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ACADEMIC POSITIONS

<i>The Wharton School, the University of Pennsylvania, Philadelphia, PA</i>	
James G. Dinan Endowed Chair	2020 – present
Professor of Operations, Information and Decisions	2018 – present
Secondary Faculty Appointment in Business Economics and Public Policy	2022 – present
Evan C Thompson Endowed Term Chair for Excellence in Teaching	2017 – 2020
Associate Professor (with Tenure) of Operations, Information and Decisions	2015 – 2018
James G. Campbell, Jr. Assistant Professor of Operations and Information Management	2013 – 2015
Assistant Professor of Operations and Information Management	2009 – 2013
<i>The School of Arts and Sciences, the University of Pennsylvania, Philadelphia, PA</i>	
Secondary Faculty Appointment in the Department of Sociology	2025 – present
<i>The Perelman School of Medicine, the University of Pennsylvania, Philadelphia, PA</i>	
Secondary Faculty Appointment in the Division of Health Policy in the Department of Medical Ethics and Health Policy	2014 – present
<i>Behavior Change for Good Initiative, Philadelphia, PA</i>	
Co-Director	2017 – present
<i>Wharton People Analytics Initiative, Philadelphia, PA</i>	
Co-Director	2015 – 2017

EDUCATION

<i>Ph.D., Information, Technology & Management</i>	2009
Business School & School of Engineering and Applied Science, Harvard University	
<i>B.S.E., Summa cum Laude, Operations Research & Financial Engineering</i>	2004
<i>Certificate in American Studies</i>	
Princeton University	

PUBLISHED AND FORTHCOMING JOURNAL ARTICLES

1. Pink, S., J.A. Cervantez, E.L. Kirgios, E.H. Chang, and **K.L. Milkman** (2025). “Can Stereotype Reactance Prompt Women to Compete? A Field Experiment.” *Organization Science*.
2. Kirgios, E., S. Athey, A.L. Duckworth, D. Karlan, M. Luca, **K.L. Milkman**, and M. Offer-Westort (2025). “Does Asking Questions Boost Engagement? Three Health Messaging Experiments in the U.S. and Ghana.” *Management Science*.

3. Duckworth, A.L., A. Ko, **K.L. Milkman**, J.S. Kay, E. Dimant, D.M. Gromet, S. Cannon, A. Halpern, Y. Jung, M.K. Paxson, J. Rothschild, R.A. Silvera Zumarán, R. Berman, I. Brody, C.F. Camerer, E.A. Canning, H. Dai, M.N. Gallo, H. Hershfield, M.D. Hilchey, A. Kalil, K.M. Kroeper, A. Lyon, B.S. Manning, N. Mazar, M. Michelini, S.E. Mayer, M.C. Murphy, P. Oreopoulos, S.E. Parker, R. Rondina, D. Soman, C. Van den Bulte (in press). “Nudging Teachers: A Megastudy To Increase Math Achievement Among 3 Million Elementary School Students.” *Proceedings of the National Academy of Sciences*.
4. Mehr, K., J. Silverman, M. Sharif, A. Barasch, **K.L. Milkman** (2025). “The Motivating Power of Streaks: Increasing Productivity Is as Easy as 1, 2, 3.” *Organizational Behavior and Human Decision Processes*.
5. Kuan, R., K. Blagg, B.L. Castleman, R. Darolia, J.D. Matsudaira, **K.L. Milkman**, L.J. Turner (2025). “Behavioral Nudges Prevent Delinquencies at Scale: A 13-Million Person Field Experiment.” *Proceedings of the National Academy of Sciences*.
6. Chang, L.W., E.L. Kirgios, S. Mullainathan, **K.L. Milkman** (2024). “Does Counting Change What Counts? Quantification Fixation Biases Decision Making.” *Proceedings of the National Academy of Sciences*.
7. Cervantez, J.A. and **K.L. Milkman** (2024). “Can Nudges be Leveraged to Enhance Diversity in Organizations? A Systematic Review.” *Current Opinion in Psychology*.
8. **Milkman, K.L.**, S.F. Ellis, D.M. Gromet, A.S. Luscher, R.S. Mobarak, M.K. Paxson, R.A. Silvera Zumarán, R. Kuan, R. Berman, N.A. Lewis Jr., J.A. List, M.S. Patel, C. Van den Bulte, K.G. Volpp, M.V. Beauvais, J.K. Bellows, C.A. Marandola, A.L. Duckworth (2024). “Megastudy Shows Reminders Boost Vaccination but Adding Free Rides Doesn’t.” *Nature*.
9. Gershon, R. C. Cryder, **K.L. Milkman** (2024). “Friends with Health Benefits: A Field Experiment.” *Management Science*.
10. Rai, A., E. Chang, E. Kirgios, **K.L. Milkman** (2024). “Group Size and Its Impact on Diversity-Related Perceptions and Hiring Decisions.” *Organization Science*.
11. Ruggeri, K., Stock, F., Haslam, S.A., Capraro, V., Boggio, P., Ellemers, N., Cichocka, A., Douglas, K. M., Rand, D. G., van der Linden, S., Cikara, M., Finkel, E. J., Druckman, J. N., Wohl, M. J. A., Petty, R. E., Tucker, J. A., Shariff, A., Gelfand, M., Packer, D., Jetten, J., Van Lange, P. A. M., Pennycook, G., Peters, E., Baicker, K., Crum, A., Weeden, K. A., Napper, L. E., Tabri, N., Zaki, J., Skitka, L., Kitayama, S., Mobbs, D., Sunstein, C., Ashcroft-Jones, S., Todsén, A. L., Hajian, A., Verra, S. E., Buehler, V., Friedemann, M., Hecht, M., Mobarak, R. S., Karakasheva, R., Tünte, M., T., Yeung, S. K., Rosenbaum, R. S., Lep, Ž., Yamada, Y., Hudson, S. T. J., Macchia, L., Soboleva, I., Dimant, E., Geiger, S. J., Jarke, H., Wingen, T., Berkessel, J. B., Mareva, S., McGill, L., Papa, F., Večkalov, B., Afif, Z., Buabang, E. K., Landman, M., Tavera, F., Andrews, J. L., Bursalioglu, A., Zupan, Z., Wagner, L., Navajas, J., Vranka, M., Kasdan, D. O., Chen, P., Hudson, K. R., Novak, L. M., Teas, P. E., Rachev, N. R., Galizzi, M.M., **Milkman, K. L.**, Petrović, M.B., Van Bavel, J. J., & Willer, R. (2024). “A Synthesis of Evidence for Policy from Behavioural Science During COVID-19.” *Nature*, 625, 134–147.
12. Dai, H., J. Reiff, J. Beshears, **K.L. Milkman**, S. Benartzi (2023). “Save More Today or Tomorrow: The Role of Urgency in Precommitment Design.” *Journal of Marketing Research*.

13. Buyalskaya, A., H. Ho, **K.L. Milkman**, A.L. Duckworth, C. Camerer (2023). “What Can Machine Learning Teach Us about Habit Formation? Evidence from Exercise and Hygiene.” *Proceedings of the National Academy of Sciences*. Vol. 120(17).
14. Duckworth, A.L. & **K.L. Milkman** (2022). “A Guide to Megastudies.” *Proceedings of the National Academy of Sciences Nexus*.
15. Rai, A., M.A. Sharif, E.H. Chang, **K.L. Milkman**, A.L. Duckworth (2022). “A Field Experiment on Subgoal Framing to Boost Volunteering: The Tradeoff Between Goal Granularity and Flexibility.” *Journal of Applied Psychology*.
16. **Milkman, K.L.**, L. Gandhi, S. Ellis, H. Graci, D. Gromet, R. Mobarak, A. Buttenheim, A. Duckworth, D.G. Pope, A. Stanford, R.H. Thaler, and K.G. Volpp (2022). “A Citywide Experiment Testing the Impact of Geographically Targeted, High-pay-off Vaccine Lotteries.” *Nature Human Behavior*.
17. **Milkman, K.L.**, L. Gandhi, M.S. Patel, H.N. Graci, D.M. Gromet, H. Ho, J.S. Kay, T.W. Lee, J. Rothschild, J.E. Bogard, I. Brody, C.F. Chabris, E. Chang, G.B. Chapman, J.E. Dannals, N.J. Goldstein, A. Goren, H. Hershfield, A. Hirsch, J. Hmurovic, S. Horn, D.S. Karlan, A.S. Kristal, C. Lambertson, M.N. Meyer, A.H. Oakes, M.E. Schweitzer, M. Shermohammed, J. Talloen, C. Warren, A. Whillans, K.N. Yadav, J.J. Zlatev, R. Berman, C.N. Evans, R. Ladhania, J. Ludwig, N. Mazar, S. Mullainathan, C.K. Snider, J. Spiess, E. Tsukayama, L. Ungar, C. Van den Bulte, K.G. Volpp, and A.L. Duckworth (2022). “A 680,000-Person Megastudy of Nudges to Encourage Vaccination in Pharmacies.” *Proceedings of the National Academy of Sciences*, Vol. 119(6).
18. Kirgios, E., A. Rai, E. Chang, **K.L. Milkman** (2022). “When Seeking Help, Women and Racial/ethnic Minorities Benefit from Explicitly Stating their Identity.” *Nature Human Behavior*.
19. John, L., H. Blunden, **K.L. Milkman**, B. Tuckfield, and L. Foschini (2022). “The Limits of Inconspicuous Incentives.” *Organizational Behavior and Human Decision Processes*. Vol 172.
20. Patel, M., **K.L. Milkman**, L. Gandhi, H. Graci, D. Gromet, H. Ho, J. Kay, T. Lee, J. Rothschild, M. Akinola, J. Beshears, J. Bogard, A. Buttenheim, C. Chabris, G. Chapman, J. Choi, H. Dai, C. Fox, A. Goren, M. Hilchey, J. Hmurovic, L. John, D. Karlan, M. Kim, D. Laibson, C. Lambertson, B. Madrian, M. Meyer, M. Modanu, J. Nam, T. Rogers, R. Rodina, S. Saccardo, M. Shermohammed, D. Soman, J. Sparks, C. Warren, M. Weber, R. Berman, C. Evans, S.H. Lee, C. Snider, E. Tsukayama, C. Van den Bulte, K. Volpp, A. Duckworth (2022). “A Randomized Trial of Behavioral Nudges Delivered through Text Messages to Increase Influenza Vaccination Among Patients with an Upcoming Primary Care Visit.” *American Journal of Health Promotion*.
21. Buttenheim, A., **K.L. Milkman**, A.L. Duckworth, D.M. Gromet, M. Patel, and G. Chapman (2022). “Effects of “Ownership” Text Messaging Wording and Reminders on Receipt of an Influenza Vaccination: A Randomized Trial.” *Journal of the American Medical Association Open Network*, Vol. 5(2).
22. Thirumurthy, H., **K.L. Milkman**, K.G. Volpp, A. Buttenheim, and D.G., Pope (2022). “Association between Statewide Financial Incentive Programs and COVID-19 Vaccination Rates.” *PLoS One*.

23. **Milkman, K.L.**, D. Gromet, H. Ho, J. Kay, T. Lee, P. Pandiloski, Y. Park, A. Rai, M. Bazerman, J. Beshears, L. Bonacorsi, C. Camerer, E. Chang, G. Chapman, R. Cialdini, H. Dai, L. Eskreis-Winkler, A. Fishbach, J.J. Gross, A. Horn, A. Hubbard, S.J. Jones, D. Karlan, T. Kautz, E. Kirgios, J. Klusowski, A. Kristal, R. Ladhania, G. Loewenstein, J. Ludwig, B. Mellers, S. Mullainathan, S. Saccardo, J. Spiess, G. Suri, J.H. Talloen, J. Taxer, Y. Trope, L. Ungar, K.G. Volpp, A. Whillans, J. Zinman, A.L. Duckworth (2021). “Megastudies Improve the Impact of Applied Behavioural Science.” *Nature*, Vol. 600, 478-483.
24. Beshears, J., H. Dai, **K.L. Milkman**, S. Benartzi (2021). “Using Fresh Starts to Nudge Increased Retirement Savings.” *Organizational Behavior and Human Decision Processes*, Vol. 167, 72-87.
25. **Milkman, K.L.**, M.S. Patel, L. Gandhi, H.N. Graci, D. Gromet, H. Ho, J.S. Kay, T.W. Lee, M. Akinola, J. Beshears, J.E. Bogard, A. Buttenheim, C. Chabris, G.B. Chapman, J.J. Choi, H. Dai, C.R. Fox, A. Goren, M.D. Hilchey, J. Hmurovic, L.K. John, D. Karlan, M. Kim, D. Laibson, C. Lamberton, B.C. Madrian, M.N. Meyer, M. Modanu, J. Nam, T. Rogers, R. Rondina, S. Saccardo, M. Shermohammed, D. Soman, J. Sparks, C. Warren, M. Weber, R. Berman, C.N. Evans, C.K. Snider, E. Tsukayama, C. Van den Bulte, K.G. Volpp, A.L. Duckworth (2021). “A Megastudy of Text-Based Nudges Encouraging Patients to Get Vaccinated at an Upcoming Doctor’s Appointment.” *Proceedings of the National Academy of Sciences*, Vol. 118(20).
26. Beshears, J., H.N. Lee, **K.L. Milkman**, R. Mislavsky (2020). “Creating Exercise Habits: The Tradeoff between Flexibility and Routinization.” *Management Science*, Vol. 67(7): 4139-4171.
27. Kirgios, E.L., G.H. Mandel, Y. Park, **K.L. Milkman**, D.M. Gromet, J. Kay, A. Duckworth (2020). “Does Teaching Temptation Bundling Boost Exercise?: A Field Experiment.” *Organizational Behavior and Human Decision Processes*, Vol. 161(S), 20-35.
28. Kirgios, E.L., E.H. Chang, E.E. Levine, **K.L. Milkman**, J. Kessler (2020). “Forgoing Earned Incentives to Signal Pure Motives.” *Proceedings of the National Academy of Sciences*, Vol. 117(29), 16891-16897.
29. Chang, E.H., E.L. Kirgios, A. Rai, **K.L. Milkman** (2020). “The Isolated Choice Effect and Its Implications for Gender Diversity in Organizations.” *Management Science*, Vol. 66(6), 2752-2761.
30. Kirgios, E.L., E.H. Chang, **K.L. Milkman** (2020). “Going It Alone: Competition Increases the Attractiveness of Minority Status.” *Organizational Behavior and Human Decision Processes*, Vol. 161, 20-33.
31. Mehr, K., **K.L. Milkman**, A. Duckworth (2020). “Copy-Paste Prompts: A New Nudge to Promote Goal Achievement.” *Journal of the Association of Consumer Research*, Vol. 5(3), 329-334.
32. Eskreis-Winkler, L., **K.L. Milkman**, D. Gromet, and A. Duckworth (2019). “A Large-Scale Field Experiment Shows Giving Advice Improves Academic Outcomes for the Advisor.” *Proceedings of the National Academy of Sciences*, Vol. 116(30), 14808-14810.
33. Chang, E.H., **K.L. Milkman**, D. Gromet, R. Rebele, C. Massey, A. Duckworth, and A. Grant (2019). “The Mixed Effects of Online Diversity Training.” *Proceedings of the National Academy of Sciences*, Vol. 116(15), 7778-7783.

34. Chang, E.H., **K.L. Milkman**, D. Chugh, M. Akinola (2019). “Diversity Thresholds: How Social Norms, Visibility, and Scrutiny Relate to Group Composition.” *Academy of Management Journal*, Vol. 62(1).
35. Kessler, J.B., **K.L. Milkman**, and C.Y. Zhang (2019). “Getting the Rich and Powerful to Give.” *Management Science*, Vol. 65(9), 3949-4450.
36. Bachireddy, C., A. Joung, L.K. John, F. Gino, B. Tuckfield, L. Foschini, and **K.L. Milkman** (2019). “Effect of Different Financial Incentive Structures on Promoting Physical Activity Among Adults: A Randomized Clinical Trial.” *Journal of the American Medical Association Network Open*, Vol. 2(8).
37. Chuan, A., J.B. Kessler, **K.L. Milkman** (2018). “Reciprocity Decays over Time, As Revealed by a Field Study of Charitable Giving.” *Proceedings of the National Academy of Sciences*, Vol. 115(8), 1766-1771.
38. Dai, H., B. Dietvorst, B. Tuckfield, **K.L. Milkman**, and M.E. Schweitzer (2018). “Quitting When the Going Gets Tough: A Downside of High Performance Expectations.” *Academy of Management Journal*, Vol. 61(5), 1667-1691.
39. Kessler, J.B. and **K.L. Milkman** (2018). “Identity in Charitable Giving.” *Management Science*, Vol. 64(2), 845-859.
40. Duckworth, A., D. Laibson, and **K.L. Milkman** (2018). “Beyond Willpower: Strategic Solutions for Reducing Self-Defeating Behavior.” *Psychological Science in the Public Interest*, Vol. 19(3), 102-129.
41. Dai, H., D. Mao, K.G. Volpp, H.E. Pearce, M.J. Relish, V.F. Lawnicki, **K.L. Milkman** (2017). “The Effect of Interactive Reminders on Medication Adherence: A Randomized Trial.” *Preventive Medicine*, 103, 98-102.
42. Benartzi, S., J. Beshears, **K.L. Milkman**, C. Sunstein, R.H. Thaler, M. Shankar, W. Tucker, W.J. Congdon, and S. Galing (2017). “Should Governments Invest More in Nudges?” *Psychological Science*, Vol. 28(8), 1041-1055.
43. Staats, B.R., H. Dai, D. Hofmann and **K.L. Milkman** (2017). “Motivating Process Compliance through Electronic Monitoring: An Empirical Examination of Hand Hygiene in Healthcare.” *Management Science*, Vol. 63(5), 1563-1585.
44. Dai, H., D. Mao, J. Riis, K.G. Volpp, M.J. Relish, V.F. Lawnicki, **K.L. Milkman** (2017). “Effectiveness of Medication Adherence Reminders Tied to “Fresh Start” Dates: A Randomized Clinical Trial.” *Journal of the American Medical Association: Cardiology*.
45. Rogers, T., and **K.L. Milkman** (2016). “Reminders through Association.” *Psychological Science*, Vol. 27(7), 973-986.
46. Shin, J., and **K.L. Milkman** (2016). “How Backup Plans Can Harm Goal Pursuit: The Unexpected Downside of Being Prepared for Failure.” *Organizational Behavior and Human Decision Processes*. Vol. 135, 1-9.

47. Beshears, J.B., **K.L. Milkman**, and J. Schwartzstein (2016). “Beyond Beta-Delta: The Emerging Economics of Personal Plans.” *American Economic Review Papers & Proceedings*, Vol. 106, No. 5, 430-434.
48. Rogers, T., **K.L. Milkman**, L. John, M.I. Norton (2015). “Beyond Good Intentions: Prompting People to Make Plans Improves Follow-through on Important Tasks.” *Behavioral Science & Policy*, Vol. 1(2), 33-41.
49. Beshears, J., J.J. Choi, D. Laibson, B.C. Madrian, and **K.L. Milkman** (2015). “The Effect of Providing Peer Information on Retirement Savings Decisions.” *Journal of Finance*, Vol. 70(3), 1161-1201.
50. Dai, H., **K.L. Milkman**, and J. Riis (2015). “Put Your Imperfections Behind You: Goal Initiation Is Motivated by Temporal Landmarks that Signal the Beginning of New Time Periods.” *Psychological Science*, Vol. 26(12), 1927-1936.
51. **Milkman, K.L.**, M. Akinola, and D. Chugh (2015). “What Happens Before? A Field Experiment Exploring How Pay and Representation Differentially Shape Bias on the Pathway into Organizations.” *Journal of Applied Psychology*, Vol. 100(6), 1678-1712.
52. Dai, H., **K.L. Milkman**, D. Hofmann and B.R. Staats (2015). “The Impact of Time at Work and Time off from Work on Rule Compliance: The Case of Hand Hygiene in Healthcare.” *Journal of Applied Psychology*, Vol. 100(3), 846-862.
53. Dai, H., **K.L. Milkman**, J. Riis (2014). “The Fresh Start Effect: Temporal Landmarks Motivate Aspirational Behavior.” *Management Science*, Vol. 60(10), 2563–2582.
54. **Milkman, K.L.**, and J. Berger (2014). “The Science of Sharing and the Sharing of Science.” *Proceedings of the National Academy of Sciences*. Vol. 111, 13642-13649.
55. Rogers, T., **K.L. Milkman**, and K.G.M. Volpp (2014). “Commitment Devices to Improve Unhealthy Behaviors: In Reply.” *Journal of the American Medical Association*, Vol. 312(15), 1592-1593.
56. Rogers, T., **K.L. Milkman**, and K.G.M. Volpp (2014). “Commitment Devices: Using Initiatives to Change Behavior.” *Journal of the American Medical Association*, Vol. 311(20), 2065-2066.
57. **Milkman, K.L.**, J.A. Minson, and K.G.M. Volpp (2014). “Holding the Hunger Games Hostage at the Gym: An Evaluation of Temptation Bundling.” *Management Science*, Vol. 60(2), 283-299.
58. McGinn, K.L. and **K.L. Milkman** (2013). “Looking Up and Looking Out: Career Mobility Effects of Demographic Similarity Among Professionals.” *Organization Science*, Vol. 24, 1014-1040.
59. **Milkman, K.L.**, J. Beshears, J.J. Choi, D. Laibson, and B.C. Madrian (2013). “Planning Prompts as a Means of Increasing Preventive Screening Rates.” *Preventive Medicine*, Vol. 56, 92-93.
60. **Milkman, K.L.**, M. Akinola, and D. Chugh (2012). “Temporal Distance and Discrimination: An Audit Study in Academia.” *Psychological Science*, Vol. 23(7), 710-717.

61. **Milkman, K.L.** (2012). “Unsure What the Future Will Bring? You May Over-Indulge: Uncertainty Increases the Appeal of *Wants* over *Shoulds*.” *Organizational Behavior and Human Decision Processes*, Vol. 119, 163-176.
62. Berger, J. and **K.L. Milkman** (2012). “What Makes Online Content Viral?” *Journal of Marketing Research*, Vol. XLIX (April 2012), 192-205.
63. Staats, B.R., **K.L. Milkman**, and C. Fox (2012). “The Team Scaling Fallacy: Underestimating the Declining Efficiency of Larger Teams.” *Organizational Behavior and Human Decision Processes*, Vol. 118, 132-142.
64. **Milkman, K.L.**, M.C. Mazza, L.L. Shu, C. Tsay, and M.H. Bazerman (2012). “Policy Bundling to Overcome Loss Aversion: A Method for Improving Legislative Outcomes.” *Organizational Behavior and Human Decision Processes*, Vol. 117, 158-167.
65. McGinn, K.L., **K.L. Milkman** and M. Nöth (2012). “Walking the Talk in Multiparty Bargaining: An Experimental Investigation.” *Journal of Economic Psychology*, Vol. 33, 278-291.
66. **Milkman, K.L.**, J. Beshears, J.J. Choi, D. Laibson, and B.C. Madrian (2011). “Using Implementation Intentions Prompts to Enhance Influenza Vaccination Rates.” *Proceedings of the National Academy of Sciences*, Vol. 108, 10415-10420.
67. Beshears, J. and **K.L. Milkman** (2011). “Do Sell-Side Stock Analysts Exhibit Escalation of Commitment?” *Journal of Economic Behavior and Organization*, Vol. 77, 304-317.
68. **Milkman, K.L.**, T. Rogers and M.H. Bazerman (2010). “I’ll have the Ice Cream Soon and the Vegetables Later: A Study of Online Grocery Purchases and Order Lead Time.” *Marketing Letters*, Vol. 21, No. 1, 17-36.
69. **Milkman, K.L.**, T. Rogers and M.H. Bazerman (2009). “Highbrow Films Gather Dust: Time-inconsistent Preferences and Online DVD Rentals.” *Management Science*, Vol. 55, No. 6, 1047-1059.
70. **Milkman, K.L.** and J. Beshears (2009). “Mental Accounting and Small Windfalls: Evidence from an Online Grocer.” *Journal of Economic Behavior and Organization*, Vol. 71, No. 2, 384-394.
71. **Milkman, K.L.**, D. Chugh and M.H. Bazerman (2009). “How Can Decision Making Be Improved?” *Perspectives on Psychological Science*, Vol. 4, No. 4, 379-383.
72. Martin, J.M., J. Beshears, **K.L. Milkman**, M.H. Bazerman and L. Sutherland (2009). “Modeling Expert Opinions on Food Healthiness: A Nutrition Metric.” *Journal of the American Dietetic Association*, Vol. 109, No. 6, 1088-1091.
73. **Milkman, K.L.**, T. Rogers and M.H. Bazerman (2008). “Harnessing Our Inner Angels and Demons: What We Have Learned about Want/Should Conflicts and How That Knowledge Can Help Us Reduce Short-Sighted Decision Making.” *Perspectives on Psychological Science*, Vol. 3, No. 4, 324-338.
74. **Milkman, K.L.**, J. Burns, D.C. Parkes, G. Barron and K. Tumer (2008). “Testing a Purportedly More Learnable Auction Mechanism.” *Applied Economics Research Bulletin*, Vol. 2, 106.

75. **Milkman, K.L.**, R. Carmona and W. Gleason (2007). "A Statistical Analysis of Editorial Influence and Author-Character Similarities in 1990s New Yorker Fiction." *Journal of Literary and Linguistic Computing*, Vol. 22, 305-328.

OTHER PUBLICATIONS

76. Riis, J., H. Dai and **K.L. Milkman** (2022). "The Fresh-Start Effect: Motivational Boosts beyond New Years' Resolutions." In N. Mazar and D. Soman (eds.) *Behavioral Science in the Wild*. Buffalo, NY: University of Toronto Press.
77. **Milkman, K.L.** (2021). *How to Change: The Science of Getting from Where You Are to Where You Want to Be*. New York, NY: Portfolio / Penguin.
78. Chang, E.H. and **K.L. Milkman** (2020). "Improving Decisions that Impact Gender Equality in the Workplace." *Organizational Dynamics*, Vol. 49, No. 1, 1-7.
79. Soll, J.B., **K.L. Milkman**, and J.W. Payne (2016). "A User's Guide to Debiasing." In K. Gideon and G. Wu (eds.) *Wiley-Blackwell Handbook of Judgment and Decision Making*.
80. Bitterly, T.B., R. Mislavsky, H. Dai, and **K.L. Milkman** (2015). "Dueling with Desire: A Synthesis of Past Research on *Want/Should* Conflict." In W. Hoffman and L. Nordgren (eds.) *The Psychology of Desire*.
81. Soll, J.B., **K.L. Milkman**, and J.W. Payne (2015). "Outsmart Your Own Biases." *Harvard Business Review*. (May)
82. Kelly, T.F. and **K.L. Milkman** (2013). "Escalation of Commitment." In E.H. Kessler (Ed.) *Encyclopedia of Management Theory*, Thousand Oaks, CA: Sage Publications, Inc.
83. Dai, H., **K.L. Milkman**, J. Beshears, J.J. Choi, D. Laibson and B. Madrian (2012). "Planning Prompts as a Means of Increasing Rates of Immunization and Preventive Screening." *Public Policy & Aging Report*, Vol. 22, No. 4, 16-19.
84. **Milkman, K.L.** (2008). "Forethought: Tapping Consumers' Desire for 'Shoulds'." *Harvard Business Review*, Vol. 86, Nos. 7/8 (July - August), 22.

WORKING PAPERS

85. Brody, I., H. Dai, S. Saccardo, **K.L. Milkman**, A.L. Duckworth, M.S. Patel, and D.M. Gromet. "Targeting Behavioral Interventions Based on Baseline Motivation Increases Vaccine Uptake." Invited for revision and resubmission to *Organizational Behavior and Human Decision Processes*.
86. Blunden, H., E.L. Kirgios, A. Rai, E.H. Chang, and **K.L. Milkman**. "When Does Flattery Fail? Flattery Backfires For Those Perceived As Inauthentic." Invited for revision and resubmission to *Organizational Behavior and Human Decision Processes*.

87. Rai, A., Kirgios, E.L., Lucas, B.J., and **K.L. Milkman**. “Setting Higher Referral Targets Increases the Number of Women Recommended: Evidence from Two Field Experiments.” Invited for revision and resubmission to *Journal of Applied Psychology*.
88. Milkman, K.L., S.F. Ellis, D.M. Gromet, I.M. DeMay, H.N. Graci, Y. Jung, R.S. Mobarak, R.A. Silvera Zumaran, M.N. Simmons, C. Van den Bulte, S. Benartzi, M. Hilchey, L. Goodyear, D. Karlan, N. Mazar, D. Mochon, A.M. Shah, D. Soman, J. Zinman, A.L. Duckworth. “Can Reminder Emails Compel Americans to Save? A Two-Million Person Megastudy.” Invited for revision and resubmission to *Proceedings of the National Academy of Sciences Nexus*.
89. Cervantez, J.A., S. Pink, L. Chang, A. Rai, and **K.L. Milkman**. “Does Feedback Enhance Diversity in Selection Decisions?” *Under review*.
90. Smith, S.N. S.L. Pink, E.L. Kirgios, E.H. Chang, and **K.L. Milkman**. “Which Group Should I Join? Competition Drives Group Selection Away from Like-Minded Others.” *Under review*.
91. Pink, S.L., S. Mullainathan, and **K.L. Milkman**. “Do People Choose Choice Sets Wisely? Evidence that People Systematically Err Due to Myopic Thinking.” *Under review*.
92. Rai, A., E.L. Kirgios, and **K.L. Milkman**. “Insider Versus Outsider Judgments of Group Diversity.” *Under review*.
93. Chang, L.W., E.L. Kirgios, A. Rai, and **K.L. Milkman**. “Evaluating the Efficacy of Shortlist Quotas to Promote Gender Diversity.” *Under review*.

INVITED ACADEMIC TALKS

- 2024 University of California at Berkeley (Fall 2024); Princeton University (Fall 2024); Stanford University (Fall 2024); Harvard University (Fall 2024); University of Zurich (Fall 2024); National Academy of Sciences Workshop on Future Directions for Methodologies (Fall 2024); Columbia University (Spring 2024); University of Chicago (Spring 2024); United Nations (Spring 2024)
- 2023 Social Science Research Council Centennial Lecture Series (Fall 2023); West Point Class of 1951 Distinguished Lecture (Fall 2023); Middlebury Virtual Experimental Economics Seminar (Fall 2023); President’s Council of Advisors on Science and Technology (Fall 2023); Princeton University BobFest (Fall 2023); Centers for Disease Control (Spring 2023); University of Wisconsin (Spring 2023); New York University (Spring 2023); Cornell University (Spring 2023); National Adult and Influenza Immunization Summit (Spring 2023)
- 2022 National Academy of Sciences Societal Experts Action Network Fall 2022 Symposium (Fall 2022); University of California at Berkeley (Fall 2022); Dutch Behavioral Insights Day Keynote Lecture (Fall 2022); University of California at Los Angeles (Spring 2022); Syracuse University Annual Paul Volcker Keynote Lecture in Behavioral Economics (Spring 2022); University of Delaware Annual Foltyn Keynote (Spring 2022); The Technion and University of Haifa (Winter 2022)
- 2021 Massachusetts Institute of Technology (Fall 2021); Carnegie Mellon University (Fall 2021); Conference on Digital Experimentation at Massachusetts Institute of Technology (Fall 2021); Harvard University (Fall 2021); George Mason University (Fall 2021); U.S. Congress House Select Subcommittee on the Coronavirus Crisis (Summer 2021); United Nations (Summer 2021); National Academies of Sciences Board on Behavioral, Cognitive, and Sensory Sciences Board Meeting (Spring 2021); New York University (Spring 2021); London School of Economics

- (Winter 2021); Society for Personality and Social Psychology Intervention Science Preconference Keynote (Winter 2021); National Institutes of Health (Winter 2021); University of Southern California (Winter 2021); Johns Hopkins and London School of Economics Conference on Experimental Insights from Behavioral Economics on Covid-19 Keynote (Winter 2021)
- 2020 Society for Judgment and Decision Making Presidential Address (Fall 2020); University of Texas (Fall 2020); University of Wisconsin (Fall 2020); Conference on Digital Experimentation at Massachusetts Institute of Technology (Fall 2020)
- 2019 University of Southern California (Spring 2019); Massachusetts Institute of Technology (Spring 2019); BX2019 London (Fall 2019)
- 2018 University of Chicago (Spring 2018); Institute for Marketing Science Women's Lunch Keynote (Summer 2018); Society for Neuroeconomics Annual Meeting Keynote (Fall 2018); Inter-American Development Bank (Fall 2018); University College London (Fall 2018); Georgetown University Nudgeapalooza Conference Keynote (Fall 2018)
- 2017 National Academies of Sciences, Engineering, and Medicine (Summer 2017); Yale University (Spring 2017); Stanford University (Spring 2017); University of Michigan (Fall 2017); Cornell University (Fall 2017)
- 2016 Northwestern University (Fall 2016); Carnegie Mellon University (Fall 2016); Columbia University (Fall 2016); ideas42 Behavioral Summit (Fall 2016); Behavioral Exchange at Harvard University / BX2016 (Spring 2016); Princeton University (Spring 2016)
- 2015 Rutgers University (Fall 2015); Cornell University (Fall 2015); Johns Hopkins University (Fall 2015); Harvard University (Fall 2015); University of Chicago (Spring 2015); Yale-IPA Researcher Gathering on Advancing Financial Inclusion (Spring 2015); Massachusetts Institute of Technology (Spring 2015); Harvard University (Winter 2015); American Economics Association Meetings (Winter 2015)
- 2014 University of Lausanne (Fall 2014); University of Toronto (Fall 2014); Duke University (Fall 2014); Google (Fall 2014); Princeton University (Fall 2014); University of Alabama at Birmingham Nutrition Obesity Research Center (Fall 2014); University of Zurich Workshop on Experimental and Behavioral Economics Research (Fall 2014); University of California at Los Angeles (Spring 2014); SPSP Judgment and Decision Making Pre-Conference (Winter 2014)
- 2013 National Academy of Sciences (Fall 2013); University of Utah (Spring 2013)
- 2012 Carnegie Mellon University (Fall 2012); Google (Spring 2012); Northwestern University (Spring 2012); Harvard University (Winter 2012)
- 2011 University of California at Los Angeles (Fall 2011); Cornell University (Spring 2011)
- 2010 University of Pittsburgh (Spring 2010); Temple University (Spring 2010)
- 2009 Stanford Institute for Theoretical Economics (Summer 2009); University of Pennsylvania (Winter 2009); London Business School (Winter 2009); University of California at San Diego (Winter 2009); Ohio State University (Winter 2009); University of Southern California (Winter 2009)
- 2008 Stanford University (Fall 2008); Cornell University (Fall 2008); Northwestern University (Fall 2008); Columbia University (Fall 2008); Yale University (Fall 2008); London Business School (Fall 2008); University of Chicago (Fall 2008); University of California at Berkeley (Fall 2008)

AWARDS & HONORS

Research

- Nicosia Award for Best Short Competitive Paper *Association for Consumer Research*, 2024
- 10 Year Impact Award from Sage Journals for 2012 *Journal of Marketing Research* Article, 2023
- Thinkers50 Top 50 Management Thinker, 2021, 2023
- Schmidt Futures Innovation Fellow, 2022
- Named a Top 10 Innovator Shaping the Future of Health by Fortune Magazine, 2022

- Paul Volcker Keynote Lecturer in Behavioral Economics at Syracuse University, 2022
- Thinkers50 Strategy Award, 2021
- Award for the Best 2019 *Academy of Management Journal* Article, 2020
- The Robert B. Cialdini Prize from SPSP, 2019
- Named a Fellow of the Association for Psychological Science, 2019
- William F. O'Dell Award for the Most Impactful 2012 *Journal of Marketing Research* Article, 2017
- Finalist for the Thinkers50 Radar Award, 2017
- Society for Judgment and Decision Making FABBS Early Career Award Winner, 2015
- Marketing Science Institute Young Scholar, 2015
- Author of One of the 10 Most Downloaded Papers of the Year on SSRN, 2014
- Finalist for the Paul E. Green Award for the Best 2012 *Journal of Marketing Research* Article, 2013
- Dorinda and Mark Winkelman Distinguished Scholar Award, 2012
- The Wyss Award from Harvard Business School for Excellence in Doctoral Research, 2008
- Omega Rho Undergraduate Project Research Award from INFORMS, 2004
- The Lore von Jaskowsky Memorial Prize in Engineering from Princeton University, 2004
- The Willard Thorp Thesis Prize in American Studies from Princeton University, 2004

Teaching

- Wharton Teaching Excellence Award, 2019, (on sabbatical in 2020), 2021-2024
- University of Pennsylvania Provost's Lindback Award for Excellent in Teaching, 2022
- Excellence in Teaching Award for the Undergraduate Division at Wharton, 2015, 2016
- Finalist for the Anvil Award for the Most Outstanding MBA Teacher at Wharton, 2014, 2015
- Elected Faculty Marshal for Wharton MBA Class of 2015
- Voted Winner of the Wharton MBA Program's "Iron Prof" Research Presentation Competition, 2013
- Poets & Quants Selection: "World's Best 40 B-School Professors under the Age of 40", 2011

Communications

- Podcast Named Brand Storytelling Official Selection at the Sundance Film Festival, 2025
- Podcast Voted Best Podcast in Behavioral Science by GAABS, 2024
- Podcast Named Best Edutainment Podcast of the Year by *ADWEEK*, 2024
- Podcast Voted Runner-Up for Best Podcast in Behavioral Science by GAABS, 2023
- Next Big Idea Club Official Fall Book Selection, 2021
- Book Named Best Book of the Year by *Habit Weekly*, 2021
- Book Named One of the *New York Times*' 8 Favorite Books of 2021 for Healthy Living, 2021
- Book Named One of the 20 Best Business Books Released in the First Half of 2021 by *Amazon*, 2021
- Book Named One of the 10 Best Business Books to Read in Summer 2021 by *Financial Times*, 2021
- Podcast Named One of the 8 Best Investing Podcasts for Investors by *US News*, 2020
- Content Person of the Year Award from *Habit Weekly*, 2020

ADVISING

- **PhD Advisees:** Hengchen Dai (Wharton OID 2015; Current Placement: Professor at UCLA's Anderson School of Management), Bradford Tuckfield (Wharton OID 2015; Current Placement: Industry), Edward Chang (Wharton OID 2020; Current Placement: Professor at Harvard Business School), Erika Kirgios (Wharton OID 2022; Current Placement: Professor at Chicago's Booth School of Business), Aneesh Rai (Wharton OID 2023; Current Placement: Professor at University of

Maryland's Robert H. Smith School of Business), Jose Cervantez (Wharton OID Expected 2027), Robert Kuan (Wharton OID Expected 2027), Sophia Pink (Wharton OID Expected 2027)

- **Dissertation Committees:** Sam Skowronek (Wharton OID 2022; Current Placement: Post-doc at UCLA's Anderson School of Management); Polly Kang (Wharton OID 2020; Current Placement: Post-doc at INSEAD); Joseph Reiff (UCLA MKTG 2023; Current Placement: Professor at University of Maryland's Robert H. Smith School of Business); Jennifer Huang (Wharton APPLIED ECON 2019; Current Placement: Industry); Bradford Bitterly (Wharton OID 2018; Current Placement: Professor at HKUST Business School), Amanda Chuan (Wharton APPLIED ECON 2018; Current Placement: Professor at Michigan State); Marissa Sharif (UCLA MKTG 2017; Current Placement: Professor at Wharton), Emma Levine (Wharton OID 2016; Current Placement: Professor at U Chicago Booth), Colin Hennessy (PennGSE 2016; Current Placement: Industry), Jihae Shin (Wharton MGMT 2014; Current Placement: Visiting Professor at Yale University), Alison Wood Brooks (Wharton OID 2013; Current Placement: Professor at Harvard Business School), Nicole Ruedy (Wharton OID 2010; Current Placement: Industry)
- **Undergraduate Thesis Advisees:** Greta Waldman (Penn 2021), Graelin Mandel (Wharton 2020), Amanda Geiser (Penn 2019), Nadia Tareen (Wharton 2015), Celine Wee (Wharton 2014), Anjani Vedula (Wharton 2013), Corey Metzman (Wharton 2012), Elizabeth Weiss (Harvard 2009), Nicholas Green (Harvard 2007)

EXTERNAL ACADEMIC SERVICE

Member

U.S. National Academies of Sciences Board on Behavioral, Cognitive, and Sensory Sciences, 2021-present

Chair

Academic Review Committee, Princeton Department of Operations Research and Financial Engineering, 2023

Associate Editor

Management Science: Decision Analysis Department (Behavioral Economics Group), 2018-2022
Management Science: Behavioral Economics Department, 2013-2017

Guest Editor

Organizational Behavior and Human Decision Processes Supplemental Special Issue on Healthy Habits, 2020
Organizational Behavior and Human Decision Processes Special Issue on Nudges and Choice Architecture in Organizations, 2018

Editorial Board Member

Organizational Behavior and Human Decision Processes, 2013-2016

Past President

Society for Judgment and Decision Making, 2020-2021

President

Society for Judgment and Decision Making, 2019-2020

President-Elect

Society for Judgment and Decision Making, 2018-2019

Executive Board Member

Society for Judgment and Decision Making, 2015-2018

Ad-Hoc Journal Reviewing

Proceedings of the National Academy of Sciences, Science, Nature, Nature Human Behavior, Management Science, Psychological Science, Quarterly Journal of Economics, American Economic Review, American Economic Journal: Economic Policy, Journal of Applied Psychology,

Organizational Behavior and Human Decision Processes, Journal of Economic Behavior and Organizations, Journal of Marketing Research, Journal of Consumer Research, Journal of Experimental Social Psychology, PLoS One, Marketing Letters, Journal of Behavioral Decision Making, Review of Economics and Statistics, Manufacturing and Service Operations Management, Strategic Management Journal, Swedish Journal of Economics, Applied Economics Research Bulletin
Conference Chairmanships, Program Committees and Reviewing
Choice Symposium, Workshop Co-Chair, 2016
Behavioral Science and Policy Association Conference Program Chair, 2015
Society for Judgment and Decision Making Program Committee, 2013-2015
Program Chair, 2015
Keynote Chair, 2014
Poster Chair, 2013
Society for Judgment and Decision Making Submission Reviewer, 2012
Society of Consumer Psychology Program Committee, 2012, 2015
Behavioral Decision Research in Management Conference Program Committee, 2010
Co-Organizer of Women in SJDM Conference Annual Luncheon, 2011-2013
Co-Organizer of Wharton's Interdisciplinary Decision Processes Seminar, 2010-2012

ADDITIONAL AFFILIATIONS

Research Fellow, Behavioral Economics in Action at Rotman	2018 – present
Executive Committee, Behavioral Science & Policy Association	2015 – present
Affiliate, ideas42	2012 – present
Senior Fellow, Leonard Davis Institute of Health Economics, U. Penn	2010 – present

CONFERENCE PRESENTATIONS

How Do Free Rides and Text Reminders Affect COVID-19 Vaccinations? A 3.66-Million Person Megastudy

- Behavioral Decision Research in Management Conference, Chicago, IL 2024
- Society for Judgment and Decision Making Conference, San Francisco, CA 2023

Nudging Vaccination: A Tale of Two Megastudies

- Society for Judgment and Decision Making Conference, Online, 2022

A Mega-Experiment Promoting Lasting Exercise Habits in 24 Hour Fitness Gym Members

- Society for Judgment and Decision Making Conference, Montreal, Canada, 2019

Creating Exercise Habits through Incentives: The Tradeoff between Flexibility and Routinization

- Choice Symposium, Lake Louise, ON 2016
- Applying Behavioral Economics to Problems in Health Conference, Philadelphia, PA 2015

Elephants and Aliens: Co-opting the Distinct as Reminders.

- Society for Judgment and Decision Making Conference, Long Beach, CA 2014

Holding the Hunger Games Hostage at the Gym: An Evaluation of Temptation Bundling

- Winter Decision Making Symposium, Santa Monica, CA 2014
- Applying Behavioral Economics to Problems in Health Conference, Philadelphia, PA 2013
- Society for Judgment and Decision Making Conference, Toronto, Canada, 2013

- Stanford Institute for Theoretical Economics: Psychology & Economics, Palo Alto, CA, 2013
- Academy of Management Conference, Orlando, FL, 2013
- Society for Consumer Psychology Winter Conference, San Antonio, TX, 2013
- Penn-CMU Roybal Retreat, Cape May, NJ, 2012

Teetering between Cooperation and Competition: How Subtle Cues Unexpectedly Derail Competitive Workplace Relationships

- Academy of Management Conference, Orlando, FL, 2013

Using Implementation Intentions Prompts to Enhance Influenza Vaccination Rates

- Academy of Management Conference, Boston, MA, 2012
- Behavioral Decision Research in Management Conference, Boulder, CO, 2012
- Behavioral Economics and Health Annual Symposium, Philadelphia, PA 2012
- Society for Judgment and Decision Making Conference, Seattle, WA, 2011
- Penn-CMU Roybal Retreat, Pittsburgh, PA 2010

Temporal Distance and Discrimination: An Audit Study in Academia

- Women in the Workplace: Navigating the Labyrinth Conference, Pittsburgh, PA, 2014
- The Wharton OB Conference, Philadelphia, PA, 2012
- Stanford Institute for Theoretical Economics: Experimental Economics, Palo Alto, CA, 2011
- Subjective Probability, Utility and Decision Making Biennial Conference, London, UK, 2011
- Academy of Management Annual Meeting, San Antonio, TX, 2011
- Behavioral Economics Annual Meeting, Berkeley, CA, 2011
- Harvard Business School's Young Alumni Research Day, Cambridge, MA, 2011
- Columbia University's IRB Annual Education Conference, New York, NY, 2011
- Society for Judgment and Decision Making Conference, St. Louis, MO, 2010

The Effect of Peer Information on Retirement Savings Decisions

- Association for Consumer Research Conference, Jacksonville, FL, 2010

Social Transmission and Viral Culture

- Behavioral Decision Research in Management Conference, Pittsburgh, PA, 2010

Unsure What the Future Will Bring? You May Over-Indulge: Uncertainty Increases the Appeal of Wants over Shoulds.

- Society for Judgment and Decision Making Conference, Boston, MA, 2009

Highbrow Films Gather Dust: A Study of Dynamic Inconsistency and Online DVD Rentals

- Society for Judgment and Decision Making Conference, Chicago, IL, 2008
- Academy of Management Conference, Anaheim, CA, 2008

I'll Have the Ice Cream Soon & the Vegetables Later: Decreasing Impatience in Online Grocery Orders

- Academy of Management Conference, Anaheim, CA, 2008

Stock Analyst Forecasts and the Escalation of Commitment

- Behavioral Decision Research in Management Conference, La Jolla, CA, 2008

A Statistical Analysis of 1990s New Yorker Fiction

- Institute for Operations Research and Management Sciences Annual Meeting, Denver, CO, 2004

MAGAZINE AND NEWSPAPERS ARTICLES

- Rai, A., M. Sharif, E. Chang, A. Duckworth, and **K. Milkman** (2024). “The Secret to Accomplishing Big Goals Lies in Breaking Them into Flexible, Bite-Size Chunks.” *Scientific American* (January 29, 2024).
- Brabaw, K., A. Buyalskaya, A. Duckworth, and **K. Milkman** (2023). “How Long Does it Take to Form a Habit?” *CNN* (December 30, 2023).
- **Milkman, K.**, L. Gandhi and A. Duckworth (2022). “What We Learned from Philadelphia’s Vaccine Lottery.” *The Philadelphia Inquirer* (September 29, 2022).
- **Milkman, K.** (2022). “The 4-Ingredient Recipe for Getting Things Done.” *CNN* (July 22, 2022).
- Kirgios, E., A. Rai, E. Chang and **K. Milkman** (2022). “To Fight Bias, Consider Highlighting Your Race or Gender.” *Scientific American* (March 28, 2022).
- **Milkman, K.** (2022). “New Year’s Resolutions Are Notoriously Slippery, but Science Can Help You Keep Them.” *Scientific American* (January 11, 2022).
- **Milkman, K.** (2022). “5 Science-based Strategies for Nailing Your New Year’s Resolutions.” *CNN* (January 1, 2022).
- **Milkman, K.** (2021). “How to Build a Habit in 5 Steps, According to Science.” *CNN* (November 29, 2021).
- **Milkman, K.**, A. Duckworth and M. Patel (2021). “These Are the Text Messages That Get People to Take Vaccines.” *The Washington Post* (June 4, 2021).
- **Milkman, K.** (2021). “5 Steps to Finally Making Changes in Your Life.” *Fast Company* (July 13, 2021).
- **Milkman, K.** (2021). “One Simple Way to Build Someone’s Confidence: Ask for Their Advice.” *TED Ideas* (May 24, 2021).
- **Milkman, K.** (2021). “The 3 Science-Backed Strategies that Can Help You Achieve Your Post-Pandemic Goals.” *Time* (May 6, 2021).
- **Milkman, K.** (2021). “The Power and Pitfalls of Gamification.” *Wired* (May 4, 2021).
- **Milkman, K.L.** (2020). “Katy Milkman on how to nudge people to accept a covid-19 vaccine.” *The Economist* (November 30, 2020).
- **Milkman, K.L.**, K. Brabaw (2020). “Stereotypes harm Black lives and livelihoods, but research suggests ways to improve things.” *Scientific American* (July 8, 2020).
- **Milkman, K.L.**, K. Brabaw (2020). “Why feeling close to the finish line makes you push harder.” *Scientific American* (June 9, 2020).
- **Milkman, K.L.**, A. Duckworth and M. Patel. “Developing a COVID-19 vaccine is just half the battle — you have to get Americans to take it.” *USA Today* (June 5, 2020).
- **Milkman, K.L.** (2020). “Anxiety is high because of coronavirus. Here’s how you can feel better.” *The Washington Post* (April 17, 2020).
- **Milkman, K.L.** (2020). “The Perils of Survivorship Bias.” *Scientific American* (February 11, 2020).
- Chang, E.H., **K.L. Milkman**, L.J. Zarrow, K. Brabaw, D.M. Gromet, R. Rebele, C. Massey, A.L. Duckworth, and A. Grant (2019). “Does Diversity Training Work the Way It’s Supposed To?” *Harvard Business Review Online* (July 8, 2019).
- Duckworth, A., **K.L. Milkman**, , and D. Laibson (2019). “A Smarter Way to Think about Willpower.” *The Washington Post* (April 17, 2019).
- **Milkman, K.L.**, D. Chugh, M. Akinola and E. Chang (2018). “On the Board, ‘Tokenism’ is the New Tokenism.” *The Washington Post* (November 3, 2018).

- **Milkman, K.L.** (2018). “Some Good News for Working Women.” *The Washington Post* (July 9, 2018).
- **Milkman, K.L.** and A. Duckworth (2018). “Using Behavioral Science to Build an Exercise Habit.” *Scientific American* (May 1, 2018).
- **Milkman, K.L.** (2018). “How Mark Zuckerberg Could Make Facebook a Force for Good.” *The Washington Post* (April 12, 2018).
- **Milkman, K.L.,** J.B. Kessler and A. Chuan (2018). “When do Favors Expire?” *Scientific American* (March 13, 2018).
- **Milkman, K.L.** (2018). “In Experiments, Researchers Figured Out What Men and Women Really Want in A Mate.” *The Washington Post* (February 12, 2018).
- **Milkman, K.L.** (2018). “The Science of Keeping Your New Year’s Resolutions.” *The Washington Post* (January 1, 2018).
- **Milkman, K.L.** (2017). “What if Horror Movies Actually Stop Crime, Not Cause It?” *The Washington Post* (October 27, 2017).
- **Milkman, K.L.** (2017). “What an Air Force Academy Experiment Teaches Us About How to Help All Students Shine” *The Washington Post* (September 25, 2017).
- **Milkman, K.L.** (2017). “Why You Tip as Much as You Do.” *The Washington Post* (August 23, 2017).
- Benartzi, S., J. Beshears, **K.L. Milkman**, C. Sunstein, and R.H. Thaler (2017). “Governments are Trying to Nudge Us into Better Behavior. Is it Working?” *The Washington Post* (August 11, 2017).
- **Milkman, K.L.** (2017). “Heat Doesn’t Just Make Us Cranky. It Makes Us Dumb Shoppers.” *The Washington Post* (July 21, 2017).
- Rogers, T. and **K.L. Milkman** (2017). “A New Way to Remember: The Power of Quirky Memory Jogs.” *Scientific American Mind* (February 7, 2017).
- Beshears, J., **K.L. Milkman**, L. Burke, and A. Fahey (2016). “The Science Behind Why You Don’t Save (And What To Do About It).” *Money* (July 26, 2016).
- Shin, J. and **K.L. Milkman** (2016). “Having a ‘Plan B’ Can Hurt Your Chances of Success.” *Scientific American Mind* (July 19, 2016).
- Rees-Jones, L., **K.L. Milkman**, and J. Berger (2015). “The Secret to Online Success: What Makes Content Go Viral.” *Scientific American Mind* (April 14, 2015).
- Chugh, D., **K.L. Milkman**, and M. Akinola (2014). “Professors are Prejudiced, Too.” *The New York Times* (May 11, 2014): SR14.
- **Milkman, K.L.** (2014). “The Importance of Experimentation.” *Wharton Magazine* (Winter 2014):24-25.
- **Milkman, K.L.** and K.G.M. Volpp (2014). “How to Keep Your Resolutions.” *The New York Times* (Jan 3, 2014): SR12.

HOSTED PODCAST EPISODES

1. “A Numbers Game.” *Choiceology with Katy Milkman* (March 24, 2025)
2. “A Hero’s Journey.” *Choiceology with Katy Milkman* (October 21, 2024)
3. “Rebel with a Cause.” *Choiceology with Katy Milkman* (October 7, 2024)
4. “On a High Note.” *Choiceology with Katy Milkman* (September 23, 2024)
5. “The Truth Is Out There.” *Choiceology with Katy Milkman* (September 9, 2024)
6. “To Know What You Know.” *Choiceology with Katy Milkman* (August 26, 2024)
7. “The Buddy System.” *Choiceology with Katy Milkman* (August 12, 2024)
8. “To Fight Another Day.” *Choiceology with Katy Milkman* (June 3, 2024)
9. “Choiceology’s Guide to Better Decisions.” *Choiceology with Katy Milkman* (May 20, 2024)

10. “The Charmer’s Playbook.” *Choiceology with Katy Milkman* (May 6, 2024)
11. “Recipe for Success.” *Choiceology with Katy Milkman* (April 22, 2024)
12. “Top of Mind.” *Choiceology with Katy Milkman* (March 25, 2024)
13. “Repeat after Me.” *Choiceology with Katy Milkman* (March 11, 2024)
14. “A Sticky Situation.” *Choiceology with Katy Milkman* (October 23, 2023)
15. “Jumping to Conclusions.” *Choiceology with Katy Milkman* (October 9, 2023)
16. “No Mean Feat.” *Choiceology with Katy Milkman* (September 25, 2023)
17. “A Cup of Knowledge.” *Choiceology with Katy Milkman* (September 11, 2023)
18. “The Golden Misfits.” *Choiceology with Katy Milkman* (August 28, 2023)
19. “An Accidental Experiment.” *Choiceology with Katy Milkman* (August 14, 2023)
20. “The Superforecasters.” *Choiceology with Katy Milkman* (June 5, 2023)
21. “Survey Says.” *Choiceology with Katy Milkman* (May 22, 2023)
22. “Brave on the Waves.” *Choiceology with Katy Milkman* (April 24, 2023)
23. “Fan Fictions.” *Choiceology with Katy Milkman* (April 10, 2023)
24. “The Beanie Bandwagon.” *Choiceology with Katy Milkman* (March 27, 2023)
25. “The Power of Do-Overs.” *Choiceology with Katy Milkman* (March 13, 2023)
26. “Mesmerized.” *Choiceology with Katy Milkman* (November 7, 2022)
27. “The Bad with the Good.” *Choiceology with Katy Milkman* (October 24, 2022)
28. “So Much in Common.” *Choiceology with Katy Milkman* (September 26, 2022)
29. “How You Spend It.” *Choiceology with Katy Milkman* (September 12, 2022)
30. “Not By A Long Shot.” *Choiceology with Katy Milkman* (August 29, 2022)
31. “Fail Better.” *Choiceology with Katy Milkman* (August 15, 2022)
32. “Under Pressure.” *Choiceology with Katy Milkman* (May 23, 2022)
33. “Out of Proportion.” *Choiceology with Katy Milkman* (May 9, 2022)
34. “Choiceology’s Guide to Nudges.” *Choiceology with Katy Milkman* (April 25, 2022)
35. “More Than a Feeling.” *Choiceology with Katy Milkman* (April 11, 2022)
36. “Second Guessing First Impressions.” *Choiceology with Katy Milkman* (March 28, 2022)
37. “Less is More.” *Choiceology with Katy Milkman* (March 14, 2022)
38. “The Power of Negative Thinking.” *Choiceology with Katy Milkman* (October 25, 2021)
39. “The Good Fight.” *Choiceology with Katy Milkman* (October 11, 2021)
40. “Expect the Unexpected.” *Choiceology with Katy Milkman* (September 27, 2021)
41. “What’s the Big Idea?” *Choiceology with Katy Milkman* (September 10, 2021)
42. “Not Just Another Statistic.” *Choiceology with Katy Milkman* (August 30, 2021)
43. “Big Goals, Little Steps.” *Choiceology with Katy Milkman* (August 16, 2021)
44. “Scientist Mode.” *Choiceology with Katy Milkman* (June 7, 2021)
45. “Silver Linings.” *Choiceology with Katy Milkman* (May 10, 2021)
46. “Hold that Thought.” *Choiceology with Katy Milkman* (April 26, 2021)
47. “In the Face of Risk.” *Choiceology with Katy Milkman* (April 12, 2021)
48. “Mindful of Mindsets.” *Choiceology with Katy Milkman* (March 29, 2021)
49. “Some Assembly Preferred.” *Choiceology with Katy Milkman* (March 15, 2021)
50. “If Only…” *Choiceology with Katy Milkman* (October 12, 2020)
51. “I Don’t Want to Know.” *Choiceology with Katy Milkman* (September 28, 2020)
52. “A Successful Failure.” *Choiceology with Katy Milkman* (September 14, 2020)
53. “Fair is Fair.” *Choiceology with Katy Milkman* (August 31, 2020)
54. “Spoiled for Choice.” *Choiceology with Katy Milkman* (August 17, 2020)
55. “A Bundle of Nerves.” *Choiceology with Katy Milkman* (August 3, 2020)
56. “A Spoonful of Sugar.” *Choiceology with Katy Milkman* (May 25, 2020)
57. “Bidder Beward.” *Choiceology with Katy Milkman* (May 11, 2020)
58. “A Choice Apart.” *Choiceology with Katy Milkman* (April 27, 2020)
59. “So Close to the Prize.” *Choiceology with Katy Milkman* (April 13, 2020)

60. "Coping Amid the Crisis." *Choiceology with Katy Milkman* (April 6, 2020)
61. "The Simple Choice." *Choiceology with Katy Milkman* (March 30, 2020)
62. "Judge the Judges." *Choiceology with Katy Milkman* (March 16, 2020)
63. "The Price of Your Vice." *Choiceology with Katy Milkman* (December 2, 2019)
64. "Creatures of Habit." *Choiceology with Katy Milkman* (November 18, 2019)
65. "Invisible Failures." *Choiceology with Katy Milkman* (November 4, 2019)
66. "Take the Deal!" *Choiceology with Katy Milkman* (October 21, 2019)
67. "Your Own Advice." *Choiceology with Katy Milkman* (October 7, 2019)
68. "Not Quite Enough." *Choiceology with Katy Milkman* (September 23, 2019)
69. "The Lucky Loony." *Choiceology with Katy Milkman* (September 9, 2019)
70. "Best-Laid Plans." *Choiceology with Katy Milkman* (May 27, 2019)
71. "Boxed In." *Choiceology with Katy Milkman* (May 13, 2019)
72. "Knew It All Along." *Choiceology with Katy Milkman* (April 29, 2019)
73. "No Harm, No Foul?" *Choiceology with Katy Milkman* (April 15, 2019)
74. "Hitting Your Number." *Choiceology with Katy Milkman* (April 1, 2019)
75. "Out of Focus." *Choiceology with Katy Milkman* (March 18, 2019)
76. "Love the Mug You're With." *Choiceology with Katy Milkman* (February 18, 2019)
77. "Data for the Win." *Choiceology with Katy Milkman* (February 4, 2019)
78. "The Mystery of Chance." *Choiceology with Katy Milkman* (January 21, 2019)
79. "A Clean Slate." *Choiceology with Katy Milkman* (January 7, 2019)
80. "Happiness." *Choiceology with Katy Milkman* (December 10, 2018)
81. "Everybody's Doing It." *Choiceology with Katy Milkman* (November 26, 2018)
82. "The Temptation of Now." *Choiceology with Katy Milkman* (November 12, 2018)
83. "Losses Loom Large." *Choiceology with Katy Milkman* (October 29, 2018)

TEACHING

- The Science of Behavior Change (Undergraduate Course), The Wharton School and the College of Arts and Sciences, University of Pennsylvania
- Decision Making and Behavioral Economics in the Wild (Doctoral Course), The Wharton School, University of Pennsylvania
- Managerial Decision Making (MBA Course), The Wharton School, University of Pennsylvania
- Decision Processes (Undergraduate Course), The Wharton School, University of Pennsylvania
- Judgement and Decision Making Research Immersion (Undergraduate Course), The Wharton School, University of Pennsylvania
- Senior Thesis Tutorial in Behavioral and Experimental Economics (Undergraduate Course), Harvard University

OTHER PROFESSIONAL EXPERIENCE

- Equity Research, Morgan Stanley, New York, NY
- Investment Banking, Goldman, Sachs & Co., San Francisco, CA
- U.S. Department of Commerce Economic Development Administration, Washington, DC

OUTSIDE ACTIVITIES

- Alliance for Decision Education Advisory Council (unpaid position), 2021-present
- Humu Academic Advisory Board (stock options), 2017-present
- Princeton University ORFE Department Advisory Council (unpaid position), 2016-present

Last updated March 2025

- Ezra Scientific Advisory Board (research funding), 2024
- Morningstar Behavioral Science Advisory Board (unpaid position), 2015-2022
- HealthPrize Academic Advisory Board (paid position), 2015
- Idomoo Academic Advisory Board (paid position), 2014-2015
- Speaking/Consulting (paid): World 50, Interbrand, BMGI, Planned Parenthood, Morningstar, O'Reilly Media, 1st Global, Google, Educause, Gibson Dunn & Crutcher, SEI, DE Shaw, Investments and Wealth Institute, Geisinger Health, Condé Nast, Charles Schwab, Vanguard, Spertus Institute, Novartis, Microsoft, Supergoop!, Cravathe, Swaine & Moore, John Hancock, Deloitte, Chevron, Crawford & Company, Citibank, Keller Williams Realty, McCormick & Company, Paypal, SolarWinds MSP, Pennsylvania State University, Claremont McKenna College, Idaho National Laboratory, B. PHL Innovation Fest, Vitality, General Mills, Foundation for the Art and Science of Learning, Pamlico Capital, LinkedIn, Entrepreneur's Organization Canada, Merck, Accolade, think2perform, Skillsoft, TD Bank, Business Academy of Mongolian National Chamber, Weil, Gotshal & Manges LLP, Comcast, Masterclass, Nedbank, CapitalOne, OneMain Financial, Amafore, CFP Board, Kirkland and Ellis LLP, Milbank LLP, monday.com, University of Mississippi, Ezra, FilterEasy, Pennsylvania Women's Conference, TMRE, United Safety