

VANESSA K. BOHNS

Curriculum Vitae

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

EDUCATION

Ph.D., Psychology, Columbia University, New York, NY (Advisor: Tory Higgins)	2008
M.Phil., Psychology, Columbia University, New York, NY	2007
M.A., Psychology, Columbia University, New York, NY	2005
B.A., Psychology, Brown University, Providence, RI	2000

ACADEMIC APPOINTMENTS

Assistant Professor of Organizational Behavior, Cornell University, Ithaca, NY	2014-
Assistant Professor of Management Sciences, University of Waterloo, ON, Canada	2011-2014
Post-Doctoral Fellow, Rotman School of Management, University of Toronto, ON, Canada	2008-2011

RESEARCH INTERESTS

Social Influence; Prosocial & Antisocial Behavior; Egocentrism; Moral Emotions; Interpersonal Relations

GRANTS, FELLOWSHIPS, AWARDS

Major Grants

- SSHRC (Canada) Insight Grant (\$98,870), Principal Investigator 2014-2017
- SSHRC (Canada) Insight Development Grant (\$71,728), Principal Investigator 2012-2014

Awards, Fellowships, & Internal Grants

- Cornell University, Institute for the Social Sciences, Small Grant Award (\$7,320) 2016-2017
- UWaterloo/SSHRC 4A Award (\$8,000) 2012-2013
- Fellow, Society for Experimental Social Psychology 2013-
- Certificate of Excellence in Reviewing, Journal of Experimental Social Psychology 2013
- Best Reviewer Certificate, Academy of Management, OB Division 2013
- Excellence in Teaching Award, Rotman School of Management, University of Toronto 2010, 2011
- Fellow, Columbia Business School Motivation Science Center 2008-
- Richard Christie Memorial Fellowship, Columbia University 2007-2008
- Faculty Fellowship, Columbia University 2003-2008
- Rose Writing Fellow, Brown University 1997-2000

PUBLICATIONS

Journal Articles

Bohns, V. K. (2016). (Mis)understanding our influence over others: A review of the underestimation-of-compliance effect. Forthcoming in *Current Directions in Psychological Science*.

- Bohns, V. K., Scholer, A. S. & Rehman, U. (2015). Implicit theories of attraction. *Social Cognition, 33*, 284-307.
- 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.
- 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. & Flynn, F. J. (2013). Underestimating our influence over others at work. *Research in Organizational Behavior, 33*, 97-112.
- 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., 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.
- Gu, J., Bohns, V. K. & Leonardelli, G. J. (2013). Regulatory focus and interdependent economic decision-making. *Journal of Experimental Social Psychology, 49*, 692-698.
- 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.
- 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.
- 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.
- 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.
- Book Chapters*
- 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.

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.

Other Publications

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*.

Under review & in revision

Bohns, V. K., Newark, D. N., & Xu, A. For a dollar would you...? How (we think) money influences compliance with our requests. 2nd revision requested at *Organizational Behavior and Human Decision Processes*.

Newark, D. A., Bohns, V. K. & Flynn, F. J. (under review). The value of a helping hand: Help-seekers' predictions of help quality. *Organizational Behavior and Human Decision Processes*.

CONFERENCE ACTIVITIES

Chaired Symposia

Rader, C. & Bohns, V. (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., Xu, A. & Newark, D. N. (August, 2015). *For a dollar would you...? How (we think) money influences compliance with our requests*. Paper to be presented at the annual meeting of the Academy of Management, Vancouver, BC.

Aggarwal, I. & Bohns, V. K. (July, 2015). *The Emergence of Vertical vs. Shared Team Leadership: Antecedents and Consequences*. Paper to be presented at the annual Interdisciplinary Network for Group Research (INGRoup) conference, Pittsburgh, PA.

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.

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. *alternate 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.
- Poster Presentations*
- Roghanizad, M. & Bohns, V. K. (November, 2013). *Estimating the effectiveness of computer-mediated help-seeking*. Poster presented at the annual meeting of the Society for Judgment and Decision Making, Toronto, ON, Canada.
- Xu, A., Bohns, V. K., & Scholer, A. S. (November, 2013). *Motivational differences in aiming for narrow or wide goals*. Poster presented at the annual meeting of the Society for Judgment and Decision Making, Toronto, ON, Canada.
- Bohns, V. K., Lucas, G. M., Molden, D., Finkel, E. J., & Higgins, E. T. (January, 2010). *Promotion and Prevention in Love: Moderators of Regulatory Focus Complementarity in Close Relationships*. Poster presented at the 11th annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- Bohns, V. K. & Flynn, F. J. (February, 2009). *Helpers and Help-Seekers Weigh the Costs and Benefits of Seeking Help Differently*. Poster presented at the 10th annual meeting of the Society for Personality and Social Psychology, Tampa, FL.

- Bohns, V. K. & Higgins, E.T. (February, 2008). *Similarity vs. Complementarity of Regulatory Focus in Dyadic Interactions: Who Fits Best When?* Poster presented at the 9th annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
- Bohns, V. K. & Flynn, F. J. (August, 2007). *Why didn't you just ask? Overestimating the likelihood that others will ask for help.* Poster presented at the 19th annual meeting of the Association for Psychological Science, Washington, DC.
- Bohns, V. K., Appelt, K. C. & Higgins, E.T. (January, 2007). *Opposites Fit: Evidence for a complementarity effect of regulatory focus in dyadic interactions.* Poster presented at the 8th annual meeting of the Society for Personality and Social Psychology, Memphis, TN.
- Bohns, V. K., Struthers, K. & Higgins, E.T. (August, 2006). *Aspiration level as a regulatory strategy: Regulatory focus differences in goal emphasis.* Poster presented at the 18th annual meeting of the Association for Psychological Science, New York, NY.

INVITED TALKS

- Cornell University, School of Industrial and Labor Relationships – November 2013
- University of Toronto Mississauga, Department of Management – November 2013
- Colby College, Psychology Department Colloquium – March 2013
- University of Waterloo, Centre for Behavioural Decision Research – January 2012
- University of Waterloo, Industrial/Organizational Psychology Brownbag – November 2011
- University of Waterloo, Social Psychology Brownbag – October 2011
- Georgetown University, McDonough School of Business – March 2011
- University of Waterloo, Department of Management Sciences – March 2011
- Johns Hopkins University, Carey Business School – February 2011
- Northwestern University, Kellogg School of Management – February 2011
- University of California at San Diego, Rady School of Management – February 2011
- Universitat Pompeu Fabra (Barcelona), Department of Economics and Business – January 2011
- University of California at Irvine, Merage School of Business – December 2010
- Queen's School of Business – December 2010
- Yale School of Management – November 2010
- University of Toronto, Social, Personality, Abnormal Psychology Meeting – September 2010
- Stanford Graduate School of Business – April 2008
- University of Toronto, Rotman School of Management – April 2008

COURSES TAUGHT

Introduction to Organizational Behavior	Cornell University, ILR School	Spring 2015, Fall 2015
	University of Waterloo, Management Sciences	Spring 2012, Spring 2013
Morality at Work	Cornell University, ILR School	Spring 2016
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
Psychology of Close Relationships	Columbia University, Psychology Department	Summer 2008
Organizational Psychology	Barnard College, Columbia University	Spring 2007, Spring 2008

ACADEMIC ADVISING

Graduate Student Advising

PhD Co-Supervisor (w/ M. Hancock), Milad Soroush, U. Waterloo, Mgmt. Sciences <i>Technology assisted self-regulation</i>	2014-2018
PhD Supervisor, Mahdi Roghanziad, U. Waterloo, Mgmt. Sciences <i>Help-seeking behavior via computer-mediated communication</i>	2012-2016
MASc Supervisor, Amy Xu, U. Waterloo, Mgmt. Sciences <i>Regulatory focus and goal specificity</i>	2012-2014

Undergraduate Student Advising

Faculty Advisor Caitlyn Gleeson, ILR School, Cornell University	2015-2018
Undergraduate Research Fellow Supervisor Amanda Miner, ILR School, Cornell University	Spring 2016
Jeffrey Sherman, ILR School, Cornell University	Fall 2015
4 th -Year Design Project Advisor, U. Waterloo, Mgmt. Sciences Tarif Rahman, Queenie Mok, Robert Cho, & Hira Shanmugaraj <i>Little App for Better Care (for Locally Advanced Breast Cancer patients)*</i> *Winner, 2nd prize at the Third Annual Management Engineering Design Symposium	2013-2014
Daniel Srobotnjak, Darryl Lobo, Hamza Mahmood, & Yucong Li <i>Smart Match: Applying Behavioural Science to Team Building*</i> *Finalist, Norman Esch Entrepreneurship Awards for Capstone Design	2013-2014
Florence Acevedo, Trevor Jenkins, & Cecilia Hu <i>Goals ++: A Personalized Coaching App for Academic Goals*</i> *Winner, Planboard-Monstercat Award for Most Commercializable Design Project	2012-2013

Dissertation Committees

Ada Hurst, U. Waterloo, Mgmt. Sciences (Safayeni)	2015
Justin Friesen, U. Waterloo, Social Psychology (Eibach)	2013
Julio Velasco, U. Waterloo, Mgmt. Sciences (Guild)	2013
Adeoye Adegorite, U. Waterloo, Mgmt. Sciences (McNaughton)	2013
Carolina Pansera, U. Waterloo, Clinical Psychology (Woody)	2012
Gelareh Karimiha, U. Waterloo, Clinical Psychology (Rehman)	2012
Jo Anderson, U. Waterloo, Social Psychology (Holmes)	2012
Ester Moher, U. Waterloo, Cognitive Psychology (Koehler)	2012
Stephen Shepherd, U. Waterloo, Social Psychology (Eibach)	2012
Mina Rohani, U. Waterloo, Mgmt. Sciences (Safayeni)	2012
Mohammad Batouk, U. Waterloo, Mgmt. Sciences (Guild)	2012

Master's Thesis Committees

Mehrnaz Mostafapour, U. Waterloo, Mgmt. Sciences (Hancock)	2013
Arezo Irannejad, U. Waterloo, Mgmt. Sciences (Hancock)	2013
Nabeela Sausan, U. Waterloo, Mgmt. Sciences (Safayeni)	2013
Kimiyoshi Oshikoji, U. Waterloo, Mgmt. Sciences (Onay)	2012
Rodrigo Castillo, U. Waterloo, Mgmt. Sciences (Guild)	2012
Ayman Alzayat, U. Waterloo, Mgmt. Sciences (Safayeni)	2011
Mahdi Roghanziad, U. Waterloo, Mgmt. Sciences (Safayeni)	2011
Hillie Aaldering, University of Amsterdam, Psychology (Handgraaf)	2010

UNIVERSITY SERVICE & ACTIVITIES

Department, Faculty, University Service

ILR Nominations, Elections & Personnel Policies Committee, Cornell University	2015-present
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

PROFESSIONAL SERVICE & ACTIVITIES

Editorial Service

Associate Editor, *Social and Personality Psychology Compass* (2015-present)

Editorial Board Member, *Social Cognition* (2013-present)

Reviewing: Journals

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, *Basic and Applied Social Psychology*

Ad-hoc Reviewer, *European Journal of Social Psychology*

Ad-hoc Reviewer, *Organization Science*

Ad-hoc Reviewer, *Social Cognition*

Ad-hoc Reviewer, *Social Influence*

Ad-hoc Reviewer, *Emotion*

Ad-hoc Reviewer, *Journal of Experimental Psychology: General*

Ad-hoc Reviewer, *Motivation and Emotion*

Ad-hoc Reviewer, *Social Psychological and Personality Science*

Ad-hoc Reviewer, *Journal of Research in Personality*

Ad-hoc Reviewer, *British Journal of Social Psychology*

Ad-hoc Reviewer, *Human Relations*

Ad-hoc Reviewer, *Self and Identity*

Ad-hoc Reviewer, *Time-Sharing Experiments for the Social Sciences*

Ad-hoc Reviewer, *Nonprofit and Voluntary Sector Quarterly*

Ad-hoc Reviewer, *PLOS ONE*

Ad-hoc Reviewer, *Personality and Individual Differences*

Ad-hoc Reviewer, *Health Psychology Research*

Ad-hoc Reviewer, *International Journal of Psychology*

Reviewing: Grants, Conferences, Other

Ad-hoc Reviewer, Social Sciences and Humanities Research Council of Canada (SSHRC)

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/Organization Science Dissertation Proposal Competition

Panelist/Discussant/Facilitator Service

Facilitator (August, 2012). *Leadership and OCB*. Paper session presented at the annual meeting of the Academy of Management, Boston, MA.

Professional Affiliations

Academy of Management
 Society for Personality and Social Psychology
 Society of Experimental Social Psychology
 Association of Psychological Science
 Society for Judgment and Decision Making
 International Social Cognition Network

MEDIA MENTIONS & APPEARANCES

TV & Radio

- NPR: Here and Now (3/31/2014) – “Why is it so hard to say ‘no’?”
- CTV News (4/17/2013) - “What drives people to help?”
- CBC Radio: Ontario Morning (7/21/2011) - “Proper posture does a body good”

Print & Online Media

- Huffington Post (9/24/2015) – “If you can’t say ‘yes,’ don’t say anything at all”
- New York Magazine (8/11/2015) – “You’re more persuasive than you think”
- Fast Company (8/7/2015) – “Your completely hidden power of persuasion”
- Entrepreneur Magazine (7/15/2015) – “The does and don’ts of delivering disappointing news”
- Salon.com (4/7/2015) – “The one simple trick to making a good impression”
- Scientific American (10/7/2014) – “Asking advice makes a good impression”
- The Atlantic (10/2/2014) – “Does testosterone make people greedy?”
- Huffington Post (8/21/2014) – “5 times when saying ‘no’ is the nicest thing you can do for you”
- Psychology Today (5/20/ 2014) - “You have more influence on others than you think”
- Wall Street Journal (3/11/2014) - “Ways to say ‘no’ more effectively”
- Psychology Today (2/11/ 2014) - “In close relationships, opposites might attract after all”
- Psychology Today (2/10/ 2014) - “If you want more out of life, just ask”
- Psychology Today (1/24/2014) – “More guilt, less shame”
- Daily Mail (12/17/ 2013) - “How we would prefer to tell a lie or do a bad deed than say ‘No’”
- Harvard Business Review (12/2013) - “Need help? Ask the person who just turned you down”
- Harvard Business Review (10/2013) – “After a failure, shame is harmful, guilt is productive”
- Men’s Health (8/5/2013) - “The thing you’re not asking your boss”
- The Atlantic (6/13/2013) - “What darkness does to the mind”
- Vancouver Sun/Montreal Gazette/Windsor Star (6/10/2013) - “When ‘no’ leads to ‘yes’”
- New York Times (5/5/2013) - “The right stance can be reassuring”
- Huffington Post (4/21/2013) - “What should you look for in your perfect match?”
- Cracked.com (12/8/2012) - “5 ways Superman is shockingly realistic according to science”
- Allure Magazine (4/2012) - “Higher pain tolerance”
- Psychology Today (4/2/2012) - “Underestimating embarrassment”
- Reader’s Digest (12/2011) - “The secret link between posture and pain relief”
- O - Oprah Magazine (9/2011) - “The confidence game: How to bring out your inner hot shot”
- Toronto Star (7/15/2011) - “Study reveals power of dominant posture”
- Huffington Post (7/13/2011) - “Why your mom was right about slouching”
- Men’s Health (6/14/2011) - “Headache? Stop slouching”
- FoxNews.com (7/13/2011) - “Your mother was right: Good posture is important”
- Daily Mail (7/13/2011) - “Standing up straight is good for you”
- Toronto Sun (7/13/2011) - “Slouching really is bad for you”
- Time (3/5/2010) - “Why shady deeds are more likely to happen in the dark”

- The Telegraph (3/3/2010) - “Darkness encourages lying and crime”
- Harvard Business Review: Managing Myself (3/15/2010) – “Hidden behavior”
- Business Week (3/15/2010) - “Light and integrity”
- Psychology Today (4/1/2010) - “Darkness makes the heart grow more selfish”
- Psychology Today (9/1/2007) - “Got yer back. Really.”

PERSONAL

On maternity leave in 2014

Citizenship: U.S. Citizen/Canadian Permanent Resident