

# ERIKA L. KIRGIOS

ekirgios@wharton.upenn.edu  
3730 Walnut Street  
527.4 Jon M. Huntsman Hall  
Philadelphia, PA 19104

## EDUCATION

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<b>The Wharton School, University of Pennsylvania</b> Ph.D. Candidate in Operations, Information, and Decisions	<b>Expected 2022</b>
<b>Princeton University</b> B.A. in Computer Science, <i>summa cum laude</i> Minors in Neuroscience and Cognitive Science	<b>2017</b>

## RESEARCH INTERESTS

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Diversity, Discrimination, Prosocial Behavior, Behavior Change

## PAPERS UNDER REVIEW

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**Kirgios, E.L.**, Chang, E.H., Milkman, K.L. Going It Alone: Competition Increases the Attractiveness of Minority Status. Invited for Revision and Resubmission to *Organizational Behavior and Human Decision Processes* on March 7, 2019.

Chang, E.H., **Kirgios, E.L.**, Rai, A., Milkman, K.L. The Isolated Choice Effect and Its Implications for Gender Diversity in Organizations. Invited for Revision and Resubmission to *Management Science* on April 16, 2019.

## CURRENT RESEARCH IN PROGRESS

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**Kirgios, E.L.**, Chang, E.H., Levine, E.E., Milkman, K.L., Kessler, J.B. I Didn't Do It For the Money: Forgoing Incentive Earnings to Signal Intrinsic Motivation.

- Manuscript in progress

**Kirgios, E.L.**, Chang, E.H., Rai, A., Milkman, K.L. Group Size Influences Perceptions of Diversity and Likelihood of Hiring Women.

- Manuscript in progress

**Kirgios, E.L.**, Rai, A., Chang, E.H., Milkman, K.L., Small, D.A. Pay-It-Forward or Help Others? Analyzing the Impact of Pay-It-Forward Messaging on Charitable Giving.

**Kirgios, E.L.**, Skowronek, S., Schweitzer, M.E. Coopetition: Cooperative Biases in Team Selection Under Mixed Incentives.

**Kirgios, E.L.**, Silver, I.M., Rai, A., Chang, E.H., Milkman, K.L. Harnessing the Halo: Priming Generosity as Identity-Consistent to Increase Rates of Charitable Giving.

**Kirgios, E.L.**, Milkman, K.L., Duckworth, A.L. Temptation Bundling Revisited: Short- and Long-Term Impact of Temptation Bundling on Promoting Exercise Habits.

Chang, E.H., **Kirgios, E.L.**, Milkman, K.L. Endorsing Diverse Teams: How Diversity Impacts Willingness to Invest in Teams.

## **AWARDS AND HONORS**

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Best Micro Paper Award, East Coast Doctoral Conference, 2019  
Marjorie Weiler Prize for Excellence in Writing, 2018  
The Russell Ackoff Doctoral Student Fellowship Award, Wharton Risk Center, 2018, 2019  
National Science Foundation Graduate Research Fellowship, 2017-2020  
Princeton Computer Science Senior Thesis Prize, 2017  
U.S. Presidential Scholar, 2013

## **CONFERENCE PRESENTATIONS**

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Going It Alone: Competition Increases the Attractiveness of Minority Status. (Kirgios, Chang, & Milkman).

- East Coast Doctoral Conference, New York, NY, 2019
- Society for Judgment and Decision Making, New Orleans, LA, 2018 (poster)
- Society for Personality and Social Psychology, Portland, OR, 2019 (poster)

## **PROFESSIONAL SERVICE**

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Ad Hoc Reviewer for *Management Science*, 2018-Present  
Co-Organizer of Women in Business Academia Conference, 2018, 2019  
Treasurer of Wharton Society for Advancement of Women in Business Academia, 2017-Present  
PhD Social Chair of Operations, Information, Decisions Department, 2018-Present

## **TEACHING EXPERIENCE**

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Teaching Assistant for Managerial Decision Making (MBA, Spring 2019)  
Undergraduate Advising: Judgment and Decision Making Research Immersion (Undergrad, Fall 2018)

## APPENDIX: ABSTRACTS FROM PUBLISHED AND WORKING PAPERS

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**Kirgios, E.L.**, Chang, E.H., Milkman, K.L. Going It Alone: Competition Increases the Attractiveness of Minority Status. Invited for Revision and Resubmission to *Organizational Behavior and Human Decision Processes* on March 7, 2019.

Past research demonstrates that people prefer to affiliate with others who resemble them demographically and ideologically. However, we posit that this tendency toward homophily may be overridden by a desire to stand out when competing for scarce opportunities. Across six experiments, we find that anticipated competition weakens peoples desire to join groups that include similar others. When expecting to compete against fellow group members, women prefer to join all-male groups, Black participants prefer to join all-White groups, and partisans prefer to join groups composed of members of the opposite political party at a significantly higher rate than they do in the absence of competition. Two follow-up studies show that participants desire to stand out from other group members mediates this effect. Our findings highlight an important boundary condition to past research on homophily, shedding light on when and why minorities prefer to join groups in which they will be underrepresented.

Chang, E.H., **Kirgios, E.L.**, Rai, A., Milkman, K.L. The Isolated Choice Effect and Its Implications for Gender Diversity in Organizations. Under Review at *Management Science*.

We highlight a feature of personnel selection decisions that can influence the gender diversity of groups and teams. Specifically, we show that people are less likely to choose candidates whose gender would increase group diversity when making personnel selections in isolation (i.e., when they are responsible for selecting a single group member) than when making sets of choices (i.e., when they are responsible for selecting multiple group members). We call this the isolated choice effect. Across four preregistered experiments (n=2,103) and an archival analysis of faculty hiring data at a business school, we demonstrate that the isolated choice effect has important consequences for group diversity. When making sets of hiring and selection decisions (as opposed to making a single hire), people construct more gender-diverse groups. A mediation study shows people do not think as much about group diversity when making isolated selection choices, which drives this effect.