



H A R V A R D | B U S I N E S S | S C H O O L

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Christine Linman Exley

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Boston, MA 02163
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EDUCATION

- 2015 Ph.D., Economics, Stanford University, Palo Alto, CA
Dissertation: Insights into Prosocial Behavior
Committee: B. Douglas Bernheim (co-chair)
Muriel Niederle (co-chair)
Alvin Roth
Charles Sprenger
- 2011 M.A., Economics, Stanford University, Palo Alto, CA
- 2009 B.A., *Valedictorian, summa cum laude, Economics & Mathematics Departmental Honors*,
Economics and Mathematics, University of Mary Washington, Fredericksburg, VA

EMPLOYMENT

- 2015 – present Assistant Professor of Business Administration, Harvard Business School

RESEARCH

Publications:

Exley, Christine L., Muriel Niederle, and Lise Vesterlund. “Knowing When to Ask: The Cost of Leaning-in,” *Journal of Political Economy*, forthcoming.

Exley, Christine L. “Using Charity Performance Metrics as an Excuse Not to Give,” *Management Science*, forthcoming.

Exley, Christine L., and Stephen J. Terry. "Wage Elasticities in Working and Volunteering: The Role of Reference Points in a Laboratory Study," *Management Science*, 2019, 65: 413-425.

Exley, Christine L., and Ragan Petrie. "The Impact of a Surprise Ask," *Journal of Public Economics*, 2018, 158: 152-167.

Exley, Christine L. "Incentives for Prosocial Behavior: The Role of Reputations," *Management Science*, 2018, 64(5) 2460-2471.

Exley, Christine L., and Jeffrey Naecker. "Observability Increases the Demand for Commitment Devices," *Management Science*, 2017, 63(10): 3262-3267.

Exley, Christine L. "Excusing Selfishness in Charitable Giving: The Role of Risk," *The Review of Economic Studies*, 2015, 83(2): 587-628.

Working Papers:

Coffman, Katherine B., Christine L. Exley, and Muriel Niederle. "The role of beliefs in driving gender discrimination," *revise & resubmit at Management Science*, 2019 [formerly entitled "When Gender Discrimination Is Not about Gender"].

Exley, Christine L. and Judd B. Kessler. "The Self-Promotion Gap" NBER Working Paper No. 26345, 2019.

Exley, Christine L. and Judd B. Kessler. "Motivated Errors," Harvard Business School Working Paper No. 18-017, 2019.

Exley, Christine L. Judd B. Kessler. "Equity Concerns are Narrowly Framed," Harvard Business School Working Paper, No. 18-040, 2019.

Bernheim, B. Douglas and Christine L. Exley. "Understanding Conformity: An Experimental Investigation," 2015.

Cases and Teaching Notes:

Beshears, John, Manuela Collis, Christine L. Exley, and Davis Heniford. "Negotiating for Equal Pay: The US Women's National Soccer Team (A)," Harvard Business School Case 920-029 (2019) [19].

Beshears, John, Manuela Collis, Christine L. Exley, and Davis Heniford. "Negotiating for Equal Pay: The US Women's National Soccer Team (B)," Harvard Business School Case 920-0303 (2019) [8].

Exley, Christine L., and Kathleen McGinn. "How to Encourage Others to Give and When to Pass the Torch? Insights from The Philanthropy Connection," Harvard Business School Case 920-018 (2019) [9].

Exley, Christine L., and Kathleen McGinn. “How to Encourage Others to Give and When to Pass the Torch? Insights from The Philanthropy Connection,” Harvard Business School Teaching Note 820-046 (2020) [21].

Exley, Christine L., Katherine Coffman, and Joshua Schwartzstein. “Legal Time Case.” Harvard Business School Case 920-010 (2019) [6].

Exley, Christine L., Katherine Coffman, and Joshua Schwartzstein. “Legal Time Case - Confidential Information for the Prosecution (AUSA Prescott).” Harvard Business School Case 920-012 (2019) [2].

Exley, Christine L., Katherine Coffman, and Joshua Schwartzstein. “Legal Time Case - Confidential Information for the Defense Attorney (Drew Davis).” Harvard Business School Case 920-011 (2019) [1].

Exley, Christine L., Katherine Coffman, and Joshua Schwartzstein. “Legal Time Case.” Harvard Business School Teaching Note 920-013 (2019) [15]. (Revised September 2019)

Coffman, Katherine, Christine L. Exley, and Alpana Thapar. “BulkWhiz: Negotiating as a Startup Founder in the UAE.” Harvard Business School Case 919-004 (2018) [11]. (Revised July 2019)

Coffman, Katherine B., and Christine L. Exley. "BulkWhiz: Negotiating as a Startup Founder in the UAE." Harvard Business School Teaching Note 920-004 (2019) [8]. (Revised October 2019)

Exley, Christine L., John Beshears, and Alison Wood Brooks, “La Ceiba: Navigating Microfinance and Relationships in Honduras (A),” Harvard Business School Case 918-014 (2017) [7].

Exley, Christine L., John Beshears, and Alison Wood Brooks, “La Ceiba: Navigating Microfinance and Relationships in Honduras (B),” Harvard Business School Case 918-015 (2017) [3].

Exley, Christine L., John Beshears, and Alison Wood Brooks, “La Ceiba: Navigating Microfinance and Relationships in Honduras (A) and (B),” Harvard Business School Teaching Note 918-016 (2017) [16].

Other Articles:

Exley, Christine L. and Judd B. Kessler. “Why Don’t Women Self-Promote as Much as Men?” December 2019. *Harvard Business Review* (online). <https://hbr.org/2019/12/why-dont-women-self-promote-as-much-as-men>.

Exley, Christine L. and Judd B. Kessler. “The Gender Gap in Self Promotion.” December 2019. *VoxEU*. <https://voxeu.org/article/gender-gap-self-promotion>.

Exley, Christine L., Muriel Niederle, and Lise Vesterlund. "Women Who Don't Negotiate Might Have a Good Reason." April 2016. *Harvard Business Review* (online).

<https://hbr.org/2016/04/women-who-dont-negotiate-their-salaries-might-have-a-good-reason>.

Exley, Christine L. "Excusing selfishness in charitable giving: The role of risk." December 2014. *VoxEU*. <https://voxeu.org/article/excusing-selfishness-charitable-giving-role-risk>.

Exley, Christine L. and Shawn Humphrey. "Why is Most of the World Poor?" 2012. *The Economics of Inequality, Poverty and Discrimination in the 21st Century*.

TEACHING

Primary Teaching:

2019 – 2020 Second-year Negotiation, Fall
2017 – 2018 Second-year Negotiation, Spring
2016 – 2017 Second-year Negotiation, Spring

Additional Teaching:

2019 – 2020 Changing the Game, HBS Executive Education, Guest Instructor, Summer
Governing for Nonprofit Excellence, HBS Executive Education, Guest Instructor, Summer
2018 – 2019 Second-year Negotiation, Guest Instructor, Fall
Changing the Game, HBS Executive Education, Guest Instructor, Summer
2017 – 2018 Second-year Negotiation, Guest Instructor, Fall and Spring
2016 – 2017 Second-year Negotiation, Guest Instructor, Fall
2015 – present Guest Instructor in Ph.D. Classes at Harvard University, Stanford University, University of Michigan, and Wharton

Advising:

2018 – present Dissertation Committee Member for Ph.D. Students in Economics, Harvard University
2018 – present Dissertation Committee Member for Ph.D. Students in Public Policy, Harvard Kennedy School
2018 Faculty Advisor for Honors Thesis in Economics, Harvard University
2017 – 2018 Faculty Advisor for Harvard Undergraduate PRIMO Fellows, Harvard University

PRIOR EMPLOYMENT

2011 – 2019 Co-founder and Chief of Research, Wagaroo
2010 – 2015 Research Assistant, Stanford University
2008 Mathematics Summer Intern, National Security Agency
2007 Honors Intern, Federal Bureau of Investigation

HONORS, FELLOWSHIPS AND GRANTS

2018	Excellence in Refereeing Award, American Economic Review
2015	The Claire and Ralph Landau Prize for Best SIEPR Discussion Paper, Stanford University
2015	Small Grants Program, Center on Philanthropy and Civil Society at Stanford University (Palo Alto, CA)
2012 – 2014	National Science Foundation Doctoral Dissertation Improvement Grant (Alexandria, VA)
2012 – 2015	Research Grant, Economics Department at Stanford University (Palo Alto, CA)
2012 – 2013	Ph.D. Fellowship, Center on Philanthropy and Civil Society at Stanford University (Palo Alto, CA)
2012 – 2013	Graduate Public Service Fellowship, Haas Center for Public Service at Stanford University (Palo Alto, CA)
2012 – 2013	E.S. Shaw & B.F. Haley Fellowship, Stanford Institute for Economic Policy Research (Palo Alto, CA)
2012	Community Engagement Grant at Stanford University (Palo Alto, CA)
2008	Phi Beta Kappa, University of Mary Washington

PRESENTATIONS

- “The Gender Gap in Self Promotion,” University of Oregon, Eugene, OR (January 2020).
- “Motivated Errors,” University of Virginia – Darden Graduate School of Business, Charlottesville, VA (October 2019).
- “Motivated Errors,” Harvard University, Cambridge, MA (October 2019).
- “Motivated Errors,” University of Michigan, Michigan, MI (September 2019).
- “Equity Concerns are Narrowly Framed,” NHH Norwegian School of Economics, Bergen, Norway (September 2019).
- “Motivated Errors,” Early-Career Behavioral Economics Conference, University of California – San Diego, CA (August 2019).
- “Persistently Insecure: The Gender Gap in Confidence,” Stanford Institute for Theoretical Economics – Experimental Economics Workshop, Palo Alto, CA (August 2019).
- “Motivated Errors,” East Coast Behavioral/Experimental Workshop, Princeton University, Princeton, NJ (May 2019).
- “Equity Concerns are Narrowly Framed,” Stanford University, Palo Alto, CA (April 2019).
- “Can Information Close the Gender Confidence Gap?” Annual Empirical Microeconomics Conference, Arizona State University, Tempe, AZ (February 2019).
- “Motivated Errors,” University of Texas - Dallas, Dallas, TX (February 2019).
- “Can Information Close the Gender Confidence Gap?” Stanford – MMC, Palo Alto, CA (January 2019).
- “Knowing When to Ask: The Cost of Leaning-in,” University of California – Santa Barbara, Santa Barbara, CA (December 2018).
- “Knowing When to Ask: The Cost of Leaning-in,” University of Toronto, Toronto, Canada (October 2018).
- “Motivated Errors,” Stanford Institute for Theoretical Economics - Psychology & Economics Workshop, Stanford University, Palo Alto, CA (August 2018).
- “Solve Your Problem: Using Knowledge of Human Behavior to Find Lifesaving Solutions,” Best Friends Animal Society Annual Conference, Los Angeles, CA (July 2018).

“Motivated Errors,” WZB Berlin -- Recent Advances in the Economics of Philanthropy Workshop, Berlin, Germany (June 2018).

“Motivated Errors,” University of Sydney – Applied Behavioral Conference, Sydney, Australia (May 2018).

“Knowing When to Ask: The Cost of Leaning-in.” University of Melbourne, Melbourne, Australia (May 2018).

“Motivated Errors,” Monash University, Melbourne, Australia (May 2018).

“Knowing When to Ask: The Cost of Leaning-in,” London School of Economics, London, UK (May 2018).

“Economics Applied to Saving Lives,” The Tech Thought Leadership Summit, San Francisco, CA (March 2018).

“Motivated Framing Effects,” New York University, New York, NY (March 2018).

“Knowing When to Ask: The Cost of Leaning In,” University of California – Berkeley, Berkeley, CA (March 2018).

“Knowing When to Ask: The Cost of Leaning-in.” ASSA Annual Meeting, Philadelphia, PA (January 2018).

Discussion of “Realization, Tangibility and Charitable Giving,” ASSA Annual Meeting, Philadelphia, PA (January 2018).

“Equity Concerns are Narrowly Framed,” RAND, San Francisco, CA (November 2017).

“Equity Concerns are Narrowly Framed,” University of Chicago - Booth, Chicago, IL (October 2017).

“The Better is the Enemy of the Good,” Economic Science Association North America Meeting, Richmond, VA (October 2017).

“Equity Concerns are Narrowly Framed,” University of Munich, Munich, Germany (October 2017).

“The Better is the Enemy of the Good,” Moral Behavior and Calculated Ambiguity Workshop, University of Amsterdam, Amsterdam, Nederland (October 2017).

“The Better is the Enemy of the Good,” Science of Philanthropy Initiative, Chicago, IL (September 2017).

“Equity Concerns are Narrowly Framed: Why Money Cannot Buy Time,” Yale University, New Haven, CT (September 2017).

“The Better is the Enemy of the Good,” Stanford Institute for Theoretical Economics – Experimental Economics Workshop, Palo Alto CA (August 2017).

Discussion of “Redesigning the Market for Volunteers: A Donor Registry,” Early-Career Behavioral Economics Conference, Pittsburgh, PA (June 2017).

“What is not Accomplished: The Convenient Excuse not to Give,” University of Zurich, Zurich, Switzerland (May 2017).

“Why Information Fails to Encourage Costly Behavior,” briq Workshop on Moral Reasoning in Economics, Bonn, Germany (March 2017).

“Knowing When to Ask: The Cost of Leaning-in.” The Gender Initiative, Harvard Business School, Boston, MA (March 2017).

“When Information Fails to Encourage Prosocial Behavior” University of Pittsburgh, Pittsburgh, PA (February 2017).

Discussion of “Shopping While Female: Who Pays Higher Prices and Why?” ASSA Annual Meeting, Chicago IL (January 2017).

Discussion of “No Gender Differences in Willingness to Compete When Competing against Self” ASSA Annual Meeting, Chicago, IL (January 2017).

“Excuses.” Wharton BEPP, Philadelphia, PA (November 2016).

“Finding Excuses to Decline the Ask,” North American Experimental Science Association Conference, Tucson, AZ (November 2016).

“Why Money Cannot Buy Time,” University of Pennsylvania Behavioral Ethics Lab, Philadelphia, PA (September 2016).

“Excuses not to Volunteer,” Harvard Business School Alumni Leadership Conference, Boston MA (June 2016).

“Inequity Aversion over Time and Money,” New England Experimental Economics Workshop, University of Massachusetts Amherst, Amherst MA (June 2016).

“Excuses not to Give,” University of Southern California Policy School, Los Angeles CA (April 2016).

“Excuses not to Give,” Princeton University, Princeton NJ (March 2016).

“Excuses not to Give,” Effective Altruism Workshop, Harvard University, Cambridge MA (October 2016)

“Finding Excuses to Decline the Ask,” ASSA Annual Meeting, San Francisco CA (January 2016).

Discussion of “Gender Differences in Negotiation Outcomes by Communication Mode,” ASSA Annual Meeting, San Francisco, CA (January 2016).

“Excusing Selfishness in Charitable Giving: The Role of Risk” Behavioral Workshop, Cornell University, Ithaca NY (November 2015).

“Excusing Selfishness in Charitable Giving...,” Southern Economic Association Conference, New Orleans LA (November 2015).

Discussion of “Charitable Giving of High-Income Households,” National Tax Association, Boston, MA (November 2015).

“Excuses.” University of California – San Diego, San Diego CA (November 2015).

“Excusing Selfishness in Charitable Giving...” George Mason University, Fairfax, VA (October 2015).

“Excusing Selfishness in Charitable Giving...,” Harvard University, Cambridge, MA (September 2015).

“Excusing Selfishness in Charitable Giving...,” Association for Consumer Research North America Conference, New Orleans, LA (October 2015).

“Finding Excuses to Decline the Ask: A Field Experiment.” Behavioral Insights Group, Harvard University, Cambridge, MA (August 2015).

“Excusing Selfishness in Charitable Giving...,” Montreal World Congress of Econometric Society, Montreal, Canada (August 2015).

“Excusing Selfishness in Charitable Giving...,” RSF Conference for Early-Career Behavioral Economists, Russell Sage Foundation, Chicago IL (July 2015).

“Excusing Selfishness in Charitable Giving...,” Whitebox Advisors Graduate Student Conference, Yale University, New Haven, CT (May 2015).

“Finding Excuses to Decline the Ask: A Field Experiment.” Bay Area Behavioral and Experimental Economics Workshop, University of California – Santa Cruz, Santa Cruz, CA (May 2015).

“Excusing Selfishness in Charitable Giving...,” Boston College, Chestnut Hill, MA (January 2015).

“Excusing Selfishness in Charitable Giving...,” Department of Justice Antitrust Division, Washington, DC (January 2015).

“Excusing Selfishness in Charitable Giving...,” Washington University – St Louis, St. Louis, MO (January 2015).

“Excusing Selfishness in Charitable Giving...,” Kellogg MEDS, Evanston, IL (January 2015).

“Excusing Selfishness in Charitable Giving...,” Duke University, Durham, NC (January 2015).

“Excusing Selfishness in Charitable Giving...,” Virginia Commonwealth University, Richmond, VA (January 2015).

“Excusing Selfishness in Charitable Giving...,” London School of Economics, London, UK (January 2015).

- “Excusing Selfishness in Charitable Giving...,” Wharton OPIM, Philadelphia, PA (January 2015).
- “Excusing Selfishness in Charitable Giving...,” Harvard Business School, NOM, Boston, MA (January 2015).
- “Excusing Selfishness in Charitable Giving...,” Barnard College, New York City, NY (January 2015).
- “Excusing Selfishness in Charitable Giving...,” University of California – Santa Cruz, Santa Cruz, CA (January 2015).
- “Excusing Selfishness in Charitable Giving...,” University of Oregon, Oregon, OR (January 2015).
- “Excusing Selfishness in Charitable Giving...,” Stanford Institute for Theoretical Economics – Experimental Economics Workshop, Palo Alto, CA (August 2014).
- “Excusing Selfishness in Charitable Giving...,” Stanford Institute for Theoretical Economics – Psychology & Economics Workshop, Palo Alto, CA (August 2014).
- “Excusing Selfishness in Charitable Giving...,” North American Experimental Science Association Conference (Fort Lauderdale FL), Florida State University, Fort Lauderdale, FL (October 2014).
- “Using Any Excuse Not to Give.” Bay Area Behavioral and Experimental Economics Workshop (May 2014).
- “Volunteer Behavior: Incentives and Expectations,” Bay Area Behavioral and Experimental Economics Workshop, University of San Francisco, San Francisco, CA (May 2013).
- “Examining when Reference Points Lead to Negative Wage Elasticities in Work and Volunteer Tasks.” North American Experimental Science Association Conference, Santa Cruz CA (October 2013).
- “Volunteer Behavior: The Downside of Good Reputations and Incentives.” Bay Area Behavioral and Experimental Economics Workshop, Santa Clara University, Santa Clara, CA (May 2012).
- “Incentives for Prosocial Behavior: Is Reputation the Missing Link?” North American Experimental Science Association Conference, University of Technology Sydney and University of California, Santa Cruz, Tucson, AZ (November 2012).

PROFESSIONAL ACTIVITIES

- 2019 – present Board of Directors, Students Helping Honduras
- 2019 – present Strategic Council, Foundation Fighting Blindness
- 2016 – present Advisory Board, The Life You Can Save
- 2015 – present Co-organizer, Stanford Institute for Theoretical Economics – Experimental Economics Workshop

Referee for *American Economic Review*; *American Economic Review – Insights*; *American Economic Journal: Applied Economics*; *American Economic Journal: Economic Policy*; *American Economic Journal: Microeconomics*; *Econometrica*; *Economic Inquiry*; *Economic Journal*; *Economic Letters*; *European Economic Review*; *Experimental Economics*; *Games & Economic Behavior*; *International Economic Review*; *IZA World of Labor*; *Journal of Development Economics*; *Journal of Economic Behavior & Organization*; *Journal of the European Economic Association*; *Journal of Experimental Science Association*; *Journal of Human Resources*; *Journal of Political Economy*; *Journal of Public Economics*; *Management Science*; *Nature*; *Nonprofit and Voluntary Sector Quarterly*; *Quarterly Journal of Economics*; *Review of Economic Studies*; *Review of Economics & Statistics*; *Southern Economic Journal*; *Theory and Decision*