

**Michael H. Yeomans**

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**Academic Employment**

2020 – current : Assistant Professor, Imperial College London  
Strategy & Organisational Behaviour

2014 – 2020: Post-Doctoral Fellow, Harvard University

2014 - 2016 : Department of Economics

2016 - 2018 : Institute for Quantitative Social Science

2018 : Teaching Systems Lab, Massachusetts Institute of Technology

2018 - 2020 Harvard Business School, Negotiations Organizations & Markets

**Education**

2009 – 2014: University of Chicago Booth School of Business,

Ph.D. & MBA in Managerial and Organizational Behavior (Nicholas Epley, advisor)

2007 – 2009: University of Waterloo, M.A. in Psychology (Derek Koehler, advisor)

2005 – 2007: University of British Columbia, CANEX Exchange (Jonathan Schooler, advisor)

2002 – 2007: University of Toronto, B.Sc. (with Honors) in Psychology and Human Biology

**Research Interests**

Natural Language Processing, Organizational Behavior, Judgment & Decision-Making,  
Conversation, Field Experiments

**Citizenship**

Canada and United States (*dual*)

## **Honors and Awards**

Large Language Models Applications for Civic Health, 12/2023  
International Association for Conflict Management Technology Innovator Award, 7/2022  
Center for Moral Understanding Grant (w/ Julia Minson & Juliana Schroeder), 2/2022  
Hillel Einhorn Memorial Fellowship, 10/2011  
Faculty Poster Award, 2nd Place. Max Planck Summer Institute, 6/2011.  
Student Poster Award, 3rd Place. Society for Judgment and Decision Making, 11/2010.  
University of Chicago Summer Research Grant, 9/2010  
Chicago Booth. Ph.D. in Managerial and Organizational Behavior Fellowship, 9/2009-8/2014.  
University of Waterloo MERIT Graduate Scholarship. 9/2007 – 8/2009.  
Morris Belkin Undergraduate Dissertation Award, University of British Columbia. 4/2007.

## **Journal Publications**

Blunden, H., Kristal, A., Whillans, A., Yoon, J., Bremner, G., Burd, H. & **Yeomans, M.** Eliciting advice instead of feedback improves developmental input. (2024). *Conditionally Accepted to Management Science*.

Minson, J., **Yeomans, M.**, Collins, H., Dorison, C. & Gino, F. (2024). Conversational receptiveness transmits between parties and reduces affective polarization. *Accepted to Journal of Personality and Social Psychology*.

Brooks, A.W. & **Yeomans, M.** (2024). Boomerasking: Answering your own questions. *Accepted to Journal of Experimental Psychology: General*.

Cho, J.Y., Tao, Y., **Yeomans, M.**, Tingley, D. & Kizilcec, R. (2024) Identifying Planning Tactics That Predict Progress and Completion in Massive Open Online Courses. In *Proceedings of the Intl. Conference on Learning Analytics and Knowledge (LAK)*.

**Yeomans, M.**, Boland, F. K., Collins, H. K., Abi-Esber, N., & Brooks, A. W. (2023). A practical guide to conversation research: How to study what people say to each other. *Advances in Methods and Practices in Psychological Science*, 6(4).

**Yeomans, M.**, Schweitzer, M. & Brooks, A.W. (2022). The Conversational Circumplex: Identifying, Prioritizing, and Pursuing Informational and Relational Motives in Conversation. *Current Opinion on Psychology*, 44, 293-302.

**Yeomans, M.** (2022). The Straw Man Effect: Partisan Misrepresentation in Natural Language. *Group Processes and Intergroup Relations*, 25(7), 1905-1924.

**Yeomans, M.** (2021). A Concrete Example of Construct Construction in Natural Language. *Organizational Behavior and Human Decision Processes*, 162, 81-94.

- Kizilcec, R.\*, Reich, J.\* **Yeomans, M.\***, [\*joint first authors], Lopez, G., Rosen, Y., Dann, C., Brunskill, E. & Tingley, D. (2020) Scaling Up Behavioral Science Interventions in Online Education. *Proceedings of National Academy of Sciences*, 117(26), 14900-14905.
- Yeomans, M.**, Minson, J., Collins, H., Chen, F. & Gino, F. (2020). Conversational Receptiveness: Improving engagement with opposing views. *Organizational Behavior and Human Decision Processes*, 160, 131-148.
- Yeomans, M.**, Huang, K., Brooks, A.W., Minson, J. & Gino, F. (2019). It helps to ask: The cumulative benefits of asking follow-up questions. *Journal of Personality and Social Psychology*, 117(6), 1139-1144.
- Jeong, M., Minson, J., **Yeomans, M.** & Gino, F. (2019). Communicating warmth in distributive negotiations is surprisingly counter-productive. *Management Science*, 65(12), 5449-5956.
- Yeomans, M.**, Shah, A., Mullainathan, S. & Kleinberg, J. (2019). Making Sense of Recommendations. *Journal of Behavioral Decision Making*, 32(4), 403-414.
- Yeomans, M.** (2019). Some Hedonic Consequences of Perspective-Taking in Word of Mouth. *Journal of Consumer Psychology*, 29(1), 22-38.
- Yeomans, M.**, Kantor, A. & Tingley, D. (2018). The politeness Package: Detecting Politeness in Natural Language. *R Journal*, 10(2), 489-502.
- Yeomans, M.** & Al-Ubaydli, O. (2018) How does Fundraising affect Charitable Giving? Evidence from a field experiment with volunteers. *Journal of Economic Psychology*, 64, 57-72.
- Yeomans, M.**, Stewart, B., Mavon, K., Reich, J., Kindel, A. & Tingley, D. (2018) The Civic Mission of MOOCs: Computational Measures of Engagement Across Differences in Online Courses. *International Journal of Artificial Intelligence in Education*. 28(4), 553-589.
- Huang, K., **Yeomans, M.**, Brooks, A.W., Minson, J. & Gino, F. (2017). It doesn't hurt to ask: Question-asking increases liking. *Journal of Personality & Social Psychology*, 113(3), 430-452.
- Yeomans, M.** & Reich, J. (2017). Planning to Learn: Plan-Making Encourages and Forecasts Goal Pursuit in Online Education. In *Proceedings of the Seventh International Conference on Learning Analytics & Knowledge*, 464-473. ACM.
- Al-Ubaydli, O. & **Yeomans, M.** (2017) Do people donate more when they perceive a single beneficiary whom they know? A field experimental test of the identifiability effect. *Journal of Behavioral & Experimental Economics*, 66, 96-103.
- Robinson, C., **Yeomans, M.**, Reich, J., Hulleman, C. & Gelbach, H. (2016). Forecasting Student Achievement in MOOCs with Natural Language Processing. In *Proceedings of the Sixth International Conference on Learning Analytics & Knowledge*, 383-387. ACM.
- Yeomans, M.**, & Herberich, D. (2014). An experimental test of the effect of negative social norms on energy-efficient investments. *Journal of Economic Behavior & Organization*, 108, 187-197

## **Other Publications**

**Yeomans, M.** (October 4, 2021). Argue Better by Signalling your Receptiveness with these words. *Aeon Psyche Magazine*.

Gender bias and performance feedback: an RCT (2021). *UK Government Equalities Office Research Report*.

Jeong, M., Minson, J., **Yeomans, M.**, & Gino, F. (2019) "Being Nice in a Negotiation Can Backfire." *Harvard Business Review*.

**Yeomans, M.** (July 7, 2015) What Every Manager Should Know About Machine Learning. *Harvard Business Review*.

## **Working Papers**

**Yeomans, M.** & Brooks, A.W. Topic Preference Detection: A novel approach to understand perspective taking in conversation. *First Round R&R at Journal of Personality and Social Psychology*.

Bevis, B., **Yeomans, M.**, & Schroeder, J. Speaking of Receptiveness. Spoken Conversation Facilitates Constructive Disagreement. *First Round R&R at Nature Communications*.

Bevis, B., Shi, Y. & **Yeomans, M.** The Politeness Package: Using Sentence Structure to Understand Conversational Text. Under Review at *Organizational Research Methods*.

**Yeomans, M.**, Bendersky, C., Weingart, L. & Kim. Measuring Conflict Expression in Conversation using Humans and Algorithms. *Working Paper*

**Yeomans, M.**, Huang, K., Collins, H., Jeong, M., Minson, J., Brooks, A.W., & Kennedy, M. Using an inquiry into data integrity to improve future research in behavioral science. *Working Paper*.

Abi-Esber, N., Brooks, A.W., **Yeomans, M.** & Berger, J. Topic Brainstorming in Conversation. *Working Paper*.

**Yeomans, M.**, Minson, J. & Collins, H. Conversational Receptiveness and the effects of Cross-Partisan Empathy on Disagreement Outcomes. *Working Paper*.

Bevis, B., Welch, C., Maya, F., Flek, L. & **Yeomans, M.** Building an interpretable NLP system to encourage civil discourse. *Working Paper*.

## **Selected Research in Progress**

Nguyen, C. & **Yeomans, M.** Gender Differences in Conversational Receptiveness.

Liu, E. & **Yeomans, M.** Managing impressions during hard questions: Evidence from earnings calls.

Shi, Y., Collins, H., Chauhdhry, S. & **Yeomans, M.** Balancing self- and other-focus in conversation.

Shi, Y., **Yeomans, M.**, Truong, M. & Fast, N. Microfoundations of Conversational Flow.

## **Teaching**

### **Lead Instructor:**

Leadership in Analytics

Imperial College London, June 2024 (M.Sc., student rating: 4.8/5)

Text Mining for Economics & Finance

Imperial College London, Jan-March 2022 (M.Sc., student rating: 4.9/5)

Imperial College London, Jan-March 2023 (M.Sc., student rating: 4.8/5)

Imperial College London, Jan-March 2024 (M.Sc., student rating: 4.8/5)

Text Mining for Business Analytics

Imperial College London, Feb-March 2024 (M.Sc., student rating: 3.9/5)

Managing Negotiations

Imperial College London, June 2021 (MBA, student rating: 4.8/5)

May 2022 (MBA, student rating: 4.7/5)

May 2023 (MBA, student rating: 4.7/5)

Feb 2024 (MBA, student rating: 4.8/5)

Management and Business for Engineers (B.Sc.)

Imperial College London, Feb-March 2021(student rating: 4.3/5) [virtual]

Feb-March 2022 (not rated)

### **Workshops / Co-Instructor:**

Text Analysis for Social Sciences

Harvard Business School April 2024 (Ph.D.; student rating: 4.5/5)

London Business School June 2021; May 2022; May 2024 (Ph.D.)

Imperial College

April 2023 (Business Analytics MSc)

May 2023 (Climate Change Management & Finance MSc)

Natural Language Processing in Conversation

Harvard Business School October 2020 (Ph.D.)

Booth School of Business November 2020 (Ph.D.)

SICSS London June 2020; June 2021 (Ph.D.)

SocialComQuant Summer School July 2023 (Ph.D.)

London Text Analysis Conference Sept 2023 (Ph.D.)

Negotiations for Entrepreneurs

Imperial College Business School (M.Sc.: Mar 2022; Sept 2022, Sept 2023)

## Leadership in Conflict

HEC-Paris

Jan 2022 (EMBA)

Institute of Global Health Innovation Nov 2022; Mar, June, July & Sept 2023 (M.Sc)

## Teaching Assistant:

BUS38002: Managerial Decision Making (University of Chicago)

Instructors: Richard Thaler (x3), George Wu, Jane Risen (x2), Cade Massey  
(2011; 2012 x2; 2013 x3, 2014)

## Selected Presentations

### Invited Talks

Nov 19, 2024	HEC Paris (Organisational Behaviour)
Aug 28, 2024	Oxford Reputation Symposium
May 17, 2024	University of Surrey (Organisational Behaviour)
Mar 27, 2024	University of Leicester (Management)
Mar 21, 2024	Queen Mary University London (Workshop on Responsible Data Science)
Mar 12, 2024	LSE (Organisational Behaviour)
Nov 3, 2023	INSEAD (Decision Sciences)
Oct 17, 2023	London OB Research Day
Sept 26, 2023	ExplAIn Workshop, Imperial College
July 21, 2022	Facebook Computational Social Science Seminar
May 25, 2022	Queen Mary University of London (Cognitive Sciences)
April 15, 2022	IESEG (Organisational Behaviour)
March 18, 2022	Katz School of Business (Organisational Behaviour)
Feb 18, 2022	Media & Technology SPSP Pre-Conference
July 24, 2021	Behavioral Insights Team London
April 13, 2021	Judge Business School (Organisational Behaviour)
April 1, 2021	Desautels Business School (Organisational Behaviour)
Dec 6, 2020	University College London (JDM Seminar)
Dec 4, 2019	Imperial College Business School
Nov 21, 2019	University of Zurich (Organisational Behaviour)
Oct 28, 2019	Project on Negotiation Seminar
Feb 14, 2019	Stanford Natural Language Processing Seminar
Oct 24, 2017	Rady School of Management (Marketing)
Dec12, 2016	The Wharton School (OID)
Sept 22, 2016	Rotman School of Management (Marketing)
Dec 1, 2016	Consumer Financial Protection Bureau
Jan 19, 2016	AirBnB Trust & Safety Team
May 15, 2012	Yale SOM Whitebox Conference

### Chaired Conference Symposia

*What are we talking about? Natural Language Processing in Organizations.*

Academy of Management - 2019, 2020, 2021, 2022, 2023, 2024

International Association of Conflict Management - 2020, 2021, 2022

## **Presentations at Peer-Reviewed Conferences**

*Measuring Conflict Expressions with Humans and Algorithms.*

Academy of Management, August 13, 2024

*Boomerasking: Answering your own questions.*

Academy of Management, August 12, 2024

International Association for Conflict Management, July 11, 2023

*A Practical Guide to Conversation Research.*

Society for Judgment and Decision-Making, November 23, 2024

London Text Analysis Conference, Sept 5, 2023

Psychology of Language Preconference, SPSP, Feb 24, 2023

International Association for Conflict Management, July 11, 2022

*Eliciting advice instead of feedback improves developmental input.*

Conference on Digital Experimentation, October 18, 2024

Behavioral Decision Research and Management, June 7, 2024

Enterprise Applications of R Language, September 9, 2022

Academy of Management, August 6, 2022

*Pathways for Encouraging Conversational Receptiveness.*

Society for Judgment & Decision-Making, Nov 17, 2023

Academy of Management, August 7, 2023

Association for Psychological Science, May 26, 2023

Behavioural Science and Policy Association, May 8, 2023

Conflict Management Pre-Conference, SPSP, Feb 24, 2023

International Behavioral Public Policy Conference, September 10, 2022

London Text Analysis Conference, September 9, 2022

Academy of Management, August 6, 2022

International Association for Conflict Management, July 11, 2022

Society for Consumer Psychology, March 5, 2022

New Directions in Text as Data, October 28, 2021

Association for Consumer Research, October 4, 2021

Academy of Management, August 5, 2021

International Association for Conflict Management, July 14, 2021

*Topic Preference Detection: A Conversational Approach to Perspective-Taking.*

Close Relationships Preconference, SPSP, 2023

Empirical Methods for Natural Language Processing, November 20, 2020

International Association for Conflict Management, July 12, 2020

Society for Judgment and Decision-Making, November 15, 2019

Society for Personality and Social Psychology, February 9, 2019

Text as Data Conference, September 22, 2018.

International Association for Conflict Management, July 11, 2018

*A Concrete Example of Construct Construction in Natural Language.*

Distance in Organisations, May 20, 2021

Academy of Management, August 9, 2020

*Conversational Receptiveness: Expressing engagement with opposing views.*

Monash-Warwick-Zurich Text-as-Data Workshop, April 7, 2023

Society for Judgment & Decision-Making, Feb 10, 2022

Society for Consumer Psychology, March 6, 2021

Association for Consumer Research, October 2, 2020

Academy of Management, August 8, 2020

International Association for Conflict Management, July 12, 2020

International Conference for Computational Social Science, July 18, 2020

Behavioural Science and Policy Association, May 29, 2020

Boston JDM Day, October 4, 2019

Advances in Field Experiments, September 13, 2019

Academy of Management, August 10, 2019

*Communicating Warmth in Distributive Negotiations is Surprisingly Counter-Productive.*

Advances in Field Experiments, October 5, 2018

Conference on Digital Experimentation, October 28, 2017

Text as Data Conference, October 13, 2017

*Planning to Learn: Plan-Making Encourages and Predicts Goal Pursuit in Online Education.*

Boston JDM Day, April 21, 2017

ACM Learning at Scale, March 12, 2017

Society for Judgment and Decision-Making, November 21, 2016

Conference on Digital Experimentation, October 15, 2016

Advances in Field Experiments, September 16, 2016

*The Case Against Recommendations: A Preference for Self-Expression in Word of Mouth.*

International Association for Conflict Management, July 11, 2019

Behavioral Decision Research and Management, June 11, 2016

Boston JDM day, April 8, 2016

Society for Judgment and Decision Making, November 20, 2015

*Making Sense of Recommendations.*

APA Technology, Mind and Society, April 6, 2018

Academy of Management, August 7, 2017

Psychology & Technology, October 22, 2016

Association of Consumer Research, October 7, 2015

Academy of Management, August 8, 2015

Society for Consumer Psychology Summer, August 6, 2015

Society for Judgment and Decision-Making, November 20, 2014



*How does Fundraising affect Charitable Giving? Evidence from a field experiment.*

Academy of Management Conference, August 9, 2015

Society for Probability, Uncertainty & Decision-Making, August 20, 2013

TIBER Symposium on Psychology and Economics, August 18, 2013

*Tire Pressure Neglect.*

Behavioral Decision Research and Management, June 28, 2012

### **Selected Service**

Co-Director, Negotiation Data Repository (2022- )

Co-Organiser, Summer Institute for Computational Social Science - London (June 2021 & June 2022)

### **PhD Committees**

Internal: Ryan Ong, Computing, Imperial College London

External: Matteo DiStasi, Behavioural Science, ESADE Business School

Alex Goddard, Psychological and Behavioural Science, London School of Economics

Invited Journal Reviewer: Management Science, PNAS, Psychological Science, Organizational Behavior and Human Decision Processes, Organization Science, Journal of Personality and Social Psychology, Journal of Experimental Social Psychology, Journal of Experimental Psychology: General, Social Psychology and Personality Science, Nature: Scientific Reports, Journal of Marketing, Marketing Science, ACM Computing Surveys, Journal of Learning Analytics, Journal of Economic Psychology, Journal of Environmental Economics and Management, PLoS One.

Invited Conference Reviewer: Society for Judgment and Decision Making, NLP+CSS Workshop at EMNLP, International Association for Conflict Management, International Conference on Computational Social Science (IC2S2), Strategic Management Society.

### **Professional Affiliations**

Society for Judgment and Decision Making

Academy of Management

International Association for Conflict Management

Society of Personality and Social Psychology

International Association for Behavioural Public Policy

### **Academic References**

**Alison Wood Brooks** ([awbrooks@hbs.edu](mailto:awbrooks@hbs.edu)) Associate Professor, Harvard Business School

**Julia Minson** ([julia\\_minson@hks.harvard.edu](mailto:julia_minson@hks.harvard.edu)) Associate Professor, Harvard Kennedy School

**Dustin Tingley** ([dtingley@gov.harvard.edu](mailto:dtingley@gov.harvard.edu)) Professor, Harvard University

**Max Bazerman** ([mbazerman@hbs.edu](mailto:mbazerman@hbs.edu)) Professor, Harvard University