

VERENA KRAUSE

UCL School of Management
University College London
1 Canada Square
London E14 5AB
United Kingdom
v.krause@ucl.ac.uk
www.mgmt.ucl.ac.uk/people/verenakrause

ACADEMIC POSITIONS

2015 - present **Assistant Professor**
School of Management
UNIVERSITY COLLEGE LONDON, London, UK

EDUCATION

CORNELL UNIVERSITY, Ithaca, NY
School of Industrial and Labor Relations
Ph.D., Organizational Behavior, May 2015

CORNELL UNIVERSITY, Ithaca, NY
School of Industrial and Labor Relations
M.S., Organizational Behavior, August 2012

BOSTON UNIVERSITY, Boston, MA
B.A., Psychology (with distinction & cum laude), May 2005
Minor: Biology

PUBLISHED ARTICLES

Krause, V., Goncalo, J. A., Tadmor, C. T. (forthcoming). Divine Inhibition: Does Thinking about God Make Monotheistic Believers Less Creative? *Organizational Behavior and Human Decision Processes*

- A previous version of this paper was a finalist for the best paper award at the 2018 Israeli OB conference.

Khessina, O.M., Goncalo, J.A., & Krause, V. (2018). It's time to sober up: The direct costs, side effects and long-term consequences of creativity and innovation. *Research in Organizational Behavior*, 38, 107-135.

Goncalo, J.A., Vincent, L.C., & Krause, V. (2015). The liberating consequences of creative work: How a creative outlet lifts the physical burden of secrecy. *Journal of Experimental Social Psychology*, 59, 32-39.

PAPERS UNDER REVIEW

Krause, V., Vincent, L.C. & Goncalo, J.A. Title omitted. Under review at JPSP

EDITED BOOK CHAPTERS & REFEREED PROCEEDINGS

Goncalo, J. A., Katz, J. H., Vincent, L. C., Krause, V. & Yang, S. (2020). Creativity Connects: How the Creative Process Fosters Social Connection and Combats Loneliness at Work. *Forthcoming in the Handbook of Research on Creativity and Innovation*.

Zitek, E.M. & Krause, V. (2019). Give them an inch, and they'll expect a mile: the effects of authority leniency on subordinate entitlement. S. Thye & E. J. Lawler (Eds.) *Advances in Group Processes* (Vol. 36; pp. 117-139). Greenwich, Conn.: JAI Press.

Krause, V. (2016). The effect of perspective-taking on original idea generation. In John Humphreys (Ed.), *Proceedings of the Seventy-sixth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

Goncalo, J. A. & Krause, V. (2014). Narcissism and creativity over time: Toward a dynamic model of group creativity. In J. A. Miles (Ed.) *New Directions in Management and Organization Theory* (pp. 63-90). Newcastle upon Tyne, UK: Cambridge Scholars Publishing.

Goncalo, J. A. & Krause, V. (2010). Being different or being better?: Disentangling the effects of independence and competition on group creativity. S. Thye & E. J. Lawler (Eds.) *Advances in Group Processes* (Vol. 27; pp. 129-157). Greenwich, Conn.: JAI Press.

CONFERENCE PRESENTATIONS

Krause, V., Vincent, L.C., & Goncalo, J.A. (2020). Fat, drunk, and lazy: How engaging in creative tasks can cause unhealthy choices. Single paper presentation at Society for Personality and Social Psychology, New Orleans, LA.

Krause, V., Vincent, L.C., & Goncalo, J.A. (2019). Fat, drunk, and lazy: How engaging in creative tasks can cause unhealthy choices. Symposium presentation at Academy of Management Conference, Boston, MA.

Krause, V., Vincent, L.C., & Goncalo, J.A. (2019). Fat, drunk, and lazy: How engaging in creative tasks can cause unhealthy choices. Sub-theme 20: Shedding Light on the Dark Sides of Creativity and Innovation. 35th EGOS Colloquium in Edinburgh, United Kingdom.

- Choi, E., Krause, V., Dierynck, B. (2018). Meditate to create: How mindfulness reduces competition-induced pressure to stimulate creativity. Academy of Management Conference, Chicago, IL.
- Krause, V., Goncalo, J. A., Deri, S., & Tadmor, C. T. (2018). Divine Inhibition: Thinking about God makes believers less creative. Israel Organizational Behavior Conference, Tel Aviv, Israel.
- Zitek, E.M. & Krause, V. (2017). Leniency leads to entitlement. Academy of Management Conference, Atlanta, GA.
- Goncalo, J.A., Vincent, L.C., & Krause, V. (2017). The liberating consequences of creative work. Academy of Management Conference, Atlanta, GA.
- Krause, V. (2016). The effect of perspective-taking on original idea generation. Academy of Management Conference, Anaheim, CA.
- Zitek, E.M. & Krause, V. (2015). Give them an inch and they'll take a mile: Leniency leads to entitlement. Association for Psychological Science, New York, NY.
- Goncalo, J.A., Vincent, L.C., & Krause, V. (2015). The consequences of creative work: How a creative outlet lifts the physical burdens of secrecy. 16th Annual Meeting of the Society for Personality and Social Psychology, Long Beach, CA.
- Goncalo, J.A., Deri, S., Krause, V., & Tadmor, C. (2014). Divine inhibition: How thoughts of God stifle creativity. Academy of Management Conference, Philadelphia, PA.
- Tolbert, P. S., Krause, V., & Ruttan, R. L. (2014). Institutional theories: Varieties of conformity. Showcase presentation at the AOM PDW "Experiments in Institutional Theory and Strategy Research," Academy of Management Conference, Philadelphia, PA.
- Krause, V. & Zitek, E.M. (2014). Taking the perspective of one's professor or superior increases entitlement. Fifteenth Annual Meeting of the Society for Personality and Social Psychology, Austin, TX.
- Krause, V. (2013). Creative in someone else's shoes?: The interactive effect of perspective taking and social motive on creativity. Academy of Management Conference, Orlando, FL.
- Goncalo, J.A. & Krause, V. (2013). Narcissism and creativity over time: Toward a dynamic model of group creativity. 1st Management Theory Conference, San Francisco, CA.

Krause, V. (2013). Creative through another's lens?: The negative effects of perspective taking on creativity. Trans-Atlantic-Doctoral-Conference at the London Business School, London, UK.

Leroy, H., Krause, V., Dierynck, B., & Crommelinck, M. (2012). On the benefits of being zen in the midst of turbulence: How mindfulness and competition enhance creativity. Academy of Management Conference, Boston, MA.

Tolbert, P.S., Ruttan, R.L., & Krause, V. (2012). Institutional theory and organizational decision-making: From small groups to herds. Academy of Management Conference, Boston, MA.

Goncalo, J.A. & Krause, V. (2011). When anticipation is stimulating: Idea generation and the anticipation of idea selection. Sixteenth General Meeting of the European Association for Social Psychology, Stockholm, Sweden.

PUBLISHED ARTICLES IN CLINICAL PSYCHOLOGY

Vacic, V., McCarthy, S., Malhotra, D., Murray, F., Chou, H. H., Peoples, A., Makarov, V., Yoon, S., Bhandari, A., Corominas, R., Iakoucheva, L. M., Krastoshevsky, O., Krause, V., ... & Sebat, J. (2011). Duplications of the neuropeptide receptor gene VIPR2 confer significant risk for schizophrenia. *Nature*, 471, 499-503.

Krause, V., Krastoshevsky, O., Coleman, M. J., Bodkin, J. A., Lerbinger, J., Boling, L., ... & Levy, D. L. (2010). Tailoring the definition of the clinical schizophrenia phenotype in linkage studies. *Schizophrenia Research*, 116, 133-142.

Coleman, M. J., Titone, D., Krastoshevsky, O., Krause, V., Huang, Z., Mendell, N. R., ... & Levy, D. L. (2010). Reinforcement ambiguity and novelty do not account for transitive inference deficits in schizophrenia. *Schizophrenia Bulletin*, 36, 1187-1200.

McCarthy, S. E., Makarov, V., Kirov, G., Addington, A. M., McClellan, J., Yoon, S., Perkins, D. O., Dickel, D. E., Kusenda, M., Krastoshevsky, O., Krause, V., ... & Nöthen, M. M. (2009). Microduplications of 16p11.2 are associated with schizophrenia. *Nature Genetics*, 41, 1223-1227.

Levy, D. L., Bowman, E. A., Abel, L., Krastoshevsky, O., Krause, V., & Mendell, N. R. (2008). Does performance on the standard antisaccade task meet the co-familiality criterion for an endophenotype?. *Brain and Cognition*, 68, 462-475.

TEACHING EXPERIENCE

University College London (2017-present): Managerial Decision-Making
Average Instructor Rating: 4.3/5.0

MRes Advising: Hannah Lettmann (G1; 2nd advisor), Shibeal O'Flaherty (G1; 2nd advisor), Velvetina Lim (G1; 1st advisor)

Cornell University (2011-2014): Introduction to Organizational Behavior (summer 2013)
Average Instructor Rating, 4.46/5.0

Teaching Assistant in Introduction to Organizational Behavior
Average TA Rating, 4.35/5.0 (fall 2011)
Average TA Rating, 4.34/5.0 (spring 2012)

Guest Lecture in Introduction to Organizational Behavior
Lecture to undergraduates on Creativity in Organizations (summer 2014)
Lecture to Master's students on Group Decision-making and Dissent (fall 2014)

PROFESSIONAL SERVICES

Editorial Board Member

Organizational Behavior and Human Decision Processes (2021-present)

Reviewing

Academy of Management Conference (2012-present)

Organizational Behavior and Human Decision Processes (2020-present)

Mentoring

Mentor in the OB Division's Adopt-A-Member Program at the AOM annual meeting (2016 – present)

Institutional Services

School of Management PhD Student Search Committee Member (2019-2020)

School of Management Faculty Search Committee Member (2019-2020)

School of Management Research Associate Search Committee Member (2018-present)

School of Management Undergraduate Research Internship Committee Chair (2018)

School of Management Seminar Series Committee Member (2017-2020)

PROFESSIONAL MEMBERSHIPS

Academy of Management (2010-present)

Society for Personality and Social Psychology (2013-present)

Association for Psychological Science (2013-present)

AWARDS/GRANTS/NOMINATIONS

- 2020 Nominated for 3 Student Choice Awards:
Exceptional Feedback
Inspiring Teaching Delivery
Outstanding Research Supervision.
- 2017 Nominated for Award for Outstanding Teaching
in 2017 Student Choice Teaching Awards
- 2016 Best Papers from the 76th AOM Conference
- 2013 Best Papers from the 1st Management Theory Conference
- 2013 ILR International Travel Grant (\$400)
- 2012 Benjamin Miller Award (\$1000)

LANGUAGES

English, German (fluent in both languages: reading, writing, and speaking)