

January 2025

## VANESSA BOHNS

### *Curriculum Vitae*

ILR School  
Cornell University  
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#### ACADEMIC APPOINTMENTS

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Braunstein Family Professor, Cornell ILR School	2024-present
Chair, Department of Organizational Behavior, Cornell ILR School	2023-present
Professor, Organizational Behavior, Cornell University, Ithaca, NY	2022-present
Associate Professor, Organizational Behavior, Cornell University, Ithaca, NY	2017-2022
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

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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 SUMMARY

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I am an experimental social psychologist studying social influence, compliance, consent, why it's so hard to ask for things, and why it's so hard to say no.

#### RESEARCH SUPPORT

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##### *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) 2021-2023
- 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

## BOOKS

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Bohns, V. (forthcoming Fall 2026). *To Speak or Not to Speak*. Hachette.

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

- A *Financial Times* top business title of September
- A *Behavioral Scientist* notable book of 2021
- One of Notre Dame Deloitte Center for Ethical Leadership’s “Best Books for Ethical Leaders” 2021
- Runner-up, Global Association of Applied Behavioral Scientists’ 2023 Best Behavioral Book Award
- Translated into Korean, Spanish, Chinese simplified, Vietnamese, Portuguese, and Arabic

## SCHOLARLY PUBLICATIONS

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Schlund, R. & Bohns, V. K. (2025). You knew what you were getting into: Perspective differences in gauging informed consent. *Organizational Behavior and Human Decision Processes*.

Sommers, R. & Bohns, V. K. (2024). Consent searches and underestimation of compliance: Robustness to type of search, consequences of search, and demographic sample. *Journal of Empirical Legal Studies*, 21(1).

Schlund, R., Sommers, R. & Bohns, V. K. (2024). Giving people the words to say no leads them to feel freer to say yes. *Scientific Reports*, 14, 576.

Bohns, V. K. (2022). Toward a psychology of consent. *Perspectives on Psychological Science*, 4, 1093-1100.

Roghanizad, M. & Bohns, V. K. (2022). Should I ask over Zoom, phone, email, or in-person? Communication channel and predicted vs. actual compliance. *Social Psychological and Personality Science*, 13 (7), 1163-1172.

Giurge, L. & Bohns, V. K. (2021). You don’t need to answer right away! Receivers overestimate how quickly senders expect responses to non-urgent work emails. *Organizational Behavior and Human Decision Processes*, 167, 114-128.

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.

Bohns, V. K. & Schlund, R. (2020). Consent is an organizational behavior issue. *Research in Organizational Behavior*, 40, 100-138.

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. (first two authors contributed equally)
- 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. & 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)<sup>†</sup>. It hurts when I do this (or you do that): Posture and pain tolerance. *Journal of Experimental Social Psychology*, 48, 341-345. (both authors contributed equally)  
<sup>†</sup>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)<sup>†</sup>. Good lamps are the best police: Darkness increases self-interested behavior and dishonesty. *Psychological Science*, 21, 311-314.  
<sup>†</sup>Note that this paper is included in the *Many Co-Authors project*, which documents the contributions of the third author, who has been investigated for fraud (See: <https://manycoauthors.org>)
- 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.

#### PRACTITIONER-ORIENTED PUBLICATIONS

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- Schlund, R. & Bohns, V. (January 3, 2025). Do new hires really understand your policies? *Harvard Business Review*.
- Schlund, R., Sommers, R. & Bohns, V. (May 22, 2024). Three ways to make a request that doesn't feel coercive. *Harvard Business Review*
- Bohns, V. (January 6, 2023). Don't underestimate your influence at work. *Harvard Business Review*.
- Roghanizad, M. & Bohns, V. (December 20, 2021). Need a favor? Research suggests it's best to ask in person. *Harvard Business Review*.
- Giurge, L. & Bohns, V. (December 1, 2021). Be intentional about how you spend your time off. *Harvard Business Review*.

- Bohns, V. (August 27, 2021). How to ask a colleague to mask up. *Harvard Business Review*.
- Boothby, E., Zhao, X. & Bohns, V. (February 24, 2021). A simple compliment can make a big difference. *Harvard Business Review*.
- Bohns, V. (June 8, 2020). Three myths that stop people from asking for help at work. *Harvard Business Review*.
- Giurge, L. & Bohns, V. (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. & 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*.

#### POPULAR PRESS & OTHER MEDIA PUBLICATIONS

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- Bohns, V. (June 22, 2022). How psychology could change the way we understand consent. *Behavioral Scientist*.
- Giurge, L. & Bohns, V. (October 2, 2021). The curse of off-hours email. *The Wall Street Journal*.
- Bohns, V. (September 19, 2021). Fear factor: Overcoming the awkwardness of asking for help. *Character Lab Tip of the Week*. \*Republished by the *Philadelphia Inquirer*, *Psychology Today*, *Thrive Global*, *Education Week*
- Bohns, V. (September 13, 2021). No need to shout: Recognizing the influence that's already yours. *Behavioral Scientist*.
- Bohns, V. (September 8, 2021). Three things persuasive people do differently. *CNBC.com*.
- Bohns, V. (September 7, 2021). How to react to an awkward interview question. *Fast Company*.
- Bohns, V. (September 7, 2021). Who will listen to you? More people than you think. *Psychology Today*.
- Bohns, V. (February 21, 2022). How scammers like Anna Delvey and the Tinder Swindler exploit a core tenet of human nature. *The Conversation*. \*Republished by *The Independent* (UK)
- Bohns, V. (August 21, 2021). Why do we shout when we argue? Lack of confidence. *The Wall Street Journal*.
- 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*

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*

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*.

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

#### SELECTED RESEARCH IN PROGRESS

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Sommers, R. & Bohns, V. K. (R&R). Forms of Commitment: Comparing Written and Verbal Consent in Three Psychological Experiments. *Journal of Legal Studies*.

Cho, J., Bhandari, A., Bazarova, N., Bohns, V. K., Margolin, D. & Kizilcec, R. (R&R). A National Study of Online Help-seeking in College. *Science of Learning*.

Bae, S. & Bohns, V. K. (in preparation). *Managers give additional work to employees who like them more (vs. less)*.

Mignault, M. & Bohns, V. K. *Underestimating networking effectiveness*. Data collection ongoing.

Bohns, V. K. & Schlund, R. *Prototypical consent: What do people think of when they hear the word 'consent'?* Data collection ongoing.

Bohns, V. K. & Sommers, R. *The effect of advance notice vs. advance decision-making on consent behavior*. Data collection ongoing.

#### SELECTED CONFERENCE ACTIVITIES

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##### *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*

Bae, S. & Bohns, V. K. (February, 2025). *Managers give additional work to employees who like them more*. Accepted for presentation in Einav Hart and Eric VanEpps (Co-chairs) Impression Management and Temporal Dynamics of Interactions symposium at the Society for Personality and Social Psychology conference, Denver, CO.

Schlund, R. & Bohns, V. K. (October, 2024). *You knew what you were getting into: The perception vs. the experience of informed consent*. Accepted for presentation at the Society for Judgment and Decision Making annual conference, New York, NY.

Bae, S. & Bohns, V. K. (August, 2024). *Managers give additional work to employees who like them more (vs. less)*. Paper presented at the Academy of Management Conference, Chicago, IL.

Bohns, V. K. & Roghanizad, M. M. (August, 2023). *Should I ask over zoom, phone, email, or in-person?* Paper presented in E. Jiang's (Chair) Social Pitfalls at Work symposium at the Academy of Management Conference, Boston, MA.

Schlund, R. & Bohns, V. K. (August, 2023). *Giving people the words to say no makes them feel freer to say yes*. Paper presented in A. Lee-Yoon's (Chair) How Time Management, Autonomy & Flexibility Can Shape the Employee Experience symposium at the Academy of Management Conference, Boston, MA.

\*Selected as an Organizational Behavior Division Showcase Symposium

Bae, S. & Bohns, V. K. (August, 2023). *Intrinsic motivation as a compliance cue*. Paper to be presented in S. Bae's (Chair) Taken by Surprise: Exploring the Impact of Misaligned Expectations symposium at the Academy of Management Conference, Boston, MA.

Schlund, R. & Bohns, V. K. (July, 2023). *Giving people the words to say no makes them feel freer to say yes*. Paper to be presented in A. Lee-Yoon's (Chair) How Time Management, Autonomy, and Flexibility Can Shape the Employee Experience symposium at the International Association for Conflict Management Annual Meeting, Greece.

Schlund, R. & Bohns, V. K. (February, 2023). *You knew what you were getting into: Honesty increases perceptions, but not feelings, of consent*. Paper presented in S. Atir's (Chair) Four Mismatches in the Domain of Learning and Knowledge symposium at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Sommers, R. & Bohns, V. K. (November, 2022). *Consent searches and underestimation of compliance: Robustness to type of search, consequence of search, and demographic sample*. Paper presented at the Conference on Empirical Legal Studies, Charlottesville, VA.

Bohns, V. K. (October, 2022). *Underestimating the difficulty of rejection leads to differences in perceived vs. experienced consent*. Paper presented at the Society for Experimental Social Psychology annual meeting, Philadelphia, PA.

Schlund, R. & Bohns, V. K. (August, 2022). *You knew what you were getting into: Honesty increases perceptions, but not feelings, of consent*. Paper presented in E. Hart's (Chair) Communication Misperceptions: Mispredicting the Outcomes of Interpersonal Interactions symposium at the annual meeting of the Academy of Management, Seattle, WA.

Schlund, R. & Bohns, V. K. (July, 2022). *You knew what you were getting into: Honesty increases perceptions, but not feelings, of consent*. Paper presented in E. Hart's (Chair) Communication Misperceptions: Mispredicting the Outcomes of Interpersonal Interactions symposium at the annual meeting of the International Association for Conflict Management (IACM), Ottawa, ON, Canada.

Sommers, R. & Bohns, V. K. (February, 2022). *Consent and the psychology of compliance*. In M. Echelbarger's (Chair) Misunderstanding What's Best for Us symposium at the annual meeting of the Society for Personality and Social Psychology, San Francisco, CA.

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.

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.

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. & 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.

#### SELECTED INVITED TALKS & PANELS

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2025 – Yale SOM, New Haven, CT  
 2025 – Cornell College of Engineering Alumni Affairs & Development  
 2025 – Cornell Vet School  
 2024 – Cornell Alumni Affairs & Development Leadership Annual Giving Event, New York, NY  
 2024 – UVA Darden, Charlottesville, VA  
 2024 – PMI Rochester, Ithaca, NY  
 2024 – Tompkins County Whole Health, Ithaca, NY  
 2024 – Northeast Dairy Management Conference (via CALS), Syracuse, NY  
 2024 – Keynote Speaker, Cornell Professional Academic Advising Conference, Ithaca, NY  
 2023 – “More influence than you think,” Cornell Academics & Professors Emeriti (CAPE) Lecture Series  
 2023 – “Managing your inbox,” Cornell Office of Faculty Development & Diversity Program  
 2022 – “Chats in the Stacks” book talk, Cornell University Library  
 2022 – UBC Behavioral Insights into Business for Social Good Conference, Vancouver, BC  
 2022 – Social Enterprise Conference, Harvard Business School  
 2022 – International Association for Conflict Management Virtual Seminar Series  
 2022 – London School of Economics, Department of Psych and Behavioural Sciences Seminar Series  
 2021 – Advancing the Future of Work, ILR Campaign launch event  
 2021 – Cornell Sigma Xi faculty speaker  
 2021 – Ben Gurion University, Israel, Decision Making & Economic Psychology Seminar Series  
 2021 – Microsoft “Outside In” Speaker Series  
 2021 – University of Cambridge Psychology Seminar Series, UK  
 2021 – Rotman School of Management, virtual author talk  
 2021 – Nasdaq Entrepreneurial Center  
 2021 – McKinsey Author Talks  
 2021 – eCornell Keynote, “Navigating New Work-Life Realities”  
 2021 – UBC Decision Insights for Business & Society (DIBS) virtual seminar  
 2021 – Cornell Alumni Webinar, “We’re all influencers”  
 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 – 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

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### *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, Spring 2022
Psychology of Work	
Cornell University, ILR School	Fall 2022, Fall 2023, Fall 2024, Fall 2025
Morality at Work	
Cornell University, ILR School	Spring 2016, Fall 2017, Fall 2021
	Spring 2023, Spring 2025
Writing Persuasively about the Science of Persuasion	
Cornell University, ILR School	Spring 2023, Spring 2024
Ethical Decision Making in a Social World	
UPENN Law School, Coursera Course Module	2023
Negotiation & Conflict Resolution (MILR)	
Cornell University, ILR School	Spring 2017
EHMRM Session on Influence	
Cornell University, ILR School	2022, 2023, 2024, 2025
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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### *PhD Advisor*

Nicole Thio (w/ Alice Lee), Cornell ILR, Organizational Behavior	PhD Expected 2029
Sangah Bae, Cornell ILR, Organizational Behavior	PhD Expected 2025
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)*

Kim Phung Nguyen, Cornell Univ., HCD (Park)	PhD Expected 2028
Wicia Fang, Cornell Univ., Psychology (Zayas)	PhD Expected 2026
Zachariah Berry, Cornell Univ., ILR-OB (Lucas)	PhD 2024
Rachel Schlund, Cornell Univ., ILR-OB (Zitek)	PhD 2024
Ashley Ryan, U. Waterloo, Sociology & Legal Studies (Gallupe)	PhD 2023
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
<i>Master's Thesis Advisor</i>	
Lauren DeVincent, Cornell ILR, Organizational Behavior	MS 2019
Amy Xu, U. Waterloo, Mgmt. Sciences	MASc 2014
<i>Master's Thesis Committee Member (Committee Chair noted in parentheses)</i>	
Yuanzhi (Lesimo) Wang, Cornell Univ., Design & Environmental Analysis (Hua)	MS 2023
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
<i>Undergraduate Honors Thesis Advisor</i>	
Zoe Cantor, ILR School, Cornell University	BA Expected 2025
Sloane Wagreich, ILR School, Cornell University	BA Expected 2025
Maura Mayhew, ILR School, Cornell University	BA 2024
Emily Mason, ILR School, Cornell University	BA 2024
August Biben, ILR School, Cornell University	BA 2023
Pierson Ohr, ILR School, Cornell University	BA 2022
Ava Barnet, ILR School, Cornell University	BA 2020
Harry Trabue, ILR School, Cornell University	BA 2018
Daniel Stein, ILR School, Cornell University	BA 2017
<i>Undergraduate Research Fellowship Faculty Advisor</i>	
Fiona Berek, Presidential Rawlings Fellow, Cornell University	2023-2025
Jasmine Feng, Presidential Rawlings Fellow, Cornell University	2023-2025
Sydney Fish, ILR Undergraduate Research Fellow, Cornell University	2024-2025
Jack Grossman, ILR Undergraduate Research Fellow, Cornell University	2024-2025
Adam Senzon, ILR Undergraduate Research Fellow, Cornell University	Fall 2023
Joshua Samuel, ILR Undergraduate Research Fellow, Cornell University	2022-2024
Emily Mason, ILR Undergraduate Research Fellow, Cornell University	2022-2024
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
<i>4th-Year Design Project Advisor, U. Waterloo, Mgmt. Sciences</i>	
Tarif Rahman, Queenie Mok, Ronald Ho, & Hira Shanmugaraj	2013-2014
Daniel Srobotnjak, Darryl Lobo, Hamza Mahmood, & Yucong Li	2013-2014

*ILR EMHRM Capstone Project Advisor*  
*ILR First-Year Colloquium Instructor, Cornell University*

2021-2022  
 Fall 2016 & 2017

## PROFESSIONAL SERVICE

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### *University & Departmental Service*

OB Department Chair, Cornell ILR School	2023-present
Cornell Faculty Advisory Committee on Tenure Appointments (FACTA)	2019-2022; 2024-2027
ILR Tenure Policy Review Committee (Co-Chair)	2024-2025
OB Hiring Committee (Chair)	2024-2025
ILR Wide Fellow	2023-
Pedagogical Community of Practice Working Group, Cornell University	2023-2024
Financial Policies Committee (FPC), Cornell University	2021-2024
FPC Research Costs Subcommittee, Cornell University	2021-2024
ILR EMHRM Lecturer	2021-2023
ILR Undergraduate Program Committee, Cornell University	Spring 2019
Psychology of Work Subcommittee (Co-Chair)	2019
ILR Curriculum Review Committee, Cornell University	2017-2019
ILR Nominations, Elections & Personnel Policies Committee (Chair 2016-2018)	2015-2018
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, *Organizational Behavior and Human Decision Processes* (2024-present)  
 Associate Editor, *Journal of Experimental Social Psychology* (2019-2022)  
 Associate Editor, *Social and Personality Psychology Compass*, Social Influence Section (2015-2017)  
 Editorial Board Member, *Personality and Social Psychology Bulletin* (2025-present)  
 Editorial Board Member, *Organizational Behavior and Human Decision Processes* (2024-present)  
 Editorial Board Member, *Journal of Personality and Social Psychology* (2019-present)  
 Editorial Board Member, *Journal of Experimental Social Psychology* (2017-present)  
 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, *Scientific Reports*  
 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*  
 Ad-hoc Reviewer, *Gender & Violence*

*Reviewing: Grants, Conferences, Other*

Ad-hoc Reviewer, National Science Foundation (NSF)  
 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

**HONORS, AWARDS, & NOMINATIONS**

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- Thinkers50 Radar list of 30 management thinkers to watch 2022
- SUNY Chancellor's Award for Excellence in Scholarship and Creative Activities 2021
- Elected Fellow, Society for Personality and Social Psychology 2019
- Showcase Symposium, Organizational Behavior Division, Academy of Management Meeting 2019
- Nominated, ILR McIntyre Award for Exemplary Undergraduate Teaching 2016, 2017, 2018, 2019
- Op-Ed Training Grant, Society for Personality and Social Psychology 2018
- Provost Research Innovation Award in Social Sciences, Cornell University 2018  
 (inaugural award, given to one mid-career social scientist across the university)
- 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
- Nominated for the Sanford Fleming Foundation Teaching Excellence Award, U. Waterloo 2012
- Excellence in Teaching Award, Rotman School of Management, University of Toronto 2011
- Excellence in Teaching Award, Rotman School of Management, University of Toronto 2010
- Richard Christie Memorial Fellowship, Columbia University 2005-2006

**SELECTED MEDIA MENTIONS & APPEARANCES**

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[NPR'S Hidden Brain \(2/24/20\) –“The Influence You Have”](#)

[Time Magazine \(November 16, 2023\) “Yes, You Can Get Better at Saying No”](#)

[Washington Post \(January 25, 2024\) “Why it’s okay to say ‘no’ to social invitations”](#)

[Time Magazine \(April 12, 2024\) – “How to Give Good Compliments”](#)

[New York Times Magazine \(July 5, 2022\) – “How to Ask a Stranger for Help”](#)

[New York Times \(April 13, 2023\) – “Your Email Does Not Constitute My Emergency”](#)

[New York Times \(July 16, 2020\) – “Should you say yes to that favor? Well...”](#)

[Wall Street Journal \(May 3, 2022\) – “The Ultimate Self Care Strategy? Saying No”](#)

[Wall Street Journal \(8/3/2023\) – “The real reason you’re having a hard time getting things done at the office”](#)

[The Economist \(8/31/2023\) – “The best bosses know how to subtract work”](#)

[Wall Street Journal \(August 23, 2021\) - “You’ve got another job offer. Here’s what to tell your boss.”](#)

[The Economist \(11/7/19\) – “McDonald’s fires its boss over a workplace romance”](#)

[Wall Street Journal \(April 20, 2022\) - “Severance and Abbott Elementary are big hits--and reveal our complicated feelings about work”](#)

[The Atlantic \(January 14, 2022\) - “What if we just stopped being so available?”](#)

[Bloomberg TV \(11/18/19\) – “MeToo encourages companies to reevaluate workplace policies”](#)

[BBC Worklife \(November 19, 2021\) - “Why we say yes to requests -- even when we shouldn’t”](#)

[CNBC \(June 13, 2022\) - “Stressed and burned out? Quitting your job may not help”](#)

[The New Yorker \(July 24, 2021\) - “Katie Kitamura writes a world ruled by charisma”](#)

[Washington Post \(12/2/20\) – “How to change people’s behaviors as the coronavirus surges.”](#)

[Wall Street Journal \(November 8, 2021\) - “Don’t be that awkward colleague. A guide to office etiquette”](#)

[CNN Business \(August 10, 2021\) - “Want a more flexible work schedule? Here’s how to ask for it”](#)

[BBC Worklife \(March 1, 2022\) - “The inevitability of the office romance”](#)

[Wall Street Journal \(11/29/20\) – “Do you have e-charisma on Zoom? Here’s how to get it”](#)

[The Sunday Times \(February 27, 2022\) - “Don’t be fooled into thinking you’re too smart to be scammed.”](#)

[BBC Worklife \(July 27, 2021\) - “Why we don’t dole out many compliments - but should”](#)

[Business Insider \(November 12, 2021\) - “The way you’re using email is stressing out your colleagues, study says”](#)

[Washington Post \(December 16, 2021\) - “One reason so many people are quitting: We want control over our lives again”](#)

[Wired \(November 8, 2021\) - “How to fix email...with science!”](#)

[MarketWatch \(5/13/20\) – “All the days are blurring together: How to battle burnout”](#)

[Bloomberg Law \(10/22/20\) – “Love contracts go mainstream as employers track office romance”](#)

[Associated Press/Washington Post/Toronto Star/US News/Chicago Tribune \(4/14/21\) - “McDonald’s to mandate anti-harassment training”](#)

[Wall Street Journal \(9/21/20\) – “The science behind WFH dressing for Zoom”](#)

[CNN \(March 7, 2022\) - “A mom learns to ask for help”](#)

[BBC \(December 9, 2021\) - “How to talk to vaccine-hesitant people”](#)

[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”](#)

[LA Times \(11/4/19\) – “Fired McDonald’s CEO gets to keep \\$37 million in stock awards”](#)

[Fast Company \(December 22, 2021\) - “Should I email, call, or text? Researchers have discovered the answer to an age-old question”](#)

[Forbes \(October 11, 2021\) - “Secrets to influencing at work, according to a social psychologist”](#)

[Bloomberg \(11/4/19\) – “McDonald’s C-Suite Exits Show Risks of Missteps in MeToo Era”](#)

[CNBC.com \(December 30, 2021\) - “Psychologists share top tips on how to hit your career goals in 2022”](#)

## PERSONAL

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On maternity leave in 2014 & 2018