



Katherine B. Coffman

Harvard Business School
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Boston, MA 02163
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EDUCATION

- 2012 Ph.D., Economics, Harvard University, Cambridge, MA
- Dissertation: Essays in Microeconomic Theory and Experimental Economics
- Chapters: A Failure of Representative Democracy
Gender Differences in Willingness to Guess and the Implications for Test Scores
Assent-Maximizing Social Choice
- Committee: Iris Bohnet
Drew Fudenberg
Jerry Green (chair)
Al Roth
- 2007 B.A., *Summa Cum Laude*, Mathematics and Economics, Williams College, Williamstown, MA

PREVIOUS APPOINTMENTS

- 08/2012 - 06/2016 Assistant Professor of Economics, Ohio State University, Columbus, OH
- 08/2014 - 07/2015 Visiting Assistant Professor of Economics, Stanford University, Stanford CA

HARVARD UNIVERSITY

Appointments

- 07/2021 – present Piramal Associate Professor of Business Administration
- 07/2016 – 06/2021 Assistant Professor of Business Administration

Harvard Business School Primary Teaching Assignments

- 2021 – 2022 Negotiations, instructor and teaching group lead, spring
- 2020 – 2021 Negotiations, instructor and teaching group lead, spring

2018 – 2019 Negotiations, instructor, fall
2017 - 2018 Negotiations, instructor, spring

Harvard Business School Secondary Teaching Assignments

2022 International Women’s Forum Fellows Program, Executive Education instructor, spring
2022 Managing Healthcare Delivery, HBS Executive Education instructor, spring
2021 8400 The Health Network, HBS Executive Education instructor, fall
2021 MAOZ Leadership Program, HBS Executive Education instructor, fall
2021 Changing the Game, HBS Executive Education instructor, fall
2021 Changing the Game, HBS Executive Education instructor, summer
2021 Kaiser Permanente Custom program, HBS Executive Education instructor, spring
2020 Changing the Game, HBS Executive Education instructor, fall
2020 Changing the Game, HBS Executive Education instructor, summer
2020 MAOZ Leadership Program, HBS Executive Education instructor, spring
2019 Changing the Game, HBS Executive Education instructor, fall
2019 MAOZ Leadership Program, HBS Executive Education instructor, fall

Harvard University Secondary Teaching Assignments

2022 Catalyst Collaborative Leadership Academy, Executive Education instructor, summer
2021 Baker Botts Custom Program, HLS Executive Education instructor, summer
2021 Leadership in Corporate Counsel, HLS Executive Education instructor, summer
2021 Milbank@Harvard Program, HLS Executive Education instructor, spring
2020 Milbank@Harvard Program, HLS Executive Education instructor, spring
2019 Milbank@Harvard Program, HLS Executive Education instructor, fall
2019 Applying Behavioral Insights Program, HKS Executive Education instructor, fall
2018 InterAmerican Development Bank Custom Program, HKS Executive Education instructor, spring
2017 Applying Behavioral Insights Program, HKS Executive Education instructor, fall
2016 Applying Behavioral Insights Program, HKS Executive Education instructor, fall

AWARDS & HONORS

- 2015 Winner of Distinguished Undergraduate Research Mentor Award, Ohio State University
- 2010 Harvard Derek C. Bok Award for Excellence in the Graduate Student Teaching of Undergraduates, Harvard University

FELLOWSHIP & GRANTS

- 2016 – 2019 National Science Foundation Grant: The importance of confidence in predicting labor market outcomes, \$139,934.00, National Science Foundation
- 2014 Pressey Honors Endowment Grant for Course Enrichment, Ohio State University
- 2012 Small Grant in Behavioral Economics, Russell Sage Foundation
- 2011 Harvard Program on Negotiation (PON) Grant for Research, Harvard Law School
- 2010 Harvard Lab for Economic Applications and Policy (LEAP) Grant, Harvard University
- 2010 Women and Public Policy Program Grant, Harvard Kennedy School

PUBLICATIONS

Journal Articles

- Coffman, K.B., C. Flikkema, and O. Shurchkov. 2021. Gender Stereotypes in Deliberation and Team Decision-Making. Accepted at *Games and Economic Behavior*.
- Bordalo, Pedro, Katherine B. Coffman, Nicola Gennaioli, Frederik Schwerter, and Andrei Shleifer. 2020. "Memory and Representativeness." Accepted at *Psychological Review*.
- Coffman, Katherine B., and David Klinowski. 2020. "The Impact of Penalties for Wrong Answers on the Gender Gap in Test Scores." *Proceedings of the National Academy of Sciences*, Vol. 117, no. 16, pp. 8794 - 8803.
- Coffman, Katherine B., Christine L. Exley, and Muriel Niederle. 2020. "The Role of Beliefs in Driving Gender Discrimination." Accepted at *Management Science*.
- Bordalo, Pedro, Katherine B. Coffman, Nicola Gennaioli, and Andrei Shleifer. 2019. "Beliefs about Gender." *American Economic Review*, Vol. 109, Iss. 3, pp. 739 - 773.
- Coffman, Katherine B., Lucas C. Coffman, and Keith M. Marzilli Ericson. 2017. "The Size of the LGBT Population and the Magnitude of Anti-Gay Sentiment are Substantially Underestimated." *Management Science*, Vol. 63, Iss. 10, pp. 3168 - 3186.
- Baldiga, Nancy R. and Katherine B. Coffman. 2016. "Laboratory Evidence on the Effects of Sponsorship on the Competitive Preferences of Men and Women." *Management Science*, Vol. 64, Iss. 2, pp. 888 - 901.

- Bordalo, Pedro, Katherine B. Coffman, Nicola Gennaioli, and Andrei Shleifer. 2016. "Stereotypes." *The Quarterly Journal of Economics*, Vol. 131, Iss. 4, pp. 1753 - 1794.
- Coffman, Katherine B. 2016. "Representative Democracy and the Implementation of Majority-Preferred Alternatives." *Social Choice and Welfare*, Vol. 46, Iss. 3, pp. 477- 494.
- Coffman, Katherine B. 2014. "Evidence on Self-Stereotyping and the Contribution of Ideas." *The Quarterly Journal of Economics*, Vol. 129, Iss. 4, pp. 1625 - 1660.
- Baldiga, Katherine A. 2013. "Gender Differences in Willingness to Guess." *Management Science*, Vol. 60, Iss. 2, pp. 434 - 448.
- Baldiga, Katherine A. and Jerry R. Green. 2013. "Assent-maximizing Social Choice." *Social Choice and Welfare*, Vol. 40, Iss. 2, pp. 439 - 460.

Cases, Exercises, and Teaching Notes

- Exley, Christine L., Katherine B. Coffman, and Joshua Schwartzstein. "Legal Time Case." Harvard Business School Case 920-010, August 2019.
- Exley, Christine L., Katherine B. Coffman, and Joshua Schwartzstein. "Legal Time - Confidential Information for the Prosecution (AUSA Prescott)." Harvard Business School Supplement 920-012, August 2019.
- Exley, Christine L., Katherine B. Coffman, and Joshua Schwartzstein. "Legal Time - Confidential Information for the Defense Attorney (Drew Davis)." Harvard Business School Supplement 920-011, August 2019.
- Exley, Christine L., Katherine B. Coffman, and Joshua Schwartzstein. "Legal Time Case – Video Short 1." Harvard Business School Multimedia/Video Supplement 920-703, September 2019.
- Exley, Christine L., Katherine B. Coffman, and Joshua Schwartzstein. "Legal Time Case – Video Short 2." Harvard Business School Multimedia/Video Supplement 920-704, September 2019.
- Exley, Christine L., Katherine B. Coffman, and Joshua Schwartzstein. "Legal Time Case." Harvard Business School Teaching Note 920-013, August 2019. (Revised September 2019.)
- Coffman, Katherine, Christine Exley, and Alpana Thapar. "BulkWhiz: Negotiating as a Startup Founder in the UAE." Harvard Business School Case 919-004, October 2018. (Revised July 2019.)
- Coffman, Katherine B., and Christine Exley. "BulkWhiz: Negotiating as a Startup Founder in the UAE." Harvard Business School Multimedia/Video Supplement 920-701, September 2019.
- Coffman, Katherine B., and Christine Exley. "BulkWhiz: Negotiating as a Startup Founder in the UAE." Harvard Business School Teaching Note 920-004, August 2019. (Revised October 2019.)
- Brooks, Alison Wood, and Katherine Coffman. "Harvard Men's Soccer." Harvard Business School Case 918-011, September 2017.

Brooks, Alison Wood, and Katherine B. Coffman. "Harvard Men's Soccer." Harvard Business School Teaching Note 918-029, January 2018.

Wasynczuk, Andrew, Katherine B. Coffman, and Karim Sameh. "Road Rage at the DMV." Harvard Business School Case 918-013, February 2018.

Coffman, Katherine Baldiga, Andrew Wasynczuk, and Karim Sameh. "Road Rage at the DMV - Robert Hull Remarks." Harvard Business School Multimedia/Video Supplement 920-702, March 2020.

Wasynczuk, Andrew, Katherine B. Coffman, and Karim Sameh. "Road Rage at the DMV." Harvard Business School Teaching Note 919-014 November 2019.

Coffman, Katherine B., Jeffrey Bussgang, Kathleen L. McGinn, Katherine Chen, and Julia Kelley. "Chief: Role for Carolyn Childers." Harvard Business School Case 920-019, November 2019.

Coffman, Katherine B., Jeffrey Bussgang, Kathleen L. McGinn, Katherine Chen, and Julia Kelley. "Chief: Role for Lindsay Kaplan." Harvard Business School Case 920-020, November 2019.

Coffman, Katherine B., Jeffrey Bussgang, Kathleen L. McGinn, Julia Kelley, and Katherine Chen. "Scaling at Chief." Harvard Business School Case 920-021, November 2019.

Coffman, Katherine B., Jeffrey Bussgang, Kathleen L. McGinn, Julia Kelley, Amy Klopfenstein, and Katherine Chen. "Chief." Harvard Business School Teaching Note 920-033, June 2020.

Gino, Francesca, Katherine B. Coffman, and Jeff Huizinga. "Starbucks: Reaffirming Commitment to the Third Place Ideal." Harvard Business School Case 920-016, November 2019.

Gino, Francesca, Katherine B. Coffman, and Jeff Huizinga. "Starbucks: Reaffirming Commitment to the Third Place Ideal." Harvard Business School Teaching Note 920-031, December 2019.

Coffman, Katherine B., Kathleen L. McGinn, Judith Clair, and Katherine Chen. "The Boss Has the Wrong Idea: Confidential Role Material for Julia Smith." Harvard Business School Case 920-023, December 2019.

Coffman, Katherine B., Kathleen L. McGinn, Judith Clair, and Katherine Chen. "The Boss Has the Wrong Idea: Confidential Role Material for Lee Clancy." Harvard Business School Case 920-024, December 2019.

Coffman, Katherine B., Alison Wood Brooks, Katherine Chen, Manuela Collis, Judith Clair, and Kathleen L. McGinn. "The Boss Has the Wrong Idea." Harvard Business School Teaching Note 920-053, March 2020.

Coffman, Katherine B. and Olivia Hull. "Inclusive Innovation at MassGeneral Brigham." Harvard Business School Case 921-006, May 2021.

Coffman, Katherine B. and Olivia Hull. "Inclusive Innovation at MassGeneral Brigham." Harvard Business School Teaching Note 922-014, March 2022.

WORKING PAPERS

Bordalo, Pedro, Katherine B. Coffman, Nicola Gennaioli, and Andrei Shleifer. “Imagining the Future: Memory, Simulation, and Beliefs about Covid.” June 2022.

Coffman, Katherine B. and David Klinowski. “Gender and Preferences for Performance Feedback.” May 2022.

Coffman, Katherine B., Manuela Collis, and Leena Kulkarni. “Whether to Apply?” March 2022. Revise and Resubmit at *Management Science*.

Coffman, Katherine B., Manuela Collis, and Leena Kulkarni. “Stereotypes and Belief Updating.” March 2022.

Coffman, Katherine B., Maria Paola Ugalde Araya, and Basit Zafar. “A Dynamic Investigation of Stereotypes, Belief Updating, and Behavior.” March 2022.

PRESENTATIONS

- May 2022 “When to Apply?” Stanford University, Behavioral and Experimental Economics Seminar
- April 2022 “Biased Beliefs and Self-Stereotyping,” Global Empowerment Meeting at the Center for International Development, Harvard Kennedy School
- April 2022 “When to Apply?” University of Zurich, Behavioral and Experimental Economics Seminar
- March 2022 “Biased Beliefs and Self-Stereotyping,” ibRecruit Speaker Series
- March 2022 “Fifth Anniversary Fireside Chat,” Harvard Decision Science Initiative, Panelist
- March 2022 “Women in STEM: Mind the Gap,” United Nations Commission on the Status of Women, Panelist
- March 2022 “When to Apply?” University of Gothenberg, Economics Seminar
- February 2022 “When to Apply?” INSEAD, Decision Sciences Joint Research Seminar
- February 2022 “When to Apply?” Erasmus University, Microeconomics Seminar
- January 2022 “When to Apply?” American Economic Association Annual Meeting
- October 2021 “A Dynamic Investigation of Stereotypes, Belief-Updating, and Behavior.” ESA North American Meeting
- September 2021 “A Dynamic Investigation of Stereotypes, Belief-Updating, and Behavior.” University of Toronto, Empirical Microeconomics Seminar
- May 2021 “A Dynamic Investigation of Stereotypes, Belief-Updating, and Behavior,” University of Bonn Institute on Behavior and Inequality, Beliefs Workshop
- April 2021 “When to Apply?” UCLA Anderson School of Management, Global Economics and Management Seminar

March 2021 “Data Science and Our Workforce,” Harvard Decision Science Initiative, Panelist for Corporate Members Workshop

February 2021 “When to Apply?” University of California Santa Barbara, Seminar Series

November 2020 “Stereotypes and Belief Updating,” Berlin, Seminar Series

August 2020 “Stereotypes and Belief Updating,” Stanford University, SITE Experimental Economics Conference

July 2020 “Innovator Community Expansion Initiative,” Mass General Brigham Commercialization Council Meeting

June 2020 “Stereotypes and Belief Updating,” Data Colada Seminar Series

June 2020 “Diversity and Inclusion in the Workplace,” NABE Webinar

May 2020 “When to Apply? A research-driven conversation on gender differences in career decision-making,” Harvard Business School, MBA Front Row Series

May 2020 “Stereotypes and Belief Updating,” BEAM Virtual Conference

May 2020 “Stereotypes and Belief Updating,” Bonn University, Applied Microeconomics Seminar

March 2020 “Biased Beliefs and Self-Stereotyping,” Harvard Business School, Negotiations, Organizations, and Markets seminar

February 2020 “Biased Beliefs and Self-Stereotyping,” Williams College, Class of 1960 Seminar Series

February 2020 “Stereotypes and Belief Updating,” University of Pittsburgh, Behavioral and Experimental Economics Seminar

January 2020 “Stereotypes and Belief Updating,” American Economic Association Annual Meeting, San Diego, CA, USA

November 2019 “Stereotypes and Belief Updating,” Yale School of Management, Yale Behavioral Sciences Workshop

October 2019 “Stereotypes and Belief Updating,” University of Michigan Ford School, Department Seminar

October 2019 “Stereotypes and Belief Updating,” Brandeis University, Economics and Business School Seminar Series

September 2019 “Stereotypes and Belief Updating,” Tufts University, Department Seminar

September 2019 “Stereotypes and Belief Updating,” University of Chicago Booth School of Business, Behavioral Science Workshop

August 2019 “Stereotypes and Belief Updating,” Stanford Institute of Theoretical Economics, Session on Experimental Economics

February 2019 “Stereotypes and Belief Updating,” Harvard University, Behavioral and Experimental Economics Seminar

- January 2019 “Stereotypes and Belief Updating,” Boston University Questrom School of Business, Department Seminar
- October 2018 “Beliefs about Gender,” University of California Berkeley, Psychology and Economics Seminar
- July 2018 “Stereotypes,” University of Zurich, Summer School on Attentional and Perceptual Foundations of Economic Behavior
- June 2018 “Gender, Speaking Up, and Stereotypes,” Gender and Tech Conference STEM Education Panel, Harvard Kennedy School, Women and Public Policy Program
- May 2018 “When Gender Discrimination Is Not About Gender,” Harvard Business School, Faculty Research Symposium
- March 2018 “Beliefs about Gender,” Central European University, Behavioral and Experimental Seminar Series
- December 2017 “Beliefs about Gender,” New York University, Center for Experimental Social Science Seminar
- November 2017 “Beliefs about Gender,” Harvard University, Social Psychology Brownbag
- October 2017 “Beliefs about Gender,” Economic Science Association North American Meeting
- October 2017 “Gender, Speaking Up, and Stereotypes,” El Colegio de Mexico, Department Seminar
- August 2017 “Beliefs about Gender,” Stanford Institute of Theoretical Economics, Session on Experimental Economics
- May 2017 “Evidence on Stereotyping,” Brown University, Women in Leadership Conference
- May 2017 “Beliefs about Gender,” Association for Psychological Science Meetings, Boston, MA, USA
- March 2017 “Beliefs about Gender,” Harvard University, Behavioral and Experimental Economics Seminar
- November 2016 “When Gender Discrimination is Not About Gender,” Cornell University, Behavioral Workshop
- September 2016 “When Gender Discrimination is Not About Gender,” University of Toronto Rotman School of Management, Strategy Seminar
- May 2016 “Gender, Speaking Up, and Stereotypes,” Università della Svizzera Italiana, Department Seminar
- May 2016 “Evidence on Self-Stereotyping and the Contribution of Ideas,” Bocconi University, Department Seminar
- April 2016 “Evidence on Self-Stereotyping and the Contribution of Ideas,” Fribourg University, Department Seminar

April 2016 “Gender, Speaking Up, and Stereotypes,” St. Gallen, Research Seminar

April 2016 “Stereotypes,” University of Pittsburgh, Behavioral and Experimental Economics Seminar

April 2016 “Evidence on Self-Stereotyping and the Contribution of Ideas,” University of Zurich, Behavioral and Experimental Seminar

January 2016 “Gender, Speaking Up, and Stereotypes,” Harvard Business School, Negotiations, Organizations, and Markets Job Talk

January 2016 “Gender, Speaking Up, and Stereotypes,” Harvard Kennedy School, Job Talk

November 2015 “Stereotypes: Experimental Evidence,” Stanford University, Behavioral Workshop

October 2015 “Stereotypes: Experimental Evidence,” University of Michigan, Social, Behavioral, and Experimental Economics Seminar

May 2015 “Stereotypes: Experimental Evidence,” University of California Santa Barbara, Department Seminar

April 2015 “Evidence on Self-Stereotyping and the Contribution of Ideas,” Harvard Business School, Gender Initiative Seminar

April 2015 “Evidence on Self-Stereotyping and the Contribution of Ideas,” Harvard Business School, Negotiations, Organizations, and Markets Seminar

January 2015 “Stereotypes: Experimental Evidence,” George Mason University, Interdisciplinary Center for Economics

January 2015 “Evidence on Self-Stereotyping and the Contribution of Ideas,” University of Pennsylvania Wharton School, OPIM Job Talk

October 2014 “Stereotypes and Willingness to Contribute Ideas,” University of California San Diego Rady School of Business, Seminar

September 2014 “Evidence on Self-Stereotyping and the Contribution of Ideas,” Women in the Workplace: Navigating the Labyrinth Conference, Pittsburgh, PA

September 2014 “Evidence on Self-Stereotyping and the Contribution of Ideas,” University of Pennsylvania Wharton School, Decision Processes Seminar

August 2014 “Evidence on Self-Stereotyping and the Contribution of Ideas,” Stanford Institute of Theoretical Economics, Experimental Economics Session

May 2014 “Evidence on Self-Stereotyping and the Contribution of Ideas,” Behavioral Economics Annual Meeting, Berkeley, CA

May 2014 “Evidence on Self-Stereotyping and the Contribution of Ideas,” Stanford University, Behavioral and Experimental Seminar

March 2014 “Evidence on Self-Stereotyping and the Contribution of Ideas,” Cornell University, Behavioral Workshop

- March 2014 “Gender Stereotypes Silence Experts (Even in the Absence of Discrimination),” Harvard University, Economics Department Behavioral and Experimental Seminar
- February 2014 “Gender Stereotypes Silence Experts (Even in the Absence of Discrimination),” Experimental Methods in Policy Conference, Curacao
- October 2013 “Gender and Group Decisions: Eliciting and Acting Upon Expertise,” Harvard Kennedy School, Women and Public Policy Seminar
- August 2013 “The Size of the LGBT Population and the Magnitude of Anti-Gay Sentiment are Substantially Underestimated,” Stanford Institute of Theoretical Economics, Psychology and Economics Session
- February 2012 “Gender Differences in Willingness to Guess,” Ohio State University, Economics Department Job Talk
- January 2012 “A Failure of Representative Democracy,” University of Notre Dame, Economics Department Job Talk

PROFESSIONAL SERVICE

- 2020 – Present Associate Editor: Management Science
- 2020 – Present Associate Editor: Journal of Political Economy Microeconomics
- 2016 - 2021 Associate Editor: Journal of the European Economic Association
- 2018 Program Committee Member for American Economic Association Annual Meeting
- 2012 – Present Referee: *Academy of Management Journal*, *American Economic Journal: Applied Economics*, *American Economic Journal: Microeconomics*, *American Economic Review*, *American Economic Review Insights*, *Econometrica*, *Economic Inquiry*, *The Economic Journal*, *Economic Letters*, *European Economic Review*, *Games and Economic Behavior*, *Journal of Applied Econometrics*, *Journal of Behavioral and Experimental Economics*, *Journal of Economic Methodology*, *Journal of Economic Behavior and Organization*, *Journal of Economic Theory*, *Journal of the European Economic Association*, *Journal of Finance*, *Journal of Political Economy*, *Management Science*, *National Science Foundation: Decision, Risk, and Management Sciences*, *Proceedings of the National Academy of Sciences*, *Public Choice*, *Quarterly Journal of Economics*, *Review of Economics and Statistics*, *Review of Economic Studies*, *Scandinavian Journal of Economics*, *Social Currents*