

ERIKA L. KIRGIOS

erika.kirgios@chicagobooth.edu

<https://www.erikakirgios.com/>

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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

PUBLICATIONS

*denotes equal authorship, †denotes mentee/student collaborator

Kirgios, E.L., Silver, I.M. & Chang, E.H. Does communicating measurable diversity goals attract or repel historically marginalized job applicants? Evidence from the lab and field. Forthcoming at *Journal of Experimental Psychology: General*.

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

Gallardo, R.†, Smith, A.†, Zak, U, Lopez, D., **Kirgios, E.L.**, & Koch, A. Rarity boosts in-group love. Forthcoming at *Journal of Personality and Social Psychology*.

Chang, L., **Kirgios, E.L.**, Milkman, K.L., & Mullainathan, S. (2024). Does Counting Change What Counts? Quantification Fixation Biases Decision Making. *Proceedings of the National Academy of Sciences*, 121(46), e2400215121.

Rai, A., Chang, E.H., **Kirgios, E.L.**, & Milkman, K.L. (2024). Group Size Influences Perceptions of Diversity and Likelihood of Hiring Women and Racial Minorities. *Organization Science*.

Chang, E.H. & **Kirgios, E.L.** (2024). Demographic “Stickiness”: The Demographic Identity of Departing Group Members Influences Who is Chosen to Replace Them. *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*, 6(3), 383-391.

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.

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.

TEAM SCIENCE PUBLICATIONS

Roy, E.†, many authors including **Kirgios, E.L.**, Chang, E.H., Chang, L.,...Lai, C.K., & Axt, J. (2024). A contest study to reduce discrimination in social judgment. *Journal of Personality and Social Psychology*.

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.

WORKING PAPERS

*denotes equal authorship, †denotes mentee/student collaborator

Kirgios, E.L.* & Chang, E.H.* [Topic: Diversity incentives and women's leadership aspirations, field experiment with 2k participants]. Conditionally accepted at *Academy of Management Journal*.

Chang, E.H., **Kirgios, E.L.**, & Zlatev, J. [Topic: Intersectionality in negotiations, field experiment with 3k participants]. Under second round review at *Organization Science*.

Pink, S.L.†, Cervantez, J.†, **Kirgios, E.L.**, Chang, E.H., & Milkman, K.L. [Topic: Stereotype reactance and women's willingness to compete, field experiment with 4k participants]. Under second round review at *Organization Science*

Kirgios, E.L. & Chang, E.H. [Topic: Using collective feedback to motivate minority-supporting behavior, field experiment with 4k participants].

Blunden, H., **Kirgios, E.L.**, Rai, A., Chang, E.H., & Milkman, K.L. [Topic: When flattery backfires, field experiment with 2.5k participants]. Under review at *Organizational Behavior and Human Decision Process*.

Rai, A., **Kirgios, E.L.**, Lucas, B., & Milkman, K.L. [Topic: Longer lists of referrals boost gender diversity, two field experiments with 8k total participants]. Under review at *Journal of Applied Psychology*.

Chang, L., **Kirgios, E.L.**, Rai, A., & Milkman, K.L. [Topic: Shortlist quotas].

Kealoha, C.†, Chang, E.H., & **Kirgios, E.L.** [Topic: Disclosing non-binary identity when seeking help, field experiment with 6k participants].

Rai, A., **Kirgios, E.L.**, & Milkman, K.L. [Topic: Perceptions of Diversity]

SELECTED RESEARCH IN PROGRESS

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Smith, A.†, **Kirgios, E.L.**, Silver, I.M., & Chang, E.H. [Topic: Communicating measurable diversity goals].

Fadayomi, I.†, **Kirgios, E.L.**, & Levine, E.E. [Topic: Advising across identity-relevant trade-offs].

Cheng, G.†, He, J., & **Kirgios, E.L.** [Topic: Highlighting East Asian Identity].

Kiyawat, A.†, Zhang, K.†, Chang, E.H., Zlatev, J., & **Kirgios, E.L.** [Topic: Gender and Race in Negotiations, field experiment with 4k participants].

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

National Science Foundation RAPID Grant, 2020

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

University of California, Los Angeles Behavioral Decision Making Seminar, April 2024

University of Chicago Social Psychology Seminar, March 2024

Dartmouth University Tuck Management Research Symposium, December 2023

Cornell University Behavioral Economics and Decisions Research Center, December 2023

Stanford University Graduate School of Business Organizational Behavior Seminar, March 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

Communicating Diversity Goals and Incentives to Increase Women's Aspirations to Lead.

- Behavioral Decision Research in Management, Chicago, 2024

Evaluating the efficacy of shortlist quotas to promote gender diversity.

- Behavioral Decision Research in Management, Chicago, 2024

Positive Collective Feedback Motivates Support for Racial Minorities.

- Academy of Management Annual Meeting, Chicago, 2024
- Ethical Issues of our Time Meeting, Park City, 2024
- Society for Personality and Social Psychology, Atlanta, 2023
- Society for Judgment and Decision Making, San Diego, 2022

Does Q& A Boost Engagement? Health Messaging Experiments in the U.S. and Ghana.

- Society for Judgment and Decision Making, San Francisco, 2023

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

Measurable diversity goals can attract applications from historically marginalized candidates.

- 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

- From Entry to Executive: How Heuristics and Biases Shape Gender Diversity through the Pipeline (Symposium Co-chair with Jen Dannals). Behavioral Decision Research in Management, Chicago, 2024
- 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

Special Topics in Behavioral Science (Ph.D., Winter 2024)
 Strategies and Processes of Negotiation (MBA, Spring 2023, Winter 2024)
 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

Faculty presenter at the Chicago Booth Women in Business + African American MBA Association Seminar Series, 2024
 Faculty presenter at Behavioral Science Ph.D. student orientation, 2024
 Rising Scholars Conference Faculty Mentor, 2023
 Co-PI of HOPE (Honesty, Opportunity, Prosociality, and Ethics) lab, 2022-present
 Member of the Underrepresented Scholars in SJDM Committee, 2022-present
 Editorial Review Board member at *Organization Science*, 2022-present
 Ad Hoc Reviewer: *Proceedings of the National Academy of Sciences*, *Nature Human Behaviour*, *Journal of Economic Behavior*, *Organizational Behavior and Human Decision Processes*, *Management Science*
 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, Chilazi, Elfer, Arslan, Kirgios, Hauser, & Bohnet. “Incorporating DEI Into Decision Making”, *HBR.org*, September 1, 2023
- “The Golden Misfits”, *Choiceology Podcast*, August 28, 2023
- 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