

## Curriculum Vitae

### CHRISTINA M. FONG

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<https://www.cmu.edu/dietrich/sds/people/faculty/christina-fong.html>

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#### Current Position

Senior Research Scientist, Department of Social and Decision Sciences, Carnegie Mellon University.  
July 2009 - present.

Research Scientist, Department of Social and Decision Sciences, Carnegie Mellon University.  
January 2001 – July 2009.

#### Affiliations

CESifo Senior Research Associate. January 2016-present.  
CESifo Research Network Fellow. March 2016-present.

#### Education

Ph.D. Economics, University of Massachusetts, Amherst, September 2000.  
Committee: Samuel Bowles (Chair), Herbert Gintis, Cleve Willis.

B.A. Economics, University of Michigan, Ann Arbor, May 1990.

#### Research Interests

Public Economics, Political Economy, Experimental Economics, Behavioral Economics

#### Highly Refereed Publications

Alessandro Acquisti and Christina Fong, "An Experiment in Hiring Discrimination via Online Social Networks." *Management Science*. March 2020, 66(3) pp. 1005-1507. Lead article.

also in *Management Science, Virtual Special Issue Papers on Diversity, Equity, and Inclusion*.  
<https://pubsonline.informs.org/page/mnsc/papers-on-diversity-equity-inclusion>. 2022.

Christina Fong and Felix Oberholzer. "Truth in Giving: Experimental Evidence on the Welfare Effects of Informed Giving to the Poor." *Journal of Public Economics*. June 2011, 95(5-6), pp. 436-444.

Christina Fong and Erzo Luttmer, "Do Race and Fairness Matter in Generosity? Evidence from a Nationally Representative Charity Experiment." *Journal of Public Economics*. June 2011, 95(5-6), pp. 372-394.

Urs Fischbacher, Christina Fong and Ernst Fehr, "Fairness, Errors and the Power of Competition." *Journal of Economic Behavior and Organization*. Oct. 2009, 72(1), pp. 527-545.

Christina Fong and Erzo Luttmer, “What Determines Giving to Hurricane Katrina Victims? Experimental Evidence on Racial Group Loyalty.” *American Economic Journal: Applied Economics*. April 2009, 1(2), pp. 65-87.

To be reprinted in: James Andreoni, ed. *The Economics of Philanthropy and Fundraising*. (Edward Elgar Publishing, 2015).

Giacomo Corneo and Christina Fong, “What’s the Monetary Value of Distributive Justice?” *Journal of Public Economics*. Feb. 2008, 92(1), pp. 289-308.

Christina Fong, “Evidence from an Experiment on Charity to Welfare Recipients: Reciprocity, Altruism and the Empathic Responsiveness Hypothesis.” *Economic Journal*. July 2007, 117(522), pp. 1008-1024.

Christina Fong, “Social Preferences, Self-Interest, and the Demand for Redistribution.” *Journal of Public Economics*. Nov. 2001, 82(2), pp. 225-246.

Christina Fong and Kevin McCabe, “Are Decisions Under Risk Malleable?” *Proceedings of the National Academy of Sciences*. Sept. 1999, 96, pp. 10933-10938.

### **Book Contributions**

Christina Fong, Samuel Bowles, and Herbert Gintis, “Reciprocity and the Welfare State.” in: Serge-Christophe Kolm and Jean Mercier Ythier, eds. *Handbook on the Economics of Giving, Reciprocity, and Altruism*. (North-Holland/Elsevier, 2006).

Also in: Herbert Gintis, Samuel Bowles, Robert Boyd, and Ernst Fehr, eds. *Moral Sentiments and Material Interests: The Foundations of Cooperation in Economic Life*. (The MIT Press, 2005).

Shorter version published by invitation: Christina Fong, Samuel Bowles, and Herbert Gintis, “The Behavioural Motives for Income Redistribution.” *Australian Economic Review*. Sept. 2005, 38(3), pp. 285-197.

Samuel Bowles, in collaboration with Christina Fong, Herbert Gintis, Arjun Jayadev and Ugo Pagano, *The New Economics of Inequality and Redistribution* (Cambridge University Press, 2014).

### **Working Papers**

Christina Fong “Subjective Mobility and Redistributive Politics.”

Christina Fong and Panu Poutvaara, “Target Specific Beliefs and Preferences for Redistribution”.

Christina Fong and Felix Oberholzer-Gee, “On Conditional Giving: Willingness to Pay for Information about Recipients.”

### **New Projects**

Christina Fong, Ilpo Kaupinen and Panu Poutvaara, “Luck, Mobility and Redistributive Politics: Results from Novel German Socio-Economic Panel Data.”

Christina Fong, Panu Poutvaara and Tuomas Sandholm, “A General Approach to Modeling the Effect of Justice on Optimal Taxation.”

## Reports

Janice Tsai, Lorrie Faith Cranor, Alessandro Acquisti, Christina M. Fong, "What's It To You? A Survey of Online Privacy Concerns and Risks." NET Institute Working Paper No. 06-29. October 2006.

Christina Fong and Javier Leon, "Gender Differences in Salary and Grade at the Inter-American Development Bank." Inter-American Development Bank Report, January 1996. Washington DC: Inter-American Development Bank.

Christina Fong and Jeff Kuenzi, "Reimbursing Municipalities for the Presence of State-Owned Property." Report distributed to the Massachusetts State Senate, February 1994. Office of Institutional Research, University of Massachusetts.

## Past Professional Positions

Department of Political Science, Washington University, Visiting Scholar. 1999/2000.

Visiting Pre-Doctoral Fellow, Economic Science Laboratory, University of Arizona. Spring/Summer 1998.

Consultant, Inter-American Development Bank, Washington, DC. August 1995 - January 1996.

Research Intern for State Senator Stanley Rosenberg and the University of Massachusetts. June-Dec. 1993.

Economist/Industry Analyst, Bureau of Labor Statistics, U.S. Dept. of Labor, Washington, DC, Division of International Prices. August 1990 - August 1992.

## Honors and Awards

Finalist (top 3 out all papers printed in Vol 64-66) for the 2021 ISS Best IS Paper in Management Science award. Alessandro Acquisti and Christina Fong, "An Experiment in Hiring Discrimination via Online Social Networks." *Management Science*. March 2020, 66(3) pp. 1005-1507. Lead article.

Best Paper Award (joint with Alessandro Acquisti). Privacy Law Scholars Conference/International Association of Privacy Professionals. June 2012. Awarded for "Will Johnny Facebook Get a Job? An Experiment in Hiring Discrimination via Online Social Networks."

Paper selected by the Future of Privacy Forum Advisory Board for publication in *Privacy Papers for Policy Makers* on the basis of the PLSC/IAPP Best Paper award: (joint with Alessandro Acquisti) "Will Johnny Facebook Get a Job? An Experiment in Hiring Discrimination via Online Social Networks."

Letters in recognition of teaching excellence from the Deans of the College of Humanities and Social Sciences and the Tepper School of Business, Carnegie Mellon University. Spring 2001, 2002, 2003, 2013.

Chair's Award for Superior Teaching. Department of Economics, University of Massachusetts. 1996.

Westinghouse National Finalist. 1986.

Airforce Outstanding Award for Research and Science. 1986.

## Grants

- German Socio-Economic Panel (with Panu Poutvaara and Ilpo Kauppinen), Award to include a panel data module of our own questions in the 2022 wave, which were previously collected from the same respondents in 2014 and 2019.
- European Social Survey (ESS), Award to include a module of our own questions in Wave 2 of the ESS CRONOS-II panel, to be fielded in 2022.
- German Socio-Economic Panel (with Panu Poutvaara and Ilpo Kauppinen), Award to include a panel data module of our own questions in the 2019 wave, which were previously collected from the same respondents in 2014.
- German Socio-Economic Panel (with Panu Poutvaara and Ilpo Kauppinen), Award to include a module of our own questions in the 2014 wave.
- National Science Foundation (with Alessandro Acquisti), Award #CNS-1012763 006. \$17,999.
- Carnegie Mellon CyLab (with Alessandro Acquisti). “The impact of online social networks on firms’ hiring practices.” \$28,000. 2010-2011.
- Carnegie Mellon CyLab (with Lorrie Cranor and Alessandro Acquisti). “Searching for Privacy.” \$85,000.
- NET Institute (with Janice Tsai, Lorrie Cranor, and Alessandro Acquisti). “Helping Internet Users Make Privacy-Informed Decisions: The Impact of the Internet Search Engine.” \$3,000.
- National Science Foundation, Award #SES-0555049 (with Robyn Dawes and Erzo Luttmer). “Collaborative Proposal: A randomized experiment on the causal effect of recipients’ race and social circumstances on the provision of disaster relief to Katrina victims.” \$100,406. 2005-2006.
- Time-sharing Experiments for the Social Sciences (with Robyn Dawes and Erzo Luttmer), Grant to conduct nationally representative experiments via Knowledge Networks on race, norms and giving to the poor. Awarded the equivalent of 8000 respondent questions, the maximal amount awarded by TESS. 2006.
- Carnegie Mellon University Innovation Seed Fund. \$10,650. 2002.
- Behavioral Economics Small Grant, Russell Sage Foundation. \$2,400. 2002.
- The John D. and Catherine T. MacArthur Foundation, Grant for Research and Writing for Individuals: \$16,000. 1996-1997.
- MacArthur Foundation Norms and Preferences Network Post-Doctoral Fellow. 1999-2000.
- MacArthur Foundation Network on Inequality Dissertation Fellow. 1998-1999.

## Teaching

### **Courses Taught at Carnegie Mellon University**

- 88-221. *Analytical Foundations of Public Policy*. Spring 2018, 2019, 2020, 2021, 2022 (FCE: TBD).
- 88-352. Public Economics. Fall 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021 (FCE: 4.83).
- 88-221. *Policy Analysis II*. Spring 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017.
- 73-331. *Political Economy of Inequality and Redistribution*. Spring 2009, 2010, 2011, Fall 2011, 2012, 2013.

88-330. *Political Economy of Inequality and Redistribution*. Spring 2002, 2003, 2004, 2005, 2007.  
73-351. *Public Finance*. Spring 2002, 2003, 2004, 2005, 2007.  
88-330. *Comparative Politics of the Democratic Welfare State*. Spring 2001.

## **Invited and Highly Selective Talks**

### **2022**

- Seminar, FAIR – The Choice Lab, Norwegian School of Economics. Forthcoming, October 2022.

### **2020**

- Invited Speaker, European Economic Association
- American Economic Association Annual Meeting

### **2019**

- Invited Speaker, OECD Headquarters, Paris. The Changing Political Economy of Structural Reforms. Invited by Laurence Boone, Chief Economist and Special Counsellor to the Secretary-General, OECD, to speak on the topic, “Understanding the ‘demand side’ of reform – How can new research on perceptions, attitudes and social norms be used to improve policy-making?”
- Invited Speaker, Samuel Bowles and Herbert Gintis Festschrift, Columbia University
- National Bureau of Economic Research Summer Institute, Joint Workshop on Income Distribution and Macroeconomics and Political Economy
- Seminar, Department of Economics, Maastricht University
- Keynote, EHESS Workshop: Inequalities & Preferences for Redistribution. EHESS, Paris. (The other keynote speakers are Thomas Piketty and Alberto Alesina.)
- Seminar, Department of Economics, Luxembourg University
- Public Lecture, European Investment Bank, Luxembourg
- Speaker and Session Organizer (with Panu Poutvaara). American Economic Association Meetings, Atlanta

### **2018**

- Seminar Speaker, Department of Economics, Uppsala University
- Keynote, EHESS Workshop: Inequalities & Preferences for Redistribution, Kyoto, Japan.

### **2017**

- Crotty Hall Celebration Conference. University of Massachusetts, Amherst. April.
- Invited Talk, National Academy of Sciences DoD P&R Data Privacy Workshop. NAS, Washington, DC.
- Annual meeting of the Association for Public Economic Theory. Paris. July 2017.
- American Economic Association Annual Meetings. January 2017.

### **2016**

- CESifo and Department of Economics, University of Munich. Alessandro Acquisti and Christina Fong (presenter), “An experiment in hiring discrimination via online social networks.” January 2016.
- UniCredit & Universities Foundation's Workshop on the Economics of Discrimination. Alessandro Acquisti and Christina Fong (presenter), “An experiment in hiring discrimination via online social networks.” September 2015.

### **2014**

- Zurich Workshop on Experimental and Behavioral Economic Research. Alessandro Acquisti and Christina Fong (presenter), “An experiment in hiring discrimination via online social networks.” August 2014.
- European Economic Association Meetings Invited Session. Christina Fong, “Target-specific versus general beliefs about fairness and demands for redistribution.” August 2014.

## 2013

- European Association for Research in Industrial Economics. Évora, Portugal. Invited talk. Alessandro Acquisti and Christina Fong (presenter). “Will Johnny Facebook Get a Job? An Experiment in Hiring Discrimination via Online Social Networks.” August 2013.
- School of Social Sciences. University of Southampton. Workshop on the Determinants and Implications of Prosocial Behavior. Christina Fong. “Prospective Mobility, Fairness, and the Demand for Redistribution.” May 2011.
- Department of Economics. IUPUI. Christina Fong. “Do Race and Fairness Matter in Generosity? Evidence from a Nationally Representative Charity Experiment.” December 2010.
- Department of Economics. Brown University. Christina Fong. “Subjective Mobility, Fairness, and Demands for Redistribution.” October 2009.
- Department of Economics. University of Arizona. Christina Fong. “Subjective Mobility, Fairness, and Demands for Redistribution.” October 2009.
- Department of Economics, Case Western Reserve. Christina Fong (presenter) and Felix Oberholzer. “Willingness to Pay for Justice: Evidence from an Experiment on Giving to the Poor.” February 2009.
- Department of Economics, University of Pittsburgh. Christina Fong (presenter) and Felix Oberholzer. “Willingness to Pay for Justice: Evidence from an Experiment on Giving to the Poor.” October 2008.
- New York University Tax Policy & Public Finance Colloquium. Christina Fong (presenter), Samuel Bowles and Herbert Gintis. “Strong Reciprocity and the Welfare State.” April 2007.
- American Economic Association Meetings, Chicago. Christina Fong and Felix Oberholzer (presenter). “Willingness to Pay for Justice: Evidence from an Experiment on Giving to the Poor.” January 2007.
- Department of Economics, Princeton University. Christina Fong (presenter) and Erzo Luttmer, “What Determines Giving to Hurricane Katrina Victims? Experimental Evidence on Income, Race and Fairness.” November 2006.
- Workshop on Behavioral Public Economics, Copenhagen. Christina Fong (presenter) and Erzo Luttmer, “What Determines Giving to Hurricane Katrina Victims? Experimental Evidence on Income, Race and Fairness.” October 2006.
- NBER Summer Institute, Boston, MA. Christina Fong and Erzo Luttmer, “What Determines Giving to Hurricane Katrina Victims? Experimental Evidence on Income, Race and Fairness.” July 2006.
- Department of Economics, Stockholm School of Economics. Christina Fong, “Prospective Mobility, Fairness and the Demand for Redistribution.” January 2005.
- Games 2004, 2<sup>nd</sup> World Congress of the Game Theory Society, Marseilles. Urs Fischbacher, Christina Fong (presenter) and Ernst Fehr, “Fairness, Errors and the Power of Competition.” July 2004.
- European Science Foundation Workshop, Paris. Christina Fong, “Beliefs about Mobility, the Demand for Redistribution, and the Behavioral Assumptions of Economics.” October 2003.
- Wharton, University of Pennsylvania. Christina Fong, “Empathic Responsiveness: Evidence from a Randomized Experiment on Giving to Welfare Recipients.” April 2003.
- Department of Economics, Boston University. Christina Fong, “Empathic Responsiveness: Evidence from a Randomized Experiment on Giving to Welfare Recipients.” October 2002.
- Center for the Human Dimensions of Global Change, Carnegie Mellon University. Christina Fong, “Fairness, Incentives and Salience in the Demand for Redistribution.” May 2002.

- Conference on *The Handbook on the Economics of Giving, Reciprocity, and Altruism*, GREQAM, Marseilles. Christina Fong (presenter), Samuel Bowles, and Herbert Gintis, “Reciprocity and the Welfare State.” January 2002.
- Santa Fe Institute Summer Workshop on New Developments in Theoretical Institutional Economics. Christina Fong (presenter) and Jörgen Weibull, “Foreign and Domestic Public Generosity.” July 2001.
- Santa Fe Institute, Conference on Strong Reciprocity. Christina Fong, Samuel Bowles, and Herbert Gintis, “Reciprocity and the Welfare State.” March 2001.
- Department of Economics, University of Kansas. Christina Fong, “Social Preferences, Self-Interest, and the Demand for Redistribution.” October 1999.
- Social Thought and Analysis Seminar, Washington University. Christina Fong (presenter) and Kevin McCabe, “Are Decisions Under Risk Malleable?” April 1999.
- Economics and Business Seminar, University of Missouri - St. Louis. Christina Fong, “Social Preferences, Self-Interest, and the Demand for Redistribution.” March 1999.
- Social Psychology Seminar, University of Arizona. Christina Fong, “Social Preferences, Self-Interest, and the Demand for Redistribution.” October 1998.

### **Other Seminar and Conference Presentations**

- Economic Science Association Meetings. Alessandro Acquisti and Christina Fong (presenter). “Will Johnny Facebook Get a Job? An Experiment in Hiring Discrimination via Online Social Networks.” July 2013.
- European Public Choice Society Meetings. Christina Fong. “Target-Specific Beliefs and Generosity.” April 2013.
- Economic Science Association. Alessandro Acquisti and Christina Fong (presenter), “Will Johnny Facebook Get a Job? An Experiment in Hiring Discrimination via Online Social Networks.” November 2012.
- 2012 TPRC: 40th Research Conference on Communication, Information and Internet Policy. Alessandro Acquisti (presenter) and Christina Fong, “Will Johnny Facebook Get a Job? An Experiment in Hiring Discrimination via Online Social Networks.” Sept. 2012.
- Economic Science Association. Alessandro Acquisti and Christina Fong (presenter), “Will Johnny Facebook Get a Job? An Experiment in Hiring Discrimination via Online Social Networks.” June 2012.
- Bay Area Behavioral and Experimental Economics Workshop. Alessandro Acquisti (presenter) and Christina Fong, “Will Johnny Facebook Get a Job? An Experiment in Hiring Discrimination via Online Social Networks.” May 2012.
- Economic Science Association. Christina Fong (presenter) and Felix Oberholzer, “When Are You Still Good if You Give Less? Evidence of Pervasive Audience Effects in Giving to the Poor.” June 2011.
- Carnegie University Advancement Office. Christina Fong. “Individual Motives for Private Giving.” 2009.
- Economic Science Association North American Conference, Tucson. Christina Fong (presenter) and Felix Oberholzer. “Willingness to Pay for Justice: Evidence from an Experiment on Giving to the Poor.” October 2008.
- Midwest Political Science Association National Conference, Chicago. Christina Fong, “Prospective Mobility, Fairness and the Demand for Redistribution.” April 2005.
- Midwest Political Science Association National Conference, Chicago. Christina Fong, “Which Beliefs Matter for Redistributive Politics? Target-specific versus General Beliefs about the Causes of Income.” April 2005.
- Applied Microeconomics Seminar, Carnegie Mellon University. Christina Fong, “Prospective Mobility, Fairness and the Demand for Redistribution.” December 2004.
- Public Choice Society Meetings, Baltimore. Christina Fong, “Which Beliefs Matter for Redistributive Politics? Target-specific versus General Beliefs about the Causes of Income.” March 2004.

Behavioral Decision Research Seminar, Carnegie Mellon University. Christina Fong, “Beliefs about Mobility, the Demand for Redistribution, and the Behavioral Assumptions of Economics.” September 2003.

Economic Science Association Meetings, Pittsburgh. Urs Fischbacher, Christina Fong (presenter) and Ernst Fehr, “Fairness and the Power of Competition.” June 2003.

Economic Science Association Meetings, Pittsburgh. Christina Fong, “Empathic Responsiveness: Evidence from a Randomized Experiment on Giving to Welfare Recipients.” June 2003.

Public Choice Society Meetings, Nashville. Christina Fong, “Subjective Mobility and Redistributive Politics.” March 2003.

Public Choice Society Meetings, Nashville. Christina Fong, “Empathic Responsiveness: Evidence from a Randomized Experiment on Giving to Welfare Recipients.” March 2003.

Public Choice Society Meetings, San Diego. Christina Fong, “Treating Outsiders as Our Own: Domestic and Foreign Public Generosity.” March 2002.

Public Choice Society Meetings, San Diego. Christina Fong, “Incentive Concerns and Conditional Altruism.” March 2002.

Behavioral Decision Research Seminar, Carnegie Mellon University. Christina Fong, “Empathic Responsiveness: Evidence from a Randomized Experiment on Giving to Welfare Recipients.” September 2002.

Behavioral Decision Research Seminar, Carnegie Mellon University. Urs Fischbacher, Christina Fong (presenter) and Ernst Fehr, “Competition and Fairness.” November 2001.

Social and Decision Sciences Department Seminar, Carnegie Mellon University. Christina Fong, “Partners in Prospect.” October 2001.

Southern Economic Association Meetings, New Orleans. Christina Fong, “Fairness and Competition.” November 1999.

History and Development Workshop, University of Massachusetts. Christina Fong, “Social Preferences, Self-Interest, and the Demand for Redistribution.” October 1999.

Public Choice Society and Economic Science Association Meetings, New Orleans. Christina Fong (presenter) and Kevin McCabe, “Are Decisions Under Risk Malleable?” March 1999.

Economic Science Laboratory Seminar, University of Arizona. Christina Fong (presenter) and Kevin McCabe, “Are Decisions Under Risk Malleable?” September 1998.

Institute for Empirical Research in Economics, University of Zurich. Urs Fischbacher, Christina Fong (presenter) and Ernst Fehr, “Competition and Fairness.” June 1998.

Department of Political Science, Washington University. Christina Fong, “Economic Experiences, Endogenous Beliefs, and Public Generosity.” December 1997.

Department of Economics, Washington University. Christina Fong, “Economic Experiences, Endogenous Beliefs, and Public Generosity.” November 1997.

Southern Economic Association Meetings, Atlanta. Christina Fong, “Endogenous Beliefs and Public Generosity.” November 1997.

Department of Economics, University of Massachusetts. Christina Fong, “Economic Experiences, Endogenous Beliefs, and Public Generosity.” October 1997.

American Political Science Association Meetings, Washington, DC. Christina Fong, “Foreign Development Aid and Domestic Transfers.” August 1997.

Western Economic Association Meetings, Seattle. Christina Fong, “Endogenous Beliefs and Public Generosity.” July 1997.

Eastern Economic Association Meetings, Washington, DC. Christina Fong, “Endogenous Beliefs and Public Generosity.” April 1997.

Concordia University, Sixth International Karl Polanyi Conference, Montreal. Christina Fong, “Endogenous Beliefs and Public Generosity.” November 1996.

Workshop on the Redistributive Dimensions of Political Economy: European Society in the High Unemployment Age, Center for European Studies, Harvard University. Christina Fong, “Foreign Development Aid and Domestic Transfers.” March 1996.

Inter-American Development Bank, Washington, DC. Christina Fong, “Gender Wage Differentials at the Inter-American Development Bank.” November 1995.

Seventh International Conference on Socio-Economics, Washington, DC. Christina Fong, “Institutions and Cooperation.” April 1995.

### **Invited Discussant/Panelist**

Association for Fundraising Professionals. Invited Panelist. September 2008.

Conference on the Health and Retirement Study, Santa Fe. Invited Discussant. February 2004.

Special Commission of Tax-Exempt Property, City of Albany, New York. Invited Panelist, Fiscal Equity and City Services: The Role of the State Government and Other Tax-Exempt Institutions. May 1995.

### **Internal Service and Outreach Activities in 2021-2022**

Climate working group

Faculty director of the undergraduate Policy and Management Major

Graduate Education Committee

### **Referee**

Economics Journals:

*American Economic Review, Quarterly Journal of Economics, Review of Economics and Statistics, Journal of Public Economics, American Economic Journal, Games and Economic Behavior, Review of Economic Studies, Journal of the European Economic Association, Economic Journal, European Economic Review, Journal of Economic Behavior and Organization, World Development, Oxford Economic Papers, Labour Economics, Scandinavian Journal of Economics, Experimental Economics, Journal of Public Economic Theory, Journal of Economic Inequality, Southern Economic Journal, Journal of Applied Econ, National Tax Journal, Journal of Development Studies, International Tax and Public Finance, Public Finance Review, Economic Inquiry, BE Press, FinanzArchiv/Public Finance Analysis*

Other:

*Science, Nature, Management Science, American Political Science Review, American Journal of Political Science, Political Research Quarterly, Political Behavior, Journal of Politics, Journal of Urban Affairs, Evolution and Human Behavior, Handbook on the Economics of Giving, and Reciprocity and Altruism, National Science Foundation, Social Sciences and Humanities Research Council of Canada.*

### **Press Coverage of Acquisti and Fong, “An Experiment in Hiring Discrimination via Online Social Networks.”**

“Job Seekers Face More Discrimination In Republican Areas, Finds A New Study.” *Forbes*. March 22, 2020.

“Bosses May Use Social Media to Discriminate Against Job Seekers.” *The Wall Street Journal*. Nov. 20, 2013. English edition:

<http://online.wsj.com/news/articles/SB10001424052702303755504579208304255139392>

German edition:

<http://www.wsj.de/article/SB10001424052702303653004579213722642975450.html>

“At Work: Employers can't ask but they can look.” *USA Today*.

<http://www.usatoday.com/story/money/columnist/kay/2013/12/14/at-work-social-media-revelations/3996191/>

“Sharing Personal Information on Social Media Leads to Hiring Discrimination.” *International Business Times*. Nov. 21, 2013.

U.K. edition: <http://www.ibtimes.co.uk/articles/524195/20131121/social-media-discrimination-research-study-employers-employee.htm>

India edition: <http://www.ibtimes.co.in/articles/524195/20131121/social-media-discrimination-research-study-employers-employee.htm>

“Some employers use Facebook to discriminate against job applicants, study suggests.” *ABA Journal*, publication of the American Bar Association. Nov. 25, 2013.

[http://www.abajournal.com/news/article/some\\_employers\\_use\\_facebook\\_to\\_discriminate\\_against\\_job\\_applicants/](http://www.abajournal.com/news/article/some_employers_use_facebook_to_discriminate_against_job_applicants/)

*Press Trust of India*. An article from PTI’s Washington, D.C. bureau was picked up by the following Indian news outlets:

“Looking for a job? Don't share your personal info on Facebook, Twitter.” *Times of India*. Nov. 25, 2013.

<http://timesofindia.indiatimes.com/tech/careers/job-trends/Looking-for-a-job-Don't-share-your-personal-info-on-Facebook-Twitter/articleshow/26364354.cms>

“Sharing personal info on social media may lead to hiring bias: study.” *NDTV*. Nov. 25, 2013.

<http://profit.ndtv.com/news/careers/article-sharing-personal-info-on-social-media-may-lead-to-hiring-bias-study-373166>

“Sharing personal info on social media may lead to hiring bias.” *The Financial Express*. Nov. 25, 2013.

<http://www.financialexpress.com/news/sharing-personal-info-on-social-media-may-lead-to-hiring-bias/1199329>

“Sharing personal info on social media may lead to hiring bias.” *The Business Standard*

[http://www.business-standard.com/article/pti-stories/sharing-personal-info-on-social-media-may-lead-to-hiring-bias-113112500533\\_1.html](http://www.business-standard.com/article/pti-stories/sharing-personal-info-on-social-media-may-lead-to-hiring-bias-113112500533_1.html)

“Employers discriminate based on job candidate's personal info on social media, survey finds.” *The Pittsburgh Tribune-Review*. Nov. 21, 2013.

<http://triblive.com/business/headlines/5117903-74/employers-candidates-social - axzz2lgQMig88>

The *Pittsburgh Tribune-Review* article was picked up by:

“Social Media Counts Against Job Seekers.” *HispanicBusiness.com*. Nov. 22, 2013.

[http://www.hispanicbusiness.com/2013/11/22/social\\_media\\_counts\\_against\\_job\\_seekers.htm](http://www.hispanicbusiness.com/2013/11/22/social_media_counts_against_job_seekers.htm)

“Social Media Counts Against Job Seekers.” *HireDiversity.com*. Nov. 22, 2013.

[http://www.hirediversity.com/news/2013/11/22/social\\_media\\_counts\\_against\\_job\\_seekers.htm](http://www.hirediversity.com/news/2013/11/22/social_media_counts_against_job_seekers.htm)

“Employers discriminate based on job candidate's personal info on social media, survey finds.” *The Pocono Record*. Nov. 22, 2013.

<http://www.poconorecord.com/apps/pbcs.dll/article?AID=/20131122/NEWS90/131129890/-1/NEWS>

“Could your Facebook profile lead to hiring discrimination? New CMU research says yes.” *Pittsburgh Business Times’ Steel City Innovation blog*. Nov. 22, 2013.

<http://www.bizjournals.com/pittsburgh/blog/innovation/2013/11/could-your-facebook-profile-lead-to.html>

“Using social media to screen job candidates leads to discrimination against Muslims.” *Qz.com*. Nov. 21, 2013.  
<http://qz.com/149935/using-social-media-to-screen-job-candidates-leads-to-discrimination-against-muslims/>

“Do Social Media Help Firms Discriminate?” *AllVoices.com*. Nov. 21, 2013.  
<http://www.allvoices.com/news/15996583-do-social-media-help-firms-discriminate>

“Don’t apply for a job, or post to Facebook, without reading the results of this applicant discrimination study.” *BobSullivan.net*. Nov. 21, 2013. <http://bobsullivan.net/uncategorized/dont-apply-for-a-job-or-post-to-facebook-without-reading-the-results-of-this-applicant-discrimination-study/>

“Employers Discriminate on the Basis of Social Profiles.” *MediaPost.com*. Nov. 22, 2013.  
<http://www.mediapost.com/publications/article/214119/employers-discriminate-on-the-basis-of-social-prof.html>

“Social networks can cause hiring discrimination.” *CXOtoday.com*. Nov. 22, 2013.  
<http://www.cxotoday.com/story/social-networks-can-cause-hiring-discrimination/>

“Social media screenings lead to discrimination during hiring, study suggests.” *SmartBrief.com*. Nov. 22, 2013.  
<http://www.smartbrief.com/11/22/13/social-media-screenings-lead-discrimination-during-hiring-study-suggests>

“Carnegie Mellon Experiment Shows Employers May Be Using Social Media Profiles to Discriminate Against Some Applicants.” *CityTownInfo.com*. Nov. 22, 2013.  
<http://www.citytowninfo.com/career-and-education-news/articles/social-media-job-applicant-discrimination-13112202>

“Religious Social Media Posts Cost Jobs.” *BusinessNewsDaily.com*. Nov. 23, 2013.  
<http://www.businessnewsdaily.com/5511-religious-posts-hiring-discrimination.html>

“Information shared via online social networks can lead to hiring discrimination.” *Domain-b.com*. Nov. 23, 2013.  
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