

VERENA KRAUSE

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ACADEMIC POSITIONS

2015 - present	Assistant Professor School of Management UNIVERSITY COLLEGE LONDON, London, UK
Nov 2020 – Sept 2021	Maternity leave for first child
Jan 2022 – Aug 2022	Maternity leave for second child

EDUCATION

CORNELL UNIVERSITY, Ithaca, NY
School of Industrial and Labor Relations
Ph.D., Organizational Behavior, May 2015
M.S., Organizational Behavior, August 2012

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

PUBLISHED ARTICLES

Lim, V., **Krause, V.**, & Katz, J.H. (forthcoming). Creative Idea Evaluation Affects Trust in Decision-Makers: The Interpersonal Consequences of Creative Idea Recognition (Failure). *European Journal of Work and Organizational Psychology*.

Krause, V., Vincent, L.C., & Goncalo, J.A. (2024). Creative Ideation Activates Disinhibited Reward-Seeking and Indulgent Choices. *Journal of Personality and Social Psychology*, 127 (4), 796-821.

January 2022 – August 2022 (inclusive): Maternity leave for second child

Krause, V., Goncalo, J. A., & Tadmor, C. T. (2021). Divine inhibition: Does thinking about God make monotheistic believers less creative? *Organizational Behavior and Human Decision Processes*, 164, 158-178.

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

November 2020 – September 2021 (inclusive): Maternity leave for first child

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 IN PREPARATION, UNDER REVIEW, & REVISE AND RESUBMIT

Tadmor, C.T., Krause, V., & Goncalo, J.A. Title omitted for peer review. **1st Round R&R** at Personnel Psychology.

Zitek, E.M., Krause, V., & Jordan, A. Title omitted for peer review. Under review at Social Psychological and Personality Science

Krause, V., Vincent, L.C., & Zitek, E.M. Entitled Managers Endorse (Costly) Creative Ideas. Manuscript in preparation for Personality and Social Psychology Bulletin

Krause, V., Brands, R., Manucci, P.V. How to Lose Friends and Alienate People or How Being Creative Affects One's Social Network. Data analysis stage. Target: Academy of Management Journal.

Krause, V. Forecasting the Impact of Creative Ideas: A Process Theory. Target: Academy of Management Review.

Vincent, L.C., Krause, V., & Goncalo, J.A. The Effect of Creativity on Negotiation Offers. Data collection stage. Target: Organizational Behavior and Human Decision Processes.

PUBLISHED BOOKS, EDITED BOOK CHAPTERS, & REFEREED PROCEEDINGS

Goncalo, J.A. & Krause, V. (forthcoming). *The Research Handbook of Workplace Creativity*. Edward Elgar Publishing.

Choi, E., Dierynck, B., Krause, V., & Leroy, H. (forthcoming). Meditate to Create: How mindfulness reduces competition-induced pressure to allow creativity to flourish. In J. A. Goncalo & V. Krause (Eds). *The Research Handbook of Workplace Creativity*.

Krause, V., Vincent, L. C., & Zitek, E. M. (2025). Entitled Managers Endorse (Costly) Creative Ideas. In Sonia Taneja (Ed.), *Proceedings of the Eighty-fifth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

- Finalist for MOC Best Paper Award

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. J. Zhou & E. D. Rouse (Eds.) *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, CT: JAI Press.

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

- Finalist for OB Best Dissertation Award

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.

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.

CONFERENCE PRESENTATIONS

Krause, V., Vincent, L. C., & Zitek, E. M. Entitled Managers Endorse (Costly) Creative Ideas.

2025: Paper presentation at the Academy of Management Annual Meeting, Copenhagen, Denmark. Finalist for MOC Best Paper Award

2023: Paper presented at Future of Creativity Conference, Reims, France.

Tadmor, C.T., Krause, V., Goncalo, J.A., (2025). Your Success Will Not Save You: Supervisor Evaluations of Creative Deviance. Paper Presentation at EGOS Sub-theme 21: Creative Endurance: Creators Who Persist, Ideas That Last. Athens, Greece.

Tadmor, C.T., Krause, V., Goncalo, J.A., Staw, B.M. (2023). We Don't Need Another Hero: Unauthorized Proactive Followership is Hazardous to Employee Performance Evaluations. Paper presentation at Academy of Management Conference, Boston, MA.

Lim, V. & Krause, V. (2022). The effects of magic on creative idea perception. In V. Lim & Y. Yin (Chairs), *Overcoming the bias against novelty*. Symposium presented online at Academy of Management Annual Meeting, Seattle, Washington.

Lim, V., Landis B., & Krause, V. (2022). "This is creative. Now trust me!": Leader evaluation of creative ideas increases employee trust and constructive voice. Paper presented online at East Coast Doctoral Conference, Columbia Business School, New York.

Ananth, P. & Krause, V. Create, compost and conserve: Understanding the link between creativity and pro-environmental behavior.
2020: European Group for Organisation Studies, Hamburg, Germany.
2020: Creativity Collaboratorium, UCL School of Management, London, UK.
2022: In R. Litchfield & L. Gilson (Chairs), *Recognizing and Extending Creativity*. Symposium presented at the meeting of the Academy of Management, Seattle, WA.

- Krause, V., Vincent, L.C., & Goncalo, J.A. Fat, drunk, and lazy: How engaging in creative tasks can cause unhealthy choices.
2019: Sub-theme 20: Shedding Light on the Dark Sides of Creativity and Innovation. 35th EGOS Colloquium in Edinburgh, United Kingdom.
2019: Symposium presentation at Academy of Management Conference, Boston, MA.
2020: Single paper presentation at Society for Personality and Social Psychology, New Orleans, LA.
- 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., Goncalo, J. A., Tadmor, C. T. (2016). Divine inhibition: Does thinking about God make monotheistic believers less creative? Presented at Creativity Collaboratorium, Boston College, Boston, MA.
- Krause, V. (2016). The effect of perspective-taking on original idea generation. Paper presentation at Academy of Management Conference, Anaheim, CA.
Finalist for OB Best Dissertation based Paper
- 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 lense?: 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.

INVITED TALKS

NEOMA Business School	2023
University College London, School of Management	2014
University College Dublin, College of Business	2014

TEACHING EXPERIENCE

University College London (2017-2019 & 2023-2025):

Managerial Decision-Making, Average Instructor Rating: 4.5/5.0

MRes Advising:

Hannah Lettmann (G1; 2nd supervisor)

Shibeal O'Flaherty (G1; 2nd supervisor)
Velvetina Lim (G1; 2nd supervisor)
John Stothoff (1st supervisor)

MSc Cognitive and Decision Sciences Advising:
Miltiadis Stefanidis (1st supervisor)

PhD Advising:
Velvetina Lim (2nd supervisor) – now at Warwick Business School as Assistant Professor.

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)

Ad hoc Reviewing

Personality and Social Psychology Bulletin (2025)

Nature Human Behaviour (2025)

Organization Studies (2024-present)

Journal of Leadership and Organizational Studies (2023)

Journal of Management Studies (2023 - present)

Thinking Skills and Creativity (2022 - present)

Journal of Business Research (2021)

Mentoring & Mental Health

Mental Health First Aider (2024-present)

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

Institutional Services

School of Management O/I MRes/PhD Student Search Committee Chair (2024-present)

School of Management Research Ethics Board Reviewer (2023-present)

School of Management O/I MRes/PhD Student Search Committee Member (2019-2020)

Organizations & Innovation Faculty Recruitment Committee Member (2019-2020)

School of Management Research Associate Search Committee Member (2018)

School of Management Undergraduate Research Internship Committee Chair (2018)

School of Management Seminar Series Committee Co-Chair (2017-2020)

School of Management Upgrade Panel Member for Jung Won Lee, Ozumcan Demir-Caliskan, Kun Wang

PROFESSIONAL MEMBERSHIPS

Academy of Management (2010-present)

Society for Personality and Social Psychology (2013-present)

Association for Psychological Science (2013-present)

AWARDS/GRANTS/NOMINATIONS

2025	Best Papers from the 85 th AOM Conference Finalist for MOC Best Paper Award at the 85 th AOM Conference
2020	Nominated for 3 Student Choice Awards: Exceptional Feedback Inspiring Teaching Delivery Outstanding Research Supervision.
2017	Nominated for Student Choice Award: Outstanding Teaching
2016	Best Papers from the 76 th AOM Conference Finalist for Best Paper Award for a Paper based on a Dissertation
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)