# Sophia L. Pink

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## EDUCATION

**The Wharton School, University of Pennsylvania**
Ph.D. in Operations, Information, and Decisions. Expected 2027.

**Stanford University**
M.S. in Management Science and Engineering, Concentration in Computational Social Science. Stanford University School of Engineering. 2020.
B.S. in Engineering, with Honors and Distinction. Stanford University. 2019.

## PUBLICATIONS

Druckman, James, Suji Kang, James Y. Chu, Michael N. Stagnaro, Jan G. Voelkel, Joseph S. Mernyk, **Sophia L. Pink**, Chrystal Redekopp, David G. Rand, Robb Willer. "Correcting Misperceptions of Out-partisans Decreases American Legislators' Support for Undemocratic Practices." (2023). *Proceedings of the National Academy of Sciences.*

**Pink, Sophia L.**, Michael N. Stagnaro, James Y. Chu, Joseph Mernyk, Jan Voelkel, Robb Willer. "Using Short Messages to Encourage COVID-19 Prevention Behaviors." (2023) *PLOS ONE.*

Stagnaro, Michael N., **Sophia L. Pink**, David G. Rand, Robb Willer. "Increasing Accuracy Motivations Using Moral Reframing Does not Reduce Republicans' Belief in False News." (2023) *Harvard Kennedy School Misinformation Review.*

Voelkel, Jan, James Y. Chu, Michael N. Stagnaro, Joseph Mernyk, Chrystal Redekopp, **Sophia L. Pink**, James N. Druckman, David G. Rand, Robb Willer. "Interventions Reducing Affective Polarization do not Improve Anti-democratic Attitudes." (2022) *Nature Human Behaviour.*

Mernyk, Joseph\*, **Sophia L. Pink**\*, Robb Willer, James N. Druckman. "Correcting Inaccurate Metaperceptions Reduces Americans' Support for Partisan Violence." (2022) *Proceedings of the National Academy of Sciences.*

**Pink, Sophia L.,** James Y. Chu, James N. Druckman, David G. Rand, Robb Willer. "Elite Party Cues Increase Vaccination Intentions Among Republicans." (2021) *Proceedings of the National Academy of Sciences*.

Chu, James Y., **Sophia L. Pink**, Robb Willer. "Religious Identity Cues Increase Vaccination Intentions and Trust in Medical Experts Among American Christians." (2021) *Proceedings of the National Academy of Sciences*.

## WORKING PAPERS

Voelkel, Jan*, Michael N. Stagnaro*, James Chu*, **Sophia L. Pink**, Joseph Mernyk, Chrystal Redekopp … *[many additional authors]* … David G. Rand, James N. Druckman, Robb Willer. "Megastudy Identifying Successful Interventions to Strengthen Americans' Democratic Attitudes." *Under second round review at Science.*

**Pink, Sophia L.,** Jose Cervantez, Erika L. Kirgios, Edward Chang, Katherine L. Milkman. "Can Stereotype Reactance Prompt Women to Compete? A Field Experiment." *Under review.*

## SELECTED RESEARCH IN PROGRESS

**Pink, Sophia L.** & Katherine Milkman. "Outlier neglect: How focusing on averages over maxima can bias decision-makers"

**Pink, Sophia L.,** Sendhil Mullainathan, Katherine Milkman. "Algorithms that misunderstand us."

**Pink, Sophia L.** & Maurice Schweitzer. "Thinking structurally: How structural attributions impact perceptions of speakers, victims, and bystanders."

Cervantez, J. A., **Sophia L. Pink,** Linda W. Chang, Aneesh Rai, & Katherine L. Milkman. "Does diversity count? Using feedback to boost gender and racial representation."

*\*Authors contributed equally*

## CONFERENCES

*Chaired Symposia*

The Promises and Pitfalls of Using Algorithms in Organizations. Academy of Management Annual Conference, 2024. Chicago, IL. (scheduled).

New Perspectives on Increasing Diversity, Equity, and Inclusion (co-chaired with Linda W. Chang). Academy of Management Annual Conference, 2023. Boston, MA. *Winner of Best Symposium in OB Division. Finalist for Best Symposium in MOC Division.*

*Presentations*

Algorithms that Misunderstand Us: How Order Effects and Fatigue can Lead Algorithms Astray
- August 2024. Academy of Management Annual Conference. Symposium talk. Chicago, IL (scheduled)

Who's Responsible? How Structural Attributions Affect how we see Ourselves and Others.
- August 2024. Academy of Management Annual Conference. Symposium talk. Chicago, IL (scheduled)

Can Stereotype Reactance Prompt Women to Compete? A Field Experiment
- June 2023. Behavioral Research in Decision Making Conference. Flash talk. Chicago, IL. (scheduled)
- May 2023. Behavioral Science and Policy Association. Lighting talk. Virtual.
- April 2024. East Coast Doctoral Conference. Paper presentation. New York, NY.
- February 2024. Society for Personality and Social Psychology, Judgement and Decision-Making Pre-Conference. Flash talk. San Diego, CA.
- November 2023. Society for Judgement and Decision-Making conference. Paper presentation. San Francisco, CA.
- September 2023. Diversity in Management virtual conference. Flash talk.
- August 2023. Academy of Management Annual Conference. Symposium talk. Boston, MA.
- July 2023. International Association for Conflict Management Annual Conference. Symposium Talk. Thessaloniki, Greece.

Correcting Inaccurate Metaperceptions Reduces Americans' Support for Partisan Violence
- November 2022. Penn Center for Social Norms and Behavioral Dynamics. Early Career Research Talk. The University of Pennsylvania, Virtual.
- February 2022. Society for Personality and Social Psychology Annual Convention. Symposium Talk. San Francisco, CA.

## HONORS AND AWARDS

2023. Analytics at Wharton Grant
2023. Academy of Management OB Division Best Symposium Award
2023. ESG Initiative's Zicklin Center for Governance & Business Ethics Grant
2023. Mack Institute Research Fellowship
2022. The George James Doctoral Fellowship, The Wharton School
2019. Phi Beta Kappa
2019. Tau Beta Pi Engineering Honors Society
2019. Center on Democracy, Development and the Rule of Law Outstanding Thesis Award, Stanford University
2015. United States Presidential Scholar

## PROFESSIONAL ACTIVITIES

**Ad hoc reviewer**: Proceedings of the National Academy of Sciences, Nature Human Behaviour, Science Advances, PNAS Nexus, JAMA Network Open, Work and Occupations, Population Research and Policy Review, Politics Groups and Identities, Journal of Experimental Political Science, Journal of Politics, PLOS ONE, Public Opinion Quarterly.

**Professional affiliations**: Society for Judgment and Decision Making (SJDM), Academy of Management (AOM), International Association for Conflict Management (IACM), Society for Personality and Social Psychology (SPSP)