*, 22, 517-522.
- Critcher, C. R., Helzer, E. G., & Dunning, D. (2010). Self-enhancement via redefinition: Defining social concepts to ensure positive views of self. In M. Alicke & C. Sedikides (Ed.), *Handbook of Self-Enhancement and Self-Protection* (pp. 69-91). New York: The Guilford Press.
- Pizarro, D. A., & Helzer, E. G. (2010). Stubborn moralism and freedom of the will. In R. F. Baumeister, A. R. Mele, & K. D. Vohs (Eds.), *Free will and consciousness: How might they work?* (pp. 101-120). New York: Oxford University Press.
- Helzer, E. G., Connor-Smith, J. K., & Reed, M. A. (2009). Traits, states, and attentional gates: Temperament and threat relevance as predictors of attentional bias to social threat. *Anxiety, Stress, and Coping: An International Journal*, 22, 57-76.

Manuscripts Under Review

- Helzer, E. G., Myers, C. G., Sutcliffe, K. M., Abernathy, J., & Fahim, T. (2019). Physician reliance on social heuristics for complex decision-making. Manuscript under review at *Academic Medicine*.
- Helzer, E. G., & Rosenzweig, E. (2019). Examining the role of harm-to-others in lay perceptions of greed. Manuscript under third-round review at *Organizational Behavior and Human Decision Processes*.
- Carter, T. J., & Helzer, E. G. (2019). Decision-makers' responses to accusations of unfairness: Evidence for post-accusation favoritism. Manuscript under review at *Academy of Management Discoveries*.

Manuscripts in Progress

- Helzer, E. G., Cohen, T. R., & Kim, Y. (2019). The character lens: A person-centered view of moral recognition and choice architecture. Manuscript under revision for *Journal of Personality and Social Psychology*.
- Helion, C., Helzer, E. G., & Pizarro (2019). Is the struggle real? Perceptions of struggle in moral decision-making. Manuscript under revision for *Journal of Experimental Psychology: General*.
- Rosenzweig, E., & Helzer, E. G. (2019). The role of perpetrator benefit in judgments of everyday ethical transgressions. Manuscript under revision for *Management Science*.
- Williams, E. F., & Helzer, E. G. (2019). My future and your past: A review and synthesis of asymmetries in self- and social cognition. Manuscript under revision for *Personality and Social Psychology Review*.

Ongoing projects

Understanding the Ethics and Value of Higher Education: When is Specialized Training “Worth It”? The purpose of this funded interdisciplinary project (co-led with Andrew Talle, Peabody Conservatory) is to understand the ethical commitments of educational organizations that provide highly-specialized training to students in fields where stable job opportunities are sparse and future pecuniary rewards are highly uncertain.

Identifying Morally Exceptional Future Business Leaders and Examining the Possibility of Moral Transmission. Taya Cohen, Brandy Aven (both at the Tepper School at CMU), and I are co-leading a project whose purpose is to identify the morally exceptional within a sample of future business leaders, to understand the psycho-social factors that distinguish them among their peers, and to examine their impact on others' morality.

Presentations

- Helzer, E. G., Cohen, T. R., & Kim, Y. (2019, November). The character lens: A person-centered view of ethical choice. Talk presented at the 45th Annual Conference for the Association for Moral Education, Seattle, WA.

- Helzer, E. G. (2019, July). The character lens: Toward a person-centered view of ethical choice. Talk presented at the Naval Postgraduate School, Monterey, CA.
- Helzer, E. G. (2019, July). Moral character and self-awareness in negotiation. Talk presented at the 32nd Annual meeting of the International Association for Conflict Management, Dublin, Ireland.
- Helzer, E. G. (2019, April). A psychological account of greedy actions. Talk presented at Tepper School of Business, Carnegie Mellon University, Pittsburgh, PA.
- Helzer, E. G., Cohen, T. R., & Kim, Y. (2018, August). The character lens: Moral character promotes ethical decision-making through moral awareness. Talk presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.
- Helzer, E. G. (2018, March). Examining the role of harm-to-others in lay perceptions of greed. Talk presented at University of Illinois Urbana-Champaign Business School.
- Helzer, E. G., & Rosenzweig, E. (2017, August). Actual and potential harm is central to perceptions of greed. Talk presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.
- Helzer, E. G., & Kim, S. H. (2017, August). Creativity and well-being. Talk presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.
- Helzer, E. G., & Gunia, B. (2017, August). Understanding empathy gaps in responses to interpersonal offenses in disputes. Talk presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.
- Helzer, E. G. (2016, November). Examining the (surprising) stability of moral judgments. Talk presented at the 39th Annual Meeting of the Society of Southeastern Social Psychologists, Asheville, NC.
- Helzer, E. G., Cohen, T. R., & Aven, B. (2016, July). Identifying morally exceptional future business leaders and examining the possibility of moral transmission. Talk presented at the Moral Beacon Project's Initial Research Workshop, Winston-Salem, NC.
- Gunia, B. & Helzer, E. G. (2016, June). The rights-focused, interests-focused disputant: Empathy gaps in disputing strategy. Talk presented at the Annual Meeting for the International Association for Conflict Management, New York, NY.
- Helzer, E. G. (2015, October). Challenges and opportunities in the empirical study of moral character. Talk presented to the Social, Decision, and Organizational Sciences group at University of Maryland, College Park, MD.
- Helzer, E. G. (2015, September). Control and well-being. Presentation made at a meeting of the Activities and Aging Working Group, Johns Hopkins School of Nursing, Baltimore, MD.
- Helzer, E. G., & Kim, S. (2015, August). Examining the impact of mindfulness and stress on creativity. Talk presented at the 75th Annual Meeting of the Academy of Management, Vancouver, B.C., Canada.

- Helzer, E. G. (2015, April). More than situations: Reviving the study of moral character. Talk presented in the Psychology Department at Colby College, Waterville, ME.
- Helzer, E. G. (2015, February). When simulated decisions overestimate open-mindedness and decision quality. Talk presented at the Mental Simulation Preconference at the 16th Annual Meeting of the Society for Personality and Social Psychology, Long Beach, CA.
- Helzer, E. G., Fleeson, W., & Furr, R. M. (2014, October). Character through context: Exploring individual differences in “triggers” of immoral behavior. Talk presented at the Annual Meeting of the Society for Experimental Social Psychology, Columbus, OH.
- Helzer, E. G., Barranti, M., Furr, R. M., & Fleeson, W. (2014, February). Visible virtues: Agreement on perceptions of moral character. Talk presented at the 15th Annual Meeting of the Society for Personality and Social Psychology, Austin, TX.
- Blackie, L. E. R., Jayawickreme, E., & Helzer, E. G. (2014, February). Corroboration of Posttraumatic Growth Using Profile Analysis. Poster presented at the Social Personality and Health Preconference at the 15th Annual Meeting of the Society for Personality and Social Psychology, Austin, TX.
- Helzer, E. G. (2014, January). Taking morality personally: An individual-differences approach to the study of moral behavior. Invited talk, Psychology Department, University of North Carolina, Chapel Hill, Chapel Hill, NC.
- Jayawickreme, E., Helzer, E. G., Furr, R. M. & Fleeson, W. (2014, January). Virtuous states and virtuous traits: How the empirical evidence in personality science scaffolds virtue ethics. Talk presented at the 2nd Annual Conference of the Jubilee Centre for Character and Values, Oxford, UK.
- Helzer, E. G. (2013, October). Agency and self-“exceptance”: Why people discard social wisdom when understanding the self. Invited talk, Psychology Department, Harvard University, Cambridge, MA.
- Helzer, E. G., Furr, R. M., & Fleeson, W. (2013, June). Visible virtues: Self/other agreement in the perception of moral character. Talk presented at the 39th Annual Meeting of the Society for Philosophy and Psychology, Providence, RI.
- Helzer, E. G., & Dunning, D. (2013, January). On foregone conclusions: A self/other asymmetry in decision-making progress. Poster presented at the 14th Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Helion, C., Helzer, E. G., & Pizarro, D. (2013, January). Feeling morally superior: Asymmetric assessments of moral conflict for self and other. Poster presented at the 14th Annual Meeting for the Society for Personality and Social Psychology, New Orleans, LA.

- Carter, T. J., Pope, D. & Helzer, E. (2012, November). A fairness heuristic: Pre and post-ejection bias in Major League Baseball umpires. Paper presented at the Society for Judgment and Decision Making Annual Conference, Minneapolis, MN.
- Helzer, E. G., & Pizarro, D. A. (2012, May). An intentionality bias in social judgment: Its precursors and consequences. Talk presented at the 24th Annual Convention of the Association for Psychological Science, Chicago, IL.
- Helzer, E. G., & Dunning, D. (2012, January). Self/other differences in freedom of thought: Who is right and why? Poster presented at the 13th Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Helzer, E. G., Pizarro, D. A., Gilovich, T., & Dunning, D. (2011, July). Willful agents in our midst: Beliefs about agency are asymmetric and consequential. Talk presented at the 37th Annual Meeting of the Society for Philosophy and Psychology, Montreal, Quebec, Canada.
- Pizarro, D.A., Helzer, E. G., & Helion, C. (2011, January). How the desire to be morally good is shaped by the motivation to stay physically pure. Talk presented at 12th annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Helzer, E. G., Pizarro, D. A., & Goldstein, M. H. (2011, January). Intentions precede accidents: Evidence for an intentionality bias in behavioral encoding. Poster presented at the 12th Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- DeLong, J., & Helzer, E. G. (2010, June). Emotion in cinema through low-level visual structure. Talk presented at the conference of the Society for Cognitive Studies of the Moving Image, Roanoke, VA.
- Helzer, E. G., Wojnowicz, M., Ferguson, M. J., & Spivey, M. (2010, January). The downhill battle for self-control: Cognitive dynamics as subjective cues for experienced agency. Poster presented at 11th Annual Meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- Dunning, D., & Helzer, E. G. (2010, January). Are people better social psychologists than self-psychologists? Talk given at the 11th Annual Meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- Helzer, E. G., & Ferguson, M. J. (2009, January). God by association? Implicit and explicit attitudes and beliefs toward God and godlessness. Poster presented at 10th Annual Meeting of the Society for Personality and Social Psychology. Tampa, FL.
- Helzer, E. G., & Edwards, J. A. (2008, February). Effects of causal uncertainty on behavior construal. Poster presented at 9th Annual Meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
- Helzer, E. G., & Edwards, J. A. (2007, January). Effects of causal uncertainty on global versus local processing. Poster presented at 8th Annual Meeting of the Society for Personality and Social Psychology, Memphis, TN.

Helzer, E. G. (2007). Evaluating ethics: A literature review. Literature review presented to the Institute for Global Ethics.

Fellowships, Grants, and Awards

Dean's Award for Faculty Excellence, Johns Hopkins Carey Business School, 2018
The Beacon Project, Wake Forest University and the Templeton Religion Trust (2016-2018)
Dean's Award for Faculty Excellence, Johns Hopkins Carey Business School, 2017
JHU Exploration of Practical Ethics, The Johns Hopkins University Berman Institute for Bioethics (2016-2017)
Dean's Award for Faculty Excellence, Johns Hopkins Carey Business School, 2016
Black and Decker Research Grant, Johns Hopkins Carey Business School (2015)
Society for Personality and Social Psychology Student Publication Award (2013)
Sage Graduate Fellowship, Cornell University (Spring, 2012)
Institute for Social Sciences Research Grant (2011-2012)
Cornell University Cognitive Science Grant (Summer, 2011)
Sage Graduate Fellowship, Cornell University (Spring, 2011)
Cornell University Student Travel Grant (2008, 2009, 2010, 2011)
Sage Graduate Fellowship, Cornell University (2007-2008)
Phi Kappa Phi Graduate Studies Fellowship (2007-2008)
Liberal Arts Outstanding Senior Award, Oregon State University (2006)
Peter List Award for Excellence in the Study of Philosophy, Oregon State University (2005)
Liberal Arts Student of Excellence Award, Oregon State University (2004-2005)

Teaching/Teaching Assistantships

Degree programs:

Spring 2019 Instructor, Judgment and Decision-Making, Johns Hopkins University
Spring 2018 Instructor, Thought and Discourse Seminar in Ethical Leadership, Johns Hopkins University
Spring 2018 Instructor, Managerial Decision Behavior, Johns Hopkins University
Spring 2017 Instructor, Thought and Discourse Seminar in Ethical Leadership, Johns Hopkins University
Spring 2017 Instructor, Managerial Decision Behavior, Johns Hopkins University
Spring 2016 Instructor, Thought and Discourse Seminar in Ethical Leadership, Johns Hopkins University
Spring 2016 Instructor, Managerial Decision Behavior, Part 2, Johns Hopkins University
Fall 2014 Instructor, Managing Conflict: A Problem-Solving Approach, Johns Hopkins University
Fall 2014 Instructor, Effective Teams, Johns Hopkins University
Summer 2012 Instructor, Introduction to Social Psychology, Cornell University
Fall 2011 Instructor, Psychology & the Big Questions of Life, Cornell University
Summer 2011 Instructor, Introduction to Social Psychology, Cornell University
Fall 2010 Instructor, Psychology & the Big Questions of Life, Cornell University
Fall 2009 Instructor, Psychology & the Big Questions of Life, Cornell University
2008 – 2010 Teaching Assistant, Psychology and Law; Social Psychology; Developmental Psychology, Cornell University
2006 – 2007 Instructor, Research Methods Lab, Oregon State University

2004 – 2005 Teaching Assistant, Introduction to Philosophy, Oregon State University

Executive education:

Fostering Effective Feedback

Strategic Conflict Management

Judgment and Decision-Making (session in Healthcare Leadership and Management program)

Negotiations and Difficult Conversations (session in Healthcare Leadership and Management program, co-taught with Brian Gunia)

Interventions and Ethical Perspectives on Equity (session in Women in Leadership program)

Ad hoc Reviewer

Journal of Management Studies

Psychological Science

Personality and Social Psychology Bulletin

Journal of Personality and Social Psychology

Behavioral and Brain Science

Cognition

Group Processes and Intergroup Relations

Judgment and Decision-Making

Journal of Research in Personality

Basic and Applied Social Psychology

Journal of Philosophical Psychology

Journal of Experimental Psychopathology

Journal of Experimental Psychology: Applied

European Journal of Social Psychology

Environment and Behavior

Personality and Individual Differences

Perspectives on Psychological Science

Professional Affiliations

Academy of Management

International Association for Conflict Management

Society for Personality and Social Psychology

References

David Dunning, Ph. D.
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William Fleeson, Ph. D.
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