

**Michael H. Yeomans**  
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### **Citizenship**

Canada and United States (*dual*)

### **Employment**

2020 – current : Assistant Professor, Imperial College London  
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 (George Wu, 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

### **Journal Publications**

- 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.** The Straw Man Effect: Partisan Misrepresentation in Natural Language. (2021). *Group Processes and Intergroup Relations*, in press.
- 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.

### **Journal Publications (continued)**

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

## **Working Papers**

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

**Yeomans, M.**, Boland, K., Collins, H., Abi-Esber, N. & Brooks, A.W.. A User's Guide to Conversation Research. *Under review.*

Brooks, A.W., **Yeomans, M.** & Norton, M.I. Boomerasking: The effects of Egocentric Question-Asking. *Under review.*

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

Kristal, A. Bremner, G., Schein, A., Burd, H. & **Yeomans, M.** Overcoming interpersonal barriers to improve performance feedback through benevolent candor. *Under review*

## **Selected Research in Progress**

Minson, J., **Yeomans, M.**, Collins, H. & Gino, F. The Contagion Effect of Receptiveness.

**Yeomans, M.**, Moore, M. & Minson, J. The Question Question

**Yeomans, M.**, Cohen, T., Gershenfeld, J., Bhatia, N. & Glick, S. The Negotiation Data Repository.

**Yeomans, M.**, Kim, Y., Bendersky, C. & Weingart, L. Modeling the language of conflict expression.

Bevis, B. & **Yeomans, M.** Building an interpretable NLP system to encourage civil discourse.

Yeomans, M. & Shi, Y. Linguistic Markers of Conversational Flow.

## **Awards and Fellowships**

Hillel Einhorn Memorial Fellowship, 10/2011

Faculty Poster Award, 2nd Place. Max Planck Summer Institute, 28/6/2011.

Student Poster Award, 3rd Place. Society for Judgment and Decision Making, 22/11/2010.

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. 28/4/2007.

## **Teaching**

### **Lead Instructor:**

Text Mining for Economics & Finance

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

Managing Negotiations

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

May 2022

Management and Business for Engineers

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

Feb-March 2022

### **Co-Instructor:**

Machine Learning & Natural Language Processing

London Business School PhD program (6/2021; 5/2022)

From difficult to effective team conversations

HEC Executive Education Program (1/2022)

Entrepreneurial Negotiations

Imperial College Business School IEM Program (3/2022)

### **Workshops:**

Natural Language Processing in Conversation

Harvard Business School (10/2020)

University of Chicago Booth School of Business (10/2020)

SICSS London (6/2021; 6/2022)

### **Teaching Assistant:**

BUS38002: Managerial Decision Making (University of Chicago)

Instructors: Richard Thaler (x3), George Wu, Jane Risen (x2), Cade Massey  
(4-6/2011; 1-3/2012; 4-6/2012; 1-3/2013; 4-6/2013; 7/2013)

PSYC391: Advanced Data Analysis (University of Waterloo)

Instructor: Jonathan Fugelsang (9-12, 2007; 9-12, 2008)

PSYC398: Research in Memory (University of Waterloo)

Instructor: Colin McLeod (5-8, 2008)

## **Research Presentations**

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

Paper presented at Distance in Organisations, May 20, 2021.

Poster presented at Society for Judgment and Decision Making, December 10, 2020

Paper presented at Academy of Management, August 9, 2020, Vancouver, BC

### *Conversational Receptiveness: Expressing engagement with opposing views.*

(w/ J. Minson, H. Collins, F. Chen & F. Gino).

Invited talk at IESEG, April 15, Paris, France.

Invited talk at Katz School of Business, March 18, Pittsburgh PA.

Invited talk at Media & Technology SPSP Pre-Conference, February 18, San Francisco, CA

Paper presented at Society for Consumer Psychology, March 5, Virtual.

Paper presented at Society for Judgment & Decision-Making, Feb 10, Virtual.

Paper presented at New Directions in Text as Data, October 28, 2020, Ann Arbor, MI, USA

Invited talk at Behavioral Insights Team, July 24, London, UK

Invited talk at Judge Business School, April 13, 2021, Cambridge, UK

Invited talk at Desautels Business School, April 1, 2021, Montreal, CA

Invited talk at University College London, December 6, 2020, London, UK

Paper presented at Society for Consumer Psychology, March 6, 2021, Philadelphia, PA.

Paper presented at Association for Consumer Research, October 2, 2020, Paris, France

Paper presented at Academy of Management, August 8, 2020, Vancouver, BC

Paper presented at International Association for Conflict Management,  
July 12, 2020, Charleston, SC.

Paper presented at International Conference for Computational Social Science,  
July 18, 2020, Cambridge, MA.

Invited talk at Imperial College Business School, December 4, 2019, London, UK.

Invited talk at University of Zurich, November 21, 2019, Zurich, CH.

Poster presented at Conference on Digital Experimentation, November 1, 2019,  
Cambridge, MA.

Invited talk at the Project on Negotiation seminar, October 28, 2019, Cambridge, MA.

Paper presented at Boston JDM Day, October 4, 2019, Cambridge, MA.

Paper presented at Advances in Field Experiments, September 13, 2019, Chicago, IL.

Paper presented at Academy of Management, August 10, 2019, Boston, MA.

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

(w/ A. Wood Brooks).

Paper presented at Empirical Methods for Natural Language Processing, November 20, 2020,  
Bavaro, Dominican Republic.

Paper presented at International Association for Conflict Management, July 12, 2020, Charleston,  
SC.

Paper presented at Society for Judgment and Decision-Making, November 15, 2019, Montreal,  
QC.

Paper presented at Stanford Natural Language Processing Seminar, February 14, 2019,  
Palo Alto, CA.

Paper presented at Society for Personality and Social Psychology, February 9, 2019, Portland, OR.

Paper presented at Text as Data Conference, September 22, 2018, Seattle, WA.

Paper presented at International Association for Conflict Management, July 11, 2018, Philadelphia, PA.

*Communicating Warmth in Distributive Negotiations is Surprisingly Counter-Productive.*  
(w/ M. Jeong, J. Minson & F. Gino).

Paper presented at Advances in Field Experiments, October 5, 2018, Boston, MA.

Poster presented at Conference on Digital Experimentation, October 28, 2017, Cambridge, MA.

Invited talk at Rady School of Management, October 24, 2017, La Jolla, CA

Paper presented at Text as Data Conference, October 13, 2017, Princeton, NJ.

*Planning to Learn: Plan-Making Encourages Goal Pursuit in Online Education.* (w/ J. Reich)

Paper presented at JDM Day, April 21, 2017, Boston, MA.

Paper presented at ACM Learning at Scale, March 12, 2017, Vancouver BC.

Invited talk at Consumer Financial Protection Bureau, December 1, 2016, Washington, DC.

Paper presented at Society for Judgement and Decision-Making, November 21, 2016, Boston, MA.

Paper presented at Conference on Digital Experimentation, October 15, 2016, Cambridge, MA.

Paper presented at Advances in Field Experiments Conference, September 16, 2016, Chicago, IL.

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

Paper presented at International Association for Conflict Management, July 11, 2019, Dublin, Ireland.

Paper presented at Behavioral Decision Research and Management, June 11, Toronto, ON, 2016

Paper presented at JDM day, April 8, Boston, MA, 2016

Invited talk at AirBnB, January 19, 2016, San Francisco, CA

Paper presented at Society for Judgment and Decision Making, November 20, 2015, Chicago, IL

*Making Sense of Recommendations.* (w/ A. Shah, S. Mullainathan & J. Kleinberg)

Paper presented at the APA Technology Mind and Society Conference, April 6, 2018, Washington, DC.

Paper presented at the Academy of Management Conference, August 7, 2017, Atlanta, GA.

Invited talk at The Wharton School, December 12, 2016, Philadelphia, PA

Paper presented at Psychology & Technology Conference, October 22, 2016, Los Angeles, CA.

Invited talk at Rotman School of Management, September 22, 2016, Toronto, ON.

Paper presented at Association of Consumer Research Conference, October 7, 2015, New Orleans, LA.

Paper presented at the Academy of Management Conference, August 8, 2015, Vancouver, BC.

Paper presented at Society for Consumer Psychology Summer Conference, August 6, 2015, Toronto, ON.

Paper presented at Society for Judgement and Decision-Making Conference, November 20, 2014, Long Beach, CA.

*How does Fundraising affect Charitable Giving? Evidence from a field experiment with volunteers.* (w/ O. Al-Ubaydli)

Paper presented at the Academy of Management Conference, August 9, 2015, Vancouver, BC.

Paper presented at Society for Probability, Uncertainty & Decision-Making Conference, August 20, 2013, Barcelona, Spain.

Paper presented at TIBER Symposium on Psychology and Economics, August 18, 2013, Tilburg, The Netherlands.

*Tire Pressure Neglect.* (w/ D. Herberich)

Paper presented at Behavioral Decision Research and Management Conference, June 28, 2012, Boulder, CO.

Paper presented at Whitebox Conference, May 15, 2012, New Haven, CT.

### **Professional Affiliations**

Society for Judgment and Decision Making (2008-present)

Academy of Management (2015-present)

International Association for Conflict Management (2018-present)

### **Editorial Service**

Invited Journal Reviewer: Management Science, Psychological Science, Organizational Behavior and Human Decision Processes, Journal of Personality and Social Psychology, Journal of Experimental Social Psychology, Social Psychology and Personality Science, Organization Science, Nature: Scientific Reports, Journal of Marketing, Marketing Science, 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.

### **Academic References**

**Francesca Gino** ([fgino@hbs.edu](mailto:fgino@hbs.edu))

Professor, Harvard Business School

**Alison Wood Brooks** ([awbrooks@hbs.edu](mailto:awbrooks@hbs.edu))

Professor, Harvard Business School

**Julia Minson** ([julia\\_minson@hks.harvard.edu](mailto:julia_minson@hks.harvard.edu))

Professor, Harvard Kennedy School

**Dustin Tingley** ([dtingley@gov.harvard.edu](mailto:dtingley@gov.harvard.edu))

Professor, Harvard University