

**Iris Bohnet**

Harvard Kennedy School  
Harvard University  
79 John F. Kennedy Street  
Cambridge, MA 02138  
phone: (617) 495-5605  
email: iris\_bohnet@harvard.edu  
[https://scholar.harvard.edu/iris\\_bohnet](https://scholar.harvard.edu/iris_bohnet)

**Education**

1997 Doctor in economics (Dr.oec.publ., summa cum laude)  
University of Zurich, Switzerland  
1992 Masters Degree in economic history, economics and political science  
(lic.phil.I)  
University of Zurich, Switzerland  
1986 Matura, Kantonsschule Reussbühl

**Research Interests**

Behavioral and Experimental Economics, Negotiation, Game Theory, Decision Analysis, Gender and Culture

**Academic Positions**

2018 – present Academic Dean  
Harvard Kennedy School  
2018 – present Albert Pratt Professor of Business and Government  
Harvard Kennedy School  
2006 – 2017 Professor of Public Policy  
Harvard Kennedy School  
2016 Dr. honoris causa, University of Luzern  
2016 Visiting Professor  
Harvard Business School  
2015 Visiting Professor  
University of Sydney  
2011 – 2014 Academic Dean  
Harvard Kennedy School  
2003 – 2006 Associate Professor of Public Policy  
Harvard Kennedy School  
1998 – 2003 Assistant Professor of Public Policy  
Harvard Kennedy School  
1997 – 1998 Visiting Scholar  
Haas School of Business, University of California at Berkeley

**Professional Responsibilities**

Co-Director Women and Public Policy Program, HKS  
Director Women and Public Policy Program, HKS (2007-2018)  
Co-Chair Behavioral Insights Group, HKS (2013-2018)  
Global Future Council on Behavioral Science, WEF (2016-2018)  
Advanced Leadership Initiative, Harvard University (2014-2018)

Faculty Co-chair	“Global Leadership and Public Policy for the 21 <sup>st</sup> Century” executive program for the WEF Young Global Leaders, HKS (2018-present)
Faculty chair	“Global Leadership and Public Policy for the 21 <sup>st</sup> Century” executive program for the WEF Young Global Leaders, HKS (2007-2018)
Vice-Chair	Program on Negotiation, Harvard Law School (2005-2011)
Faculty Associate	Center for Business and Government, HKS Center for Basic Research in the Social Sciences, Harvard University Center for Research in Economics, Management and the Arts, Basel Center for Public Leadership, HKS
Member of the board	Credit Suisse Group Applied MBA for Women Foundation University of Luzern, Switzerland (2014-2016) Graduate Institute for International and Development Studies, Geneva, Switzerland (2003-2012) Economic Science Association (2003-2005)
Associate editor	Review of Economics and Statistics
Member of the editorial board	Review of Law and Economics Journal für Betriebswirtschaft (2010-2017)
Member of the advisory board	Decision Making and Negotiations Journal EDGE, Economic Dividends for Gender Equality The Behavioural Insights Team We Shape Tech GenEquality Vienna University of Economics and Business Administration (2006-2012)
Advisor	UK Government Equalities Office
Patron	Women in Banking and Finance
Member	Global Agenda Council on Behavior, World Economic Forum (2015-2016) Global Agenda Council on Women’s Empowerment, World Economic Forum (2008-2014)

### **Grants and Awards**

2018	Gender Equality Top 20--Most Influential People in Gender Policy, apolitical
2017	Pivotal Ventures (grant for research on gender and technology)
2016	Best book lists: Financial Times, Forbes, LinkedIn, New Scientist, Quartz, 800-CEO-Read, Times Higher Education, Washington Post, Weltwoche
2016 - 2019	Leading Thinker, VicHealth
2012	Julius Adams Stratton Prize for Intercultural Achievement
2010 - 2016	Exxon Mobil Foundation’s Educating Women and Girls Initiative (grant for research on gender equality nudges)
2008 - 2011	Multidisciplinary University Research Initiative: Dynamic Models of the Effect of Culture on Collaboration and Negotiation (grant for research on culture, gender and negotiation in the Middle East)
2007	Program on Negotiation (grant for third conference on “Gender and Negotiation”) Women and Public Policy Program (grant for third conference on “Gender and Negotiation”)
2005	Provost’s Fund for Interfaculty Collaboration, Harvard University (grant for second research seminar on “Gender and Negotiation”).

2004	Women and Public Policy Program, Kennedy School of Government (grant for research on gender and cooperation). Provost's Fund for Interfaculty Collaboration, Harvard University (grant for first research seminar on "Gender and Negotiation"). Kuwait Fund, Kennedy School of Government (grant for research on trust and betrayal in the Islamic world). Kokkalis Program, Kennedy School of Government (grant for research on trust in Turkey) Program on Negotiation, Harvard University (grant for research on trust and institutions).
2003	TESS (Time-sharing Experiments in the Social Sciences), National Science Foundation (grant for research on trust using a representative sample). Program on Negotiation, Harvard University (grant for research on trust and loss aversion). Kuwait Fund, Kennedy School of Government (grant for research on trust and culture in the Gulf region).
2002	Women and Public Policy Program, Kennedy School of Government (grant for research on trust and gender). Radcliffe Institute for Advanced Studies (grant for a conference on trust and institutions).
2001	Russell Sage Foundation (grant for research on trust and institutions).
2000	Center for Public Leadership, Kennedy School of Government (grant for research on trust in South Africa, Russia and the United States).
2000	Visions of Governance for the 21 <sup>st</sup> Century Project (grant for research on incentives and work performance).
1998//01/03	Kennedy School of Government Dean's Research Fund (grants for experiments on cooperation and sorting; trust and gender; decision theory and trust).
1997	Swiss National Science Foundation (grant for research on cooperation and fairness).

## Teaching

### Degree and Executive Programs

2016 – present	Behavioral Economics for Inclusive Organizations
2016 – present	Designing Diversity and Inclusion
2010 – 2011	Closing the Global Gender Gap
2007 – present	Faculty chair, Global Leadership and Public Policy for the 21 <sup>st</sup> Century executive program for the World Economic Forum's Young Global Leaders
1998 - present	Behavioral Decision Analysis and Game Theory
1998 - present	Negotiation Analysis

### *PhD students (current and former)*

Mohamad Al-Issis; Katie Baldiga Coffman; Jeffrey Bielicki; Fiona Greig; Kessely Hong; Kelsey Jack; Ariella Kristal; Heidi Liu; Johanna Mollerstrom; Maliheh Paryavi; Farzad Saidi; Alexandra van Geen

## Publications

1. Informational Inequity Aversion and Performance. Under review (with Farzad Saidi).

2. "Descriptive Norms and Gender Diversity: Reactance from Men." (with Maliheh Paryavi and Alexandra van Geen). Forthcoming: *Journal of Behavioral Public Administration*.
3. This is how companies can close the gender pay gap. *Financial Times*, April 1, 2018.
4. "Linda Babcock: Go-getter and Do-gooder." *Negotiation and Conflict Management Research* 11 (2), 2018: 130-145 (with Max Bazerman, Hannah Riley Bowles and George Loewenstein).
5. Increasing Gender Diversity in the Boardroom: The United Kingdom in 2011 (A and B). Case Study. Boston. Harvard Business Publishing, 2017.
6. Tackling the "Thin" File that Can Prevent a Promotion. *New York Times*, October 3, 2017.
7. Start-Ups Use Technology to Redesign the Hiring Process. *New York Times*, October 3, 2017.
8. Frauen, versteckt euch! *Frankfurter Allgemeine Zeitung*, September 8, 2017.
9. "Improving Outcomes in the Trust Game: The Games People Choose in Oman, the United States, and Vietnam." In: Van Lange, A.M., Bettina Rockenbach and Toshio Yamagishi. *Trust in Social Dilemmas*. Oxford: Oxford University Press, 2017. (with Benedikt Herrmann, Maliheh Paryavi, Anh Tran and Richard Zeckhauser).
10. *What Works: Gender Equality By Design*. Cambridge, MA: Harvard University Press, 2016. *Translated into German (2017), Spanish (2018), Japanese (2018)*.
11. Gefahr für die Demokratie: Wie der Frust abgehängter weisser Männer den Populismus schürt. *WirtschaftsWoche*, August 19, 2016.
12. Interviewing Job Candidates? Try Doing It Blindly. *WIRED UK*, May 20, 2016.
13. How to Take the Bias Out of the Job Interviews. *Harvard Business Review*. April 18, 2016.
14. Equality Takes Work. *The Atlantic*, April 12, 2016.
15. "Risk Mitigation and Trust. Experimental Evidence from Jordan and the United States." *Journal of Economic Psychology* 53, 2016: 83-98 (with Mohamad Al-Ississ).
16. Mit Big Data zum perfekten Team. *WirtschaftsWoche*, March 22, 2016.
17. "When Performance Trumps Gender Bias. Joint Versus Separate Evaluation." *Management Science* 62 (5), 2016: 1225-1234 (with Alexandra van Geen and Max Bazerman).
18. "Trust, Distrust and Bargaining." In: Bolton, Gary E. and Rachel T.A. Croson (eds.), *The Oxford Handbook of Economic Conflict Resolution*. Oxford: Oxford University Press, 2012, pp. 183-198 (with Stephan Meier).
19. "Overcoming Gender Bias Through Behavioral Science." In: Czerny, Steffi (ed.). *New Rules, New Values*. Muenchen: Hubert Burda Media, 2012, pp. 172-173.
20. "The Elasticity of Trust: How to Promote Trust in the Arab Middle East and in the United States" In: Kramer, R. and T. Pittinsky (eds.). *Restoring Trust*. Oxford: Oxford University

- Press, 2012, pp. 151-170 (with Benedikt Herrmann, Mohamad Al-Issis, Andrea Robbett, Khalid Al-Yahya and Richard Zeckhauser).
21. "Ask What You Can Do." *Neue Zürcher Zeitung*, June 15, 2011.
  22. "Gender Equality: A Nudge in the Right Direction." *The Financial Times*, October 13, 2010.
  23. "Trust and the Reference Points for Trustworthiness in Gulf and Western Countries." *Quarterly Journal of Economics* CXXV (2), May 2010: 811-828 (with Benedikt Herrmann and Richard Zeckhauser)
  24. "Exploring gendered behavior in the field with experiments: Why public goods are provided by women in a Nairobi slum." *Journal of Economic Behavior and Organization* 70(1), May 2009: 1-9 (with Fiona Greig).
  25. "Experiments." In: Bearman, P. and P. Hedstrom (eds.). *The Oxford Handbook of Analytical Sociology*. Oxford: Oxford University Press, 2009, pp. 639-665.
  26. "Fairness." In: Sander, David and Klaus R. Scherer (eds.). *The Oxford Companion to Emotion and the Affective Sciences*. Oxford: Oxford University Press, 2009, pp. 179-180 (with Stephan Meier).
  27. "Benefiting from Reciprocity in Negotiation." *La Tribune*, June 17, 2009.
  28. Gender and Negotiation. *Negotiation Journal*. Special Issue, October 2008 (guest editor, with Hannah Riley Bowles).
  29. "Betrayal Aversion: Evidence from Brazil, China, Oman, Switzerland, Turkey, and the United States." *American Economic Review* 98(1), March 2008: 294-310 (with Fiona Greig, Benedikt Herrmann and Richard Zeckhauser)
  30. "Is There Reciprocity in a Reciprocal-Exchange Economy? Evidence of Gendered Norms from a Slum in Nairobi, Kenya." *Economic Inquiry* 46(1), January 2008: 77-83 (with Fiona Greig)
  31. "Trust in experiments." In: Durlauf, S.N. and L.E. Blume (eds.). *The New Palgrave Dictionary of Economics*. Second Edition. Palgrave Macmillan, 2008. The New Palgrave Dictionary of Economics Online.
  32. "Gender in Negotiation." Introduction to special issue. *Negotiation Journal* 24(4), 2008, pp. 389-392.
  33. "Pushing for Better Results." *Negotiation* 11(8), Program on Negotiation, 2008, p. 8.
  34. "Status and Distrust: The Relevance of Inequality and Betrayal Aversion." *Journal of Economic Psychology* 28, 2007: 197-213. (with Kessely Hong)
  35. "Institutions and Trust: Implications for Preferences, Beliefs and Behavior." *Rationality and Society*, 19(1), February 2007: 99-135. (with Yael Baytelman)

36. "Why Women and Men Trust Others." In: Frey, Bruno S. and Alois Stutzer (eds.). *Economics and Psychology*. Cambridge, MA: MIT Press, 2007, pp. 89-110.
37. "Gender Matters in Workplace Decisions." *Negotiation* 10(4), Program on Negotiation, 2007, pp. 4-6 (with Fiona Greig).
38. "Decomposing Trust and Trustworthiness." *Experimental Economics*, Special Issue on Behavioral Economics, 9(3), September 2006, pp. 193-208. (with Nava Ashraf and Nikita Piankov)
39. "How Institutions Affect Behavior: Insights from Economics and Psychology." In: De Cremer, David, Marcel Zeelenberg and Keith J. Murnighan (eds.). *Social Psychology and Economics*. London: Lawrence Erlbaum, 2006, pp. 213-238.
40. "What to Do When They Say "Not in My Backyard!" *Negotiation* 9(8), Program on Negotiation, 2006, pp. 6-9.
41. "How Much Should You Trust?" *Negotiation* 9(3), Harvard Business School Publishing and Program on Negotiation, 2006, pp. 7-9. (with Stephan Meier)
42. "Learning Trust," *Journal of the European Economic Association* 3(2-3), April-May 2005, pp. 322-329. (with Heike Harmgart, Steffen Huck and Jean-Robert Tyran)
43. "Compensating the Cooperators: Is Sorting in the Prisoner's Dilemma Possible?" *Journal of Economic Behavior and Organization* 56(1), 2005, pp. 61-76. (with Dorothea Kübler)
44. "Status Anxiety." *Negotiation* 8(11), Harvard Business School Publishing and Program on Negotiation, 2005, pp. 4-6.
45. "Did You Give at the Office? Leveraging the Power of Reciprocity." *Negotiation* 8(7), Harvard Business School Publishing and Program on Negotiation, 2005, pp. 7-9.
46. "Trust and Trustworthiness." Introduction to Special Issue. *Journal of Economic Behavior and Organization*, 55(4), December 2004, pp. 443-445. (And guest editor, with Rachel Croson)
47. "Social Comparisons in Ultimatum Bargaining." *Scandinavian Journal of Economics*, Special Issue on Behavioral Economics, 106(3), 2004, pp. 495-510. (with Richard Zeckhauser)
48. "Trust, Risk and Betrayal." *Journal of Economic Behavior and Organization* 55(4), 2004, pp. 467-484. (with Richard Zeckhauser)
49. "The Payoff of Trust." *Negotiation* 7(7), Harvard Business School Publishing and Program on Negotiation, 2004, pp. 9-11.
50. "Vertrauen und Vertrauensbruch." *Im Brennpunkt*, No. 2, June 2004.
51. "Repetition and Reputation: Implications for Trust and Trustworthiness When Institutions Change." *American Economic Review* 94(2), May 2004, pp. 362-366. (with Steffen Huck)
52. "Instinct or Incentive to be Trustworthy? The Role of Informational Institutions." In: Holler, Manfred J., Hartmut Kliemt, Dieter Schmidtchen and Manfred Streit (eds.), *Jahrbuch für Neue Politische Ökonomie* 21, Tübingen: Mohr Siebeck, 2003, pp. 213-221. (with Steffen Huck and

Jean-Robert Tyran)

53. "Does Performance Pay Perform? Conditions for Success in the Public Sector." In: Donahue, John and Joseph Nye (eds.). *For the People: Can We Fix Public Service?* Brookings, 2003, pp. 238-254. (with Susan Eaton)
54. "Die Ursachen für Vertrauen." *Basler Zeitung*, No. 71, March 25, 2002.
55. "Führen heisst: Die Spielregeln bestimmen." In: Eidgenössisches Personalamt (ed.). *Führen lehren- Führen lernen*. Band 15. Bern: Eidgenössisches Personalamt 2002, pp. 53-57.
56. "More Order with Less Law: On Contract Enforcement, Trust and Crowding." *American Political Science Review* 95(1), 2001, pp. 131-144. (with Bruno S. Frey and Steffen Huck)  
Reprinted: *Foundations of Law and Economics*, edited by Robert D. Cooter and Francesco Parisi, The International Library of Critical Writings in Economics, 2009.
57. "Pay for Performance: Motivation and Selection Effects. In: Frey, Bruno and Margit Osterloh (eds.). *Successful Management by Motivation. Balancing Extrinsic and Intrinsic Incentives*. Berlin: Springer, 2001, pp. 119-139. (with Felix Oberholzer-Gee)
58. "Recht und Vertrauen: Evolutionäre Spieltheorie in der Rechtswissenschaft". In: Usteri, Martin, Wolfgang Fikentscher and Wolfgang Wickler (eds.). *Gene, Kultur und Recht*. Schriften zur Rechtspsychologie, Band 5, Bern: Staempfli, 2000, pp. 61-78. (with Bruno S. Frey and Steffen Huck)
59. "Leistungslohn: Motivations- und Selektionseffekte." *Zeitschrift Führung und Organisation* 69(2), 2000, pp.77-82. (with Felix Oberholzer-Gee)
60. "Social Distance and Other-Regarding Behavior in Dictator Games: Comment." *American Economic Review* 89(1), 1999, pp. 335-340. (with Bruno S. Frey)
61. "The Sound of Silence in Prisoner's Dilemma and Dictator Games." *Journal of Economic Behavior and Organization* 38, 1999, pp. 43-57. (with Bruno S. Frey)  
Reprinted in: *Experimental Economics in Germany, Austria and Switzerland*, edited by Sadrieh Abdolkarim and Joachim Weimann. Marburg: Metropolis, 2008, pp. 191-206.
62. "Solidarität durch Salienz." In: Gaertner, Wulf (ed.). *Wirtschaftsethische Perspektiven IV*. Berlin: Duncker&Humblot, 1998, pp. 173-194 (refereed).
63. *Kooperation und Kommunikation. Eine ökonomische Analyse individueller Entscheidungen*. Tübingen: Mohr (Siebeck), 1997.
64. "Fairness and Competence in Democratic Decisions." *Public Choice* 91(1), 1997, pp. 89-105. (with Bruno S. Frey and Felix Oberholzer-Gee)
65. "Diskurs - die Protektion der Kommunikation." *Analyse und Kritik* 19(1), 1997, pp. 15-32.
66. "Rent Leaving." *Journal of Institutional and Theoretical Economics* 153, 1997, pp. 711-721. (with Bruno S. Frey)
67. "Identifikation als institutionelle Bedingung individueller Kooperation: Theorie und Experimente." In: Aufderheide, Detlef und Martin Dabrowski (eds.). *Wirtschaftsethik und*

*Moralökonomik. Normen, soziale Ordnung und der Beitrag der Ökonomie.* Berlin: Duncker&Humblot, 1997, pp. 235-258.

### Recent press coverage (January 2017-December 2018)

1. [Star-Ökonomin Iris Bohnet: «Frauen verhandeln seltener um ihren Lohn»](#) NZZ am Sonntag (December 15, 2018)
2. [Changing Unconscious Bias at Work](#) The Deciders Podcast (December 13, 2018)
3. [Workplace Discrimination](#) Council on Foreign Relations (December 12, 2018)
4. [Broadband Conversations Podcast](#) Federal Communications Commission (November 27, 2018)
5. [Do Your Systems Undermine Gender Balance Or Support It?](#) Forbes (November 25, 2018)
6. [Tips for female MBA graduates seeking mentors](#) Financial Times (November 6, 2018)
7. [Building Gender Balance Through Behavioural Design](#) INSEAD Knowledge (October, 29, 2018)
8. [Damn Philip Green. Damn also the rotten culture that allowed him to flourish](#) The Guardian (October 28, 2018)
9. [Iris Bohnet, the Swiss woman who conquered Harvard](#) House of Switzerland (October 24, 2018)
10. [The big problem with unconscious bias training](#) Financial Times (October 21, 2018)
11. [Inspiring New Leadership One Portrait At A Time](#) Forbes (October 8, 2018)
12. ["A special moment in time": Q&A with Harvard Kennedy School gender and leadership experts Iris Bohnet and Hannah Riley Bowles](#) Harvard Kennedy School (October 5, 2018)
13. [Die Macht der Monokultur: Erst wenigen Börsenunternehmen gelingt Vielfalt in der Führung](#) AllBright Berichte (October 1, 2018)
14. [Moving Forward](#) The New York Times (September 30, 2018)
15. [What the Nobels are — and aren't — doing to encourage diversity](#) Nature News (September 28, 2018)
16. [21 diversity and inclusion influencers you should know](#) Culture Amp Blog (September 27, 2018)
17. [Anti-discrimination statements by employers...may result in more discrimination](#) The Economist (September 27, 2018)
18. [Book Review – What Works: Equality by Design](#) Design Museum Foundation (September 18, 2018)
19. [#TimesUp: Taking bias in business](#) ITWeb (August 2, 2018)
20. [Actions to close the gender pay gap](#) UK Government Equalities Office (August 1, 2018)
21. [How the BBC Women are Working Toward Equal Pay](#) The New Yorker (July 23, 2018)
22. [25 Top Behavioral Economists](#) The Best Schools (June 29, 2018)
23. [How to end misogyny in the news industry: An open letter to the international journalism community](#) Neiman Lab (June 19, 2018)
24. [Effecting Change: A Practical Guide For Nurturing Gritty Women In MENA](#) Entrepreneur Middle East (June 10, 2018)
25. [IT for social justice](#) Harvard Gazette (June 8, 2018)
26. [Harvard-Professorin Iris Bohnet: «Meine Eltern ermutigten mich immer»](#) Luzerner Zeitung (June 4, 2018)
27. [Melinda Gates: Here's how to make sure you get the credit and authority you deserve](#) CNBC (June 1, 2018)
28. [World's 100 Most Influential People Working in Gender Policy](#) for 2018 Modern Diplomacy (May 23, 2018)
29. [Rewarding competence – not confidence – offers a step toward equality](#) The Mandarin (May 22, 2018)
30. [It's About Actions, Not Intentions](#) Build Yourself Workshop for Women (April 27, 2018)
31. [So werden Konferenzen angenehmer](#) Süddeutsche Zeitung (April 27, 2018)



32. [Businesses drag feet on diversity despite potential for improved outcomes](#) Consultancy.uk (April 26, 2018)
33. [Buchtipps der Woche: Neuerscheinungen](#) Die Presse (April 16, 2018)
34. [Forcing employers to reveal their gender pay gaps is making them think](#) The Economist (April 5, 2018)
35. [How to Propel the Future of Women's Leadership](#) Forbes (March 28, 2018)
36. [Verhaltensdesign für die Gerechtigkeit](#) Die Tageszeitung (March 27, 2018)
37. [Recognizing Women's Work Through Behavioral Design](#) Rare (March 24, 2018)
38. [A glimpse into the future of behavioural sciences](#) World Economic Forum (March 14, 2018)
39. [How to tackle the UK's gender pay gap](#) Financial Times (March 11, 2018)
40. [Agenda Weekly Expert Edition - Guest Edited by Tinna C. Nielsen](#) World Economic Forum (March 9, 2018)
41. [Commentary: The gender tipping point](#) Pensions & Investments (March 8, 2018)
42. [What Works: Wie Verhaltensdesign die Gleichstellung revolutionieren kann](#) getAbstract (March 7, 2018)
43. [The Future of Organizations – Essays from GTS 2018](#) Diplomatic Courier (February 22, 2018)
44. [Gender Equality: Equality By Design – Expert Interview](#) TimeTac (February 9, 2018)
45. [Tüv für Algorithmen nötig](#) Personal Magazin (February 1, 2018)
46. [Key Takeaways from the 2018 Global Talent Summit](#) Diplomatic Courier (January 31, 2018)
47. [Women's Wages And The Dilemma Of Negotiation](#) Feminism in India (January 25, 2018)
48. [Shaking Up Beliefs and Behaviours about Gender](#) World Economic Forum (January 24, 2018)
49. [In a first, only women will lead Davos — an elite meeting of mostly men](#) Washington Post (January 22, 2018)
50. [Iris Bohnet: "What works." Buchempfehlung mit Gedankenexkurs](#) Mama Arbeitet (January 15, 2018)
51. [Removing workplace biases with 'behavioural design'](#) Forbes India (December 22, 2017)
52. [5 things men can do right now to support women at work](#) CNBC (December 22, 2017)
53. [Women in Advice](#) SSGA & Investment News (December 19, 2017)
54. [Égalité hommes-femmes : une histoire de biais ?](#) L'ADN (December 19, 2017)
55. [The ranks of women CEOs got even smaller this year](#) CNN Money (December 18, 2017)
56. [Warum Fotos nicht in die Bewerbung gehören](#) Migros Magazin (December 15, 2017)
57. [Diversity Training Doesn't Really Work, Says One Expert, But Hiring Better Will](#) WNYC (December 15, 2017)
58. [Farai Chideya: Newsrooms Need to Purge Secrets in Order to Heal](#) WNYC (December 7, 2017)
59. [AMERICAN BAR ASSOCIATION AIMS TO CLOSE GENDER GAP AT LAW FIRMS](#) Associations Now (December 1, 2017)
60. [FTSE100 gender balance: Why 'best practices' may be counter-productive](#) LSE Business Review (November 17, 2017)
61. [Iris Bohnet](#) Donna Moderna (November 10, 2017)
62. [Harvard-Professorin: „Bewerbungsgespräche sind das schlechteste Instrument, um gute Mitarbeiter zu finden“](#) Edition F (November 6, 2017)
63. [Mit Verhaltensdesign für mehr Gleichberechtigung sorgen](#) Haufe Group (November 2, 2017)
64. [XX: The Key To Improving The 'Corporate Genome', ROI & Shareholder Returns](#) Forbes (October 26, 2017)
65. [Women aren't advancing because of inherent workplace bias, according to study](#) Mic (October 25, 2017)

66. [Three Reasons We Can't Be Trusted to Set Our Own Work Schedules, and What to Do About It](#) Slate (October 25, 2017)
67. [A Study Used Sensors to Show That Men and Women Are Treated Differently at Work](#) Harvard Business Review (October 23, 2017)
68. [In the Face of Massive Social Challenge, Start Small](#) Kennedy School Review (October 23, 2017)
69. [Gender disparity in the workplace, and what we can do about it](#) HKFP (October 21, 2017)
70. [When Women Win](#) When Women Win Podcast (October 18, 2017)
71. [Harvard economist Iris Bohnet on how to design a hiring process that's fair for everyone](#) Quartz (October 17, 2017)
72. [Prof. Dr. Iris Bohnet - Women In Tech - NEO Network & WeShapeTech](#) NEO (October 13, 2017)
73. [The Five Ways Work Isn't a Level Playing Field](#) Strategy Business (October 12, 2017)
74. [How to keep bias out of the hiring process](#) Quartz (October 11, 2017)
75. [How to combat 'hepeating' at work, according to a Harvard professor](#) CNBC (October 11, 2017)
76. [Vienna Behavioral Economics Network - Iris Bohnet](#) Trend (October 10, 2017)
77. [To Change the Culture, Change the Process: Achieving Diversity and Inclusion Goals with Iris Bohnet](#) Huffington Post (October 3, 2017)
78. [Start-Ups Use Technology to Redesign the Hiring Process](#) NYT (October 3, 2017)
79. [Tackling 'the Thin File' That Can Prevent a Promotion](#) NYT (October 3, 2017)
80. [Warum machen bei uns so wenige Frauen mit?](#) Graswurzel (October 2, 2017)
81. [Wie Verhaltensdesign die Gleichstellung revolutionieren kann](#) Die Volkswirtschaft (September 25, 2017)
82. [Raus aus der Klischeefalle](#) Handelsblatt (September 17, 2017)
83. [Gender Equality By Design](#) Wharton Business Radio: Women @ Work (September 14, 2017)
84. [Herzlich und trotzdem Chefin](#) Tagblatt (September 11, 2017)
85. [Frauen, versteckt euch!](#) Frankfurter Allgemeine Zeitung (September 8, 2017)
86. [Harvard-Ökonomin Iris Bohnet: "Wir müssen uns selbst austricksen"](#) Trend (September 7, 2017)
87. [Removing Workplace Biases with Behavioural Design](#) Rotman Management (September 1, 2017)
88. [Weg mit den Bewerbungsfotos!](#) Brigitte (August 30, 2017)
89. ["Hängen Sie Bilder auf!"](#) Die Zeit (August 30, 2017)
90. [How To Keep One Bad Apple From Sabotaging Your Company's Diversity Efforts](#) Forbes (August 30, 2017)
91. [Karrieretipps der Harvard-Professorin Iris Bohnet](#) Annabelle Magazine (August 29, 2017)
92. [Law Firms Head Back To School For Diversity Guidance](#) Law360 (August 21, 2017)
93. [Rote Fähnchen auf den Tisch!](#) SPIEGEL (August 21, 2017)
94. [Designing Away Discrimination](#) Ms. Magazine (August 18, 2017)
95. [Out-Designing Bias to Achieve Gender Parity](#) Huffington Post (August 16, 2017)
96. [Four Ways to Design a Bias-Free Hiring Process](#) Tech Co (August 11, 2017)
97. [Diversity Is Hard Work And Requires Rethinking](#) Digitalist Magazine (August 1, 2017)
98. [Stance Podcast: Episode 9](#) Stance Podcas (August 1, 2017)
99. [Boston Has Eliminated Sexism in the Workplace. Right?](#) Boston Magazine (August 1, 2017)
100. [15 Must-Read Business Books on Leadership and Personal Development in the Last 5 Years](#) Inc (July 18, 2017)
101. [Evolution, Accelerated](#), Freakonomics Radio (July 13, 2017)
102. [Iris Bohnet, première professeure suisse à Harvard](#) Le Temps (July 10, 2017)
103. [Open Invitation To Executives Who Are Fathers Of Daughters](#) Forbes (June 29, 2017)

104. [The Business Case For Diversity](#) Digitalist Magazine by SAP (June 27, 2017)
105. [Wir haben sie auserkoren: Das sind die acht stärksten Luzerner Frauen](#) zentralplus (June 24, 2017)
106. [Video: Have We Come a Long Way?](#) Goodwin Law (June 15, 2017)
107. [The official recommendations for reforming Uber describe the perfect modern company](#) Quartz (June 14, 2017)
108. ["Trust is the key to the private sphere"](#) Credit Suisse (June 13, 2017)
109. [7 Practical Ways to Reduce Bias in Your Hiring Process](#) Harvard Business Review (June 12, 2017)
110. [Nahe an einer Revolution](#) DOMO, (June 9, 2017)
111. [For Women in Tech, Venture Capital, and Life Sciences Gender Barriers Persist Amid Flickers of Hope](#), Goodwin Law (May 23, 2017)
112. [Melinda Gates and Fei-Fei Li Want to Liberate AI from "Guys With Hoodies"](#) Wired (May 4, 2017)
113. [Iris Bohnet – Changing Biased Behaviours](#) Watsup Africa, (April 26, 2017)
114. [Iris Bohnet – Conducting Unbiased Interviews](#) Watsup Africa, (April 26, 2017)
115. [Iris Bohnet – Triggers that Offset Our Unconscious Bias](#) Watsup Africa, (April 25, 2017)
116. [Focusing on what works for workplace diversity](#) Mckinsey&Company (April 7, 2017)
117. [Even Work-Life Balance Experts Are Awful at Balancing Work and Life](#) New York Magazine (March 28, 2017)
118. [Boldness in Business 2017: The Big Ask and the Big Idea](#) Financial Times (March 16, 2017)
119. [Center for Diversity, Inclusion, and Belonging Speaker Series spotlights gender equality solutions](#) NYU Law (March 15, 2017)
120. [Don't judge a book by the cover – or a worker by their outfit](#) The Guardian (March 10, 2017)
121. [Uber, Here's How You Can Really Arrive](#) New America Weekly (March 9, 2017)
122. [We Already Know How to Close the Gender Pay Gap — So Why is it Predicted to Take 170 Years?](#) Huffington Post (March 8, 2017)
123. [Women herald a new political sun in India's hinterland](#) The Asian Age (March 8, 2017)
124. [Wanted — a way with words in recruitment ads](#) Financial Times (March 7, 2017)
125. [Unconscious bias hinders diversity recruitment](#) Financial Times (February 28, 2017)
126. [Get Smart: The Berkman Klein Center Takes On Artificial Intelligence](#) Harvard Crimson (February 23, 2017)
127. [Women leaders help catalyse gender equality](#) Khaleej Times (February 18, 2017)
128. [Artificial Intelligence & Bias](#) Huffington Post (February 18, 2017)
129. [Why It's Still So Difficult to Hire a Diverse Team](#) Entrepreneur (February 15, 2017)
130. ["Unser Gehirn ist ein störrisches Biest."](#) Frankfurter Allgemeine Zeitung (February 5, 2017)
131. [Why you can't stop checking your email](#) CNN (January 27, 2017)
132. ["Bewerbungsgespräche wird es in zehn Jahren nicht mehr geben"](#) Stern (January 27, 2017)
133. [Six thought-provoking books for business education students](#) Financial Times (January 25, 2017)
134. [Iris Bohnet: "Women leaders still need to be trailblazers"](#) People Management (January 24, 2017)
135. [A Gathering of the Global Elite, Through a Woman's Eyes](#) New York Times (January 20, 2017)
136. [The Davos Alphabet Soup](#) Eyewitness News (January 20, 2017)
137. [Why Diversity Training Is a Waste of Time](#) Fortune (January 18, 2017)
138. [How adland can crack gender equality in 2017](#) Campaign (January 17, 2017)
139. [7 Things Highly Evolved Women Do Differently](#) Forbes (January 16, 2017)

140. [The 2016 800-CEO-READ Business Book of the Year](#) 800-CEO-READ (January 12, 2017)
141. [BBC Radio 4: Today](#) BBC (January 3, 2017)

**Personal**

Married to Michael Zürcher; two sons, Dominik (25.5.2001) and Luca (14.6.2006); Swiss citizen, US resident