

August 2021

## VANESSA K. BOHNS

### *Curriculum Vitae*

ILR School  
Cornell University  
394 Ives Hall  
Ithaca, NY 14853  
vkb28@cornell.edu  
www.vanessabohns.com

### ACADEMIC APPOINTMENTS

---

Associate Professor (tenured), Organizational Behavior, Cornell University, Ithaca, NY	2017-present
Visiting Scholar, Management and Organizations, NYU Stern, New York, NY	2020-2021
Assistant Professor, Organizational Behavior, Cornell University, Ithaca, NY	2014-2017
Assistant Professor, Management Sciences, University of Waterloo, ON, Canada	2011-2014
Post-Doctoral Fellow, Rotman School of Management, University of Toronto, ON, Canada	2008-2011

### EDUCATION

---

Ph.D., Social Psychology, Columbia University, New York, NY	2008
M.Phil., Social Psychology, Columbia University, New York, NY	2007
M.A., Social Psychology, Columbia University, New York, NY	2005
A.B., Psychology, Brown University, Providence, RI	2000

### RESEARCH AREAS

---

Social influence; compliance; consent; help-seeking; self-conscious emotions

### RESEARCH SUPPORT

---

#### *External Funding*

- National Science Foundation (\$1,197,740), “Deterring objectionable behavior and fostering emergent norms in social media conversations,” Co-PI (with PI Drew Margolin, Co-PIs Natalie Bazarova, Rene Kizikcec & Dominic DiFranzo) 2021-2025
- National Science Foundation (\$250,855), “Psychological assessment of voluntary consent,” Principal Investigator (with Co-PI Roseanna Sommers) 2018-2021
- Social Sciences and Humanities Research Council of Canada (\$98,870), “Underestimating our influence over others’ unethical decisions,” Principal Investigator 2014-2017
- Social Sciences and Humanities Research Council of Canada (\$71,728), “Targeting savings goals,” Principal Investigator (with Co-PI Abigail Scholer) 2012-2014

#### *Internal Funding*

- Cornell Center for Social Sciences Research Grant (\$10,600), “The social psychology behind ‘always on’ work culture , Principal Investigator (with Co-PI Laura Giurge) 2021-2022
- Cornell Institute for the Social Sciences Collaborative Grant (\$150,000), “Prosocial behaviors in the digital age,” Co-Investigator (with Natalie Bazarova, Drew Margolin, Rene Kizikcec & Janis Whitlock) 2018-2021
- Cornell Institute for the Social Sciences Small Grant (\$7,320), “Understanding our influence over others’ moral decisions,” Principal Investigator 2016-2017
- UWaterloo/SSHRC 4A Award (\$8,000), “Underestimating our influence over others’ unethical decisions,” Principal Investigator 2012-2013

## HONORS & AWARDS

---

- SUNY Chancellor's Award for Excellence in Scholarship and Creative Activities 2021
- Elected Fellow, Society for Personality and Social Psychology 2019
- Provost Research Innovation Award in Social Sciences, Cornell University 2018  
(inaugural award, given to one mid-career social scientist across the university)
- Op-Ed Training Grant, Society for Personality and Social Psychology 2018
- Elected Fellow, Society of Experimental Social Psychology 2013
- Certificate of Excellence in Reviewing, Journal of Experimental Social Psychology 2013
- Best Reviewer Certificate, Academy of Management Annual Meeting 2013
- Excellence in Teaching Award, Rotman School of Management, University of Toronto. 2010 & 2011
- Richard Christie Memorial Fellowship, Columbia University 2005-2006

## BOOKS

---

Bohns, V. K. (2021). *You Have More Influence Than You Think*. W. W. Norton.

## SCHOLARLY PUBLICATIONS

---

Bohns, V. K. (in press). Toward a psychology of consent. Forthcoming in *Perspectives on Psychological Science*.

Giurge, L. & Bohns, V. K. (in press). You don't need to answer right away! Receivers overestimate how quickly senders expect responses to non-urgent work emails. Forthcoming in *Organizational Behavior and Human Decision Processes*.

Bohns, V. K. & Schlund, R. (in press). Consent is an organizational behavior issue. Forthcoming in *Research in Organizational Behavior*.

Boothby, E. & Bohns, V. K. (2021). Why a simple act of kindness is not as simple as it seems: Underestimating the positive impact of our compliments on others. *Personality and Social Psychology Bulletin*, 47, 826-840.

Bohns, V. K. & Flynn, F. J. (2021). Empathy and expectations of others' willingness to help. *Personality and Individual Differences*, 168 (1), 110368.

Sommers, R. & Bohns, V. K. (2019). The voluntariness of voluntary consent: Consent searches and the psychology of compliance. *Yale Law Journal*, Vol. 128 (7), 1962-2033.

Bohns, V. K. & DeVincent, L. A. (2019). Rejecting unwanted romantic advances is more difficult than suitors realize. *Social Psychological and Personality Science*, 10(8), 1102-1110.

Deri, S., Stein, D. & Bohns, V. K. (2019). With a little help from my friends (and strangers): Closeness as a moderator of the underestimation-of-compliance effect. *Journal of Experimental Social Psychology*, 82, 6-15.

Bohns, V. K. & Newark, D. A. (2019). Power and perceived influence: I caused your behavior, but I'm not responsible for it. *Social and Personality Psychology Compass*, 13(1), e12427.

Bohns, V. K., Newark, D. A. & Boothby, E. J. (2018). When do we feel responsible for other people's behavior and attitudes? In S. Thye & E. Lawler (Eds.), *Advances in Group Processes*, Vol. 35 (pp. 159-179). UK: Emerald Publishing Limited.

- Newark, D. A., Bohns, V. K. & Flynn, F. J. (2017). The value of a helping hand: Help-seekers' predictions of help quality. *Organizational Behavior and Human Decision Processes*, 139, 18-29.
- Roghanizad, M. M. & Bohns, V. K. (2017). Ask in person: You're less persuasive than you think over email. *Journal of Experimental Social Psychology*, 69, 223-226.
- Bohns, V. K. (2016). (Mis)understanding our influence over others: A review of the underestimation-of-compliance effect. *Current Directions in Psychological Science*, 25, 119-123.
- Bohns, V. K., Newark, D. & Xu, A. (2016). For a dollar, would you...? How (we think) money influences compliance with our requests. *Organizational Behavior and Human Decision Processes*, 134, 45-62.
- Bohns, V. K.\*, Scholer, A. S.\* & Rehman, U. (2015). Implicit theories of attraction. *Social Cognition*, 33, 284-307. \*equal author contribution
- Bohns, V. K. & Flynn, F. J. (2015). Empathy gaps between helpers and help-seekers: Implications for cooperation. In Robert A. Scott and Stephen M. Kosslyn (Eds.), *Emerging Trends in the Social and Behavioral Sciences*. Hoboken, NJ: Wiley.
- Leonardelli, G., Bohns, V. K. & Gu, J. (2015). Security seeking in a regulatory focus whodunit: The case of the relative orientation in behavioral economics. In P. J. Carroll, R. M. Arkin, & A. Wichman (Eds.) *The Handbook of Personal Security* (pp. 225-240). New York: Taylor & Francis.
- Newark, D., Flynn, F. & Bohns, V. K. (2014). Once bitten, twice shy: The effect of a past refusal on expectations of future compliance. *Social Psychological and Personality Science*, 5, 218-225.
- Bohns, V. K., Roghanizad, M. & Xu, A. (2014). Underestimating our influence over others' unethical behavior and decisions. *Personality and Social Psychology Bulletin*, 40, 348-362.
- Bohns, V. K., Lucas, G. M., Molden, D. C., Finkel, E. J., Coolsen, M. K., Kumashiro, M., Rusbult, C. E. & Higgins, E. T. (2013). Opposites fit: Regulatory focus complementarity and relationship well-being. *Social Cognition*, 31, 1-14.
- Bohns, V. K. & Flynn, F. J. (2013). Guilt by design: Structuring organizations to elicit guilt as an affective reaction to failure. *Organization Science*, 24, 1157-1173.
- Bohns, V. K. & Flynn, F. J. (2013). Underestimating our influence over others at work. *Research in Organizational Behavior*, 33, 97-112.
- Gu, J., Bohns, V. K. & Leonardelli, G. J. (2013). Regulatory focus and interdependent economic decision-making. *Journal of Experimental Social Psychology*, 49, 692-698.
- Flynn, F. J. & Bohns, V. K. (2012). Underestimating one's influence in help-seeking. In D. T. Kenrick, N. Goldstein, & S. L. Braver (Eds.), *Six Degrees of Social Influence: Science, application, and the psychology of Robert Cialdini* (pp. 14-26). New York: Oxford University Press.
- Bohns, V. K.\* & Wiltermuth, S. S.\* (2012) †. It hurts when I do this (or you do that): Posture and pain tolerance. *Journal of Experimental Social Psychology*, 48, 341-345. \*equal author contribution  
 †Note that this paper was included in a p-curve analysis of 34 studies suggesting no effect (Simmons & Simonsohn, 2017) and a p-curve analysis of 55 studies suggesting strong evidence (Cuddy, Schultz, & Fosse, 2018) of "power posing."

- Bohns, V. K., Handgraaf, M. J. J., Sun, J. M., Aaldering, H. Mao, C. & Logg, J. (2011). Are social prediction errors universal? Predicting compliance with a direct request across cultures. *Journal of Experimental Social Psychology*, 47, 676-680.
- Bohns, V. K. & Higgins, E. T. (2011). Liking the same things, but doing things differently: Outcome versus strategic compatibility in partner preferences for joint tasks. *Social Cognition*, 29, 497-527.
- Zhong, C., Bohns, V. K. & Gino, F. (2010). Good lamps are the best police: Darkness increases self-interested behavior and dishonesty. *Psychological Science*, 21, 311-314.
- Bohns, V. K. & Flynn, F. J. (2010). Why didn't you just ask? Underestimating the discomfort of help-seeking. *Journal of Experimental Social Psychology*, 46, 402-409.
- Flynn, F. J. & Lake (Bohns), V. K. B. (2008). If you need help, just ask: Underestimating compliance with direct requests for help. *Journal of Personality and Social Psychology*, 95, 128-143.

#### BUSINESS & POPULAR PRESS PUBLICATIONS

---

- Boothby, E., Zhao, X. & Bohns, V. K. (February 24, 2021). A simple compliment can make a big difference. *Harvard Business Review*.
- Bohns V. K. (June 8, 2020). Three myths that stop people from asking for help at work. *Harvard Business Review*.
- Giurge, L. & Bohns, V. K. (April 3, 2020). Three tips to avoid WFH burnout. *Harvard Business Review*\*  
\*Republished in the *HBR Guide to Beating Burnout* and the *HBR Guide to Remote Work*
- Bohns, V. K. (March 20, 2020). Why so many people are still going out and congregating in groups despite coronavirus pandemic: A psychologist explains the difference between being selfish and egocentric. *The Hill*.
- Bohns, V. K. (February 20, 2020). Why “just go for it” is bad dating advice. Invited contribution to the Society for Personality and Social Psychology's *Character & Context* Blog.
- Bohns, V. K. (January 10, 2020). Weinstein jurors must differentiate between consent and compliance—which research shows isn't easy. *The Conversation*\*.  
\*Republished by *Salon*, *The Chicago Sun-Times*, and other media outlets
- Bohns, V. K. (November 1, 2019). McDonalds's fired its CEO for sleeping with an employee: Research shows why even consensual office romances can be a problem. *The Conversation*\*.  
\*Republished by *MarketWatch*, *Business Insider*, *Quartz*, *Big Think*, *The Chicago Tribune*, *The Chicago Sun-Times*, *Houston Chronicle*, *Boston Herald*, *Providence Journal*, *Montreal Gazette*, and other media outlets
- Sommers, R. & Bohns, V. K. (April 30, 2019). Would you let the police search your phone? We are much more likely to give consent than we think. *The New York Times*.
- Bohns, V. K. & DeVincent, L. A. (April 26, 2018). To reduce sexual misconduct, help people understand how their advances might be received. *Harvard Business Review*.
- Bohns, V. K. (April 11, 2017). A face-to-face request is 34 times more successful than an email. *Harvard Business Review*.

Bohns, V. K. (August 3, 2015). You're already more persuasive than you think. *Harvard Business Review*.

Bohns, V. K. (February 9, 2014). Would you lie for me? Why we underestimate our own powers of persuasion. *The New York Times*.

#### OTHER PUBLICATIONS

---

Bohns, V. K. (2020). You are already influential. In N. Zandan's (Ed.) *Insights into Influence*. Austin, TX: Weeva, Inc. & Quantified Communications.\*  
\*One of 20 invited contributors, including Adam Grant and Dan Ariely

Bohns, V. (August 28, 2019). 10 tips for selecting courses based on things you will write on your professors' course evaluations at the end of the semester. *McSweeney's Internet Tendency*.

#### SELECTED RESEARCH IN PROGRESS

---

Roghanizad, M. & Bohns, V. K. Should I ask over Zoom, phone or in-person? Predicted versus actual compliance with help requests across communication channel. R&R at *Social Psychological and Personality Science*.

Bohns, V. K. & Sommers, R. *Overestimating the voluntariness of consent: Testing the robustness of the effect*. Manuscript in preparation.

#### SELECTED CONFERENCE ACTIVITIES

---

##### *Chaired Symposia*

Bohns, V. K. & DeVincent, L. (August, 2019). *The farce of consent: Psychological factors that challenge the notion of voluntary consent*. Symposium organized for the annual meeting of the Academy of Management, Boston, MA\*

\*Selected as an Organizational Behavior Division Showcase Symposium

Rader, C. & Bohns, V. K. (August, 2014). *Under- and over-estimating our influence over others at work*. Symposium organized for the annual meeting of the Academy of Management, Philadelphia, PA.

##### *Conference Talks*

Bohns, V.K. (February, 2022). *Underestimating our influence over others: Implications for compliance and consent*. Invited talk at the Society for Personality and Social Psychology Attitudes and Social Influence Preconference, San Francisco, CA.

Bohns, V. K. & Sommers, R. (August, 2021). *Consent is in the eye of the beholder: Actors and observers see consent differently*. Paper presented in C. Belinda and S. Melwani's (Co-Chairs) Where lies the truth? Accuracy and diverging perspectives in interpersonal perception symposium at the annual meeting of the Academy of Management. (Virtual conference)

Giurge, L. & Bohns, V. K. (August, 2020). *Don't press send: Senders underestimate receivers' felt compliance to respond to non-urgent off-hours work emails*. Paper presented in K. Sankaran & L. Giurge's (Co-Chairs), Setting and pushing boundaries: Implications for work-life balance, well-being, and performance symposium at the annual meeting of the Academy of Management, Vancouver, BC. (Virtual conference)

- Boothby, E. & Bohns, V. K. (August, 2020). *Underestimating the positive impact of our compliments on others*. Paper presented in P. Srinivasan's (Chair), You're doing less good than you should: The impact of social misprediction on OCBs symposium at the annual meeting of the Academy of Management, Vancouver, BC. (Virtual conference)
- Roghanizad, M. M. & Bohns, V. K. (May, 2020). *Underestimating the value of face-to-face influence*. Paper accepted to be presented in B. Schumpe's (Chair), New directions in persuasion research symposium at the Association for Psychological Science annual conference, Chicago, IL. (Conference canceled)
- Bohns, V. K. & DeVincent, L. (August, 2019). *Acquiescing to romantic advances at work: It's harder to say "no" than suitors realize*. Paper presented in V. Bohns & L. DeVincent (Co-Chairs)'s, The farce of consent: Psychological factors that challenge the notion of voluntary consent symposium at the annual meeting of the Academy of Management, Boston, MA.
- Bohns, V. K. & Sommers, R. (August, 2019). *Underestimating the difficulty of denying someone access to sensitive data*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.
- Bohns, V. K., Newark, D. A.\* & Boothby, E. J. (August, 2018). *When do we feel responsible for other people's behavior and attitudes?* Paper presented at the annual meeting of the Academy of Management, Chicago, IL. \*presenter
- Sommers, R. & Bohns, V. K. (May, 2018). *The voluntariness of voluntary consent: Consent searches and the psychology of compliance*. Paper presented at the 28<sup>th</sup> annual meeting of the American Law and Economics Association, Boston, MA.
- Sommers, R., DeVincent, L., & Bohns, V. K. (November, 2017). *Judging consent for self, other, and the reasonable person: Behavioral and psychological responses to digital privacy violations*. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Vancouver, BC, Canada.
- Sommers, R. & Bohns, V. K. (October, 2017). *Judging the voluntariness of consent: A psychological critique of the Fourth Amendment standard*. Paper presented at the 12<sup>th</sup> annual Conference on Empirical Legal Studies, Ithaca, NY.
- Bohns, V. K. (May, 2017). *Empathy gaps in social influence: Underestimating the awkwardness of saying "no"*. Paper presented in M. Kardas' (Chair), New directions in empathy gaps: Insights for improving learning, social interactions, and wellbeing, symposium at the Association for Psychological Science annual conference, Boston, MA.
- Newark, D. N. Bohns, V. K. & Flynn, F. J. (August, 2016). *The value of a helping hand: Do help-seekers accurately predict help quality?* Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Bohns, V. K., Xu, A. & Newark, D. N. (August, 2015). *For a dollar would you...? How (we think) money influences compliance with our requests*. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC, Canada.
- Sorosh, M., Hancock, M. & Bohns, V. K. (October, 2014). *Self-control in casual games: The relationship between Candy Crush Saga players' in-app purchases and self-control*. Presented at the IEEE Games Media Entertainment conference, Toronto, ON.
- Bohns, V., Roghanizad, M. & Xu, A. (August, 2014). *I can't believe you agreed to that! Underestimating our influence over others' unethical behavior*. Paper presented in C. Rader and V. Bohns' (Co-Chairs), Under- and over-estimating our influence over others at work, symposium at the annual meeting of the Academy of Management, Philadelphia, PA.

- Bohns, V. & Flynn, F. (August, 2014). *The "Asking Tax": Different expectations for requested versus volunteered favors and concessions*. Paper presented in J. Schroeder's, (Chair), The pronounced impact of subtle factors in negotiations: Pre-meetings, handshakes, anger, and asking, symposium at the annual meeting of the Academy of Management, Philadelphia, PA.\*  
\*Selected as a Conflict Management Division Showcase Symposium
- Bohns, V., Lucas, G., Molden, D., Finkel, E., Coolsen, M., Kumashiro, M.\* & Higgins, E.T. (February, 2014). *Promotion and Prevention in Love: Regulatory focus complementarity and relationship well-being*. Paper presented in M. Kumashiro and X. Arriaga's (Co-Chairs), Do we shape relationships or do relationships shape us, symposium at the Society for Personality and Social Psychology meeting, Austin, TX. \*presenter
- Bohns, V., Lucas, G., Molden, D., Finkel, E., Coolsen, M., Kumashiro, M., Rusbult, C. & Higgins, E.T. (January, 2013). *Opposite fit: Regulatory focus complementarity and relationship well-being*. Paper presented in the Self-regulation Preconference data blitz, Society for Personality and Social Psychology, New Orleans, LA.
- Bohns, V. K. & Flynn, F. J. (August, 2012). *Guilt by design: Structuring organizations to promote guilt as an affective reaction to failure*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.
- Bohns, V. K. & Flynn, F. J. (May, 2012). *The "Asking Tax": Help-recipients' expectations for volunteered versus requested help*. Paper presented at the eighth annual meeting of the Southern Ontario Behavioral Decision Research Conference, Waterloo, ON, Canada.
- Bohns, V. K. & Wiltermuth, S. S. (January, 2012). *Embodied power and complementarity in interpersonal interactions*. Paper presented in J. Martens and J. Tracy's (Co-Chairs), Pride, power, and social-status: The impact of expanded posture on self and others symposium at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Bohns, V. K. & Wiltermuth, S. S. (January, 2012). *Intrapersonal effects of complementary nonverbal behaviors in interpersonal interactions*. Paper presented in the Nonverbal Behavior Preconference data blitz, Society for Personality and Social Psychology, San Diego, CA.
- Bohns, V. K. (May, 2011). *Are social prediction errors universal? Predicting compliance with a direct request across cultures*. Paper presented at the seventh annual meeting of the Southern Ontario Behavioral Decision Research Conference, Toronto, ON, Canada.
- Bohns, V. K. (August, 2009). *Strategic Compatibility in Social Relationships: The Case of Regulatory Focus Complementarity*. Paper presented in J. Gun and G. Leonardelli (Co-Chairs), Self-regulation and social interdependence symposium at the annual meeting of the Academy of Management, Chicago, IL.
- Bohns, V. K. (May, 2009). *Liking the Same Things, but Doing Things Differently: Outcome versus Strategic Compatibility*. Paper presented at the twelfth annual meeting of the Society for Interpersonal Theory and Research, Toronto, ON, Canada.
- Bohns, V. K. & Flynn, F. J. (November, 2006). *If you need something, just ask: Underestimating compliance with direct requests for help*. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Houston, TX.
- Bohns, V. K. & Flynn, F. J. (February, 2006). *If you need something, just ask: Underestimating compliance with direct requests for help*. Paper presented at the annual meeting of the Social and Personality Four-College Conference (Columbia, NYU, Princeton, and Yale), New York, NY.

---

 INVITED TALKS & PANELS
 

---

2022 – UBC Behavioral Insights into Business for Social Good Conference, Vancouver, BC  
 2022 – UBC Decision Insights for Business and Society Initiative, Vancouver, BC  
 2021 – Rotman School of Management, virtual author talk  
 2021 – UBC Decision Insights for Business & Society virtual seminar  
 2021 – ILRAA Women’s Council and Cornell Women’s Network - “More influence than you think”  
 2020 – Cornell Alumni Webinar on Emotional Intelligence - “How empathy gaps become helping gaps”  
 2020 – Cornell Executive Education COVID19 Webinar - “Contagion, Persuasion, and Motivation”  
 2020 – Coalition on Sexual Violence Prevention, Cornell University (Event postponed due to COVID)  
 2020 – Cornell Office of Academic Diversity Initiatives Lunch Speaker (Event canceled due to COVID)  
 2020 – Cornell Family Fellows Spring Weekend Faculty Speaker, Ithaca, NY  
 2020 – Bronfrenbrenner Center for Translational Research, “Talks at Twelve,” Cornell, Ithaca, NY  
 2019 – NeuroLeadership Summit, New York City  
 2019 – Syracuse University, Department of Psychology  
 2019 – Cornell University, Psychology Department Colloquium  
 2017 – Syracuse University, Department of Psychology  
 2016 – Faculty Speaker, e-Cornell Women in Leadership Webseries  
 2014 - University of Toronto Mississauga, Department of Management  
 2013 - Colby College, Psychology Department Colloquium  
 2012 - University of Waterloo, Social Psychology Area Brownbag  
 2012 - University of Waterloo, Cognitive Psychology Area Brownbag  
 2011 - Universitat Pompeu Fabra (Barcelona), Department of Economics and Business  
 2011 - University of California at San Diego, Rady School of Management  
 2011 - Northwestern University, Kellogg School of Management  
 2011 - Johns Hopkins University, Carey Business School  
 2011 - University of Waterloo, Management Sciences Department  
 2011 - Georgetown University, McDonough School of Business  
 2010 - Yale School of Management  
 2010 - Queen’s School of Business  
 2010 - University of California at Irvine, Merage School of Business  
 2010 - University of Toronto, Social, Personality, Abnormal Psychology Meeting  
 2008 - Stanford Graduate School of Business  
 2008 - University of Toronto, Rotman School of Management

---

 TEACHING
 

---

*Courses Taught*

Introduction to Organizational Behavior	
University of Waterloo, Management Sciences	Spring 2012, Spring 2013
Cornell University, ILR School	Spring 2015, Fall 2015, Fall 2016
	Spring 2018, Spring 2019, Fall 2019
Morality at Work	
Cornell University, ILR School	Spring 2016, Fall 2017
Negotiation & Conflict Resolution	
Cornell University, ILR School	Spring 2017
Leadership & Influence	
University of Waterloo, Management Sciences	Spring 2013
Graduate Research Methods	
University of Waterloo, Management Sciences	Winter 2012, Winter 2013
Values-Based Leadership	
University of Toronto, Rotman Commerce Program	Spring 2010, Spring 2011
Organizational Psychology	
Barnard College, Columbia University	Spring 2007, Spring 2008

ACADEMIC ADVISING

---

*PhD Advisor*

Sangah Bae, Cornell ILR, Organizational Behavior	PhD Expected 2024
Lily Ellis (w/ J. Goncalo), Cornell ILR, Organizational Behavior	PhD 2021
Milad Soroush (w/ M. Hancock), U. Waterloo, Mgmt. Sciences	PhD 2021
Mahdi Roghanizad, U. Waterloo, Mgmt. Sciences	PhD 2016

*PhD Committee Member (Committee Chair noted in parentheses)*

Rachel Schlund, Cornell Univ., ILR-OB (Zitek)	PhD Expected 2023
Ashley Ryan, U. Waterloo, Sociology & Legal Studies (Gallupe)	PhD Expected 2022
Ada Hurst, U. Waterloo, Mgmt. Sciences (Safayeni)	PhD 2015
Justin Friesen, U. Waterloo, Social Psychology (Eibach)	PhD 2013
Julio Velasco, U. Waterloo, Mgmt. Sciences (Guild)	PhD 2013
Adeoye Adegorite, U. Waterloo, Mgmt. Sciences (McNaughton)	PhD 2013
Carolina Pansera, U. Waterloo, Clinical Psychology (Woody)	PhD 2012
Gelareh Karimiha, U. Waterloo, Clinical Psychology (Rehman)	PhD 2012
Jo Anderson, U. Waterloo, Social Psychology (Holmes)	PhD 2012
Ester Moher, U. Waterloo, Cognitive Psychology (Koehler)	PhD 2012
Stephen Shepherd, U. Waterloo, Social Psychology (Eibach)	PhD 2012
Mina Rohani, U. Waterloo, Mgmt. Sciences (Safayeni)	PhD 2012
Mohammad Batouk, U. Waterloo, Mgmt. Sciences (Guild)	PhD 2012

*Master's Thesis Advisor*

Lauren DeVincent, Cornell ILR, Organizational Behavior	MS 2019
Amy Xu, U. Waterloo, Mgmt. Sciences	MASc 2014

*Master's Thesis Committee Member (Committee Chair noted in parentheses)*

Rachel Schlund, Cornell Univ., ILR-OB (Zitek)	MS 2020
Chloe Collins, Cornell Univ., Design & Environmental Analysis (Hua)	MS 2019
Megan Cackett, Cornell Univ., Design & Environmental Analysis (Hua)	MS 2017
Mehrnaz Mostafapour, U. Waterloo, Mgmt. Sciences (Hancock)	MASc 2013
Arezoo Irannejad, U. Waterloo, Mgmt. Sciences (Hancock)	MASc 2013
Nabeela Sausan, U. Waterloo, Mgmt. Sciences (Safayeni)	MASc 2013
Kimiyoshi Oshikoji, U. Waterloo, Mgmt. Sciences (Onay)	MASc 2012
Rodrigo Castillo, U. Waterloo, Mgmt. Sciences (Guild)	MASc 2012
Ayman Alzayat, U. Waterloo, Mgmt. Sciences (Safayeni)	MASc 2011
Mahdi Roghanizad, U. Waterloo, Mgmt. Sciences (Safayeni)	MASc 2011
Hillie Aaldering, University of Amsterdam, Psychology (Handgraaf)	MASc 2010

*Undergraduate Honors Thesis Advisor*

Ava Barnet, ILR School, Cornell University	BA 2020
Harry Trabue, ILR School, Cornell University	BA 2018
Daniel Stein, ILR School, Cornell University	BA 2017

PROFESSIONAL SERVICE

---

*University & Departmental Service*

Financial Policies Committee (FPC), Cornell University	2021-2024
Faculty Advisory Committee on Tenure Appointments (FACTA), Cornell University	2019-2022
ILR Undergraduate Program Committee, Cornell University	Spring 2019
ILR Curriculum Review Committee, Cornell University	2017-2019
ILR Nominations, Elections & Personnel Policies Committee (Chair 2016-2018)	2015-2018
Instructor, ILR Freshman Colloquium, Cornell University	2016 & 2017
University of Waterloo/SSHRC Small Grants Committee	2013-2014
Dean's Advisory Committee on Appointments (DACA), University of Waterloo	2012-2014
Centre for Behavioural Decision Research Organizer, University of Waterloo	2012-2014

Management Engineering Class Professor (2B), University of Waterloo	2012
ExpecTAtions Faculty Mentor, Faculty of Engineering, University of Waterloo	2011

*Editorial Service*

Associate Editor, *Journal of Experimental Social Psychology* (2019-2022)  
 Associate Editor, *Social and Personality Psychology Compass*, Social Influence Section (2015-2017)  
 Editorial Board Member, *Journal of Personality and Social Psychology* (2019-present)  
 Editorial Board Member, *Journal of Experimental Social Psychology* (2017-2019)  
 Editorial Board Member, *Social Cognition* (2013-present)

*Reviewing: Journals*

Ad-hoc Reviewer, *PNAS*  
 Ad-hoc Reviewer, *Personality and Social Psychology Bulletin*  
 Ad-hoc Reviewer, *Journal of Experimental Social Psychology*  
 Ad-hoc Reviewer, *Organizational Behavior and Human Decision Processes*  
 Ad-hoc Reviewer, *Journal of Personality and Social Psychology*  
 Ad-hoc Reviewer, *Psychological Science*  
 Ad-hoc Reviewer, *Organization Science*  
 Ad-hoc Reviewer, *Law and Human Behavior*  
 Ad-hoc Reviewer, *Personality and Individual Differences*  
 Ad-hoc Reviewer, *European Journal of Social Psychology*  
 Ad-hoc Reviewer, *Social Cognition*  
 Ad-hoc Reviewer, *Emotion*  
 Ad-hoc Reviewer, *Journal of Experimental Psychology: General*  
 Ad-hoc Reviewer, *Social Psychological and Personality Science*  
 Ad-hoc Reviewer, *Journal of Research in Personality*  
 Ad-hoc Reviewer, *Social Influence*  
 Ad-hoc Reviewer, *British Journal of Social Psychology*  
 Ad-hoc Reviewer, *Basic and Applied Social Psychology*  
 Ad-hoc Reviewer, *Human Relations*  
 Ad-hoc Reviewer, *Psychological Reports*  
 Ad-hoc Reviewer, *Journal of Nonverbal Behavior*  
 Ad-hoc Reviewer, *Self and Identity*  
 Ad-hoc Reviewer, *Motivation and Emotion*  
 Ad-hoc Reviewer, *Nonprofit and Voluntary Sector Quarterly*  
 Ad-hoc Reviewer, *PLOS ONE*  
 Ad-hoc Reviewer, *Health Psychology Research*  
 Ad-hoc Reviewer, *International Journal of Psychology*  
 Ad-hoc Reviewer, *Journal of Social and Personal Relationships*

*Reviewing: Grants, Conferences, Other*

Ad-hoc Reviewer, Social Sciences and Humanities Research Council of Canada (SSHRC)  
 Ad-hoc Reviewer, Israel Science Foundation (ISF)  
 Ad-hoc Reviewer, Time-Sharing Experiments for the Social Sciences (TESS)  
 Ad-hoc Reviewer, Academy of Management Annual Meeting, OB Division  
 Ad-hoc Reviewer, Administrative Sciences Association of Canada Annual Conference, OB Division  
 Ad-hoc Reviewer, INFORMS Dissertation Proposal Competition

*Professional Affiliations*

Academy of Management  
 Society for Personality and Social Psychology  
 Society of Experimental Social Psychology

## SELECTED MEDIA MENTIONS &amp; APPEARANCES\*

\*last 5 years

*TV, Radio & Podcasts*

- Present Value podcast (11/16/20) – “How and why we underestimate our own influence”
- Freakonomics Radio’s No Stupid Questions (10/25/20) – “Do we overestimate or underestimate our significance in other people’s lives?”
- HBR Women at Work podcast (10/5/2020) - “All the help we can get”
- Opinion Science Podcast – (9/28/20) “More influence than you realize”
- The Caring Generation Talk Radio – (9/23/20) “How to ask for help without feeling guilty”
- NPR/WFIU’s: A Moment of Science – (3/9/20) “The benefits of communicating in person”
- NPR’S Hidden Brain (2/24/20) – “The Influence You Have: Why We’re Blind to Our Power Over Others”
- BBC Radio 4’s “My Name is…” (2/17/20) – “Hayley: Asking for Rejection”
- Sirius XM/BYU Radio’s Top of Mind with Julie Rose (1/28/20) – “The difference between consent and compliance is key in Weinstein trial”
- Middays with Perri Small WVON Chicago (1/16/20) – Consent vs. coercion
- Bloomberg TV (11/18/19) – “MeToo encourages companies to reevaluate workplace policies”
- Reshma Saujani’s Brave Not Perfect Podcast (8/6/19) – “Stop people pleasing”
- CBS This Morning (8/28/18) – “How to become comfortable asking for help”
- CBC Radio: Ontario Morning (6/6/17) - Asking over email vs. face-to-face
- TODAY Show (5/24/16) – “Could you be convinced to lend your phone to a stranger?”

*Print & Online*

- Forbes (August 15, 2021) - “Successful people know how to say no.”
- CNN Business (August 10, 2021) - “Want a more flexible work schedule? Here’s how to ask for it”
- BBC Worklife (July 27, 2021) - “Why we don’t dole out many compliments - but should”
- Business Insider (June 22, 2021) - “Workers say they need more help dealing with their burnout”
- Globe and Mail (April 17, 2021) - “It can be hard to stay positive at work. Here’s an argument for why you should still try.”
- Harvard Business Review (May-June 2021) - “Savvy self-promotion”
- Associated Press/Washington Post/Toronto Star/US News/Chicago Tribune (4/14/21) - “McDonald’s to mandate anti-harassment training”
- Washington Post (12/2/20) – “How to change people’s behaviors as the coronavirus surges.”
- Wall Street Journal (11/29/20) – “Do you have e-charisma on Zoom? Here’s how to get it”
- The Hill (11/13/20) – “How American life is fueling the COVID-19 surge”
- Psychology Today (10/26/20) – “Random words of kindness”
- Bloomberg Law (10/22/20) – “Love contracts go mainstream as employers track office romance”
- Wall Street Journal (9/21/20) – “The science behind WFH dressing for Zoom”
- New York Times (7/16/20) – “Should you say yes to that favor? Well…”
- Toronto Star (5/25/20) – “Going to work sick was a sign of loyalty. Now that it’s ‘reckless,’ companies need to rethink their policies”
- Inc.com (5/14/20) – “Your work-from-home employees are burning out. You can help.”
- MarketWatch (5/13/20) – “All the days are blurring together: How to battle burnout”
- Harvard Business Review (5/4/20) – “Starting a new job – remotely”
- CNN.com (4/20/20) – “You can burn out when you’re working from home, too”
- Washington Post (4/20/20) – “More of us need help. Why is it so hard to ask for?”
- LA Times (4/13/20) – “How to help others in a pandemic when they’re too embarrassed to ask”
- European CEO (4/6/2020) – “Love’s labour lost: the end of workplace relationships”

- Medium/The Good Men Project (4/2/20) – “Don’t make me say no more than once: An open letter to persistent men”
- New York Magazine (3/31/20) – “Just be kind to the people who ensure you get to eat”
- Psychology Today (2/28/20) – “4 Tips to Effectively Ask for Help—and Get a Yes”
- Forbes (12/26/19) – “Three actions for becoming more persuasive and influential”
- Financial Times (11/8/19) – “Policing office romance in the #MeToo era”
- The Economist (11/7/19) – “McDonald’s fires its boss over a workplace romance”
- Crain’s Chicago Business (11/5/19) – “In this era of zero tolerance, McD’s CEO had to go”
- LA Times (11/4/19) – “Fired McDonald’s CEO gets to keep \$37 million in stock awards”
- Bloomberg (11/4/19) – “McDonald’s C-Suite Exits Show Risks of Missteps in MeToo Era”
- Forbes (4/23/19) – “Is it time to talk instead of text?”
- Entrepreneur Magazine (2/28/19) – “Onboarding freelancers is tough – Here’s how to do it.”
- Irish Times (2/23/18) – “No response from those emails and texts? It’s time to get verbal”
- Reader’s Digest (12/4/18) – “Life-changing New Year’s resolutions”
- U.S. News & World Report (10/31/18) – “The right way to ask for help at work”
- Psychology Today (9/4/18) – “Saying no isn’t easy”
- New York Times (8/20/18) – “How to ask for help and actually get it”
- Pacific Standard (6/15/18) – “Workplace suitors’ advances can have harmful consequences”
- Quartz (5/15/18) – “Why is it so hard to ask for help? Blame evolutionary psychology”
- Harvard Business Review (May-June 2018) – “How to get the help you need”
- Forbes (1/3/18) – “Effective communication and why you’ll never remember an email”
- Reader’s Digest (8/24/17) – “This is the absolute best way to ask your friends for a favor”
- Forbes (8/15/17) – “Why business owners need a relationship-selling strategy”
- Huffington Post (6/19/17) – “How the differences keep a relationship together”
- Management Today (6/15/17) – “Asking for help doesn’t weaken your power, it boosts it”
- Scientific American (5/1/17) – “In-person requests are more effective than electronic ones”
- Entrepreneur Magazine (4/26/17) – “Need to ask for a favor? Don’t hide behind email.”
- Psychology Today (2/11/17) – “5 tips for getting anyone to open up”
- Lifehacker (12/1/16) – “If you’re going to ask for a favor, do it face to face”
- New York Magazine (12/9/16) – “Here’s the best way to ask someone for a favor”
- Daily Mail (10/25/16) – “Want to get someone to help you? Then ask face to face!”
- Psychology Today (7/6/16) – “Ask and you shall receive”
- New York Magazine (5/24/16) – “A brief guide to convincing total strangers to do your bidding”
- Cosmopolitan Magazine (4/7/16) – “You have more influence over people than you think”
- Entrepreneur Magazine (3/15/16) – “How to ask for a favor”

## PERSONAL

---

On maternity leave in 2014 & 2018