

ERIKA L. KIRGIOS

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ACADEMIC APPOINTMENTS

University of Chicago Booth School of Business **2022-**
Assistant Professor of Behavioral Science

EDUCATION

The Wharton School, University of Pennsylvania **2022**
Ph.D. in Operations, Information, and Decisions

Princeton University **2017**
B.A. in Computer Science, *summa cum laude*
Minors in Neuroscience and Cognitive Science

RESEARCH INTERESTS

Diversity, Discrimination, Prosocial Behavior, Behavior Change

PUBLICATIONS

Chang, E.H., **Kirgios, E.L.** Demographic “Stickiness”: The Demographic Identity of Departing Group Members Influences Who is Chosen to Replace Them. Forthcoming at *Management Science*.

Kirgios, E.L., Rai, A., Chang, E.H., Milkman, K.L. (2022). When Seeking Help, Women and Racial/Ethnic Minorities Benefit from Explicitly Stating their Identity. *Nature Human Behaviour*.

Milkman, K.L., many authors including **Kirgios, E.L.**, ..., & Duckworth, A.L. (2021). A Mega-Study Approach to Applied Behavioral Science. *Nature*, 600(7889), 478-483.

Chang, E.H., **Kirgios, E.L.**, Smith, R.K. (2021). Large-Scale Field Experiment Shows Null Effects of Team Diversity on Others’ Willingness to Support the Team. *Journal of Experimental Social Psychology*, 94, 104099.

Kirgios, E.L., Chang, E.H., Milkman, K.L. (2020). Going It Alone: Competition Increases the Attractiveness of Minority Status. *Organizational Behavior and Human Decision Processes*, 161, 20-33.

Chang, E.H.*, **Kirgios, E.L.***, Rai, A., Milkman, K.L. (2020). The Isolated Choice Effect and Its Implications for Gender Diversity in Organizations. *Management Science*, 66(6), 2752-2761. *denotes equal authorship

Kirgios, E.L., Chang, E.H., Levine, E.E., Milkman, K.L., Kessler, J.B. (2020). Forgoing Earned Incentives to Signal Pure Motives. *Proceedings of the National Academy of Sciences*, 117(29), 16891-16897.

Kirgios, E.L., Mandel, G., Park, Y., Milkman, K.L., Gromet, D., Kay, J., Duckworth, A.L. (2020). Teaching Temptation Bundling to Boost Exercise: A Field Experiment. *Organizational Behavior and Human Decision Processes*, 161, 20-35.

WORKING PAPERS

Rai, A., Chang, E.H., **Kirgios, E.L.**, Milkman, K.L. Group Size Influences Perceptions of Diversity and Likelihood of Hiring Women and Racial Minorities. Conditionally accepted at *Organization Science*.

Kirgios, E.L., Silver, I.M., Chang, E.H. Measurable diversity goals can attract applications from historically marginalized candidates. Reject and resubmit at *Management Science*.

Roy, E., many authors including **Kirgios, E.L.**, Chang, E.H., Chang, L.,...Lai, C.K., Axt, J. A contest study to reduce discrimination in social judgment. Reject and resubmit at *Journal of Personality and Social Psychology*.

Kirgios, E.L., Athey, S., Duckworth, A.L., Karlan, D., Luca, M., Milkman, K.L., Offer-Westort, M., Udry, C. Does Asking Questions Instead of Sharing Facts Increase Information Engagement? Three Health Behavior Messaging Experiments from the United States and Ghana.

Kirgios, E.L. and Chang, E.H. What motivates equitable behavior? The impact of positive and negative group-level feedback in the domain of bias.

Chang, L., **Kirgios, E.L.**, Milkman, K.L., Mullainathan, S. Quantification fixation.

Blunden, H., **Kirgios, E.L.**, Rai, A., Chang, E.H., Milkman, K.L. When Flattery Fails: Flattery Backfires for those Perceived as Inauthentic.

Chang, L., **Kirgios, E.L.**, Rai, A. Milkman, K.L. Evaluating the efficacy of shortlist quotas to promote gender diversity.

SELECTED RESEARCH IN PROGRESS

Rai, A., **Kirgios, E.L.**, Milkman, K.L. Insider vs. Outsider Perceptions of Diversity.

Vinluan, A.C., Chang, E.H., and **Kirgios, E.L.** Bureaucracy and Feelings of Inclusion.

Lin, J., Hur, J.D., Chang, E.H., and **Kirgios, E.L.** False Diversity Progress: The Impact of Contact with Women and Racial Minorities on Future Diversification in U.S. Corporate Boards.

Kirgios, E.L., Chang, E.H. The impact of corporate diversity goals and incentives on women's willingness to self-promote.

Chang, E.H., **Kirgios, E.L.**, Zlatev, J. How do race and sexual orientation affect negotiation outcomes? Evidence from an audit experiment.

Pink, S.L., Cervantez, J., Chang, E.H., **Kirgios, E.L.**, Milkman, K.L. Harnessing reactance to boost women's willingness to compete for high-status jobs: Evidence from the field.

AWARDS AND HONORS

Cornell ILR Workplace Inclusion & Diversity Grant, 2023

National Science Foundation Graduate Research Fellowship, 2017-2020

Paul R. Kleindorfer Scholar Award, 2021

Wharton Leadership Center Grant, 2021

Mack Institute for Innovation Management Research Grant, 2020, 2021

Judith & William Bollinger Fellowship, 2020

Marketing Science Institute Research Grant, 2020

Baker Retailing Center Grant, 2019
Wharton Doctoral Programs Travel Grant, 2019
The Russell Ackoff Doctoral Student Fellowship Award, Wharton Risk Center, 2018, 2019, 2020
Best Micro Paper Award, East Coast Doctoral Conference, 2019
Marjorie Weiler Prize for Excellence in Writing, 2018
Princeton Computer Science Senior Thesis Prize, 2017
U.S. Presidential Scholar, 2013

INVITED PRESENTATIONS

Dartmouth University Tuck Management Research Symposium, 2023 (scheduled)
Cornell University Behavioral Economics and Decisions Research Center, 2023 (scheduled)
Stanford University Graduate School of Business Organizational Behavior Seminar, 2023
Northwestern University Kellogg School of Management, Marketing Brown Bag, 2023
University of Chicago Booth School of Business, Behavioral Economics Seminar, 2023
Columbia University, Columbia Business School, 2022
University of Chicago Booth School of Business, Behavioral Science Seminar, 2021
University of Virginia Darden School of Business, 2021
Harvard University, Harvard Business School, 2021
Georgetown University McDonough School of Business, 2021
Northwestern University Kellogg School of Management, MORS Seminar 2021
MIT Sloan School of Management, 2021
University College London School of Management, 2021
University of California Berkeley, Haas School of Business, 2021
Washington University in St. Louis, Olin School of Business, 2021
Boston University, Questrom School of Business, 2021
Rice University, Jones School of Business, 2021

CONFERENCE PRESENTATIONS

The Influence of Positive and Negative Feedback About Bias on Subsequent Discrimination in a Large-Scale Audit Experiment.

- Society for Personality and Social Psychology, Atlanta, 2023
- Society for Judgment and Decision Making, San Diego, 2022

When Seeking Help, Women and Racial Minorities Benefit from Explicitly Stating their Identity.

- Advances in Field Experiments Conference, Chicago, 2022
- Subjective Probability, Utility, and Decision Making Conference, Virtual, 2021
- Academy of Management Annual Meeting, Virtual, 2021
- International Association for Conflict Management Conference, Virtual, 2021
- Society for Personality and Social Psychology, Virtual, 2021
- Behavioral Insights Global Online Seminar, Virtual, 2020
- Society for Judgment and Decision Making, Virtual, 2020
- Academy of Management Annual Meeting, Virtual, 2020

Do concrete diversity goals attract or repel job applicants? Evidence from the field.

- Society for Judgment and Decision Making, Virtual, 2021

- Academy of Management Annual Meeting, Virtual, 2021

Forgoing Earned Incentives to Signal Pure Motives.

- CHIBE Roybal Mini Symposium, Virtual, 2020
- International Association for Conflict Management Conference, Virtual, 2020
- East Coast Doctoral Conference, Canceled due to COVID-19, 2020
- Society for Personality and Social Psychology Judgment and Decision Making Pre-Conference, New Orleans, LA, 2020

Going It Alone: Competition Increases the Attractiveness of Minority Status.

- Society for Personality and Social Psychology, New Orleans, LA, 2020
- Society for Judgment and Decision Making, Montreal, Canada, 2019
- Academy of Management Annual Meeting, Boston, MA, 2019
- International Association for Conflict Management Conference, Dublin, Ireland, 2019
- East Coast Doctoral Conference, New York, NY, 2019

The Isolated Choice Effect and Its Implications for Gender Diversity in Organizations.

- Subjective Probability, Utility, and Decision Making Conference, Amsterdam, Netherlands, 2019
- Behavioral Science and Policy Association Annual Conference, New York, NY, 2019

CHAired SYMPOSIA

- The Consequences of Self- and Other-Signaling on Diversity-Related Cognition and Decisions (Symposium Co-chair with James Carter). Academy of Management, Virtual, 2021.
- Diversity Perceptions and Decision-Making are Shaped by Strategic Motives (Symposium Co-chair with Joyce He). Society for Personality and Social Psychology, New Orleans, LA, 2020.
- Gender and Workplace Decision-Making: Women's Strategic Choices Throughout the Pipeline (Symposium Co-chair with Joyce He). Academy of Management, Boston, MA, 2019.
- Competition and Aggressive Behavior: Contextual and Perceptual Predictors of Competitive and Cooperative Decision-Making. International Association for Conflict Management, Dublin, Ireland, 2019.

TEACHING EXPERIENCE

Strategies and Processes of Negotiation (MBA, Spring 2023)

TA for Negotiations (Undergraduate, Prof. Rebecca Schaumberg Fall 2019 and Fall 2020, Prof. Kelly Lee Spring 2022)

TA for Managerial Decision Making (MBA, Prof. Katherine Milkman, Spring 2019)

Undergraduate Advising: Judgment and Decision Making Research Immersion (Undergraduate, Fall 2018)

PROFESSIONAL SERVICE

Editorial Review Board member at *Organization Science*

Member of the Underrepresented Scholars in SJDM Committee, 2022-2025

Ad Hoc Reviewer for *Organizational Behavior and Human Decision Processes* 2021-Present

Ad Hoc Reviewer for *Management Science*, 2018-Present

Co-Organizer of Women in Business Academia Conference, 2018, 2019
Co-Organizer of Interdisciplinary Doctoral Student Journal Club, 2019
Treasurer of Wharton Society for Advancement of Women in Business Academia, 2017-2019
PhD Social Chair of Operations, Information, Decisions Department, 2018-2020

SELECTED MEDIA COVERAGE

- Chang, Kirgios, Elfer, Wright, Lindemann. “Why you should start A/B testing your diversity initiatives”, *HBR.org*, April 18, 2023
- Kirgios, Rai, Chang, Milkman. “To Fight Bias, Consider Highlighting Your Race or Gender”, *Scientific American*, March 28, 2022
- “Why Identity Matters When Asking for Career Help”, *Knowledge@Wharton*, February 21, 2022
- “Battling the Perennial Want/Should Conflict”, *Rotman Magazine*, April 13, 2021
- “Behavior Change”, *Useful Science Podcast*, March 23, 2021
- “The science of how to stick to New Year’s resolutions and truly change your habits”, *CNN*, January 1, 2021
- “Can Being the ‘Token’ Give Women and Minorities a Competitive Edge?”, *HBS Working Knowledge*, October 27, 2020
- “Unplanned Giving: If You’re Paid to Do Good, Does it Count?”, *The American Scholar*, October 7, 2020