

Malia Fox Mason

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Education, Academic & Non-Academic Positions

2011–present	Associate Professor of Business Columbia University, Graduate School of Business
2007–2011	Assistant Professor of Management Columbia University, Graduate School of Business
2006–2007	Post Doctoral Fellow, Cognitive Neuroscience NMR-MGH, Harvard Medical School, Massachusetts
2001–2005	Ph.D. in Psychology Psychological and Brain Sciences, Dartmouth College Dissertation advisor: C. Neil Macrae Dissertation title: “In search of a default mental mode: The psychology of mindwandering” Dissertation published in <i>Science</i> (2007). DOI: 10.1126/science.1131295
2000–2001	IT Consultant, CSC
2000	B.A. in Psychology, Magna Cum Laude Rice University

Honors & Awards

2016	Best Paper Award, Academy of Management
2015	Dean’s Prize for Teaching Excellence in MBA Elective Courses, Columbia Business School
2015	Poets and Quant’s “World’s Best 40 Under 40 Business School Professors”
2014	Dean’s Award for Emerging Leaders (\$200,000 CAD), Rotman School of Management
2011	“Rising Star” Early Career Award, Association for Psychological Science
2007	Notable advancement in the biological sciences, Faculty of 1000 Biology
2004	Marie A. Center Graduate Award for Excellence in Research, Dartmouth College
2004	Fellow at UC Davis Mind and Brain Program in Decision Making, UC Davis
2003	Marie A. Center Graduate Award for Excellence in Teaching, Dartmouth College
2002	Fellow at MGH-NMR Program in Functional MRI, Massachusetts General Hospital
2002	Fellow at the Advanced Training Institute for Virtual Reality, UC Santa Barbara

Publications

Google Scholar: [citations](#) = 3535, [h-index](#) = 21 | Web of Science: [citations](#) = >1854, [h-index](#) = >15

Peer-Reviewed Publications

1. Slepian, M., Chun, J., & **Mason, M. F.** (in press). The experience of secrecy. *Journal of Personality and Social Psychology*.
2. Lu, G., Akinola, M. & **Mason, M. F.** (2017). "Switching on" creativity: Task switching increases creativity by reducing cognitive fixation. *Organizational Behavior and Human Decision Processes*, 139, 63-75. doi: 10.1016/j.obhdp.2017.01.005
3. Ahn, N.J., Haines, E.L. & **Mason, M. F.** (2017). Gender stereotypes and the coordination of mnemonic work within couples. *Sex Roles*. doi: 10.1007/s11199-017-0743-1
4. **Mason, M. F.** & Reinholtz, N. (2015). The self-reminding function of mindwandering. *Motivation Science*, 1, 1-21. doi: 10.1037/mot0000011
5. Ames, D.R. & **Mason, M. F.** (2015). When two anchors are better than one: How and why range offers shape negotiation outcomes. *Journal of Personality and Social Psychology*, 108, 254-274. doi: 10.1037/pspi0000016.
6. **Mason, M. F.**, Magee, J., & Fiske, S. (2014). Neural substrates of social status inference: Role of medial prefrontal cortex and superior temporal sulcus. *Journal of Cognitive Neuroscience*, 26, 1131-1140. doi: 10.1162/jocn_a_00553.
7. **Mason, M. F.**, Lee, A., Wiley, E., & Ames, D.R. (2013). Precise offers are potent anchors: Conciliatory counteroffers and attributions of knowledge in negotiations. *Journal of Experimental and Social Psychology*, 49, 759-763. doi: 10.1016/j.jesp.2013.02.012.
8. Norton, M. I., **Mason, M. F.**, Vandello, J. A., Biga, A., & Dyer, R. (2013). An fMRI Investigation of Racial Paralysis. *Social Cognitive & Affective Neuroscience*, 8, 387-393. doi:10.1093/scan/nss010.
9. **Mason, M. F.**, Brown, K., Mar, R. A., & Smallwood, J. (2013). Driver of discontent or escape vehicle: The affective consequences of mindwandering. *Frontiers in Psychology, Perception Science*, 4. doi: 10.3389/fpsyg.2013.00477.
10. Mar, R.A., **Mason, M. F.**, & Litvack, A. (2012). How daydreaming relates to life satisfaction, loneliness, and social support. *Consciousness and Cognition*, 21, 401-407. doi: 10.1016/j.concog.2011.08.001.
11. Yap, A., **Mason, M. F.**, & Ames, D.R. (2012). The powerful size others down: The link between power and estimates of others' size. *Journal of Experimental Social Psychology*. doi: 10.1016/j.jesp.2012.10.003.
12. **Mason, M. F.** & Bar, M. (2011). The effect of mental progression on mood. *Journal of Experimental Psychology: General*, 141, 217-221. doi: 10.1037/a0025035.
13. **Mason, M. F.** & Morris, M.W. (2010). Culture, attribution and automaticity: A social cognitive neuroscience view. *Social Cognitive Affective Neuroscience*, 5, 292-306. doi: 10.1093/scan/nsq034.

14. **Mason, M. F.**, Magee, J.M., Kuwabara, K. & Nind, L. (2010). Reasoning about relationships: The Efficiency, Accuracy and Neural Substrates of Social versus Non-Social Inferences. *Social Psychological and Personality Science*, *1*, 318-326. doi: 10.1177/1948550610366166.
15. **Mason, M. F.**, Zhang, S. & Dyer, R. (2010). Male susceptibility to attentional capture by power cues. *Journal of Experimental and Social Psychology*, *46*, 482-485. doi: 10.1016/j.jesp.2009.12.014.
16. Carney, D. & **Mason, M. F.** (2010). Decision making and Testosterone: When the Ends Justify the Means. *Journal of Experimental Social Psychology*, *46*, 668-671.
17. Quinn, K., **Mason, M. F.** & Macrae, C. N. (2010). When Arnold is “the terminator”, we no longer see him as a man: the temporal determinants of person perception. *Experimental Psychology*, *57*, 27-35.
18. **Mason, M. F.**, Dyer, R. & Norton, M.I. (2009). Neural Mechanisms of Social Influence. *Organizational Behavior and Human Decision Processes*, *110*, 152-159.
19. Morris, M. & **Mason, M. F.** (2009). Intentionality in intuitive versus analytic processing: Insights from social cognitive neuroscience. *Psychological Inquiry*, *20*, 58-65.
20. Quinn, K., **Mason, M. F.** & Macrae, C. N. (2009). Familiarity and person construal: Individuating knowledge moderates the automaticity of category activation. *European Journal of Social Psychology*, *39*, 852-861.
21. **Mason, M. F.** & Macrae, C.N. (2008). Perspective-taking from a social neuroscience standpoint. *Group processes and intergroup relations*, *11*, 215-232.
22. **Mason, M. F.**, Norton, M.I., Van Horn, J.D., Wegner, D.M., Grafton, S.T. & Macrae, C.N. (2007). Wandering Minds: The Default Network and Stimulus-Independent Thought. *Science*, *315*, 393-395.
23. **Mason, M. F.**, Norton, M.I., Van Horn, J.D., Wegner, D.M., Grafton, S.T. & Macrae, C.N. (2007). Response to Comment on “Wandering Minds: The Default Network and Stimulus-Independent Thought”. *Science*, *317*, 43.
24. Bar, M., Aminoff, E., **Mason, M. F.** & Fenske, M. (2007). The units of thought. *Hippocampus*, *17*, 420-428.
25. **Mason, M. F.**, Cloutier, J. & Macrae, C.N. (2006). On construing others: Category and stereotype activation from facial cues. *Social Cognition*, *24*, 540-563.
26. **Mason, M. F.**, Tatkov, E. & Macrae, C.N. (2005). The look of love: Gaze shifts and person perception. *Psychological Science*, *16*, 236-239.
27. Macrae, C. N., Quinn, K. A., **Mason, M. F.**, & Quadflieg, S. (2005). Understanding others: The face and person construal. *Journal of Personality and Social Psychology*, *89*, 686-695.
28. Cloutier, J., **Mason, M. F.**, & Macrae, C.N. (2005). The perceptual determinants of person construal: Reopening the social-cognitive toolbox. *Journal of Personality and Social Psychology*, *88*, 885-894.
29. **Mason, M. F.** & Macrae, C.N. (2004). Categorizing and individuating others: The neural substrates of person perception. *Journal of Cognitive Neuroscience*, *16*, 1785-1795.
30. **Mason, M. F.** Banfield, J.F. & Macrae, C.N. (2004). Thinking about actions: The neural substrates of person knowledge. *Cerebral Cortex*, *14*, 209-214.
31. **Mason, M. F.**, Hood, B.M. & Macrae, C.N. (2004) Look into my eyes: Eye gaze and person memory. *Memory*, *12*, 637-643.

32. Quadflieg, S., Mason, M.F. & Macrae, C.N. (2004). The owl and the pussycat: Gaze cues and visuospatial orienting. *Psychonomic Bulletin and Review*, 11, 826-831.
33. Hebl, M.R., Xu, J., **Mason, M. F.** (2003). Weighing the care: Patients' perceptions of physician care as a function of gender and weight. *International Journal of Obesity*, 27, 269-275.
34. Macrae, C. N., Hood, B. M., Milne, A. B., Rowe, A.C. & **Mason, M. F.** (2002). Are you looking at me? Eye gaze and person perception. *Psychological Science*, 13, 460-484.

Other Publications

35. Waytz, A. & **Mason, M.** (2013). Your Brain at Work. *Harvard Business Review*, July/August, #R1307J
36. **Mason, M. F.**, Bar, M. & Macrae, C. N. (2009). Exploring the past and impending future in the here and now: mind-wandering in the default state. *Cognitive Sciences*, 3, 143-162.

Book Chapters

37. Galinsky, A., **Mason, M. F.** Brockner, J. (2016). Psychologists in a business school: Where theory meets practice. In R.J. Sternberg (Ed.), *Career Paths in Psychology*, 3rd, Ed.
38. Ames, D. R. & **Mason, M. F.** (2012). Mind Reading. In S. Fiske & C. N. Macrae (Eds.), *Handbook of Social Cognition*, 115-137.
39. Duggan, B. & **Mason, M. F.** (2011). Strategic Intuition. In M. Sinclair (Ed.), *Handbook of Strategic Intuition Research*. Cheltenham, UK: Edward Elgar Publishing.
40. Quadflieg, S., **Mason, M. F.** & Macrae, C. N. (2010). Social cognitive neural processes. In J. F. Dovidio, M. Hewstone, P. Glick, & V. Esses (Eds.), *Handbook of prejudice, stereotyping, and discrimination*. London: Sage.
41. Mitchell, J. M., Mason, **M. F.**, Macrae, C. N. & Banaji, M. R. (2006). Thinking about others: The neural substrates of social cognition (pp. 63-82). In J. T. Cacioppo, P. S. Visser, & C. L. Pickett (Eds.), *Social neuroscience: People thinking about people*. Cambridge, MA: MIT Press.

Under Revision

- Mason, M.F., Cortland, C., Devine, B., & Savani, K. When less is more: Strategic titration of attention in dynamic, multi-objective environments. Invited revision from *Journal of Experimental Psychology: General*.
- Wiley, L.A., Chun, J., & Mason, M.F. Illusory Diligence: Feeling Good about Doing Bad in Conflict-of-Interest Settings. Invited revision from *Journal of Experimental Psychology: General*.
- Wiley, L.A., Ames, D.R., & Mason, M.F. From cynicism to deceit: How expectancies about others shape deception in negotiations. Invited revision from *Journal of Experimental and Social Psychology*.

Under Review and In Progress

- Mason, M. F., Wiley, L.A., & Ames, D.R. (under review, *Academy of Management Perspectives*). The causes and consequences of expecting a deceptive negotiation counterpart.

- Rothman, N., Wiley, L.A. & Mason, M.F. (revising) Inferences from deliberation acts by high status decision makers.
- Mason, M.F., Ames, D.R., Bianchi, E.C. & Cortland, C. (revising). You were always on my mind: Inferring interpersonal attitudes from own and others' recall and forgetting.
- Zou, X. & Mason, M.F. (revising). A lay theory of homophily: Relational information in first impressions.
- Reeck, C., Mazar, N., Ariely, D., Ludwig, R., & Mason, M.F. (revising). Doing What's Best Instead of What's Best for You: Resisting Ethical Temptations.
- Wiley, E., Galinsky, A. & Mason, M.F. (revising). Egocentrism in negotiations undermines first-mover advantage.

Teaching

Cases and Exercises Authored

7. Mason, M. F. (2016). *Maia Apparel*.
6. Mason, M.F., Reeck, C., & Wiley, L. (2014). *BrainSnap Acquisition*.
5. Kuwabara, K. & Mason, M.F. (2014). *Seven Continents Petroleum*.
4. Mason, M.F., Carney, D. & Ames, D. (2013). *Message in a bottle: The negotiation of an advertising campaign*.
3. Mason, M.F. & Brockner, J. (2013). *A case of office fairness*.
1. Ames, D., Carney, D.R. & Mason, M.F. (2010). *Columbia shuttle disaster: A cycle of silence*.
1. Ames, D., Mason, M.F., Carney, D. (2008). *A primer on personal development*.

Courses Taught

Fall, 2016	B7510, EMBA Managerial Negotiations, Columbia GSB
Fall, 2015	B7510, EMBA Managerial Negotiations, Columbia GSB
Spring, 2015	B8510, MBA Managerial Negotiations, Columbia GSB
Fall, 2014	B7510, EMBA Managerial Negotiations, Columbia GSB
Summer, 2014	B7510, EMBA Managerial Negotiations, Columbia GSB
Spring, 2014	B7510, EMBA Managerial Negotiations, Columbia GSB
Summer, 2012	B8412, MBA Managerial Negotiations, Columbia GSB B7462, EMBA Managerial Negotiations, Columbia GSB
Spring, 2012	B8412, MBA Managerial Negotiations, Columbia GSB
Fall, 2012	B9313, PhD Advanced Seminar in Social Cognition, Columbia GSB
Spring, 2011	B8412, MBA Managerial Negotiations, Columbia GSB
Spring, 2010	W3703, Undergraduate course in Leadership, Columbia College
Fall, 2009	B6703, MBA core course in Leadership, Columbia GSB B9313, PhD Advanced Seminar in Social Cognition, Columbia GSB
Spring, 2009	B6703, MBA core course in Leadership, Columbia GSB W3703, Undergraduate course in Leadership, Columbia College B9712, PhD Proseminar, Columbia GSB
Fall, 2008	B6703, MBA core course in Leadership, Columbia GSB W3703, Undergraduate course in Leadership, Columbia College

Summer, 2008

B6703, MBA core course in Leadership, Columbia GSB

Fall, 2007

B9708, PhD Research Methods, Columbia GSB

Doctoral Dissertation Committee Service.

- Jinseok Chun. PhD Student, Columbia Business School. *How temporal and social comparisons in performance feedback affect motivation, work experiences, and job performance.* (2016). Graduate Student, Columbia Management Division.
- Elizabeth Wiley, PhD Student, Columbia Business School. *I Do As I Assume They Do, Not As I Say: The Expectancy Account of Deception in Negotiations.* (2016). Graduate Student, Columbia Management Division.
- Abbie Wazlawek. *Development Direction Predicts Asymmetric Transmission and Acceptance of Feedback.* (2016). Postdoctoral Research Scholar, Kellogg School of Management.
- Aurelia Mok. Assistant Professor of Management, City University of Hong Kong. *Cultural Identity Integration and Frame Switching: Evidence for a Non-conscious Motivated Process.* (2010). Awarded the *Jeffrey S. Tanaka Memorial Dissertation Award in Psychology* by the American Psychological Association and was a finalist for the *Harry and Pola Triandis Doctoral Thesis Award in Cross-Cultural Psychology* from the International Association for Cross Cultural Psychology.
- Rachael Wells. Assistant Professor of Management Systems, Fordham University School of Business. *Managers' Affective Expressions as Determinants of Employee Responses to Change: Valence, Inappropriateness and Authenticity.* (2008).
- Shu Zhang. Postdoctoral Research Scholar, Columbia Business School. *Repeating the Follies of the Past: A Regulatory Focus Perspective.* (2012).

Grants and Funding

- The functional significance of fidgeting in individuals suffering from attention-deficit/hyperactivity disorder (May, 2013-May, 2015). Learning Disabilities Foundation of America. Principle Investigator: Malia Mason; Co-Investigator: Adrian Ward. Award amount: \$4,000.
- Driven to distraction: An Inter-Disciplinary Investigation of Task-Switching Behavior in the Information Age (Spring, 2011-outstanding). Co-Principle Investigators: Brett Gordon and Malia Mason. Award amount: \$30,000.
- The role of relational schemas in interpersonal inferences (Spring, 2008-Fall, 2009). Center for International Business Education and Research. Principle Investigator: Malia Mason; Co-Investigator: Xi Zou. Award amount: \$3,500.

Professional Activities

Field of Specialization

Management scholar with a background in social psychology, cognitive psychology and cognitive neuroscience.

Selected Editorial Work

Ad Hoc Reviewer	Psychological Science
Ad Hoc Reviewer	Journal of Personality and Social Psychology
Ad Hoc Reviewer	Science
Ad Hoc Reviewer	Organizational Behavior and Human Decision Processes
Ad Hoc Reviewer	Trends in Cognitive Science
Ad Hoc Reviewer	Journal of Experimental Social Psychology
Ad Hoc Reviewer	Social Cognitive Affective Neuroscience
Ad Hoc Reviewer	Academy of Management Review
Ad Hoc Reviewer	Administrative Science Quarterly

Professional Affiliations

Academy of Management
Society for Personality and Social Psychology
Cognitive Neuroscience Society
American Psychological Association
American Psychological Society
International Association for Conflict Management

Selected Presentations

- A Battle for Mindshare: A (Mostly) Descriptive Study (Co-Author: Brett Gordon)
Harvard Initiative for Learning and Teaching, Harvard University (2014)
- The Downside of Deliberation: Why Decision Makers Who Deliberate Lose Influence (Co-Authors: Naomi Rothman & Elizabeth Wily)
Academy of Management Annual Meeting (2016)
- Miserly Mind.
Psychology Seminar Series, Psychology Department, Union College (2015)
Management Seminar Series, Fuqua Business School, Duke (2015)
Management Seminar Series, Marshall Business School, USC (2014)
- Doing What's Best Instead of What's Best for You: Deferring Temptations in Mixed-Motive Decision Settings. (Co-Authors: Reeck, C., Ariely, D., Mazar, N., & Ludwig, R.)
Academy of Management Annual Meeting (2014)
Interdisciplinary Symposium on Decision Neuroscience (2014)
Society for Consumer Psychology Annual Conference (2014)
College of Business & Economics and Psychology Department, Lehigh University (2014)
Rutgers Business School, Rutgers University (2014)
- Do As I Think You Do, Not As I Say: Explaining Unethical Behavior in Negotiation. (Co-Authors: Wiley, E. & Ames, D.)
NYU-Columbia Doctoral Student Conference (2014)
International Association for Conflict Management (2016)
- Illusory Diligence: Feeling Good About Doing Bad. (Co-Authors: Wiley, E. & Chun, J)
Academy of Management Annual Meeting (2014)
NYU-Columbia Doctoral Student Conference (2013)
- Precision and Anchor Potency: Attributions of Knowledge in Negotiations. (Co-Authors: Lee, A., Wiley, L., & Ames, D.)
Academy of Management Annual Meeting (2014)
International Association for Conflict Management (2014)
Society for Personality and Social Psychology Annual Meeting (2014).

Management Talk Series, Haas Business School (2013)

- An fMRI Investigation of Racial Paralysis. (Co-Authors: Norton, M. Bigalo, J., Dyer, R., & Biga, A.)
Social and Affective Neuroscience Society Annual Meeting (2013).
- Goals Gone Wild: Tradeoffs in Multi-Objective Settings.
Marketing Talk Series, Yale School of Management (2013)
Social Area Brown Bag, Psychology, New York University (2012)
- How to Apply Neuroscientific Approaches to the Study of Management.
Academy of Management Annual Meeting (2014)
Academy of Management Annual Meeting (2013)
- First Mover Disadvantage in Negotiations (Co-Authors: Wiley, E. & Galinsky, A.)
Trans-Atlantic Doctoral Conference, London Business School (2012).
- Fidget to Focus. (Co-Authors: Ward, A.)
Society for Personality and Social Psychology Annual Meeting (2012).
- Where is My Mind: The Spotlight and the Watchdog.
Cognitive Lunch, Psychology Department, Columbia University (2012).
London Business School, UK (2011).
“Get Smart” Talk Series, Galapagos Art Space, Brooklyn (2011).
TEDx East, New York (2010)
Plenary Address, Towards a Science of Consciousness (2010).
- A Place in Mind: Inferences from Memory Acts. (Co-Authors: Ames, D., Bianchi, E., & Cortland, C.)
International Conference of Thinking Annual Meeting (2012)
Management Seminar, Graduate School of Business, Stanford University (2011)
Social Psychology Talk, University of Aberdeen, Scotland, UK (2011).
- Managerial and Organizational Attention Research: Closing Remarks.
ETH, Zurich, Switzerland (2013)
- Symposium on Attention
International Symposia for Contemplative Studies, Denver (2012)
- The Accessibility of Social Network Information in Memory
Academy of Management Annual Meeting (2010).
- Wandering Minds (Co-Authors: Norton, M., Van Horn, S., Wegner, D., Macrae, N., & Grafton, S.)
Center for Decision Science Talk Series, Booth, University of Chicago (2009)
Science-Journalism Talk Series, School of Journalism, NYU (2009)
Social Snack Series, Psychology Department, Columbia University (2007)
Society for Personality and Social Psychology Annual Meeting (2007)
- How Are Preferences Determined? Preferences from the Perspective of the Brain.
Behavioral Decision Research in Management, Rady School of Management (2008)
Princeton Neuroscience and Decision Making Series, Princeton Psychology (2007)
- Projecting the Past Into the Future: The Cognitive Neuroscience of Prospective Thought.
Cognitive Neuroscience Society Annual Meeting (2007).
- In Search of a Default Psychological Mode

Harvard Research Workshop Talk Series (2007).
Multi-Disciplinary Study of Imagination, Philoctetes Center (2007).

Outside Activities (2007-2017)

Columbia Business School requires faculty members to disclose any activities that might present a real or apparent conflict of interest. This list below complies with this requirement.

Speaker/Instructor:

AT&T (Spring 2017)
HCIA Program (Spring 2017)
HCIA Program (Summer 2016)
M.M. LaFleur (Summer 2016)
Baker Botts (Summer 2015)
Applied Materials (Fall 2013)
Intrax Summer Internship Program (Summer 2012)
“Get smart” Lecture (Summer 2011)
NeuroLeadership Conference (Fall 2010)
Towards a Science of Consciousness Conference (Summer 2010)