

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.

RESEARCH INTERESTS

Decision-making, behavior change, organizational behavior, field experiments, lab experiments

PRIMARY PEER-REVIEWED PUBLICATIONS

1. **Pink, Sophia L.**, Jose Cervantez, Erika L. Kirgios, Edward Chang, Katherine L. Milkman. “Can Stereotype Reactance Prompt Women to Compete? A Field Experiment.” (2025) *Organization Science*.
2. 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*.
3. **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*.
4. 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*.

PEER-REVIEWED TEAM SCIENCE PAPERS

5. 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.” (2024). *Science*.

6. 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*.
7. 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*.

WORKING PAPERS

8. **Pink, Sophia L.**, Sendhil Mullainathan, Katherine L. Milkman. "Do People Choose Choice Sets Wisely? Evidence that People Systematically Err due to Myopic Thinking." *Under review*.
9. Cervantez, J. A., **Sophia L. Pink**, Linda W. Chang, Aneesh Rai, & Katherine L. Milkman. "Can Feedback Promote Diversity? It Depends on the Motivation to Respond Without Prejudice" *Under review*.
10. Smith, Samantha N., **Sophia L. Pink**, Erika L. Kirgios, Edward Chang, Katherine L. Milkman. "Which Group Should I Join? Competition Drives Group Selection Away from Like-Minded Others." *Under review*.

PUBLISHED NULL RESULTS

11. **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*.
12. 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*.

**Authors contributed equally*

CONFERENCES

Chaired Symposia

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

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

Do People Choose Choice Sets Wisely? Evidence that People Systematically Err due to Myopic Thinking (Earlier talks called: “Superstar Neglect: Choices Reflect a Focus on Averages at the Expense of Outliers”)

- May 2025. Behavioral Science and Policy Association. Lighting talk. Virtual. (scheduled)
- May 2025. East Coast Doctoral Conference. Paper presentation. New York, NY. (scheduled)
- November 2024. Society for Judgement and Decision-Making Conference. Paper presentation. New York, NY.
- October 2024. Wharton INSEAD Doctoral Consortium. Paper presentation. Philadelphia, PA.
- August 2024. Academy of Management Annual Conference. Symposium talk. Chicago, IL

Who’s Responsible? How Structural Attributions Affect How We See Ourselves and Others.

- August 2024. Academy of Management Annual Conference. Symposium talk. Chicago, IL

Can Stereotype Reactance Prompt Women to Compete? A Field Experiment

- September 2024. People and Organizations Conference. Philadelphia, PA.
- June 2024. Behavioral Research in Decision Making Conference. Flash talk. Chicago, IL.
- May 2024. 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

Graduate School

2024. Winkelman Fellowship for PhD students “who have demonstrated to the School's faculty great promise for outstanding research and teaching careers at the world's leading schools of management,” The Wharton School

2023. Academy of Management OB Division Best Symposium Award

2022. The George James Doctoral Fellowship for first-year students, The Wharton School

Undergraduate

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

GRANTS

2024. Mack Institute Research Fellowship

2023. Analytics at Wharton Grant

2023. ESG Initiative’s Zicklin Center for Governance & Business Ethics Grant

2023. Mack Institute Research Fellowship

PROFESSIONAL ACTIVITIES

Ad hoc reviewer: Proceedings of the National Academy of Sciences, Nature Human Behaviour, Science Advances, PNAS Nexus, Psychological Science.

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).

TEACHING EXPERIENCE

TA for “Leading with Grit” (Wharton MBA, January-April 2025)

TA for “Foundations of Teamwork and Leadership” (Wharton MBA, August 2024)

TA for “Leading Effective Teams” (Wharton Executive MBA, June 2024)