

# Daylian M. Cain

*Curriculum Vitae – February, 2012*

Yale School of Management  
Courtesy appointment: Yale Department of Cognitive Psychology

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**Research Expertise:** Judgment and Decision Making, Behavioral Business Ethics

## Academic Positions Held:

Yale University School of Management  
Assistant Professor of Organizational Behavior, July 2007–

## Education:

Harvard University Department of Economics (Boston, MA)  
Russell Sage Fellow (Advisor: [Sendhil Mullainathan](#)), January 2006–July 2007

Carnegie Mellon University, Tepper School of Business (Pittsburgh, PA)  
M.S., Ph.D., Organizational Behavior and Theory, December, 2007  
(Concentration: Behavioral Economics; Area of Competence: Business Ethics)  
(Main Advisors: [D. Moore](#), [G. Loewenstein](#), [R. Dawes](#))

University of North Carolina (Chapel Hill, NC)  
M.A., Ethics (with study in Moral Psychology at Duke University), 2002

Dalhousie University (Halifax, Nova Scotia)  
M.A., Philosophy (Area: Rational Decision Theory), 1997  
First-Class Honor's B.A., Philosophy (Minors: Math and Computer Science), 1996

## Academic Awards (Teaching awards listed under *Teaching Credentials*):

Best Paper, Annual Meeting, Society of Business Ethics, 2010  
Herbert A. Simon Dissertation Award (Carnegie Mellon University)  
Gerald Salancik Dissertation Proposal Award (CMU)  
Selected as one of three “Featured Presenters” at the 2006 Society of Business Ethics Annual Meeting  
Inaugural “Founders Award” winner at the 2005 Society of Business Ethics Annual Meeting  
USDA Grant (<\$10k) for “Behavioral Economics of Obesity” (Harvard University)  
Russell Sage Fellowship (Harvard)  
Social Science and Humanities Research Council of Canada (SSHRC) Fellowship (CMU)  
William Larimer Mellon Scholarship (CMU)  
National Science Foundation Grant (\$50K) for research and conference on conflicts of interest (CMU)  
Carnegie Bosch Institute Grant (\$50K) for research and conference on conflicts of interest (CMU)  
Summer Fellowship in Corporate Ethics (University of North Carolina–Chapel Hill)  
Department of Philosophy full scholarship (UNC–CH)  
University-wide entrance scholarship (UNC–CH)  
University-wide entrance scholarship: Percy B. Jallotta Award (Dalhousie University)  
Bowater Mersey/Milton Greene Award, to one student from Eastern Canada every four years (Dalhousie)  
Canada Science Scholarship in Math and Computer Science (Dalhousie)

**Articles:**

Cain, D. M., Dana, J., & Newman, G. (forthcoming). Giving vs. giving-in, *Academy of Management Annals*.

Cain, D. M., Moore, D. A., & Haran, U. (forthcoming). Making Sense of Overconfident Entry, *Strategic Management Journal*.

Loewenstein, G., Sah, S., & Cain, D. M. (2012). The unintended consequences of conflict of interest Disclosure. *Journal of the American Medical Association*, 307(7):669-670.

Loewenstein, G., Cain, D. M., & Sah, S. (2011). The limits of transparency: Pitfalls and potential of disclosing conflicts of interest. *American Economic Review, Papers and Proceedings*, 101(3), 423-428.

Cain, D. M., Loewenstein, G., & Moore, D. A. (2011). When sunlight fails to disinfect: Understanding the perverse effects of disclosing conflicts of interest." *The Journal of Consumer Research* 37(5), 836-857.

[2009-2010: Paternity leave and back injury/surgery]

Cain, D. M. & Destksy, A. (2008). Medical snow jobs: Conflicts of interest in medicine. *Journal of the American Medical Association*, 299(24), 2893-2895.

Moore, D. A. & Cain, D. M. (2007). Overconfidence & underconfidence: When and why people underestimate (and overestimate) the competition. *Organizational Behavior and Human Decision Processes*, 103, 197-213. **\*Listed among OBHDP's top-20 most cited papers of the last 5 years.**

Dana, J., Cain, D. M., & Dawes, R. (2006). What you don't know won't hurt me: Costly (but quiet) exit in dictator games. *Organizational Behavior and Human Decision Processes*. 100(2), 193-201. **\*Listed among OBHDP's top-10 most cited papers of the last 5 years.**

Cain, D. M., Loewenstein, G., & Moore, D. A. (2005, January). The dirt on coming clean: The perverse effects of disclosing conflicts of interest. *Journal of Legal Studies*, 1-25. **\*Submitted to the SEC as one of "the most influential papers in fiduciary reform" by the Committee of the Fiduciary Standard. Also reprinted in:**

- 1) (2007) *Carnegie Bosch international management series: International corporate responsibility*, edited by John Hooker and Peter Madsen.
- 2) (2008) *Experimental law and economics*, edited by Jennifer H. Arlen and Eric L. Talley.

**Book** (jacket-reviewed by Cass Sunstein and Phil Tetlock):

Moore, D. A., Cain, D. M., Loewenstein, G., & Bazerman, M. (eds.). (2005). *Conflicts of interest: Problems and solutions from law, medicine and organizational settings*. Cambridge University Press.

**Book Chapters:**

Zhong, C., Liljenquist, K., & Cain, D. M. (2009). Moral self-regulation: Licensing & compensation. In D. De Cremer (ed.), *Psychological perspectives on ethical behavior and decision making*. Charlotte, NC: Information Age Publishing.

Cain, D. M. (2006). Regulating behavior off the books. In B. Mannix, M. Neale, & A. Tenbrunsel (eds.), *Research on managing groups and teams: Ethics and groups* (8), 13-38, Stamford, CT: JAI Press.

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**Selected Papers in Progress:**

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Sah, S., Lowenstein, G., & Cain, D. M. **The burden of disclosure.** (R&R, *JPSP*)

**Awarded Best Paper of Annual Conference: Society of Business Ethics, 2010.**

ABSTRACT

Although disclosure is often proposed as a solution to problems caused by conflicts of interest, prior research has found both positive and negative effects of disclosure. On the downside, disclosure can worsen advice and fail to cause sufficient discounting. We present six experiments that hold advice constant to reveal a previously unrecognized perverse effect of disclosure: While disclosure can decrease advisees' trust in the advice, it simultaneously increases pressure to comply with that same advice. This compliance pressure comes from two mechanisms: recipients (1) fear signaling distrust of advisors, and (2) feel an increased pressure to help satisfy their advisors' personal interests when those interests have been disclosed. Hence, disclosure can burden those it is ostensibly intended to protect. We also show that the increased pressure to comply is reduced if (A) the disclosure is provided by an external source rather than from the advisor, (B) the disclosure is not common knowledge between the advisor and advisee, (C) a cooling-off period is introduced, or, (D) the advisee can make the decision in private.

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Cain, D.M. & Dana, J. D. **Reluctant altruism: Paying people to look at the consequences of their actions**

ABSTRACT

We distinguish reluctant giving, which derives its value solely from not wanting to violate the recipient's expectations, from consumption-based giving, in which the giver likes helping *per se*. In Study 1, subjects demonstrate sincere intentions to give when anonymously observed but preferred selfish outcomes when choosing in secret. In Study 2, many subjects prefer to make choices in ignorance of the consequences of their actions, but paying subjects to resolve this uncertainty leads to large increases in pro-social behavior.

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**Selected Popular Press Mentions:**

**The New York Times**, “In Investing, Disclosure Only Gets You So Far” (Feb 8, 2012)  
**Financial Times**, “Unintended Consequences of Disclosure,” (December 4, 2011)  
**The New York Times**, “Stumbling into Bad Behavior” (April, 20, 2011)  
**CNN.com**, “Drug Firms Have to Stop Paying Doctors” (November 30, 2010)  
**Wall Street Journal**, “What Conflicts of Interest?” (October, 16, 2010)  
**Wall Street Journal**, “Teaching the Golden Rules” (November 23, 2009)  
**USA Today**, “Bailout Firms Have Program Recipients Among Their Clients” (January, 28, 2009)  
**Economics 2.0**, What the Best Minds in Economics Can Teach You about Business and Life (2008)  
**Boston Globe, WJS.COM, New Albany Tribune, and Chronicle of Higher Education**, “Defensive Cheating” (2007-2008).  
**Business Week**, “Disclosure is a Lousy Solution” (October 23, 2006)  
**Wall Street Journal**, “Simply Disclosing Funds Behind Studies may not Erase Bias” (August 4, 2006)  
**Forbes.com**, “The Dangers of Full Disclosure” (June 8, 2005)  
**Decision Science News**, “Honesty No Longer the Best Policy” (March 9, 2005)  
**Pittsburgh Post-Gazette**, “CMU Study Suggests Disclosure has its Risks” (January 17, 2005)  
**The Washington Post**, “Disclosing the Dirt about Full Disclosure” (August 22, 2004)  
**The New Yorker**, “The Talking Cure” (December 2002)

**Selected Service Activities:**

**Ad Hoc Journal Referee:** *American Economic Review, Cognitive Science, Journal of European Economic Association, Journal of Marketing Research, Journal of Public Economics, Journal of Organizational Behavior, Management Science, Organizational Behavior and Human Decision Processes, Psychological Science, Strategic Management Journal.*

**Conference Review Committee:** BDRM 2010.

**Book Manuscript Referee:** *Routledge Press, Stanford University Press, and Yale University Press.*

**Other Yale Service:** Supervisor of two Yale SRO internships; Reader for Cognitive Science Honor’s Theses; Director of independent readings in PHIL; frequent guest speaker (Yale Alumni events, MBA Welcome Weeks, World Fellows speaker series, Yale Leadership Institute, and Yale secret society events)

**Service outside of Yale:** Co-organizer of USDA/ERS 2007 conference, “Behavioral Health Economics;” Lead organizer for CBI/NSF conference on “Conflicts of Interest,” which secured \$100,000 in funding; Steering Committee, Carnegie Bosch Center for International Corporate Responsibility; Judging panel, Kerr Ethics Prize; Board Member, CMU Management Game; Founder, UNC–Chapel Hill’s official Australian Rules Football team; President of Undergraduate Philosophical Association at Dalhousie University; Youngest-ever member (18) Yarmouth Town Council (Nova Scotia, Canada).

**Past or Present Member:** Yale Center for Consumer Insights; RUDD Center for Food Policy and Obesity (Yale); Society for Judgment and Decision Making; Society for Business Ethics; Association of Consumer Research; Academy of Management (Organizational Behavior, Conflict Management, Social Issues in Management); Economic Science Association; The American Economic Association; Russell Sage Work Group on Prescriptive Economics; Rockefeller/Hewlett Foundation Roundtable on the Behavioral Economics of Climate Change; Carnegie Mellon University Center for Interdisciplinary Research on Teams; Carnegie Bosch Center for International Corporate Responsibility; Canadian Philosophical Association.

**Teaching:**Teaching Awards

Society of Business Ethics and Wheatley Institution's "Master Teacher in Ethics Award," 2012  
Yale SOM Elective Teacher of the Year, 2010-11 academic year  
Business Administration teaching award (Carnegie Mellon University)  
"Teaching with Technology" award (University of North Carolina–Chapel Hill)

University Courses Prepped

"Negotiations: Beyond Win-Win" (Yale School of Management)  
"Business Ethics Meets Behavioral Economics" (Yale School of Management)  
"Business and Society: Managerial Ethics and Decision Making" (CMU)  
"Organizational Behavior" (CMU)  
"Biomedical Ethics" (UNC-CH)  
"Introduction to Ethics" (UNC-CH)  
"Applied Ethics" (UNC-CH)

Selected Executive Education

"Negotiation Mind Games" (Management for Lawyers Program, Yale Law School, 2009+)  
"Strategic Negotiation" (Yale/Zurich Executive MBA, 2008+)  
"Leadership Mind Games: How to Avoid Common Decision Traps" (Yale/BearingPoint, 2008+)  
"Strategic Negotiations" (Tepper School of Business, Summer Institute, 2004)  
"Negotiation Strategies and Tactics" (VA Hospital, Pittsburgh, 2003)

Guest Lectures

"The Socially Conscious Leader," "Leadership Mind Games: How to Avoid Common Decision Traps,"  
"Organizational Behavior," "Decision Theory," "Interpersonal Negotiations," "Architecture and Design  
Economics," "Real Estate Development," "Medical Ethics," and "Peace, War and Defense."

Class Consulting

For Kellogg professors Adam Galinsky, David Austen-Smith, and Timothy Feddersen on course content of a new Kellogg MBA course, "Values-Based Leadership" (MORS-912-0).

General Teaching Interests

Negotiations, Business Ethics, Decision Making, Behavioral Economics, Moral Psychology,  
Organizational Behavior, Critical Thinking