

ANEESH RAI

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EDUCATION

The Wharton School, University of Pennsylvania*Expected 2023*

Ph.D. Candidate in Operations, Information, and Decisions

Advisor: Katherine Milkman

Princeton University*2017*B.A. in Psychology, *summa cum laude*

Minors in Computer Science and Cognitive Science

RESEARCH INTERESTS

Diversity, Discrimination, Behavior Change

PUBLICATIONS

Chang, E.H.*, Kirgios, E.L.*, **Rai, A.**, & Milkman, K.L. (2020). The Isolated Choice Effect and Its Implications for Gender Diversity in Organizations. *Management Science*. *denotes equal authorship

PAPERS UNDER REVIEW

Rai, A., Chang, E.H., Kirgios, E.L., & Milkman, K.L. Group Size and Its Impact on Diversity-Related Perceptions and Hiring Decisions. *Under Review*Milkman, K.L., Gromet, D., Ho, H., Kay, J., Lee, T., Pandiloski, P., Park, Y., **Rai, A.**, Bazerman, M., Beshears, J., Bonacorsi, L., Camerer, C., Chang, E.H., Chapman, G., Cialdini, R., Dai, H., Eskreis-Winkler, L., Fishbach, A., Gross, J.J., Horn, S., Hubbard, A., Jones, S.J., Karlan, D., Kautz, T., Kirgios, E.L., Klusowski, J., Kristal, A., Ladhania, R., Loewenstein, G., Ludwig, J., Mellers, B., Mullainathan, S., Saccardo, S., Speiss, J., Suri, G., Talloen, J.H., Taxer, J., Trope, Y., Ungar, L., Volpp, K.G., Whillans, A., Zinman, J., & Duckworth, A.L. A Mega-Study Approach to Applied Behavioral Science. *Revise and resubmit at Nature*

SELECTED RESEARCH IN PROGRESS

Rai, A., Chang, E.H., Sharif, M.A., Milkman, K.L., & Duckworth, A.L. Temporal Reframing Boosts Productivity: A Field Experiment. (Manuscript under preparation)Chang, E.H.*, **Rai, A.***, Kirgios, E.L., & Schaumberg, R.L. The Psychological Consequences of the Changing Nature of Work and Their Implications for Dominant Demographic Group Members' Support for Increasing Diversity in Organizations. (Manuscript under preparation) *denotes equal authorshipKirgios, E.L., **Rai, A.**, Chang, E.H., & Milkman, K.L. When Women and Racial Minorities Seek Help, Mentioning Their Demographic Identity is an Asset. (Manuscript under preparation)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 9,000 participants completed)Blunden, H.*, Kirgios, E.L.*, **Rai, A.**, Chang, E.H., & Milkman, K.L. When Flattery Fails: Documenting the Negative Consequences of Ingratiation for Advice Seekers. (Field experiment with 2,500 participants completed) *denotes equal authorship

Rai, A., Chang, E.H., Sharif, M.A., Milkman, K.L., & Duckworth, A.L. The Impact of a Pay-to-Quit Policy on Retention and Performance. (Field experiment with 6,000 participants completed)

AWARDS AND GRANTS

George James Term Fund Travel Award, 2019
Russell Ackoff Doctoral Student Fellowship, 2019
Princeton Psychology Senior Thesis Prize, 2017
Princeton Psychology Senior Award, 2017
Princeton Psychology Junior Award, 2016

CONFERENCE PRESENTATIONS

Group Size and Its Impact on Diversity-Related Hiring Decisions.

- Society for Judgment and Decision Making, Montreal, Canada, 2019
- East Coast Doctoral Conference, New York, NY, 2020*
- International Association for Conflict Management, 2020**
- Society for Judgment and Decision Making, 2020**

Temporal Reframing Boosts Productivity: A Field Experiment.

- CHIBE-PAIR Roybal Mini-Symposium, 2020**
- Society for Personality and Social Psychology Judgment and Decision Making Pre-Conference, 2021**

*Conference canceled due to COVID-19 pandemic

**Conference held virtually due to COVID-19 pandemic

PROFESSIONAL SERVICE

Ad hoc Reviewer for *Management Science*, 2019-Present
Ph.D. Social Chair of Operations, Information, Decisions Department, 2019-2020

TEACHING EXPERIENCE

Teaching Assistant for Managerial Decision Making (MBA, Spring 2020; Spring 2021)

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)
Society for Judgment and Decision Making (SJDM)
Society for Personality and Social Psychology (SPSP)

OTHER RESEARCH EXPERIENCE

Research Coordinator, Behavior Change for Good (University of Pennsylvania), 2017-2018, Philadelphia, PA
Research Assistant, Paluck Lab (Princeton University), 2014-2017, Princeton, NJ