

Marlon Mooijman

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ACADEMIC POSITIONS

- 2019-present **Jones Graduate School of Business, Rice University**
Assistant Professor of Management, Organizational Behavior
- 2017-2019 **Kellogg School of Management, Northwestern University**
Postdoctoral Fellow, Dispute Resolution Research Center (DRRC)
Lecturer, Management and Organizations Department
- 2015-2017 **University of Southern California**
Postdoctoral Fellow, Social Psychology Department

EDUCATION

- Ph.D. **Leiden University**, Leiden, The Netherlands, 2015.
Social and Organizational Psychology

RESEARCH INTERESTS

Power, trust, morality.

PUBLICATIONS

Mooijman, M. (under review). Power weakens the spillover effects of past trust experiences. *Organization Science*

Nair, K., & **Mooijman, M.** (R&R). Stakeholder political ideology and responses to CEO sociopolitical activism: The case for liberal/conservative asymmetries. *Academy of Management Journal*.

Gamez-Djokic, **Mooijman, M.**, & Kouchaki, M. (R&R). Navigating ideological divides in digital spaces: How political ideology and moral rhetoric shape the promotion of causes online. *Journal of Experimental Social Psychology*.

Nair, K., **Mooijman, M.**, & Kouchaki, M. (2024). The ethnic and political divide in the preference for strong leaders. *Psychological Science*.

Mooijman, M. (2023). Power dynamics and the reciprocation of trust and distrust. *Journal of Personality and Social Psychology*.

- Mooijman, M.** (2022). How positions of power shape moral character evaluation: A social context perspective. In Ellemers (Eds.), Moral Behavior in Organizations.
- Mooijman, M.** (2021). Converging moral beliefs in social networks and its impact on political tolerance. In J-W van Prooijen (Eds.), Current Issues in Social Psychology Issue: Political Polarization.
- Mooijman, M.**, Kouchaki, M, Beall, E., & Graham, J. (2020). Power reduces the moral condemnation of disgust-inducing transgressions. Organizational Behavior and Human Decision Processes, 161, 79-92.
- Mooijman, M.**, Meindl, P., & Graham, J., (2020). On self-control moralization. In A. Mele (Eds.), Surrounding Self-Control, Oxford University Press.
- Mooijman, M.**, Van Dijk, W. W., Van Dijk, E., & Ellemers, N. (2019). Leader power, power stability, and interpersonal trust. Organizational Behavior and Human Decision Processes, 152, 1-10.
- Mooijman, M.**, & Graham, J. (2018). Unjust punishment in organizations. Research in Organizational Behavior, 38, 95-106.
- Mooijman, M.**, Meindl, P., Dehgani, M., Monterosso, J., Oyserman, D., Doris, J. M., & Graham, J. (2018). Binding moral values and the moralization of self-control. Journal of Personality and Social Psychology, 115, 585-599.
- Hofmann, W., Meindl, P., **Mooijman, M.**, & Graham, J. (2018). Morality and self-control: How they are intertwined and how they differ. Current Directions in Psychological Science, 27, 286-291.
- Mooijman, M.**, Hoover, J., Ling, Y., Ji, H., & Dehghani, M. (2018). Moralization in social networks and the emergence of violence during protests. Nature: Human Behaviour, 2, 389-396.
- Van Dijk, W., Knegtman, H., & **Mooijman, M.** (2018). The impact of social power on the evaluation of offensive humor. International Journal of Humor Research, 31, 85-104.
- Graham, J., Haidt, J., Motyl, M., Meindl, P., Iskiwitch, C., & **Mooijman, M.** (2018). Moral Foundations Theory: On the advantage of moral pluralism over moral monism. In K. Gray & J. Graham (Eds.), The Atlas of Moral Psychology. New York: Guilford.
- Mooijman, M.**, Van Dijk, W. W., & Van Dijk, E., & Ellemers, N. (2017). On sanction-goal justifications: How and why leaders' deterrence justifications undermine rule compliance. Journal of Personality and Social Psychology, 122, 577-588.
- Mooijman, M.**, & Stern, C. (2016). When perspective taking creates a motivational threat. Personality and Social Psychology Bulletin, 42, 738-754.

Mooijman, M., Van Dijk, W. W., Van Dijk, E & Ellemers, N. (2015). Why leaders punish: A power perspective. Journal of Personality and Social Psychology, 96, 75-89.

Mooijman, M., & Van Dijk, W.W. (2015). The self in moral judgment. Cognition and Emotion, 7, 1334-1342.

WORK IN PROGRESS

Mooijman, M., Piazza, A., Jourdan, J., & Swarz, R. (under review). Organizational misconduct and moral discourse: Unpacking the microfoundations of scandal dynamics. Administrative Science Quarterly

Mooijman, M., & Jiang, Z. (data collection stage). When feeling trusted becomes too much: Power, performance pressure, and workplace cheating. Target: Academy of Management Journal

Mooijman, M. (early writing stage). Angels or demons: A balance theory of moralization. Target: Academy of Management Review.

INVITED TALKS

2023, February	SPSP, preconference
2021, December	Tilburg University, TIBER
2021, November	Rice University, I/O department
2020, March	Arizona State University
2019, February	Northwestern University
2019, January	Rice University, Jones Graduate School of Business
2018, November	IESE Business School, Spain
2018, November	INSEAD, France
2018, November	National University of Singapore, Business School
2018, October	Oklahoma State University, Spears School of Business
2018, October	ESADE Business School
2018, September	London Business School
2018, April	University of Illinois at Urbana Champaign
2017, October	University of Illinois at Chicago
2016, March	NYU, Stern School of Business

PRESENTATIONS AND SYMPOSIA

- **Mooijman, M.** (2024, August). Power weakens the spillover effects of third-party trust actions. Talk in symposium at Academy of Management Conference (AOM): Chicago, Illinois.

- **Mooijman, M.** (2024, August). Moral discourse and scandal. Talk in symposium selected as showcase symposium at Academy of Management Conference (AOM): Chicago, Illinois.
- **Mooijman, M.** (2023, March). Power dynamics and the reciprocation of trust and distrust. Talk presented at the Society for Personality and Social Psychology Conference (SPSP): Atlanta, Georgia.
- **Mooijman, M., Atari, M., Dehghani, M.** (2019, February). Moral convergence. Talk presented at the Society for Personality and Social Psychology Conference (SPSP): Portland, Oregon.
- **Mooijman, M., Atari, M., Dehghani, M.** (2018, October). Moral convergence. Talk for invited symposium at Society for Experimental Social Psychology (SESP): Seattle: Washington.
- **Mooijman, M., & Kouchaki, M.** (2018, August). Strategies for promoting ethical behavior in organizations. Showcase symposium organized and chaired at Academy of Management Conference (AOM): Chicago, Illinois.
- **Mooijman, M., & Graham, J.** (2018, August). Moralization in the workplace. Talk in symposium selected as showcase symposium at Academy of Management Conference (AOM): Chicago, Illinois.
- **Mooijman, M., & Kouchaki, M.** (2018, July). On power and metaperceptions of trust: When and why leaders are perceived as unwilling to trust. Talk at International Association for Conflict Management (IACM): Philadelphia, Pennsylvania.
- **Mooijman, M., Meindl, P., Dehgani, M., Monterosso, J., Oysermann, D., & Graham, J.** (2017, June). On self-control moralization: A moral foundations perspective. Talk at Science and Philosophy of Self-Control Conference (SPSC): Tallahassee, Florida.
- **Mooijman, M., Meindl, P., Dehgani, M., Monterosso, J., Oysermann, D., & Graham, J.** (2016, September). On self-control moralization: A moral foundations perspective. Talk for invited symposium at Society for Experimental Social Psychology (SESP): Santa Monica: California.
- **Mooijman, M., Knegtman, H., & Van Dijk, W. W.** (2015, december). The impact of power on the evaluation of offensive jokes. Presentation given at Association of Dutch Social Psychologists (ASPO), University of Amsterdam, Amsterdam.
- **Mooijman, M., Meindl, P., Dehgani, M., Monterosso, J., Oysermann, D., & Graham, J.** (2015, December). On self-control moralization: Applying moral pluralism to the study of self-control. Talk at Science and Philosophy of Self-Control Conference (SPSC): Tallahassee, Florida.
- **Mooijman, M., Van Der Toorn, J., & Willer, R.** (2015, February). How power transforms conservatives' political attitudes. Graduate student talk at Political Psychology pre-conference (SPSP): Long Beach, California.
- **Mooijman, M., Van Der Toorn, J., & Willer, R.** (2015, February). How power transforms conservatives' political attitudes. Poster presented at the Society for Personality and Social Psychology Conference (SPSP): Long Beach, California.
- **Mooijman, M.** (2014, December). Determinants and consequences of sanctions. Symposium organized and chaired at Association of Dutch Social Psychologists (ASPO), Groningen University, Groningen.
- **Mooijman, M., Van Dijk, W.W., Van Dijk, E., & Ellemers, N.** (2014, December). On rule

compliance: The role of perceived sanction motives. Presentation given at Association of Dutch Social Psychologists (ASPO), Groningen University, Groningen.

- **Mooijman, M.,** Van der Toorn, J., & Willer, R. (2014, July). How Power Transforms Conservatives into Libertarians: Power Increases Conservatives' Social Liberalism and Economic Conservatism. European Association of Social Psychology Conference (EASP), Amsterdam, The Netherlands.
- **Mooijman, M.,** & Van Dijk, W.W. (2014, July). Increasing the acceptability of the unacceptable: Self-affirmation decreases the moral condemnation of harmless sexual taboos. European Association of Social Psychology Conference (EASP), Amsterdam, The Netherlands.
- **Mooijman, M.,** Van Dijk, W.W., Van Dijk, E, & Ellemers, N. (2014, July). Why the powerful punish: Deterrence as punishment motive and the mediating role of distrust. International Association for Conflict Management (IACM) 2014: Leiden, The Netherlands.
- **Mooijman, M.,** Van Dijk, W.W., Van Dijk, E, & Ellemers, N. (2014, June). Why the powerful punish: Deterrence as punishment motive and the mediating role of distrust. International Social Justice Conference (ISJR) 2014: NYU, New York.
- **Mooijman, M.,** Van Dijk, W.W., Van Dijk, E, & Ellemers, N. (2014, February). Why the powerful punish: Deterrence as punishment motive and the mediating role of distrust. Poster presented at the Society For Personality and Social Psychology Conference (SPSP): Austin, Texas.
- **Mooijman, M.,** Van Dijk, W.W., Van Dijk, E, & Ellemers, N. (2014, February). Why the powerful punish: Deterrence as punishment motive and the mediating role of distrust. Poster presented at the Morality and Justice Preconference (SPSP): Austin, Texas.
- **Mooijman, M.,** & Van Dijk, W.W. (2013, December). Increasing the acceptability of the unthinkable: Self-affirmation and sexual taboos. Presentation given at Association of Dutch Social Psychologists (ASPO), Maastricht University, Maastricht.
- **Mooijman, M.,** Van Dijk, W. W., Van Dijk, E. (2013, May). The emotional benefit of punishment: Altruistic punishment as moral affirmation. Presented at the Social Nature of Emotions: Small Group Meeting: Amsterdam University, Amsterdam.
- **Mooijman, M.,** Van Dijk, W. W., Van Dijk, E. (December, 2012). The moral benefits of punishment: Costly punishment as moral compensation. Presentation given at Association of Dutch Social Psychologists (ASPO): Utrecht University, Utrecht.
- **Mooijman, M.,** van Dijk, W. W., & van Dijk, E. (December, 2011). The moral self-image and altruistic punishment. Presentation given at Association of Dutch Social Psychologists (ASPO): Tilburg University, Tilburg.

TEACHING EXPERIENCE

- Jesse H. Jones Graduate School of Business

Full-time MBA (evaluations on a score from 1 to 7, where 1 is the best score, representing 1 = outstanding, 2 = very good, 3 = good, etc)

Introduction to Organizational Behavior, Core Course.

Fall 2019, eval: 2.35, 2.50 (sections 1 and 2)

Fall 2020, eval: 1.40, 1.89, 1.44 (sections 1, 2, and 3)
Fall 2021, eval: 1.30, 1.23, 1.37 (sections 1, 2, and 3)
Fall 2022, eval: 1.04, 1.06, 1.40 (sections 1, 2, and 3)
Fall 2023, eval: 1.22, 1.16, 1.13 (sections 1, 2, and 3)
Fall 2024, eval: 1.24, 1.32, 1.37 (sections 1, 2, and 3)

Undergraduate Minor (evaluations on a score from 1 to 5, where 1 is the best score, representing 1 = outstanding, 2 = good, 3 = average, etc)

Leading People in Organizations, Core Course.

Fall 2019, eval: 1.47
Fall 2020, eval: 1.39, 1.54 (sections 1 and 2)
Fall 2021, eval: 1.44, 1.46 (sections 1 and 2)
Fall 2022, eval: 1.45, 1.75 (sections 1 and 2)
Fall 2023, eval: 1.69

PhD Seminar on Morality

Fall 2023, eval: 1.00.
Fall 2024, eval: 1.00

GRANTS/AWARDS/MEDIA MENTIONS

- U.S. Army Social Cognitive Models of Networking ARL NS-CTA Grant
Dehghani, M., & Mooijman, M (co-writer). \$215,000 (2016-2018).

PROFESSIONAL SERVICE

Ad hoc journal reviewing

- Organizational Behavior and Human Decision Processes
- Personality and Social Psychology Bulletin
- Journal of Personality and Social Psychology
- Nature: Human Behavior
- Journal of Experimental Psychology: General
- PNAS
- NSF

PROFESSIONAL AFFILIATIONS

- Academy of Management, member, 2015-present
- Society for Personality and Social Psychology, 2012-present
- International Association of Conflict Management, member, 2012-present

