

November 2018

VANESSA K. BOHNS

*Curriculum Vitae*

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

ACADEMIC APPOINTMENTS

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Associate Professor (with tenure), Organizational Behavior, Cornell University, Ithaca, NY	2017-
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

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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

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Social influence; compliance; help-seeking; prosocial & unethical behavior; perspective-taking

RESEARCH SUPPORT

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- National Science Foundation (\$250,855), “Psychological assessment of voluntary consent,” Principal Investigator (with Roseanna Sommers) 2018-2020
- 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
- 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 Abigail Scholer) 2012-2014
- UWaterloo/SSHRC 4A Award (\$8,000), “Underestimating our influence over others’ unethical decisions,” Principal Investigator 2012-2013

AWARDS & HONORS

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- Op-Ed Training Grant, Society for Personality and Social Psychology 2019
- (inaugural) Provost Research Innovation Award in Social Sciences, Cornell University (awarded to one mid-career researcher across the university) 2018
- Nominated for a McIntyre Award for Exemplary Undergraduate Teaching Cornell University, ILR School 2016, 2017, 2018

- Elected Fellow, Society of Experimental Social Psychology 2013
- Nominated for the Sanford Fleming Foundation Teaching Excellence Award 2012  
University of Waterloo, Management Sciences
- Excellence in Teaching Award 2010 & 2011  
Rotman School of Management University of Toronto

## PUBLICATIONS

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### *Journal Articles & Chapters*

- 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. Forthcoming in *Journal of Experimental Social Psychology*.
- Sommers, R. & Bohns, V. K. (2019). The voluntariness of voluntary consent: Consent searches and the psychology of compliance. Forthcoming in *Yale Law Journal, Vol. 128*.
- Bohns, V. K. & Newark, D. A. (2018). Power and perceived influence: I caused your behavior, but I'm not responsible for it. Forthcoming in *Social and Personality Psychology Compass*.
- Bohns, V. K. & DeVincent, L. A. (2018). Rejecting unwanted romantic advances is more difficult than suitors realize. Forthcoming in *Social Psychological and Personality Science*.
- 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 Articles*
- 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*.

## SELECTED CONFERENCE ACTIVITIES

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### *Chaired Symposia*

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., 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.

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 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

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- 2017 - Syracuse University, Department of Psychology  
 2013 - University of Toronto Mississauga, Department of Management  
 2013 - Cornell University, ILR School  
 2013 - Colby College, Psychology Department Colloquium  
 2012 - University of Waterloo, Social Psychology & Cognitive Psychology Area Brownbags  
 2011 - Northwestern University, Kellogg School of Management  
 2011 - Johns Hopkins University, Carey Business School  
 2011 - University of California at San Diego, Rady School of Management  
 2011 - Georgetown University, McDonough School of Business  
 2011 - Universitat Pompeu Fabra (Barcelona), Department of Economics and 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 - Rotman School of Management, University of Toronto

## TEACHING

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### *Courses Taught*

Introduction to Organizational Behavior	University of Waterloo, Management Sciences Cornell University, ILR School	Spring 2012, Spring 2013 Spring 2015, Fall 2015, Fall 2016 Spring 2018, Spring 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

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### *Graduate Student Advising*

PhD Supervisor	Lauren DeVincent, Cornell ILR, Organizational Behavior	2016-
	Milad Soroush (w/ M. Hancock), U. Waterloo, Mgmt. Sciences	2014-
	Mahdi Roghanizad, U. Waterloo, Mgmt. Sciences	2012-2016
MASc Supervisor	Amy Xu, U. Waterloo, Mgmt. Sciences	2012-2014
Dissertation Committee Member (Committee Chair noted in parentheses)	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 Committee Member (Committee Chair noted in parentheses)	Megan Cackett, Cornell Univ., Design & Environmental Analysis (Hua)	2017
	Kimia Erfani, Cornell Univ., Human-Environment Relations (Shepley)	2017
	Mehrnaz Mostafapour, U. Waterloo, Mgmt. Sciences (Hancock)	2013
	Arezoo Irannejad, U. Waterloo, Mgmt. Sciences (Hancock)	2013
	Nabeela Sausan, U. Waterloo, Mgmt. Sciences (Safayeni)	2013
	Kimiyooshi Oshikoji, U. Waterloo, Mgmt. Sciences (Onay)	2012
	Rodrigo Castillo, U. Waterloo, Mgmt. Sciences (Guild)	2012
	Ayman Alzayat, U. Waterloo, Mgmt. Sciences (Safayeni)	2011
	Mahdi Roghanizad, U. Waterloo, Mgmt. Sciences (Safayeni)	2011
	Hillie Aaldering, University of Amsterdam, Psychology (Handgraaf)	2010

*Undergraduate Student Advising*

## Honors Thesis Advisor

Harry Trabue, ILR School, Cornell University <i>Possible unintended effects of completing an IAT</i>	2017-2018
Daniel Stein, ILR School, Cornell University <i>The effects of challenge and threat on the severity attraction hypothesis*</i> *Winner, 2 <sup>nd</sup> Place, Cornell Undergraduate Research Board Spring Forum	2016-2017

## Undergraduate Research Fellowship Faculty Advisor

Carlie Stewart, ILR Undergraduate Research Fellow, Cornell University	Spring 2019
Harry Trabue, ILR Undergraduate Research Fellow, Cornell University	Summer 2017
Ava Barnett, Presidential Rawlings Fellow, Cornell University	2017-2019
David Navadeh, ILR Undergraduate Research Fellow, Cornell University	Spring & Fall 2017
Kelly Jahnsen, ILR Undergraduate Research Fellow, Cornell University	Fall 2016
Jeffrey Sherman, ILR Undergraduate Research Fellow, Cornell University	Fall 2015 & 2016
Maya Portillo, ILR Undergraduate Research Fellow, Cornell University	Summer 2016
Daniel Stein, ILR Undergraduate Research Fellow, Cornell University	Summer 2016
Amanda Miner, ILR Undergraduate Research Fellow, Cornell University	Spring 2016

4<sup>th</sup>-Year Design Project Advisor, U. Waterloo, Mgmt. Sciences

Tarif Rahman, Queenie Mok, Ronald Ho, & Hira Shanmugaraj <i>Little App for Better Care (for Locally Advanced Breast Cancer patients)*</i> *Winner, 2 <sup>nd</sup> prize at the 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

## PROFESSIONAL SERVICE

*University & Departmental Service*

ILR Curriculum Review Committee, Cornell University	2017-2019
ILR Nominations, Elections & Personnel Policies Committee (Chair 2016-2018)	2015-2018
Faculty Speaker, e-Cornell Women in Leadership Webseries	Fall 2016
Instructor, ILR Freshman Colloquium, Cornell University	Fall 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, <i>Journal of Experimental Social Psychology</i> (2019- )
Associate Editor, <i>Social and Personality Psychology Compass</i> , Social Influence Section (2015-2017)
Editorial Board Member, <i>Journal of Personality and Social Psychology</i> (2019- )
Editorial Board Member, <i>Journal of Experimental Social Psychology</i> (2017-2019)
Editorial Board Member, <i>Social Cognition</i> (2013-present)

*Reviewing: Journals*

Ad-hoc Reviewer, <i>Personality and Social Psychology Bulletin</i>
Ad-hoc Reviewer, <i>Journal of Experimental Social Psychology*</i> * 2013 Certificate of Excellence in Reviewing
Ad-hoc Reviewer, <i>Organizational Behavior and Human Decision Processes</i>

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, *Psychological Reports*  
Ad-hoc Reviewer, *Journal of Nonverbal Behavior*  
Ad-hoc Reviewer, *Self and Identity*  
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*  
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\*  
\*2013 Best Reviewer Certificate  
Ad-hoc Reviewer, Administrative Sciences Association of Canada Annual Conference, OB Division  
Ad-hoc Reviewer, INFORMS 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

SELECTED MEDIA COVERAGE

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- U.S. News & World Report (10/31/2018) – “The right way to ask for help at work” [\[link\]](#)
- CBS This Morning (8/28/18) – “How to become comfortable asking for help” [\[link\]](#)
- New York Times (8/20/18) – “How to ask for help and actually get it” [\[link\]](#)
- Harvard Business Review (May-June 2018) – “How to get the help you need” [\[link\]](#)
- Forbes (1/3/18)- “Effective communication and why you’ll never remember an email that changed your life” [\[link\]](#)
- Scientific American (5/1/17) – “In-person requests are more effective than electronic ones” [\[link\]](#)
- Entrepreneur Magazine (4/26/17) – “Need to ask for a favor? Don’t hide behind email.” [\[link\]](#)



- TODAY Show (5/24/16) – “Could you be convinced to lend your phone to a stranger?” [\[link\]](#)
- New York Magazine (12/9/16) – "Here's the best way to ask someone for a favor" [\[link\]](#)
- Daily Mail (10/25/16) – “Want to get someone to help you? Then ask face to face!” [\[link\]](#)
- Psychology Today (7/6/16) – “Ask and you shall receive” [\[link\]](#)
- New York Magazine (5/24/16) – “A brief guide to convincing total strangers to do your bidding” [\[link\]](#)
- Entrepreneur Magazine (3/15/16) – “How to ask for a favor” [\[link\]](#)
- Huffington Post (9/24/15) – “If you can’t say ‘yes,’ don't say anything at all” [\[link\]](#)
- New York Magazine (8/11/15) – “You’re more persuasive than you think” [\[link\]](#)
- Fast Company (8/7/15) – “Your completely hidden power of persuasion” [\[link\]](#)
- Scientific American (10/7/14) – “Asking advice makes a good impression” [\[link\]](#)
- Psychology Today (5/20/14) - “Why you have more influence on others than you think” [\[link\]](#)
- NPR: Here and Now (3/31/14) – “Why is it so hard to say ‘no?’” [\[link\]](#)
- Wall Street Journal (3/11/14) - “Ways to say ‘no’ more effectively” [\[link\]](#)
- Daily Mail (12/17/ 13) - “How we would prefer to tell a lie or do a bad deed than say ‘No’” [\[link\]](#)
- Harvard Business Review (December 2013) -“Need help? Ask the person who just turned you down” [\[link\]](#)

## PERSONAL

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US Citizen/Canadian Permanent Resident  
On maternity leave 2014 & 2018