BIOGRAPHY

Eric Luis Uhlmann is an Associate Professor of Organisational Behaviour at INSEAD. He conducts research on stereotyping and discrimination, moral judgments and behaviours, and the crowdsourcing of science. His papers co-authored with his many wonderful collaborators have appeared in leading journals such as Organizational Behavior and Human Decision Processes, Journal of Management, Journal of Personality and Social Psychology, Perspectives on Psychological Science, Journal of Experimental Social Psychology, Cognition, Organizational Research Methods, Journal of Organizational Behavior, Psychological Science, and Nature.

Eric's teaching interests include organisational behaviour, negotiation, influence and persuasion, cross-cultural management, judgment and decision making, leadership, business ethics, managerial and organisational cognition, diversity, and teams. At INSEAD, he teaches the Organisational Behaviour 1 core course and the Negotiations elective.

Eric received a PhD in Social Psychology from Yale University in 2006 and was a postdoctoral research associate at the Kellogg School of Management. Prior to joining INSEAD, he was a faculty member at HEC Paris.

RESEARCH AREAS
Stereotyping and Discrimination, Moral Judgments and Behaviours, Cross-cultural Differences in Values

TEACHING AREAS
Organisational Behaviour
PUBLICATIONS

- Creative Destruction in Science
- Crowdsourcing Hypothesis Tests: Making Transparent How Design Choices Shape Research Results
- Why so Serious? A Laboratory and Field Investigation of the Link Between Morality and Humor
- Scientific Utopia III: Crowdsourcing Science
- Culture and Work
- Is Research in Social Psychology Politically Biased? Systematic Empirical Tests and a Forecasting Survey to Address the Controversy
- Data Descriptor: Datasets from a Research Project Examining the Role of Politics in Social Psychological Research
- Many Analysts, One Dataset: Making Transparent How Variations in Analytical Choices Affect Results
- Initial Prejudices Create Cross-Generational Intergroup Mistrust (e0194871)
- Archival Data in Micro Organizational Research: A Toolkit for Moving to a Broader Set of Topics
- Morality is Personal
- Data from a Pre-publication Independent Replication Initiative Examining Ten Moral Judgement Effects
- The Pipeline Project: Pre-publication Independent Replications of a Single Laboratory’s Research Pipeline
- The Robustness of the Win-Win Effect
- Many Hands Make Tight Work: Crowdsourcing Research can Balance Discussions, Validate Findings and better Inform Policy
- Macho Nachos: The Implicit Effects of Gendered Food Packaging on Preferences for Healthy and Unhealthy Foods
- Win-win: Female and Male Athletes from more Gender Equal Nations Perform better in International Sports Competitions
- A Person-Centered Approach to Moral Judgment
- System Justifying Motives Can Lead to Both the Acceptance and Rejection of Innate Explanations for Group Differences
- Matched-Names Analysis Reveals No Evidence of Name-Meaning Effects A Collaborative Commentary on Silberzahn and Uhlmann (2013)
- The Implicit Legacy of American Protestantism
- Unlikely Allies: Credibility Transfer during a Corporate Crisis
- Selfish Play Increases during High-Stakes NBA Games and Is Rewarded with More Lucrative Contracts
- Acts, Persons, and Intuitions: Person-Centered Cues and Gut Reactions to Harmless Transgressions
- The Problem of the Null in the Verification of Unconscious Cognition [Commentary]
- Conformity under Uncertainty: Reliance on Gender Stereotypes in Online Hiring Decisions [Commentary]
- When Actions Speak Volumes: The Role of Inferences about Moral Character in Outrage over Racial Bigotry
- The effects of system-justifying motives on endorsement of essentialist explanations for gender differences
- It pays to be Herr Kaiser: Germans with Noble-Sounding Surnames More Often Work as Managers Than as Employees
- Outlier Nation: The Cultural Psychology of American Workways
- Acting professional: An exploration of culturally bounded norms against nonwork role referencing
Money is Essential: Ownership Intuitions are Linked to Physical Currency
The Logic of Moral Outrage [Commentary]
When it Takes a Bad Person to do the Right Thing
American Psychological Isolationism
Getting Explicit About the Implicit: A Taxonomy of Implicit Measures and Guide for their Use in Organizational Research
Blood is Thicker: Moral Spillover Effects Based on Kinship
My Culture Made me do it: Lay Theories of Responsibility for Automatic Prejudice
Automatic Associations: Personal Attitudes or Cultural Knowledge?
Masculinity, Status, and Subordination: Why Working for a Gender Stereotype Violator Causes Men to Lose Status
Moral Signals, Public Outrage, and Immaterial Harms
Post-hoc Rationalism in Science [Commentary]
Wishful Thinking: Belief, Desire, and the Motivated Evaluation of Scientific Evidence
Implicit Puritanism in American Moral Cognition
Hard Won and Easily Lost: The Fragile Status of Leaders in Gender-Stereotype-Incongruent Occupations
The Motives Underlying Stereotype-Based Discrimination Against Members of Stigmatized Groups
Bayesian Racism: A Modern Expression of Contemporary Prejudice
The Motivated Use of Moral Principles
Understanding and Using the Implicit Association Test: III. Meta-analysis of Predictive Validity
American Moral Exceptionalism
Varieties of Social Cognition
Can an Angry Woman Get Ahead? Status Conferral, Gender, and Workplace Emotion Expression
Implicit Theism
"I think it, therefore it’s true": Effects of Self-perceived Objectivity on Hiring Discrimination
The Motivated Use and Neglect of Base Rates [Commentary]
Are Members of Low Status Groups Perceived as Bad, or Badly Off? Egalitarian Negative associations and Automatic Prejudice
Do Normative Standards Advance our Understanding of Moral Judgment? [Commentary]
Constructed Criteria: Redefining Merit to Justify Discrimination
Causal Deviance and the Attribution of Moral Responsibility
Asymmetry in Judgments of Moral Blame and Praise: The Role of Perceived Metadesires