

HANNE K. COLLINS

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ACADEMIC POSITIONS

Assistant Professor, Management & Organizations

Anderson School of Management, University of California, Los Angeles

Los Angeles, CA

July 2024 - Present

EDUCATION

Harvard Business School, Harvard University

PhD, Organizational Behavior

Boston, MA

May 2024

University of British Columbia

B.A., Honors in Psychology, Class 1 Standing

Vancouver, CAN

May 2017

RESEARCH SUMMARY

- I study the behaviors that ensure people are both *being* and *feeling* heard to foster interpersonal connection.
- My pre-registrations, data and code are available on [OSF](#) and [ResearchBox](#).
- A detailed "chain of custody" statement regarding the handling of the data for each paper is available [here](#).

JOURNAL PUBLICATIONS

Voelkel, J.G., Stagnaro, M.N., Chu, J., [and 80+ others, including **Collins, H. K.**] (2024). Megastudy testing 25 treatments to reduce antidemocratic attitudes and partisan animosity. *Science*, 386(6719), eadh4764. [[PDF](#)] [[OSF](#)]

Collins, H. K., Minson, J. A., Kristal, A., Brooks, A.W. (2024) Conveying and detecting listening in live conversation, *Journal of Experimental Psychology: General*, 153(2), 473–494. [[PDF](#)] [[OSF](#)]

Yeomans, M., Boland, K., **Collins, H. K.**, Abi-Esber, N., & Brooks, A.W. (2023) A User's Guide to Conversation Research: How to study what people say to each other, *Advances in Methods and Practices in Psychological Science*, 6(4). [[PDF](#)]

Collins, H. K., Hagerty, S., Quidbach, J., Brooks, A. W., & Norton, M. I. (2022) Relational Diversity in Social Portfolios Predicts Well-Being, *Proceedings of the National Academy of Sciences*, 119(43), e2120668119. [[PDF](#)] [[OSF](#)]

Collins, H. K. (2022). When Listening is Spoken. *Current Opinion in Psychology*, 47, 101402. [[PDF](#)]

Collins, H. K., Dorison, C. A., Gino, F. & Minson, J. A. (2022) Underestimating Counterparts' Learning Goals Impairs Conflictual Conversations. *Psychological Science*, 33(10), 1732-1752. [[PDF](#)] [[ResearchBox](#)]

Flynn, F. J., **Collins, H. K.**, & Zlatev, J. (2022). Are You Listening to Me? The Negative Link Between Extraversion and Perceived Listening. *Personality and Social Psychology Bulletin*. [[PDF](#)] [[OSF](#)]

Collins, H. K., Whillans, A. V., & John, L. K. (2021). Joy and Rigor in Behavioral Science. *Organizational Behavior and Human Decision Processes*, 164, 179-191. [[PDF](#)] [[OSF](#)]

Yeomans, M., Minson, J., **Collins, H.K.**, Chen, F. & Gino, F. (2020). Conversational Receptiveness: Improving engagement with opposing views. *Organizational Behavior and Human Decision Processes*, 160, 131-148. [[PDF](#)] [[OSF](#)]

Hofer, M. K., **Collins, H. K.**, Mishra, G. D., & Schaller, M. (2019). Do post-menopausal women provide more care to their kin? Evidence of grandparental caregiving from two large-scale national surveys. *Evolution and Human Behavior*, 40(4), 355-364. [[PDF](#)]

Ward-Griffin, E., Klaiber, P., **Collins, H. K.**, Owens, R. L., Coren, S. & Chen, F. S. (2018) Petting away pre-exam stress: The effect of therapy dog sessions on student well-being. *Stress and Health*, 34, 468-473. [[PDF](#)] [[OSF](#)]

Hofer, M. K., **Collins, H. K.**, Whillans, A. V. & Chen, F. S. (2018). Olfactory cues from romantic partner and strangers influence women's responses to stress. *Journal of Personality and Social Psychology*, (1)114, 1-9. [[PDF](#)] [[OSF](#)]

SELECTED WORKS IN PROGRESS

- Dorison, C.A. & **Collins, H.K.** Expressing learning goals can foster trust for decision-makers who make unpopular risk choices.
- Minson, J. A, Yeomans, M., **Collins, H. K.**, & Dorison, C. A. Conversational receptiveness transmits between parties and reduces affective polarization.
- Collins, H.K.** & Minson, J.A. Communicating learning goals in conflict.
- Collins, H.K.**, Shi, Y., & Brooks, A.W. Call-backs in conversation.
- Collins, H.K.**, Brooks, A.W., Ubel, P.A. Understanding rapport in medical conversations.
- Donnelly, G., **Collins, H. K.**, Shi., Y., & Brooks, A.W. The language of parole hearings.

CONFERENCE PROCEEDINGS & PRESENTATIONS

- Collins, H. K.** *Panel Session: Defining and Theorizing Generous Listening in Organizations.*
- Generous Listening in Organizations (Speaker & Panelist), August 2023
- Collins, H. K.** & Minson, J.A. *Communicating a Willingness to Learn Amidst Conflict.*
- International Association for Conflict Management Conference (Presentation), July 2023
 - Academy of Management (Presentation), August 2024
- Collins, H. K.**, Yeomans, M., Minson, J.A., & Dorison, C. A. *Conversation Receptiveness Transmits Between Parties and Reduces Affective Polarization.*
- International Association for Conflict Management Conference (Presentation), July 2023
- Collins, H. K.**, Yeomans, M., Abi-Esber, N., Boland, K. *A User's Guide to Conversation Research: How to study what people say to each other.*
- International Association for Conflict Management Conference (Presentation), July 2021
- Collins, H. K.**, Dorison, C. A., Gino, F., & Minson, J. A. *Why won't you learn about me? Self-other differences in conversational goals.*
- International Association for Conflict Management Conference (Presentation), July 2020
 - Society for Judgement and Decision-Making Conference (Presentation), December 2020
 - Society for Personality and Social Psychology Conference (Presentation), February 2021
- Collins, H. K.**, Minson, J. A., Brooks, A.W., & Kristal, A. *Neglect neglect: People can't tell the difference between real and fake listening during conversation.*
- Boston Judgment & Decision-Making Day (Presentation), October 2019
 - Society for Personality and Social Psychology Conference (Presentation), February 2019
- Collins, H. K.**, Yeomans, M. H., Minson, J. A., Chen, F. S. & Gino, F. *Are you hearing me? Receptiveness to opposing views in social interaction.*
- Society for Personality and Social Psychology Conference (Presentation), February 2019
- Collins, H. K.**, Hofer, M. K., Whillans, A.V., & Chen, F.S. *Olfactory cues from romantic partners and strangers influence women's responses to stress.*
- Society for Personality and Social Psychology (Presentation and Poster), February 2018

PROFESSIONAL AFFILIATIONS

Academy of Management	2019 – Present
International Association for Conflict Management	2020 – Present
Society for Judgement and Decision Making	2019 – Present
Society for Personality and Social Psychology	2018 – Present

TEACHING EXPERIENCE

MGT409: Introduction to Organizational Behavior, Faculty of Record	Winter 2025
Building Relationships for Impact (Continuing Education), Guest Lecturer	Fall 2022
Organizational and Consumer Behavior (Continuing Education), Guest Lecturer	Fall 2021
How to Talk Gooder in Business and Life (MBA), Teaching Fellow	Spring 2021
Program for Research in Markets and Organizations (Undergraduate), Mentor	Summer 2020 – 2023
Harvard Psychology Department Supervised Research Lab (Undergraduate), Mentor	Fall 2021 – Spring 2023