

ERIKA L. KIRGIOS

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EDUCATION

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

RESEARCH INTERESTS

Diversity, Discrimination, Prosocial Behavior, Behavior Change

PUBLICATIONS

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

PAPERS UNDER REVIEW

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.

CURRENT RESEARCH IN PROGRESS

Kirgios, E.L., Chang, E.H., Levine, E.E., Milkman, K.L., Kessler, J.B. The Reward Recasting Effect: Forgoing Payments to Signal Pure Motives. (field experiment with 18k participants completed)

- Working Paper

Rai, A., Chang, E.H., **Kirgios, E.L.**, 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. (field experiment with 9k participants completed)

Kirgios, E.L., Rai, A., Chang, E.H., Milkman, K.L. The Role of Identity Signaling and Flattery in Advice Giving.

Chang, E.H., **Kirgios, E.L.**, Meng, L. Gender, Race, Intersectionality, and Asking.

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

Rai, A., Chang, E.H., **Kirgios, E.L.**, Schaumberg, R.L. Identity Fungibility: The Changing Nature of

Work and its Role in the Rise of Identity Politics.

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

Chang, E.H., **Kirgios, E.L.**, Milkman, K.L. Endorsing Diverse Teams: How Diversity Impacts Willingness to Invest in Teams. (field experiment with 9k participants completed)

AWARDS AND HONORS

Wharton Doctoral Programs Travel Grant, 2019

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

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

- Society for Personality and Social Psychology, New Orleans, LA, 2020 (Scheduled)
- Society for Judgment and Decision Making, Montreal, Canada, 2019 (Scheduled)
- Academy of Management Annual Meeting, Boston, MA, 2019
- International Association for Conflict Management Conference, Dublin, Ireland, 2019
- East Coast Doctoral Conference, New York, NY, 2019
- Society for Judgment and Decision Making, New Orleans, LA, 2018 (poster)
- Society for Personality and Social Psychology, Portland, OR, 2019 (poster)

The Isolated Choice Effect and Its Implications for Gender Diversity in Organizations. (Chang, Kirgios, Rai, & Milkman).

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

The Reward Recasting Effect: Forgoing Payments to Signal Pure Motives

- Society for Judgment and Decision Making, Montreal, Canada, 2019 (Poster, scheduled)

PROFESSIONAL SERVICE

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

Co-Organizer of Women in Business Academia Conference, 2018, 2019

Co-Organizer of Interdisciplinary Doctoral Student Journal Club, 2019

Treasurer of Wharton Society for Advancement of Women in Business Academia, 2017-Present

PhD Social Chair of Operations, Information, Decisions Department, 2018-Present

TEACHING EXPERIENCE

Teaching Assistant for Negotiations (Undergraduate, Fall 2020)

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

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. However, we posit that the strength of this tendency toward homophily may be moderated by strategic considerations 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 are more willing to join all-male groups and Black participants are more willing to join all-White groups than in the absence of competition. We show that this effect is mediated both by a belief that being distinct will lead your performance to stand out and by a desire to compete against demographically dissimilar others. Our findings offer a new perspective to enrich past research on homophily, shedding light on the instances when minorities are more likely 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 collections of choices (i.e., when they are responsible for selecting multiple group members). We call this the isolated choice effect. Across 6 preregistered experiments (n=3,509), 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. Mediation and moderation studies suggest that people do not attend as much to diversity when making isolated selection choices, which drives this effect.