

VANESSA K. BOHNS
Curriculum Vitae

J. L. Rotman School of Management
University of Toronto
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EDUCATION

Post-Doctoral Fellow, Rotman School of Management, University of Toronto	2008-present
Ph.D., Social Psychology, Columbia University (Advisor: Tory Higgins)	2008
M.Phil., Social Psychology, Columbia University	2007
M.A., Social Psychology, Columbia University	2005
B.A., Psychology, Brown University	2000

PUBLICATIONS

Journal Articles

Zhong, C., **Bohns, V. K.** & Gino, F. (in press). Good lamps are the best police: Darkness increases self-interested behavior and dishonesty. *Psychological Science*.

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. & **Bohns Lake, V. K.** (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

Flynn, F. J. & **Bohns, V. K.** Beyond compliance: The short-term gains and long-term losses of influence tactics. Forthcoming in D. T. Kenrick, N. Goldstein, and S. L. Braver (Eds.), *Full Cycle Social Influence: The Influential Legacy of Robert Cialdini*.

SELECTED RESEARCH IN PROGRESS

Bohns, V. K. & Flynn, F. J. *Association by guilt: An adaptive emotional response to failure in organizations*. In preparation.

Bohns, V. K., Lucas, G. M., Molden, D. C., Finkel, E. J., Coolsen, M. K., Kumashiro, M., Rusbult, C. E. & Higgins, E. T. *When opposites fit: Increased relationship well-being from partner complementarity in regulatory focus*. In preparation.

Bohns, V. K. & Higgins, E. T. *Liking the same things, but doing things differently: Outcome versus strategic compatibility*. In preparation.

Leonardelli, G., Gu, J. & **Bohns, V. K.** *Regulatory focus and social decision making: Securing interdependence through social comparison*. In preparation.

Bohns, V. K., Handgraaf, M. J. J., Sun, J. M., Aaldering, H., Mao, C., & Logg, J. *Predicting compliance across cultures: Accuracy in predictions of compliance with a direct request for help in North America, China, and the Netherlands*. Data collection ongoing.

Bohns, V. K., Zhong, C., & Gino, F. *A brighter side to darkness: The illusion of anonymity can increase helping*. Data collection ongoing.

Bohns, V. K. & Flynn, F. J. *The "Asking Tax": People expect more when they have to ask for help than when help is spontaneously offered*. Data collection ongoing.

CONFERENCE PRESENTATIONS

Talks & Symposia

Bohns Lake, 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 conducted at the annual meeting of the Academy of Management, Chicago, IL.

Bohns Lake, 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, Canada.

Bohns Lake, V. K. (March, 2008). *Strategic Compatibility in Social Relationships: The Case of Regulatory Focus Complementarity*. Paper presented at the New Directions in Motivation Science Conference, New York, NY.

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

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 eleventh annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.

Bohns Lake, V. K. & Flynn, F. J. (February, 2009). *Helpers and Help-Seekers Weigh the Costs and Benefits of Seeking Help Differently*. Poster presented at the tenth 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 ninth annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.

Appelt, K. C., Higgins, E. T. & **Bohns, V. K.** (February, 2008). *Engagement from opposition to interfering forces: The wobbly table*. Poster presented at the ninth 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 nineteenth 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 eighth 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 eighteenth annual meeting of the Association for Psychological Science, New York, NY.

INVITED TALKS

Bohns Lake, V. K. (April, 2008). *Strategic Compatibility in Social Relationships: The Case of Regulatory Focus Complementarity*. Invited Talk. Stanford University Graduate School of Business, Stanford, CA.

Bohns Lake, V. K. (April, 2008). *Strategic Compatibility in Social Relationships: The Case of Regulatory Focus Complementarity*. Invited Talk. University of Toronto, Rotman School of Management, Toronto, Canada.

Bohns Lake, V. K. (March, 2008). *Strategic Compatibility in Social Relationships: The Case of Regulatory Focus Complementarity*. Invited Talk. University of California, Santa Barbara, CA.

Bohns, V. K. & Flynn, F.J. (October, 2006). *If you need something, just ask: Underestimating compliance with direct requests for help*. Social Area Talk. Columbia University, New York, NY.

TEACHING EXPERIENCE

Management Courses

2010 (Spring) Instructor: Values Based Leadership (Ethics)
University of Toronto, Rotman Commerce Program

2008 (Spring) Instructor: Organizational Psychology
Barnard College, Columbia University

2007 (Spring) Instructor: Organizational Psychology
Barnard College, Columbia University

2007 (Fall) Faculty Assistant: Managerial Negotiations
Columbia Business School, EMBA Program (Prof. Lara Kammrath)

2006 (Fall) Faculty Assistant: Managerial Negotiations
Columbia Business School, EMBA Program (Prof. Lara Kammrath)

2006 (Spring) Faculty Assistant: Managerial Negotiations
Columbia Business School, EMBA Program (Prof. Tory Higgins)

2005 (Fall) Faculty Assistant: Managerial Negotiations
Columbia Business School, MBA Program (Prof. Lara Kammrath)

Psychology Courses

2008 (Summer) Instructor: Seminar in the Psychology of Close Relationships
Columbia University

2006 (Spring) Instructor (co-taught with A. Scholer): Introduction to Psychology
Columbia University Science Honors Program

2005 (Fall) Instructor (co-taught with A. Scholer): Introduction to Psychology
Columbia University Science Honors Program

2007 (Fall) Teaching Assistant: Social/Personality Development
Columbia University (Prof. Stacey Lutz)

2007 (Spring) Teaching Assistant: Animal Behavior
Columbia University (Prof. Sarah Woolley)

2006 (Spring) Teaching Assistant & Lab Instructor: Experimental Methods: Social/Personality
Columbia University (Prof. Niall Bolger)

2004 (Fall) Teaching Assistant: Social/Personality Development
Columbia University (Prof. Stacey Lutz)

2004 (Spring) Teaching Assistant: Science of Psychology
Columbia University (Prof. Norma Graham)

FELLOWSHIPS, HONORS, AWARDS

Richard Christie Memorial Fellowship, Columbia University	2007 – 2008
Faculty Fellowship, Columbia University	2003 - 2008
Research Travel Award, Columbia University Psychology Department	2004, 2005, 2006
Rose Writing Fellowship, Brown University	1997 - 2000

AD-HOC REVIEWING

Organization Science
Personality and Social Psychology Bulletin
Psychological Science

DEPARTMENTAL POSITIONS

Peer-Nominated Graduate Student Representative, Columbia University	2004 – 2006
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PROFESSIONAL AFFILIATIONS

Society for Personality and Social Psychology; Academy of Management; Association for Psychological Science; Society for Judgment and Decision Making; Society for Interpersonal Theory and Research

GENERAL RESEARCH INTERESTS

Egocentrism; Prosocial Behavior; Self-Conscious Emotions; Interpersonal Coordination; Social Cognition

REFERENCES

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