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 (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, 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 (co-Investigator w/ Julia Minson), 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

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 Governement 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

Brooks, A.W. & **Yeomans, M**. Boomerasking: Answering your own questions. *Invited Revisions at Journal of Experimental Psychology: General.*

Blunden, H., Kristal, A., Whillans, A., Yoon, J., Bremner, G., Burd, H. & **Yeomans, M.** Eliciting advice instead of feedback improves developmental input. *Invited Revisions at Management Science.*

Minson, J., **Yeomans, M.**, Collins, H. & Dorison, C. Conversational receptiveness transmits between parties and reduces affective polarization. *Invited Revisions at Journal of Personality and Social Psychology.*

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

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. & **Yeomans, M.** Building an interpretable NLP system to encourage civil discourse. *Working Paper.*

Bevis, B., **Yeomans, M.,** & Schroeder, J. Speaking of Receptiveness. Spoken Conversation Facilitates Constructive Disagreement. *Working Paper.*

Selected Research in Progress

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

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

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.

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

Teaching

Lead Instructor:

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.)

Text Mining for Business Analytics

    Imperial College London, Feb-March 2024 (M.Sc.)

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)

                        May 2024 (MBA)

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:

Machine Learning & Natural Language Processing

    London Business School   June 2021 (Ph.D.)

                        May 2022 (Ph.D.)

                        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   (Ph.D.)

                              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

Ma7 17, 2024	University of Surrey (Organisational Behaviour)
Mar 27, 2024	University of Leicester (Management)
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 Conferences

Boomerasking: Answering your own questions
    International Association for Conflict Management, July 11, 2023

A Practical Guide to Conversation Research.
    London Text Analysis Conference, Sept 5, 2023
    Psychology of Language Preconference, SPSP, Feb 24, 2023
    International Association for Conflict Management, July 11, 2022

Reframing feedback as advice improves input concreteness and actionability.
    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

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

A Concrete Example of Construct Construction in Natural Language.
    Distance in Organisations, May 20, 2021
    Academy of Management, August 9, 2020

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 Judgement and Decision-Making, November 15, 2019
    Society for Personality and Social Psychology, February 9, 2019
    Text as Data Conference, September 22, 2018, Seattle, WA.
    International Association for Conflict Management, July 11, 2018

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 Judgement 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 Judgement 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 Conference, August 20, 2013
    TIBER Symposium on Psychology and Economics, August 18, 2013

Tire Pressure Neglect.
   Behavioral Decision Research and Management Conference, June 28, 2012

Selected External Service

Co-Director, Negotiation Data Repository

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

Summer Institute for Computational Social Science Advisory Board (2023-)

Guest Editor, Special Issue on Computational Social Psychology, Frontiers in Social Psychology

Invited Journal Reviewer: Management Science, PNAS, Psychological Science, Organizational
   Behavior and Human Decision Processes, Journal of Personality and Social Psychology, Journal
   of Experimental Social Psychology, Journal of Experimental Psychology: General, Social
   Psychology and Personality Science, Organization 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)

Professor, Harvard Business School

Julia Minson (julia_minson@hks.harvard.edu)

Professor, Harvard Kennedy School

Dustin Tingley (dtingley@gov.harvard.edu)

Professor, Harvard University