Amanda Agan  
Assistant Professor  
Rutgers University

My research focuses on labor economics and the economics of crime and is particularly focused on discrimination. I am interested in how policies - large national ones and individual firm decisions - can help reduce barriers to employment for various underrepresented groups. In my main research, I have used field experiments and analysis of existing datasets to explore policies related to individuals with criminal records. I am currently undertaking a field experiment to understand the impact of salary disclosure on gender inequality in wage offers. I am an assistant of economics and an affiliated professor in the program in criminal justice at Rutgers University. I am also a faculty research fellow at the National Bureau for Economic Research and a faculty affiliate of Abdul Latif Jameel Poverty Action Lab - North America.

**Selected Findings from Past Work**

**Ban the Box, Criminal Records, and Racial Discrimination: A Field Experiment**

• Employers are less likely to call back applicants with black sounding names and applicants with criminal records.
• After employers are banned from asking about criminal histories, the callback rate gap between black and white applicants grows significantly.
• Young black men without a criminal record are harmed by these policies, as employers perceive them to have a high probability of having a criminal record and they cannot signal otherwise.

**The Effect of Salary History Bans**

• Currently undertaking a field experiment to understand the effects of salary history disclosures on wage offers and gender inequality.
Marianne Bertrand
Chris P. Dialynas Professor of Economics
University of Chicago Booth School of Business

I am an applied micro-economist working in the fields of labor economics, corporate finance, and development economics, with a special focus on issues of discrimination and diversity. I am a Co-Director of Chicago Booth’s Social Enterprise Initiative, Director of the Poverty Lab at the UChicago Urban Labs, and I serve on the Board of Directors for the Abdul Latif Jameel Poverty Action Lab. I am a Research Fellow at the National Bureau of Economic Research, the Center for Economic Policy Research, and the Institute for the Study of Labor.

Selected Findings from Past Work

Are Emily and Greg More Employable Than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination

- White names receive 50 percent more callbacks for interviews.
- Callbacks are also more responsive to resume quality for White names than for African-American ones.

Breaking the Glass Ceiling? The Effect of Board Quotas on Female Labor Market Outcomes in Norway

Studying the impact of a law imposing gender quotas on corporate boards in Norway, we find that...

- Women appointed to these boards post-reform were observably more qualified than their female predecessors, and that the gender gap in earnings within boards fell substantially;
- However, quotas had very little discernible impact on women in business beyond their direct effect on the women who made it into boardrooms
Edward Chang  
PhD Student  
The Wharton School, University of Pennsylvania

I use field experiments, lab experiments, and archival data to investigate how to improve diversity and inclusion in organizations, why organizations may not be as diverse as they aspire to be, and the consequences of diversity for organizational performance.

Selected Findings from Past Work

The Heterogeneous Impact of Diversity Training on Attitudes and Behavior: A Field Experiment

Although diversity training is ubiquitous in organizations, evidence for whether it actually improves attitudes and behaviors towards women and racial minorities is lacking. In fact, one widely-cited correlational study suggests diversity training may harm women and racial minorities in the workplace. We ran a large-scale (N = 3,016) field experiment with an international organization testing whether an hour-long, science-based online diversity training can improve attitudes and workplace behaviors towards women and minorities. We find evidence that our intervention changes both attitudes and behaviors, but attitude change is concentrated among those participants whose attitudes were least aligned with the content of our intervention to begin with, while behavior change is concentrated among those participants whose attitudes were most aligned with the content of our intervention to begin with. In addition, we find evidence that a diversity training which focused entirely on reducing gender bias and stereotyping also improved attitudes and behaviors toward racial minorities. This suggests that there may be positive spillovers to prejudice reduction efforts.

Diversity Thresholds: How Social Norms, Visibility, and Scrutiny Relate to Group Composition

How do groups or organizations conclude they have adequate diversity? We find evidence of diversity thresholds in which groups are disproportionately likely to cluster at the exact same number of women. Among U.S. corporate boards, these diversity thresholds manifest in a phenomenon we call “twokenism”: boards with exactly two women are vastly overrepresented (e.g., there were 45% more boards with exactly two women in the S&P 500 in 2013 than we would expect).
Siri Chilazi
Research Fellow
Women and Public Policy Program, Harvard Kennedy School

My research focuses on driving gender parity in the workplace and identifying ways in which we can harness behavioral design to de-bias organizational processes. I specialize in translating academic research, mine and others’, into practical approaches and tools to design more inclusive workplaces. As such, I frequently collaborate with organizations ranging from start-ups to Fortune 500 companies and leading professional service firms in order to close gender gaps through behavioral design interventions. My past work as a practitioner has included designing a paid parental leave policy and spearheading legislative advocacy to increase women’s representation on corporate boards.

Selected Findings from Past Work

Culture and leadership at the senior levels of an organization (confidential qualitative research in a Fortune 50 company)

• Equally successful senior women and men experience the workplace differently, with women reporting worse experiences along multiple dimensions
• Women are particularly disadvantaged in reorganization situations, where they face scope/responsibility loss more often and more extremely than men
• Route of entry into the company (referral vs. not) plays a role in future career success in a highly networked and relationship-based organization

Gender and culture in the venture capital industry (research in progress)

• Mixed methods research project that aims to identify, catalog and analyze components of organizational practice, culture, and policies that hinder or foster full gender inclusion in the venture capital (VC) industry
• The project examines drivers of gender gaps both in the VC investor base (only approximately 10% of all VCs are women) as well as in VC funding decisions (only about 5% of all VC dollars go to female founders)
• Based on the diagnosis, we are designing experimental interventions to promote de-biased organizational and talent management processes; ultimately, our goal is to generate actionable insights and interventions that VC firms can deploy to dismantle structural barriers to gender equality and inclusion
Eszter Czibor
Postdoctoral scholar
University of Chicago

I am an applied microeconomist with a keen interest in organizational behavior. I apply insights from economic theory with the aim to improve incentive schemes and evaluation processes, and I study women’s labor market outcomes from a behavioral perspective. My research builds on a combination of experimental and observational data from a variety of settings ranging from companies and classrooms to computer labs and online card game communities. My most recent work explores the unintended negative consequences of performance incentives, and studies the part time penalty in subjective managerial evaluations.

Selected Findings from Past Work

Exploring the part time gap in managerial evaluations

- Performance ratings affect career outcomes - They are linked to employees’ salary increases and promotion probabilities.
- Part time employees receive lower ratings than their comparable full time colleagues
  
  Using personnel data from three large companies, we document a sizable part time penalty in subjective managerial evaluations: working less than 80% of the full-time hours is associated with a 20% reduction in the likelihood of getting a Very good or Excellent rating
  
  - The part time gap in ratings is lower among employees with longer tenure
- We find no part time gap when we consider a more objective performance measure (bonuses linked to the attainment of pre-specified targets)
  
  - Our results are consistent with a model where managers cannot distinguish between employees with low productivity or high opportunity cost, and systematically rate part timers worse despite the same signal of performance as full timers

Never too late: Gender quotas in a multistage tournament

- Can quotas at the board level attract more female applicants in entry level positions?
  
  - We ran a randomized controlled experiment in a lab to explore
- Affirmative action late in the game attracts talented women to competition early on
  
  - Introducing gender quotas in the final round of a multi-stage tournament increases female competition entry already in the first round
- Men are not discouraged
  
  - Hardly any high performing male candidates dropped out of the contest because of the quotas
  
  - As a result, affirmative action did not come at the cost of efficiency
Jennifer Doleac
Associate Professor of Economics
Texas A&M University

I use field experiments and natural experiments to study the economics of crime and discrimination. My Justice Tech Lab focuses specifically on how technology can improve public safety and reduce racial disparities in the criminal justice system. Much of my recent research aims to identify policies and practices that can more successfully reintegrate individuals with criminal records into their communities. Lots of well-meaning policies do not work as intended, so I believe it is crucial to rigorously evaluate what we try. I am a non-resident fellow at the Brookings Institution and a research fellow at IZA. I’m also a faculty affiliate at the University of Chicago Crime Lab, the Institute for Research on Poverty, and the Wilson Sheehan Lab for Economic Opportunities.

Selected Findings from Past Work

The unintended consequences of Ban the Box

• When employers are prohibited from asking about an applicant’s criminal record until late in the hiring process, they may use remaining information to try to guess who has a record, and avoiding hiring those applicants
• This hurts young, low-skilled black men who don’t have a record
• The net effect is a big and persistent reduction in employment for young, low-skilled black men as a group – the opposite of what this policy intended
• Policy implications: Providing more information about job applicants’ work-readiness, rather than taking information away, is likely to be a better way to help employers look beyond someone’s criminal record

Racial discrimination in the sharing economy

• Posted ads for iPods on Craigslist in communities across the country, randomizing whether an ad showed a photo of a white or black hand holding the iPod
• Black sellers received fewer offers and lower offers
• Racial disparities were larger in places with more racial isolation and more property crime, suggesting that buyers might be using race as a proxy for driving distance or the likelihood of being robbed
• Policy implications: Providing a central, safe place as the default meeting place for buyers and sellers might lead to less discrimination based on race
Jeffrey Flory  
Visiting Scholar, University of Chicago  
Assistant Professor, Claremont McKenna College

My research uses lab and field experiments to examine practical questions on diversity in the workplace, salary gaps and employment inequalities among underrepresented groups, and impacts of different payment structures on employee behaviors. Much of my work aims to help practitioners effectively and efficiently achieve their objectives through evidenced-based research. My research has been featured in media outlets such as Time Magazine, ABC News, Freakanomics, and Science Daily.

Selected Findings from Past Work

Competitive Workplaces Push Some Women Away

- Competitive workplaces can sharply reduce applications by women to a job, raising the gender gap by as much as 125%.
- Making competition team-based can eliminate this negative effect on women’s job-interest.
- Lowering the degree of competition can also help reduce this effect and eliminate the gender gap in application rates.

Stating Diversity as a Company Value Raised Job-Interest and Applications by Minorities

- Signaling explicit interest in employee diversity raises interest and applications by ethnic minority individuals.
- It does not lower interest or applications from ethnic majority individuals (in fact, slightly raises)
Catalina Franco
Post-doctoral researcher
Universidad del Rosario

Catalina is a post-doctoral researcher at Universidad del Rosario in Bogota, Colombia. Drawing tools from Behavioral and Experimental Economics, she studies gender differences in the selection of college majors and individuals’ decision-making. Catalina leverages insights from lab experiments and applies them to field settings in which stakes are high and relevant to individuals’ lives. Catalina’s diversity research has focused on studying gender differences in the education context. In a collaborative project conducted in Michigan, she studies how the lack of diversity in introductory economics classes affects student learning and interest in economics. In Colombia, she studies how beliefs regarding own ability may be biased and how correcting the biases via feedback provision may help students better align abilities with observed choices.

Selected Findings from Past Work

One of the main findings of my project studying how biased beliefs about relative ability affects decision making is that women are largely unaffected by the intervention I conducted among students preparing for a college entrance exam in Colombia. In this project I hypothesize that biased beliefs may partially explain the gender imbalance in selection into college majors, as biased beliefs may lead people to think that they have relative strengths or weaknesses in certain academic subjects that they are actually lacking. Even though students, regardless of gender, hold biased beliefs (over 50% either overestimate or underestimate their relative performance in practice tests), men in the treatment group (receiving full feedback about their ability) are much more responsive than women receiving the same type of feedback. For example, once men know that they are at the bottom of the practice test score distribution, they study less than men in the control group. Women who receive feedback, on the other hand, do not show any differences relative to those who do not know their relative standing. These findings suggest that women may be more perseverant, but this behavior may hurt them if they choose academic options that are beyond their capabilities (results coming soon).

A second takeaway from another of my projects studying introductory undergraduate courses in economics is that lack of diversity in the classroom hurts minority students’ performance and willingness to pursue economics. It is well known that women make up only about 30% of the student body in economics in the US. To study how the low diversity in economics may affect minority (female) students, together with professors Martha Bailey (Michigan), Manuela Angelucci (UT Austin) and Linda Tesar (Michigan), I conducted a pilot of a field experiment in Michigan. We randomized the gender composition of introductory economics courses weekly discussion sections. Some sections taking place at the same time and day were randomly assigned to have few women and mostly men, while others were assigned to have few men and a mostly women. We found that female students who are in “high-women” sections are less likely to earn a C and more likely to earn a B as a final grade and express a higher willingness to graduate with an economics degree. We observed no negative effects on the men. These findings suggest that being surrounded by more people like yourself can help improve your grades and your perception of the subject matter you are studying.
Diogo Geraldes
Assistant Professor, Utrecht School of Economics
Research Fellow, Tjalling Koopmans Institute (TKI)

In my research, I pursue two fundamental objectives: 1. Through economic experiments, econ theory, and psychology theory, I investigate motivations and incentives underlying economic behavior | 2. I use the behavioral insights from my research to derive policy implications regarding diversity and inclusion. In recent projects, I have been investigating if (and how) factors such as the competitor’s sex and stereotypes influence women’s reaction to competitive incentives, and its policy implications for the labor markets.

Selected Findings from Past Work

Women willingness to compete is higher the more they believe other women compete

- Problem: Women’s weaker preference to compete could be an alternative reason for traditional explanation for women not entering competitive male-dominated labor markets.
- Key findings: 1. The more women believe other women compete, the more likely they are to enter competition | 2. Women are not less competitive than men per se | 3. Women dislike competing against men
- Possible solution: To encourage women entering a male-dominated labor market, information in job advertisements that highlight women’s underrepresentation should be replaced by references to recent female applicants and/or existing female workers.

- Problem: If we successfully promote women to enter competitive male-dominated labor markets, women’s proneness to stereotype threat (based on psychology literature) could be an obstacle for their career progression. In other words, climbing the ladder (i.e., promotions) could be harder for women working in male-dominated labor markets.
- Key findings: Under exogenously set competition: 1. Women improve performance under competition as much as men do, either under implicitly or explicitly induced stereotype threats against women | 2. Notably, men’s performance under competition is harmed when information contradicting the stereotype is provided.
- Possible solution: If men and women are already competing, the appropriate intervention to prevent the adverse effect of stereotype threat in performance is to avoid any information making reference to the stereotype.
Alessandra Gonzalez
Senior Research Associate
University of Chicago

I am an economic sociologist with specializations in gender, organizations, and development. My research centers on the role of culture on gender inequality, particularly measured by economic outcomes (such as labor force participation, occupational segregation, executive leadership) in organizations. I am specialized in gender inequality in the Middle East, with case studies of women in executive positions in international firms, parliament, and the judiciary. I design my own survey instruments for unique data sets; conduct in-depth interviews and ethnographic observation; I work with original datasets compiled from public sources; and I design field experiments in order to understand dynamic responses for proposed policy interventions. My book Islamic Feminism in Kuwait is used for course instruction internationally and has been nominated for Book of the Year awards by the Society for the Scientific Study of Religion, the Journal of Middle East Women’s Studies, and the National Women’s Studies Association.

Selected Findings from Past Work

• Gender differences shape policy priorities around women’s access to opportunity.
• Gender differences shape perceptions of approval for changing norms around women’s opportunity and mobility.
• Claims for social change around diversity must be viewed as culturally legitimate to be authoritative and effective.
I graduated with a PhD in Economics from Brown University in May 2018 and have started working as Assistant Professor of Economics at University of Utah since July 2018. Recently, I have started studying how negative stereotype affects minorities’ preferences for competition. In particular, I study the effect of gender stereotypes on gender differences in (1) performance under competitive environments, (2) beliefs about one’s own performance and (3) preferences to be in competitive environments. This recent project aims to study if removing stereotypes is essential to create diverse and inclusive work environments where high performing individuals can thrive irrespective of their gender or racial identity.

**Selected Findings from Past Work**

The project I am working on now (with co-author Georgios Angelis) is about understanding the effect of negative stereotypes on (1) women’s preferences for competition and (2) on their performance under competitive environments.

The male “taste for competitiveness”, and female “distaste” thereof is documented in a series of lab experiments, an example of which is Niederle & Vesterlund (2007). We aim to test the hypothesis that the unwillingness of women to enter competitive environments is the rational response of a profit-maximizing individual who knows she will under-perform relative to her male counter-part under the given conditions, hence opts out. There is no preference to opt-out from competition per se. Similarly for men, they have no preference on competing for the sake of competing, they just know they will over-perform under the tournament conditions, hence opt in. In other words, what we observe in the existing experiments is not “shyness” of women and “over-competitiveness” of men; it is “self-awareness” of both.

Further, we want to test the hypothesis that women under-perform in math tournaments against men, because being very much aware of the stereotypes of female inferiority in math, they fear that any under-performance may be interpreted as validation of such stereotypes (see literature on “stereotype threat”, e.g. Steele (1997), Spencer et al. (1999)). Such fear results in stress or dismissal of the task as non-representative of true ability. Women, being fully aware of this mechanism that makes them under-perform relative to men, being fully rational, they opt out of the experimental tournaments against men, when they have to choose, as in the Niederle & Vesterlund (2007) type experiments.

We plan on testing these hypotheses using male and female subjects working in different industries across occupations. Thus, participating in SODI will give me an opportunity to (1) collaborate with firms that care about diversity and inclusion, (2) understand the stereotypes that may exist in those firms and (3) study how those stereotypes affects women’s/minorities’ preference for competing to get coveted positions in their firm.
Jose-Alberto Guerra
Assistant Professor, Department of Economics
Universidad de los Andes

I am an Assistant Professor at Universidad de los Andes. Before completing my PhD in Economics from University College London, I was a PhD Scholar at the Center for the Evaluation of Development Policies (EDePo) at the Institute for Fiscal Studies (IFS), London. My main research fields are Experimental Economics, Behavioural Economics and Development Economics. My current applied work focuses on the effect of social interactions and gender on occupational choice. My experimental work studies how collective decisions affect information acquisition and how intrinsic motivation affect prosocial behaviour. I also study how various sources of social identity determine segregation and discrimination decisions.

Selected Findings from Past Work
The role of psychological attributes on the earnings gap: Evidence from Uber’s driver-partners

- A remarkable feature of labor markets around the world is the increasing participation of women in the labor force. Women have also expanded their share in occupations typically dominated by men. In spite of this, gender differences in labor market outcomes still prevail, especially in labor earnings.

- In this project, we intend to contribute to the literature by disentangling the importance of preferences for time flexibility and safety concerns in determining female labor supply, using labor market decisions of Uber driver-partners in Colombia. For developing countries, where job opportunities for women are scarcer and labor markets tend to be less flexible than the U.S., the positive effect of such technological disruption, as the sharing economy, might be sizable.
Edwin Ip
Research Fellow
BehaviourWorks Australia, Monash University

I am a behavioural economist who uses experiments, economic theory and econometrics to study a wide range of questions on 1) decision making, 2) affirmative action policies and discrimination. Some of my previous work analyses the impact of implementing gender quotas on subsequent manager-worker relationship.

Selected Findings from Past Work

How Do Gender Quotas Affect Workplace Relations? Evidence from a representative survey and an experiment

If you think that your boss is only there because of a gender quota, it can affect the way you work for her. We conducted a survey with 1,011 US adults to find out their attitude towards using gender quotas to promote females into leadership positions. We find that opinions on gender quotas in general are very divided. However, once we specify the circumstances in which the quotas are implemented, there is a lot more consensus. When there is no justification or when there is a gender skill gap in favour of males (where the average male candidate is more suitable for the job than the average female candidate), then most people disagree with the use of gender quotas. However, when there is bias against females in the selection process (e.g. due to discrimination or other circumstances), then most people agree with the use of gender quotas.

We use a laboratory experiment to see whether these attitudes translate into behaviour. The experiment involves first a task that measures performance, and second a task that involves manager-worker cooperation. The score in the first task is used to select managers in the second task. We vary the implementation of quotas as well as the circumstances. We find that, as in the survey, when there is no difference between males and females, or when there is an average skill difference, the implementation of quotas causes less cooperative behaviour between managers and workers. On the other hand, when it is known that there is a bias against females in the selection process, then implementing quotas increases cooperative behaviour between managers and workers.

Our results show that the impact of gender quotas on hierarchical relationships crucially depends on the circumstances under which they are implemented. However, how people perceive these circumstances (gender skill gap and discrimination) may not be accurate. So if an organisation wants to impose gender quotas then it should first educate its employees about whether any gender skill gap in the field is actually justified in the first place, and whether there is gender discrimination in the sector. Otherwise, without this understanding, implementing gender quotas could backfire.
Andreas Leibbrandt
Associate Professor of Economics, Monash University
SODI Co-founder

As an applied experimental economist I combine different methodologies to investigate their applications in public and private organizations. Much of my research is related to diversity: I have investigated salary negotiations, quotas, selection into variable payment schemes, and discrimination. Because I am passionate about diversity, I do not shy away to scrutinize well-intended diversity practices. My studies have been featured in media outlets such as Time, The Wall Street Journal, and Nature magazine.

Selected Findings from Past Work

• Gender differences in salary negotiations can be removed if it is made explicit that salaries are negotiable.

• Gender quotas can lead to sabotage. In particular, we find that women’s performance is underreported by other women in competitive workplaces.

• Equal Opportunity Employment (EEO) statements in job advertisements can discourage racial minorities to apply for a job. And especially educated racial minorities in white cities.
John List
Kenneth C. Griffin Distinguished Service Professor of Economics
University of Chicago

My passion is using field experiments to explore economic questions. I have made use of several different markets, including countless charitable fundraising activities, the Chicago Board of Trade, Costa Rican CEOs, the new automobile market, auto repair markets, various venues on the internet, several auction settings, and grammar and high schools. More recently, I have been engaged in a series of field experiments with various publicly traded corporations—from car manufacturers to travel companies. The data that I have collected have provided insights into pricing behavior, discrimination in the marketplace, the valuation of non-marketed goods and services, public good provisioning, behavioral anomalies, charitable giving, auction theory, and the role of the market in the development of rationality.

Selected Findings from Past Work
Do Competitive Workplaces Deter Female Workers?
We randomize almost 9000 job-seekers into different compensation regimes to examine whether a competitive compensation regime, by itself, can cause differential job entry. We find that:

- Women disproportionately shy away from competitive work settings
- Gender differences are attenuated by:
  - whether the job is performed in teams,
  - whether the position has overt gender associations,
  - the age of the job-seekers.
- Preferences over uncertainty can be just as important as preferences over competition

Toward an Understanding of Why People Discriminate
- We employ a series of field experiments across several market and agent types, examining discrimination based on gender, age, sexual orientation, race, and disability.
- We find evidence of discrimination in each market.
- When the discriminator believes the object of discrimination is controllable, any observed discrimination is motivated by animus.
- When the object of discrimination is not due to choice, the evidence suggests that statistical discrimination is the underlying reason for the disparate behavior
Courtney Masterson
Assistant Professor
University of San Francisco

I am an Assistant Professor at the University of San Francisco's School of Management where I research and teach issues of diversity and inclusion. I am particularly interested in women's career mobility and how dual-earner couples manage the intersections of their work and family lives. I utilize both qualitative and quantitative methods to understand these phenomena from various vantage points. I earned my PhD in Organizational Behavior and Human Resource Management from the University of Illinois at Chicago. Prior to entering academic life, I spent 10 years in marketing and communications, working with organizations to address issues of corporate reputation, branding, and stakeholder engagement.

Selected Findings from Past Work

The "Business Case" for Women Leaders
- Meta-analysis of 78 studies (n = 117,639 organizations) revealed mixed support for the degree to which women leaders have direct and moderated effects on organizational firm performance.
- In comparing three types of women’s leadership, we found that one type, having more women on firms’ boards of directors, had a positive association with overall financial performance.
- On the basis of these results, we argued that commonly used methods of testing the business case for women leaders may limit our ability as scholars to make sense of the overall value that women bring to leadership positions.

Post-Maternity Leave Workplace Re-entry
- Currently examining the cross-partner and cross-domain effects of mothers' perceived social support.
- Initial findings reveal that a mother’s felt support has an indirect effect on her and her significant other’s interpersonal deviant behaviors (at home and work) via home stress.
Nikos Nikiforakis
Professor of Economics
New York University Abu Dhabi

I use laboratory and field experiments to explore topics in behavioral, public and, more recently, labor economics. Most of my past research has focused on investigating factors that impact on the evolution of cooperation. Currently, I am interested in understanding gender differences in labor market outcomes. Before joining New York University Abu Dhabi, Nikos I held senior positions at the University of Melbourne (Australia), the Max Planck Institute (Germany) and the CNRS (France). I am currently Editor-in-Chief at the Journal of the Economic Science Association, Associate Editor at the European Economic Review, and on the editorial board of the Journal of Behavioral and Experimental Economics.

Selected Findings from Past Work

Motherhood and the willingness to compete

• We explore the relationship between parenthood and the willingness to compete in a lab and an online experiment using two distinct samples: the UAE and the USA.
• We show that motherhood, but not fatherhood are negatively associated with a lower willingness to compete.
• The difference is robust to controlling for a wide range of socio-economic factors.

Emirati women do not shy away from competition: Evidence from a patriarchal society in transition

• We explore gender attitudes towards competition in the UAE—a traditionally patriarchal society which has recently adopted numerous policies to empower women.
• The experimental treatments vary whether individuals compete in single-sex or mixed-sex groups.
• Women in our sample are not less willing to compete than men.
• Neither women nor men shy away from competition, and both compete more than what would be optimal as the fraction of men in their group increases.
Serkan Ozbeklik
Associate Professor
Claremont McKenna College

My fields of expertise are labor economics and economics of education. My recent research aims to understand the reasons for gender gap in choosing science, technology, engineering, and mathematics (STEM) fields in college and as a professional career, the effects of competitive work environments on the career decisions of underrepresented groups, and the effect of workplace diversity on teacher cooperation and productivity in K12. My work has been featured in the Washington Post, USA Today, and Fox News. In my research, I mostly use quantitative methods applied to observational data but have recently engaged in projects which will be making use of both field and lab experiments.

Selected Findings from Past Work

STEM Father, STEM Daughter? Yes, But...
• Father’s occupation is an important factor for women’s major choice in college.
• Women are more likely to choose a STEM major if their fathers are employed in STEM occupations.
• The presence of a brother reduces the likelihood that women follow their father’s footsteps in choosing a STEM field.

Racial and Ethnic Diversity in Workplace Can Increase Worker Performance (Research in Progress)
• Workplaces that are more racially diverse can be better at increasing teacher performance when they create incentive structures rewarding the cooperation of group members.
• The underlying reason is that the general social motivation (e.g. willingness to compete) is lower when the selection process is viewed as opaque, or unfair.
Katherine Phillips
Reuben Mark Professor of Org Character
Columbia University, Business School

Katherine W. Phillips is the Reuben Mark Professor of Organizational Character, and the Director of the Sanford C. Bernstein & Company Center for Leadership and Ethics at the Columbia Business School. Before moving to Columbia in 2011 she served as the Co-Director and Founder of the Center on the Science of Diversity and Associate Professor at the Kellogg School of Management, Northwestern University. Professor Phillips received her PhD in Organizational Behavior from Stanford University's Graduate School of Business and her Bachelor of Science degree in Psychology from the University of Illinois in Urbana-Champaign. Prof. Phillips’ research addresses the value of diversity and the barriers that prevent society, organizations and especially work teams from capturing the knowledge, perspectives and unique backgrounds of every member. Professor Phillips is the recipient of numerous professional awards, including recognition from the International Association of Conflict Management, and the Organizational Behavior and Gender, Diversity, and Organizations Divisions of the Academy of Management. She is an APS Fellow and in 2018 she appeared on the Thinkers 50 list.

Selected Findings from Past Work

Professor Phillips’ research addresses the main questions of what is the value of diversity and what are the barriers that prevent society, organizations and especially work teams from capturing the knowledge, perspectives and unique backgrounds of every member? As organizations and society become increasingly diverse, developing a more sophisticated understanding of intergroup relations and the myriad of processes that interfere with capturing the value that diversity can bring to the table, is essential for the continued growth of organizations. Professor Phillips' theoretical and empirical work has focused mainly on the small group processes and performance that are affected by diversity, but more recently her work has expanded to assessments of worth and status that intertwine with group composition to affect interpersonal and group outcomes. You can find insights in Prof. Phillips' research regarding issues of information sharing, diversity, status, minority influence, decision-making, relationship building, authenticity, and performance in work groups.
Jessica Preece
Associate Professor
Brigham Young University

Jessica Preece is an Associate Professor of Political Science at Brigham Young University. For the 2018-2019 academic year she is also a Visiting Scholar at the University of Michigan and a Fellow with the Women and Public Policy Program at Harvard University. She uses field, survey, and lab experiments to study how to increase women’s representation in politics and boost women’s influence and authority in deliberative contexts. Her research has been published in top journals such as the American Journal of Political Science, the Quarterly Journal of Political Science, Political Behavior, and Gender and Politics.

Selected Findings from Past Work

Messages from Republican Party leaders encouraging Republican voters to support female candidates running for party office can increase demand for women's representation; party recruitment of female candidates can increase the supply of women running. Each intervention by itself marginally increases women's representation, but the combination of both increases women's representation in office by about six percentage points. (Karpowitz et al 2016, AJPS)

Figure 3  Estimated Proportion of State Delegates Who Are Women, by Condition

Note: Predicted values are from Model 4 in Table 3, with Bonferroni correction for multiple comparisons. Lines represent 95% confidence intervals. Spikes represent 83% confidence intervals.
Danila Serra
Associate Professor of Economics
Southern Methodist University

My research employs novel experimental methods to investigate individuals’ motivations and responsiveness to monetary and non-monetary incentives. Most of my work has focused on the study of corruption, governance and accountability. However, my latest research centers on issues related to gender and economics, including gender differences in the choice of major, the gender wage gap and the gender leadership gap. I have conducted research, employing lab and field experiments, both in developed and developing countries. I am the inaugural recipient of the Vernon Smith Ascending Scholar Prize, which is granted by the International Foundation for Research in Experimental Economics (IFREE).

Selected Findings from Past Work

Gender differences in the choice of major: The importance of female role models
• Exposing young women to successful and charismatic career women who majored in a male-dominated field (economics) increases their likelihood of majoring in the same field.
• The treated women were originally planning to major in a lower-earning field, suggesting that the role model intervention could have a significant impact on their future income stream.

The gender leadership gap: An experiment
• Upper-level managerial positions involve the necessity of making controversial employment choices that may lead to backlash from employees (e.g., promotions, demotions, dismissals).
• We find that women are significantly less likely to self-select into a managerial position when facing the possibility of receiving negative messages from employees;
• There are no gender differences in manager performance;
• Male and female managers have different leadership styles;
• Female managers receive significantly more angry messages from male workers.

![Graph showing the decision to volunteer to be a manager by treatment and performance terciles](image)
Olga Stoddard  
Assistant Professor,  
Department of Economics, Brigham Young University  

I use experimental methods to study underrepresentation of women and ethnic minorities in fields like business, politics, and STEM. My research focuses on understanding the effects of various diversity interventions and policies on recruitment and retention of minority employees.

**Selected Findings from Past Work**

- Communicating the firm’s value of diversity to prospective job candidates raises applications by ethnic minorities and women.
- Contrary to conventional wisdom, elite political recruitment increases the gender gap in political ambition as men are disproportionately more responsive to recruitment efforts than women.
- Women are deterred by competitive environments. Specifically, priming politically active individuals to consider the competitive nature of politics has a strong negative effect on women’s interest in political office, but not on men’s.
- Priming gender identity in a cooperative task in the laboratory causes men to communicate more and women to become less vocal in mixed-gender interactions.
- Gender composition has significant effects on group dynamics and communication patterns. When women are a minority in a group, they face a severe deficit in participation and authority. This gap does not decline as a result of repeated interactions by group members.
Sophie Trawalter
Associate Professor of Public Policy and Psychology
University of Virginia

I am a social psychologist at a policy school. I use field and lab experiments, surveys, and archival data to examine basic psychological processes that contribute to prejudice and discrimination, and ultimately, social disparities. I am increasingly interested in how individual-level psychology contributes to system-level oppression.

Selected Findings from Past Work

On racial bias in perceptions of others’ pain

- Across many samples, we find that people assume a priori that Blacks feel less pain than do Whites.
- This bias is associated with the belief that race is biological, not social.
- Ultimately, this bias may lead to healthcare disparities; we find that medical students and residents who endorse biological beliefs about race show the bias, which in turn predicts pain medication allocation.

On framing diversity as fair vs. good

- Across a number of experiments, we show that framing diversity as “good” (i.e., good for business, for the bottom line, good for creative problem-solving) has costs.
- Compared with framing diversity as “fair,” framing diversity as “good” broadens people’s definitions of diversity beyond protected groups (e.g., race, gender, age). It also leads people to deprioritize qualified Black applicants in a hypothetical hiring task.
Kathryn Vasilaky  
Assistant Professor  
Cal Poly, Department of Economics

My research uses experimental methods to understand how social networks and group behavior affect information sharing, technology adoption, and productivity. In particular, I study how large inequities can arise between males and females with regards to the adoption of new technologies aimed at increasing productivity.

Selected Findings from Past Work

As Good as the Networks They Keep

- Women may shy away from competition. As a result, they may be less likely to have social networks comprised of competitive and successful individuals from whom they can learn. Pairing females with a weak link (someone they do not know well) who is more productive than they are increases overall productivity for females, even in a co-ed environment.

By Team or by Tournament?

- In same sex environments women do not shy away from competition. Their overall productivity can significantly increase in response to competitive incentives directed towards all female groups. However, if a specific task needs to be learned and managed, team incentives are more effective at getting the job done.
Dr. Viceisza's research examines the microeconomics of poverty and wealth creation. He has received funding from agencies such as the Kauffman Foundation, the National Science Foundation (NSF), USAID, the Department of Education, and the World Bank. In 2014, he visited the Research Department at the Federal Reserve Bank of Boston as a Fellow of the American Economic Association's Committee on the Status of Women/Minority Groups in the Economics Profession. From 2013-16, Dr. Viceisza was a Fellow of the Diversity Initiative for Tenure in Economics, supported by the Research Network on Racial and Ethnic Inequality and the Economics Department at Duke as well as NSF.

Selected Findings from Past Work

Metacognitive Awareness and Academic Performance

- Over the course of four years (starting with academic year 2016-17), we conduct two types of field experiments in a mandatory first-year course at Spelman College. The first experiment randomly assigns students to faculty who have been exposed to metacognitive teaching and learning strategies versus those who have not (i.e. business as usual). The second experiment overlays a similar peer-tutoring treatment on top of the former faculty condition. Project is ongoing; initial student-level outcomes that are being measured are (1) GPA, (2) metacognitive awareness, (3) retention, and (4) graduation. In so doing, we seek to inform higher-ed discussions surrounding learning, retention, and employment post-graduation.

Bite me! ABC's Shark Tank as a path to entrepreneurship

Business pitch competitions provide early-stage finance and mentoring for entrepreneurs. In this paper, we analyzed (observational) data from the most public, high-stakes pitch competition in the United States

- Funding on the show seems to relax an internal financial constraint, rather than signal the quality of the venture to potential outside investors
- To the extent that the latter is occurring, there is plausible evidence that the signaling effect works differently for women entrepreneurs—it may crowd out attention from potential investors.
- There are no consistent differential impacts on racial/ethnic minorities. This could be because they form a relatively small proportion of the sample to begin with.
Erte Xiao
Associate Professor
Monash University

My research applies experimental methods to understand individual and group behaviors that cannot be explained by standard economic theory. My recent projects on diversity show how to nudge women to increase their participation in competition and leadership.

**Selected Findings from Past Work**

**Competing by default: A new way to break the glass ceiling**

- Leaders are often chosen using an opt-in mechanism: candidates must actively choose to participate in the competition.
- The opt-in mechanism can contribute to the gender gap in leadership positions, which persists even when women perform among the top.
- We design an opt-out mechanism where the default is to compete for a leadership position and individuals can opt out of competition.
- The opt-out mechanism effectively nudges women to compete for leadership positions.