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EDUCATION

Ph.D. Management of Organizations *May 2024*
Haas School of Business, University of California Berkeley
Berkeley, CA

Dissertation Title: Perceptions of Confidence and Responses to
Different Elicitations

Dissertation Committee: Don Moore (Chair), Leif Nelson, Ellen Evers,
Uri Gneezy, Stefano DellaVigna

M.S. Business Administration 2021
Haas School of Business, University of California Berkeley
Berkeley, CA

B.S. Policy and Management, B.S. Psychology 2018
Carnegie Mellon University, *summa cum laude*, GPA: 3.93
Pittsburgh, PA

RESEARCH INTERESTS

Judgment and Decision Making, Behavioral Economics and Policy, Overconfidence,
Technology and Human Behavior, Incentives and Gender

Skills and Coding Languages: R, LaTeX, Qualtrics, Amazon Mechanical Turk, CloudResearch

PUBLISHED MANUSCRIPTS

Campbell, S. & Gneezy, U. (2023). Smartphone Use Decreases Trustworthiness of Strangers.
Conditionally Accepted at Journal of Economic Psychology.

Abstract: Trust is crucial for social, economic, and political relationships. Without trust, it is hard to form the underlying social connections that spur the creation of functioning organizations and markets. Evidence shows the importance of trust in distinct areas, from the day-to-day forming of personal relations to the stability of democracies. In this paper, we ask how new technologies that compete for our attention affect the formation of trust between strangers. To that end, we study how smartphone use affects interactions with, and subsequent trust in, strangers. In our experiment, we had participants wait in groups of six for approximately 20 minutes, manipulating their phone access between treatments,

and allowing them to interact as they wished. We then randomly paired participants within each group to play a trust game and answer a brief survey. We find that limiting phone access resulted in higher levels of trustworthiness.

Campbell, S. & Moore, D.A. (2023). Overprecision in the Survey of Professional Forecasters. *Conditionally Accepted at Collabra: Psychology.*

Abstract: Every decision depends on a forecast of its consequences. We examine the calibration of the single longest and most complete forecasting project. The Survey of Professional Forecasters has, since 1968, elicited predictions of key economic indicators such as unemployment, inflation, and economic growth. Here, we test the accuracy of those forecasts ($n = 12,359$) and measure the degree to which they fall victim to overconfidence, both overoptimism and overprecision. We find forecasts are overly precise; forecasters report 53% confidence in the accuracy of their forecasts, but are correct only 28% of the time. By contrast, forecasts show little evidence of optimistic bias. These results have important implications for how policy makers ought to interpret forecasts. Moreover, we employ novel methodology in analyzing archival data: we split our dataset into exploration and validation halves. The current manuscript presents results from the exploration half. The final manuscript will include results from the hold-out sample, as guided by editorial input.

MANUSCRIPTS UNDER REVIEW

Gallus, J., **Campbell, S.**, & Gneezy, U. Awards: Tangibility, Self-signaling, and Signaling-to-others. *Resubmitted at Journal of Behavioral and Experimental Economics*, August 2023.

Abstract: Awards are widely used as incentives in organizations. This paper situates awards in the broader incentives landscape and shows how the motivational value of awards can be understood with a parsimonious theoretical framework that considers three sources of value: the tangible component of an award, the social signals it emits, and its self-signaling function. Synthesizing across different literatures, we identify and discuss several major characteristics of award schemes through the lenses of these three dimensions: the audience, scarcity, the giver's status, and the selection process. Based on our theoretical framework, we integrate and code the literature on awards to elucidate what has been learned, and what remains to be studied. Our framework offers a roadmap for future research and proposes three questions that are at the frontier in the study of awards and incentives.

Campbell, S. & Moore, D.A. “High Stakes Overconfidence.” *Under Review*, August 2023.

Abstract: Cognitive heuristics simplify decisions, even if they introduce biases. This can be an efficient tradeoff when the costs of bias are low, but may be problematic when the stakes are high. Study 1 ($N = 118$ contestants) examines the confidence of contestants on a game show, the Million Dollar Money Drop. The results show that, even in the presence of substantial incentives, decision makers are more confident than they are accurate. Study 2 ($N = 1567$ MBA students) analyzes course examinations and finds again that test-takers are more confident than accurate. Study 3 ($N = 226$ Amazon Mechanical Turk Workers) demonstrates that these results are robust to variation in payoff schemes. These findings contradict the economic argument that rational agents may be biased when the stakes are low but that sufficient incentives motivate unbiased

decisions. Instead, the findings attest to the durability of overconfidence in judgment, even when stakes are high.

WORKING PAPERS

Campbell, S. & Gallus, J. “Effect of Competitive vs. Communal Framing on Innovation Prize Engagement” (with London Based Field Partner). *Writing*, May 2023.

Short summary: We study whether framing an invitation to an innovation challenge competitively versus communally impacts the rate of engagement in the larger population, and in particular with respect to gender. In an experiment with a London based field partner, we vary the framing of an email inviting participants to submit applications, and measure resulting click rates.

Donnelly, K., Mehta, S., Taylor, T., Amormino, P., Bottesini, J., **Campbell, S.**, Cannon, D., Clarke, B., Gao, R.Y., Hu, B., Huang, Y., Jiang, Y., Maimone, G., Miranda, J., Montealegre, A., Nichols, A., Park, A., Ryan, W., Sarwar, A., Schiavone, S., Townsend, C., Ugurlu, O., Xu, Y., Moore, D., & Nelson L. “Moral Licensing: An Empirical Audit and Review.” *Writing*, August 2023.

Short summary: We review extant work and examine evidence for moral licensing through an empirical review and audit. This novel approach conducts direct replications of a representative subset of studies from an existing literature. This allows us to build an unbiased assessment of the evidence supporting moral licensing, and contribute to scientific understanding through replication audits.

SELECTED RESEARCH IN PROGRESS

Campbell, S. & Gneezy, U. “Do Asynchronous Negotiations Level the Playing Field?” (grant writing).

Campbell, S. “Confidence Elicitations” (dissertation work).

Delecourt, S. & Campbell, S. “Stop Wasting My Time: The Self-fulfilling Prophecy of Gender Differences in Time Valuation” (data collection).

Campbell, S. & Gallus, G. “Gender Differences in Award Types” (data collection).

Campbell, S., & Nelson, L. “Valuing Bets and Hedges” (data collection).

AWARDS AND GRANTS

Center for Equity Gender and Leadership (EGAL) Grant	February 2022
XLab Research Grant	April 2021
Mazumdar Fellowship	January 2021
Institute for Business Innovation Grant	October 2020
Center for Effective Global Action Grant	January 2020

CONFERENCES AND INVITED PRESENTATIONS

International Association for Conflict Management <i>Presentation: "Smartphone Use Decreases Trustworthiness of Strangers"</i> <i>Data Blitz: "Incentives and Overconfidence"</i>	2023
International Rationality Summer Institute <i>Poster: "Smartphone Use Decreases Trust Behavior of Stranger"</i>	2022
International Association for Conflict Management <i>Presentation: "Overconfidence in Economic Forecasting"</i> <i>Presentation: "High Stakes Overconfidence"</i>	2022
Academy of Management <i>Presentation: "Overprecision in the Survey of Professional Forecasters"</i> <i>Presentation: "Million Dollar Money Drop"</i>	2022
Max Planck Institute for Human Development Summer Institute on Bounded Rationality <i>Poster: "Smartphones and Trustworthiness"</i>	2022
Open and User Innovation Conference <i>Presentation: "Effect of Competitive vs. Communal Framing on Innovation Prize Engagement"</i>	2022
Society of Judgement and Decision Making <i>Presentation: "Overprecision in the Survey of Professional Forecasters"</i> <i>Poster: "Smartphones and Trust"</i>	2021
Society for Personality and Social Psychology <i>Poster: "Forecasting Economic Outcomes"</i>	2021
BRIQ Institute on Behavior and Inequality 3 rd Summer School in Behavioral Economics <i>Presentation: "Gender Differences in Award Types"</i>	2018
Max Planck Institute for Human Development Summer Institute on Bounded Rationality <i>Poster: "Forecasting Economic Outcomes"</i>	2018
Harvard Business School BIG Ideas	2018

TEACHING EXPERIENCE

University of California, Berkeley Head Graduate Student Instructor <i>MBA 375, PHBA 375 Co-Instructor</i>	2022 – Present
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University of California, Berkeley Summer 2023
Gender, Equity, and Leadership, Graduate Student Instructor
GNAM Course: Prof Laura Kray

University of California, Berkeley 2021 – Present
Leading People, Graduate Student Instructor
MBA Core: Prof Mathijs DeVaan

PROFESSIONAL EXPERIENCE

UC San Diego Rady School of Management, San Diego, CA 2018 – 2019
Research Assistant for Dr. Uri Gneezy

Carnegie Mellon University, Pittsburgh, PA 2017 – 2018
Research Assistant, Behavioral and Decision Research (BEDR) Lab

IEEE Corporate Activities, Piscataway, NJ 2017
Strategic Research Intern

Carnegie Mellon University, Pittsburgh, PA 2016 – 2018
Research Assistant, Creswell Health and Human Performance Lab

HONORS AND LEADERSHIP ACTIVITIES

Berkeley Economists for Equity Summer Mentoring Program 2023
University Honors, Carnegie Mellon University 2018
Dean's List, Carnegie Mellon University 2018
Phi Beta Kappa 2018
Humanities Scholars Program, Carnegie Mellon University 2014 – 2018
Psi Chi Honor Society 2016 – 2018
Lunar Gala Model Coordinator, Carnegie Mellon University 2017 – 2018
VP Risk Management, Alpha Phi Iota Sigma 2015 – 2016
VP Chapter Operations, Alpha Phi Iota Sigma 2014 – 2015
VP Modern Languages Student Advisory Council 2014 – 2015
Emerging Leaders Institute, Alpha Phi International 2014 – 2015
Swim Instructor, Royal Athletic Swim 2013 – 2014

SERVICE AND AFFILIATIONS

Professional Affiliations

- Academy of Management (AOM)
- Society for Judgment and Decision Making (SJDM)
- International Association for Conflict Management (IACM)
- Society for Personality and Social Psychology (SPSP)
- Behavioral Decision Research Management (BDRM)

Reviewer

- Journal of Economic Behavior and Organization
- Journal of Economic Psychology
- International Association for Conflict Management (IACM)
- Academy of Management (AOM)
- Journal of Business Research

REFERENCES

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