

# ELIZABETH LINOS

79 JFK Street  
Cambridge, MA 02138

elizabeth\_linos@hks.harvard.edu  
+1 617 895 8195

## Experience

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2022 – present **Harvard Kennedy School, Harvard University**  
Emma Bloomberg Associate Professor of Public Policy and Management  
Faculty Director of [The People Lab](#)

2021 – 2022 **Goldman School of Public Policy, UC Berkeley**  
Michelle J. Schwartz Assistant Professor of Public Policy  
2017 – 2021 Assistant Professor of Public Policy  
Founder and Co-Director of The People Lab

2015 – 2017 **Behavioral Insights Team**  
VP, Head of Research and Evaluation, BIT North America  
2014 – 2015 Senior Advisor, BIT UK

2009 – 2011 **Prime Minister's Office, Greece**  
Policy Advisor for Social Innovation

2007 – 2009 **Jameel Poverty Action Lab (J-PAL)**  
Research Assistant / Project Manager

### Other Affiliations

2022 – present Faculty Affiliate, [Jameel Poverty Action Lab \(J-PAL\)](#)  
Faculty Affiliate, [Women and Public Policy Program \(WAPPP\)](#)  
2018 – present Faculty Affiliate, [California Policy Lab](#)  
2021 – 2023 Nonresident Fellow, [The Brookings Institution](#)

## Education

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2011 – 2016 Ph.D. in Public Policy, Harvard University  
2003 – 2007 A.B. in Government & Economics, *magna cum laude with highest honors*,  
Harvard University

## Publications

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### Peer-Reviewed Journal Articles

**Linós E.**, Lasky-Fink J., Larkin C., Moore L., Kirkman E. 2023. [The Formality Effect](#). *Nature Human Behaviour* (forthcoming)

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Lasky-Fink J., **Linós E.** 2023. [It's Not Your Fault: Reducing Stigma Increase Take-up of Government Programs](#). *Journal for Public Administration Review and Theory (forthcoming)*

**Linós E.**, Prohofsky, A., Ramesh, A., Rothstein, J., Unrath, M. 2022. [Can Nudges Increase Take-up of the EITC? Evidence from Multiple Field Experiments](#). *American Economic Journal: Policy (AEJ): Policy* 14 (4) 432-52.

**Linós E.**, Reddy V., Rothstein J. 2022. [Demystifying College Costs: How Nudges Can and Can't Help](#). *Behavioural Public Policy*.

Scieपुरa B., **Linós E.** 2022. [When Perceptions of Public Service Harms the Public Servant: Predictors of Burnout and Compassion Fatigue in Government](#). *Review of Public Personnel Administration*.

DellaVigna S., **Linós E.** 2022. [RCTs to Scale: Comprehensive Evidence from Two Nudge Units](#). *Econometrica*. 90(1): 81-116. <https://doi.org/10.3982/ECTA18709>

**Linós E.**, Lasky-Fink, J., Halley, M., Sarkar, U., Mangurian, C., Sabry, H., Linós, E., & Jagsi, R. 2022. [Impact of Sexual Harassment and Social Support on Burnout in Physician Mothers](#). *Journal of Women's Health*.

**Linós E.**, Ruffini K., Wilcoxon S. 2022. [Reducing Burnout and Resignations among Frontline Workers: A Field Experiment](#). *Journal of Public Administration Research and Theory (JPART)*, 32(3), 473-488 <https://doi.org/10.1093/jopart/muab042>

Bertelli, A., Riccucci, N., Canterelli, P., Cucciniello, M., Grose, C., John, P., **Linós E.**, Thomas, A., & Williams, M. 2022. [The \(Missing?\) Role of Institutions in Behavioral Public Administration: A Roundtable Discourse](#). *Journal of Behavioral Public Administration*, 5(1). <https://doi.org/10.30636/jbpa.51.304>

**Linós E.**, Halley M., Sarkar U., Manugrian C., Sabry H., Olazo K., Mathews K., Diamond L., Goyal M., Linós E., Jagsi R. 2021. [Anxiety Levels Among Physician-mothers During the COVID Pandemic](#). *American Journal of Psychiatry* 178(2), 203-204.

Halley, M.C., Mathews, K.S., Diamond, L.C., **Linós E.**, Sarkar, U., Mangurian, C., Sabry, H., Goyal, M.K., Olazo, K., Miller, E.G. Jagsi, R., Linós., E. 2021. [The Intersection of Work and Home Challenges Faced by Physician Mothers During the Coronavirus Disease 2019 Pandemic: A Mixed-Methods Analysis](#). *Journal of Women's Health*, 30(4), 514-524.

**Linós E.**, Quan LT., Kirkman, E. 2020. [Nudging Early Reduces Administrative Burden: Three Field Experiments to Improve Code Enforcement](#). *Journal of Policy Analysis and Management (JPAM)*, 39: 243-265.

Bhanot, S.P. and **Linós E.**, 2019. [Behavioral Public Administration: Past, Present, and Future](#). *Public Administration Review*, 80(1), pp.168-171.

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**Linós E.**, Riesch N. 2019. [Thick Red Tape and the Thin Blue Line: A Field Study on Administrative Burden in Police Recruitment](#). *Public Administration Review* 80 (1), 92-103

Nead K., **Linós E.**, Vapiwala N. 2019. [Increasing Diversity in Radiation Oncology: A Call to Action](#). *Advances in Radiation Oncology*, 4 (2), 226

Halley M., Rustagi A., Torres J., **Linós E.**, Plaut V., Mangurian C., Choo E., Linos E. 2018. [Physician Mothers' Experience of Workplace Discrimination: A Qualitative Analysis](#). *British Medical Journal (BMJ)*, 363:k4926

Riano N.S., Linos E., Accurso E.C., Sung D., **Linós E.**, Simard J.F. and Mangurian, C., 2018. [Paid Family and Childbearing Leave Policies at Top US Medical Schools](#). *Journal of the American Medical Association (JAMA)*, 319(6), pp.611-614.

**Linós E.**, 2018. [More Than Public Service: A Field Experiment on Job Advertisements and Diversity in the Police](#). *Journal of Public Administration Research and Theory*, 28(1), pp.67-85.

**Linós E.**, Reinhard J., and Ruda S., 2017. [Levelling the Playing Field in Police Recruitment: Evidence from a Field Experiment on Test Performance](#). *Public Administration*, 95(4), pp.943-956.

Hauser O., **Linós E.**, Rogers T. 2017 [Innovation with Field Experiments: Studying Organizational Behaviors in Actual Organizations](#). *Research in Organizational Behavior*, <https://doi.org/10.1016/j.riob.2017.10.004>

**Linós E.** 2013. [Do Conditional Cash Transfers Shift Votes? Evidence from the Honduran PRAF](#). *Electoral Studies*, 32(4):864-874.

Linos E., **Linós E.**, Colditz G. 2007. [Screening Programme Evaluation Applied to Airport Security](#). *British Medical Journal*, 335:1290-1292.

#### *Other Publications*

**Linós E.** 2023. [What's Next for Evidence-Based Policy Making?](#) *Guest column for Barrett & Greene Inc.*

**Linós E.** 2022. [Translating Behavioral Economics Evidence into Policy and Practice](#). *Commissioned Report for the National Academies of Sciences, Engineering and Medicine*.

Wallace H., Miller, P., Broadus J., **Linós E.** 2022. [Evidence Based Strategies for Hiring a Strong and Diverse Workforce](#)

**Linós E.**, 2021. When Governments Use Nudges: Measuring Impact "At Scale". Book Chapter in *Behavioral Science in the Wild*, University of Toronto Press

**Linus E.**, Reddy V., and Rothstein J. 2018. [Increasing Take-up of Cal Grants](#). In *Designing Financial Aid for California's Future*. *The Institute for College Access and Success (TICAS) Research Report*. November.

**Linus E.** 2018. [Simple Changes to Job Ads Can Help Recruit More Police Officers of Color](#). *Harvard Business Review*. April 3.

**Linus E.** 2016. [Nudging Inwards: Using Behavioral Science to Improve the Government Workforce](#). *Oxford Government Review* (1).

**Linus E.**, Reinhard J. 2015. [A Head for Hiring: The Behavioural Science of Recruitment and Selection](#). *Chartered Institute for Professional Development (CIPD) Research Report*.

### **Working Papers (Selected)**

DellaVigna S., Kim, W., **Linus E.** 2023. [Bottlenecks for Evidence Adoption](#) [R&R at *Journal of Political Economy*]

**Linus E.**, Mobasseri S., Roussille N. 2023. Asymmetric Peer Effects: How White Co-Workers Shape Black Turnover [R&R at *Management Science*]

### **Ongoing Projects (Selected)**

Attracting Diverse Talent to Government [with Brenda Scieपुरa]

Understanding Burnout in Corrections [with Jessie Harney]

Increasing Take-up of the Child Tax Credit [with Jessica Lasky-Fink and Aparna Ramesh]

Understanding landlord take-up of the Housing Choice Voucher Program [with Jessica Lasky-Fink and Heidi Wallace]

Recruiting Nurses: A Megastudy [with Florian Keppeler, Christian Jacobsen, and Brenda Scieपुरa]

### **Invited Talks and Presentations (Selected)**

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2023 Penn Nudge Unit (keynote); United States Air Force; Aarhus University; The United Nations; Academy of Management; National Bureau of Economic Research (NBER); Indiana University (Mini-conference); The European Commission; The World Bank; City of Boston; City Data Alliance (Johns Hopkins University); University of Chicago (Booth Business School); 18F (General Services Administration); Public Management Research Conference (PMRC); University of Washington (Evans School of Public Policy);

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- 2022 Harvard Economics Department; Society of Judgment and Decision-Making (SJDM); Association of Public Policy and Management (APPAM); Inter-American Development Bank (IADB); City Data Alliance (Johns Hopkins University); Bloomberg Associates Executive Women's Leadership Circle; Harvard Kennedy School; Behavioral Insights Team; Price School of Public Policy; Google; ideas42; Maxwell School; Data Colada; NBER Behavioral Boot Camp; Public Management Research Conference (PMRC);
- 2021 UK Ombudsman Association Conference; The National Low-Income Housing Coalition (NLIHC); The National Academies of Sciences Engineering, and Medicine (NAS); Public Management Research Conference (PMRC); Academy of Management Conference (AOM); Association for Public Policy and Management (APPAM); California Center for Data-driven Insights and Innovation (CDII); Utrecht University; Google; O'Neill School of Public & Environmental Affairs, Indiana University; Copenhagen University; Goldman School of Public Policy (Research Seminar)
- 2020 Society of Judgment and Decision Making (SJDM); Rotman School of Management; Harvard Economics Department; Penn Center for Health Incentives and Behavioral Economics (CHIBE); Arizona State University; New York Police Department (NYPD); General Services Administration (GSA); Behavioral Insights Group (BIG) Doctoral Conference; Public Management Research Conference (cancelled due to covid-19); Midwest Political Science Association (cancelled due to covid-19); UC Berkeley (Psychology and Economics Seminar)
- 2019 Law Enforcement Recruitment and Retention Forum; World Health Organization; Google; Behavioral Exchange (BX) Conference; Public Management Research Conference; Code for America Summit; Government Accountability Office; UC Berkeley (Xlab Conference); UC Berkeley (Psychology and Economics Seminar); UC Berkeley (Goldman School of Public Policy Seminar)
- 2018 UC Berkeley (Research Workshop in American Politics Seminar); University of British Columbia, Vancouver; BIG Difference BC Conference (Keynote); George Washington University (Symposium on Administrative Burden); UC Berkeley (Psychology and Economics Seminar); UC Berkeley (School of Social Welfare); Woodrow Wilson School, Princeton University
- 2017 La Follette School of Public Affairs, University of Madison-Wisconsin; Behavioral Exchange (BX) Conference; National Association for Welfare Research and Statistics (NAWRS) Research Academy; Blavatnik School of Government, Oxford University; Athens Behavioral Economics and Experimental Social Sciences (ABEES) Conference
- 2016 APPAM Spring Conference; Siegelvision Call for Clarity Conference; Behavioral Science Policy Association (BSPA) Conference; Woodrow Wilson School, Princeton University; Harvard University

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2015 NASPAA Conference; London Business School; European Group for Organization Studies (EGOS) Conference; Woodrow Wilson School, Princeton University; Blavatnik School of Government, Oxford University

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**Grants, Gifts, Awards, and Fellowships**

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*Grants, Gifts, and Fellowships (Selected)*

2023 The Rappaport Institute, \$75,000  
Mind Brain Behavior (Harvard) Award, \$100,000  
Russell Sage Foundation, \$200,000

2022 Anonymous Donor Gift, \$400,000  
The Hewlett Foundation, \$255,000

2021 The Hewlett Foundation, \$300,000  
Bill and Melinda Gates Foundation, \$567,000  
Institute for Research on Labor and Employment (IRLE), \$20,870  
Anonymous Donor Gift, \$150,000  
Center for Effective Global Action, \$10,000

2020 Jameel Poverty Action Lab (J-PAL), \$49,931  
EGAL (Equity, Gender, and Leadership), \$5,445  
Anonymous Donor Gift, \$100,000  
Berkeley Institute for Young Americans, \$20,000

2019 Institute for Research and Labor Employment (IRLE), \$20,000

2018 Jameel Poverty Action Lab (J-PAL), \$47,806  
Diana Strandberg Fund, \$15,000  
Center for Equity, Gender, and Leadership (CEGL), \$10,000

2017 Institute for Research on Labor and Employment (IRLE), \$15,000

2013 Taubman Center Doctoral Fellowship Fellowship

2012 Inequality and Social Policy Fellowship

*Awards and Recognition (Selected)*

2023 David N. Kershaw Award  
Behavioral Science Book Winner (Contributed Chapter), Global Association of Applied Behavioural Scientists (GAABS)  
Best Paper Award, Academy of Management Conference, PNP Division

2022 100 Most Influential Academics in Government (Apolitical)  
Research cited as “Practice Example” in Surgeon General’s Report on Workplace Mental Health and Well-Being

2021 Outstanding Reviewer Award, Journal of Public Administration Research and Theory (JPART)

2020 Best Paper Award, Vernon Memorial Award, Association of Public Policy Analysis and Management (APPAM)

2019 Best Paper Award, Academy of Management Conference, PNP Division

2015 Best Paper Award, European Group for Organizational Studies (EGOS)

## Teaching and Service

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2022 - 2023	Data-Driven Public Management (HKS); Creating a People Strategy (HKS Executive Education Modules); Administrative Burden (HKS Executive Education Modules)
2018 - 2022	Behavioral Science for Public Policy (UC Berkeley)
2017 - 2022	Public Management and Policy Implementation (UC Berkeley)
2021	Social Science for the Public Good (UC Berkeley)
2020	Introduction to Policy Analysis (UC Berkeley)

**Selected Press, Podcasts, and Interviews.** New York Times, National Public Radio (NPR); Forbes Magazine; The Financial Times, The Economist; Slate; Route Fifty; Governing Magazine; Gov Tech, Bloomberg SPARK, Medscape; Poverty Research and Policy Podcast; The Decision Lab podcast; “The Weeds” Podcast; The Indicator Podcast; Probable Causation Podcast; Capital H Podcast; Gov Innovator Podcast; JPAM’s Closer Look Podcast; Talk Policy to Me Podcast; Questioning Behaviour Podcast.

**Selected Government and Non-Profit Collaborations.** General Services Administration, Office of Evaluation Sciences (OES); Veterans Administration; Minneapolis Public Housing Authority; Massachusetts Executive Office of Housing & Livable Communities; City of Boston; City of San Diego; Mayor’s Office of Los Angeles; City and County of Denver; New York City; California Franchise Tax Board; California Department of Social Services; Washington Employment Securities Department; Govern for America; California Student Aid Commission; Coding it Forward; University of California Police Departments; City of Chattanooga, TN; City of New Orleans.

**Advisory Board Member** for T4G (Talent for Good) Community of Practice; Govern for America (GFA), Partnership for Public Service (Research Council).

**External Review Group** member for the World Health Organisation’s Guidelines for Mental Health at Work.

**Editorial Board Member** for *Public Administration Review*, *Journal for Public Administration Research and Theory*.

**Reviewer** for Nature Human Behaviour, National Science Foundation, Science, Quarterly Journal of Economics, Russell Sage Foundation, American Economic Review, Management Science, American Economic Journal: Policy, American Economic Review: Insights, Journal for Public Administration Research and Theory, Public Administration Review, Public Management Review, Behavioural Public Policy, Journal of Public Economics, Journal of Policy Analysis and Management, Review of Public Personnel Administration, Journal of Behavioral and Experimental Economics, Organizational Behavior and Human Decision Processes, Journal for Behavioral Public Administration, International Public Management Journal, Electoral Studies, World Development, and others.