

# Erik G. Helzer

## *Curriculum Vitae*

---

The Johns Hopkins Carey Business School  
100 International Drive  
Baltimore, MD 21202

(410) 234-9281  
ehelzer@jhu.edu

### **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, and ethical behavior  
Personal agency, control, and well-being  
Self- and peer assessment, judgmental accuracy

### **Publications**

Helzer, E. G., Furr, R. M., & Jayawickreme, E. (in press). Moral character: Current insights and future directions. To appear in V. Zeigler-Hill & T. Shackelford (Eds.), *SAGE Handbook of Personality and Individual Differences*. New York: SAGE Publishing.

Helzer, E. G., & Kim, S. H. (in press). Creativity for workplace well-being. *Academy of Management Perspectives*.

- 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., Foregard, 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 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). Prospecption 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**

- Rosenzweig, E., & Helzer, E. G. (2018). The role of perpetrator benefit in judgments of everyday ethical transgressions. Manuscript under review at *Management Science*.
- Helzer, E. G., & Rosenzweig, E. (2018). Examining the role of harm-to-others in lay perceptions of greed. Manuscript under review at *Organizational Behavior and Human Decision Processes*.

### **Manuscripts in Progress**

- Carter, T. J., & Helzer, E. G. (2018). Accusations of unfairness affect biases in subsequent decisions: A study of Major League Umpires.

Helion, C., Helzer, E. G., & Pizarro (2017). Being wrong about doing wrong: Self-other asymmetries in predicted and experienced moral struggle.

Williams, E. F., & Helzer, E. G. (2017). My future and your past: A review and synthesis of asymmetries in self- and social cognition.

### **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. (2018, August). The character lens: Moral character promotes ethical decision-making through moral awareness. Talk presented at the 78<sup>th</sup> 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 77<sup>th</sup> 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 77<sup>th</sup> 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 77<sup>th</sup> 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 39<sup>th</sup> 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 75<sup>th</sup> 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 16<sup>th</sup> 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 15<sup>th</sup> 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 15<sup>th</sup> 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 2<sup>nd</sup> 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 39<sup>th</sup> 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 14<sup>th</sup> 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 14<sup>th</sup> 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 24<sup>th</sup> 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 13<sup>th</sup> 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 37<sup>th</sup> 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 12<sup>th</sup> 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 12<sup>th</sup> 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 11<sup>th</sup> 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 11<sup>th</sup> 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 10<sup>th</sup> 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 9<sup>th</sup> 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 8<sup>th</sup> 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**

- The Beacon Project, Wake Forest University and the Templeton Religion Trust (2016-2018)  
 JHU Exploration of Practical Ethics, The Johns Hopkins University Berman Institute for Bioethics (2016-2017)  
 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**

- 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

### **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

### **Professional Affiliations**

Academy of Management  
Society for Personality and Social Psychology



## References

David Dunning, Ph. D.  
Psychology  
University of Michigan  
1012 East Hall  
Ann Arbor, MI 49109  
ddunning@umich.edu  
734-763-0063

Thomas Gilovich, Ph. D.  
Psychology  
Cornell University  
211 Uris Hall  
Ithaca, NY 14853  
tdgl@cornell.edu  
607-255-6432

William Fleeson, Ph. D.  
Psychology  
Wake Forest University  
PO Box 7778  
Winston-Salem, NC 27109  
fleesonw@wfu.edu  
336-758-4232

Taya Cohen, Ph. D.  
Tepper School of Business  
5000 Forbes Avenue  
Pittsburgh, PA 15213  
tcohen@cmu.edu  
412-268-6677

Kathleen Sutcliffe, Ph. D.  
The Johns Hopkins Carey  
Business School  
100 International Drive  
Baltimore, MD 21202  
ksutcliffe@jhu.edu  
410-234-9442