

ELIZABETH LINOS

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Experience

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

2018 – present Faculty Affiliate, [California Policy Lab](#)
2021 – present Nonresident Fellow, [The Brookings Institution](#)

Education

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

Peer-Reviewed Journals

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

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., 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., Ruffini K., Wilcoxon S. 2021. [Reducing Burnout and Resignations among Frontline Workers: A Field Experiment](#). *Journal of Public Administration Research and Theory (JPART)*.

Linós E., Prohofsky, A., Ramesh, A., Rothstein, J., Unrath, M. 2021. [Can Nudges Increase Take-up of the EITC? Evidence from Multiple Field Experiments](#). *Forthcoming in American Economic Journal: Policy (AEJ: Policy)*

Linós E., Halley M., Sarkar U., Manugrián 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.

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., Linós E. 2018. [Physician Mothers' Experience of Workplace Discrimination: A Qualitative Analysis](#). *British Medical Journal (BMJ)*, 363:k4926

Riano N.S., Linós 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.

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

Other Publications

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

Linós 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.

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

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

Linós 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)

Bottlenecks for Evidence Adoption [with Stefano DellaVigna and Woojin Kim]

It's Not Your Fault: Reducing Stigma in Rental Assistance [with Jessica Lasky-Fink]

Asymmetric Peer Effects: How Co-Workers Shape Black Turnover [with Sanaz Mobasseri and Nina Roussille]

The Formality Effect [with Chris Larkin, Elspeth Kirkman, Lindsay Moore, and Jessica Lasky-Fink]

Ongoing Projects (Selected)

Attracting Young Talent to Government [with Brenda Scieपुरa]

Understanding Burnout in Corrections [with Jessie Harney]

Increasing Take-up of the Child Tax Credit [with Aparna Ramesh]

The Ordering Effect [with Kate Glazebrook, Elspeth Kirkman, and Janna Ter Meer]

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

Invited Talks and Presentations (Selected)

2022 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)

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- 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 (ABEESS) Conference
 - 2016 APPAM Spring Conference; Siegelvision Call for Clarity Conference; Behavioral Science Policy Association (BSPA) Conference; Woodrow Wilson School, Princeton University; Harvard University
 - 2015 NASPAA Conference; London Business School; European Group for Organization Studies (EGOS) Conference; Woodrow Wilson School, Princeton University; Blavatnik School of Government, Oxford University

Grants, Awards and Fellowships

Grants and Fellowships

- 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

- 2022 100 Most Influential Academics in Government (Apolitical)
- 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, Public and Non-Profit (PNP Division)
- 2015 Best Paper Award, European Group for Organizational Studies (EGOS)

Teaching and Service

- 2018, '19, Behavioral Science for Public Policy
'21, '22

Behavioral science uses findings from psychology, economics and other fields to better understand how people actually behave, as opposed to how we would like them to behave. Many of these insights carry significant implications for how to design policies in education, health, energy, taxation, criminal justice, and more. In this course we review how policymakers have used behavioral insights to improve policy; what works and what doesn't; what are the ethical considerations in using behavioral science; and what new ideas are on the horizon.

- 2017, '19, Public Management and Policy Implementation
'20 '22

This course introduces graduate students to the central elements of public management and policy implementation. We focus on three key challenges that public managers face: managing program performance; managing people; and managing public sector reform. Using academic literature, case studies, and a series of guest lectures from innovative practitioners, the course teaches students how to get things done in government, and how data and evidence can be used to support public sector innovation.

- 2021 Social Science for the Public Good

In this course, we focus on the “nuts and bolts” of doing collaborative research, that answers questions of both theoretical and substantive importance. Examples of the topics we will discuss include: finding an implementation partner and negotiating a relationship, managing data use agreements and working with messy data, designing and implementing a field experiment, ethics and equity in collaborative research, and disseminating results to partners, academics,

policymakers, and the general public. This course is designed for PhD students who have an interest in conducting collaborative research with an agency, organization, or firm.

2020 Introduction to Policy Analysis

The goal of this class is for MPP students to become skilled in applying the tools of public policy analysis to real-world problems in a professional environment. The centerpiece of the course is a semester-long project in which small teams of students analyze problems and provide recommendations for actual clients. Over the course of the semester, each team produces a final presentation and a substantial written report for their client. In addition, this course will provide students with professional development skills including: scoping a policy problem, using data for clients, professional writing, client interactions and presentations.

Selected Press, Podcasts, and Interviews. New York Times, National Public Radio (NPR); The Economist; Slate; Route Fifty; Governing Magazine; Medscape; 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); Minneapolis Public Housing Authority; City of San Diego; Mayor’s Office of Los Angeles; City and County of Denver (multiple departments); 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)

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

Reviewer for National Science Foundation; Science, Quarterly Journal of Economics, American Economic Review, 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.