

GRANTS	<p>The Broad Center Research Grant 2024</p> <p>Yale SOM Dean’s Office Research Grant (with V. Manshadi) 2024</p> <p>ACM SIGAI Activities Fund for MD4SG’20 (with F. Marmolejo-Cossio) 2020</p> <p>A.G. Leventis Foundation Grant 2018 - 2021</p>
JOURNAL PUBLICATIONS	<p><i>Optimal Allocation via Waitlists: Simplicity through Information Design</i> I. Ashlagi, F. Monachou, A. Nikzad, Review of Economic Studies (2025). <ul style="list-style-type: none"> • Conference version at ACM EC 2021. </p> <p><i>Dropping Standardized Testing for Admissions Trades Off Information and Access</i> N. Garg, H. Li, F. Monachou. Accepted at Management Science. <ul style="list-style-type: none"> • Best Student Paper Award at ACM EAAMO 2021 • Winner, 2022 INFORMS DEI Best Student Paper Award • Conference versions at ACM FAccT 2021, ACM EAAMO 2021 • Invited presentation at NBER Decentralization 2021 • Featured on <i>Yale Insights</i> </p>
WORKING PAPERS	<p><i>Counterbalancing Learning and Strategic Incentives in Allocation Markets</i> I. Ashlagi, J. Kang, M. Koren, F. Monachou. Major Revision at Manufacturing & Service Operations Management. <ul style="list-style-type: none"> • Conference version at NeurIPS 2021 • Workshop version at ACM EC 2021 Workshop on Operations of People-Centric Systems </p> <p><i>Why the Rooney Rule Fumbles: Limitations of Interview-stage Diversity Interventions in Labor Markets</i> S. Farajollahzadeh, S. Lee, V. Manshadi, F. Monachou. Major Revision at Operations Research. <ul style="list-style-type: none"> • Selected for MSOM Sustainable Operations SIG Day 2026 • Conference versions at ACM EC 2025, ACM EAAMO 2025 </p> <p><i>Why Students Reject AI for Human Counselors in College Applications: A Field Experiment</i> H. Das, S. Goulas, F. Monachou. <ul style="list-style-type: none"> • Best Doctoral Paper Presentation Award, 2025 Fisher AI in Business Conference (winner: Hemanshu Das) • Selected for Wharton Empirical Operations Management Workshop 2025 • Selected for Michigan Ross Workshop on Unstructured Data and Language Models 2025 </p> <p><i>Optimal Cohort Partitions</i> S. Goulas, F. Monachou. <ul style="list-style-type: none"> • Conference version at ACM EC 2024 </p> <p><i>Offsetting Carbon with Lemons: Adverse Selection and Certification in the Voluntary Carbon Market</i> V. Manshadi, F. Monachou, I. Morgenstern. <ul style="list-style-type: none"> • Selected for Early-Career Sustainable Operations Workshop 2026 </p> <p><i>Costly Signaling with Heterogeneous Outside Options</i> I. Ashlagi, F. Monachou, A. Nikzad. Revision in progress.</p>

WORK IN
PROGRESS

Optimal Stopping for Personalized Learning

H. Das, F. Monachou.

- **Winner, 2025 Duolingo Dissertation Grant** (awarded to Hemanshu Das)

Designing Recommendations for College Applications

N. Epstein, S. Goulas, F. Monachou.

Optimal Cohort Design for Resource Sharing among Non-Profit Organizations

W. Huang, F. Monachou, A. Trapp.

12 Lessons about Education in Greece (invited policy paper)

S. Goulas, F. Monachou.

Optimal AI Pilot Allocation and its Limits

S. Keppler, F. Monachou.

POLICY BRIEFS

Declining Public School Enrollment

D. Council, S. Goulas, F. Monachou. **Brookings Institution**, August 2025.

- Featured on *Yale Insights*, *YaleNews*, *The Hetchinger Report*, *Business Insider*, *Reason Magazine*, *Oregon Public Broadcasting*

PAPERS IN
PEER-REVIEWED
CONFERENCES

Why the Rooney Rule Fumbles: Limitations of Interview-stage Diversity Interventions in Labor Markets

S. Farajollahzadeh, S. Lee, V. Manshadi, F. Monachou. **ACM EC 2025**.

Optimal Cohort Partitions

S. Goulas, F. Monachou. **ACM EC 2024**.

Online Platforms and the Fair Exposure Problem under Homophily

J. Schoeffler, A. Ritchie, K. Naggita, F. Monachou, J. Finocchiaro, M. Juarez. **AAAI 2023**.

Counterbalancing Learning and Strategic Incentives in Allocation Markets

J. Kang, F. Monachou, M. Koren, I. Ashlagi. **NeurIPS 2021**.

Optimal Dynamic Allocation: Simplicity through Information Design

I. Ashlagi, F. Monachou, A. Nikzad. **ACM EC 2021**.

Bridging Machine Learning and Mechanism Design towards Algorithmic Fairness

J. Finocchiaro, R. Maio, F. Monachou, G. Patro, M. Raghavan, A. Stoica, S. Tsirtsis. **ACM FAccT 2021**

Standardized Tests and Affirmative Action: The Role of Bias and Variance

N. Garg, H. Li, F. Monachou. **ACM FAccT 2021**

Discrimination in Online Markets: Effects of Social Bias on Learning from Reviews and Policy Design

F. Monachou, I. Ashlagi. **NeurIPS 2019**

BULLETINS

Fairness and Equity in Resource Allocation and Decision-Making: An Annotated Reading List

F. Monachou, A. Stoica. **ACM SIGecom Exchanges 2022** (invited)

Novel Practices and Highlights from the Fourth Workshop on Mechanism Design for Social Good

F. Marmolejo-Cossio, F. Monachou. **ACM SIGAI AI Matters 2021**

INVITED TALKS
& SELECTED
PRESENTATIONS

- Hellenic Policy Papers (*scheduled*) *June 2026*
- Dartmouth College, Tuck School of Business (*scheduled*) *May 2026*

Artificial Intelligence in Education: From Research to Practice

- Biennial Education Symposium, RDE Crete, Greece (**keynote**) *March 2026*

Declining Public School Enrollment

- New America, Educational Policy Program *October 2025*

Why the Rooney Rule Fumbles: Limitations of Interview-stage Diversity Interventions in Labor Markets

- ACM EAAMO 2025 conference *November 2025*
- RMP 2025 conference *July 2025*
- ACM EC 2025 conference *July 2025*
- Université Toulouse Capitole, Games and AI (GAIMSS) workshop *June 2025*

Why Students Reject AI for Human Counselors in College Applications: A Field Experiment
(various titles)

- The EdukCircle, International Convention on Business (**keynote**) *November 2025*
- Michigan Ross Workshop on Unstructured Data and Language Models *May 2025*
- Nokia Bell Labs, Responsible AI seminar *March 2025*

Optimal Cohort Partitions

- University of Kansas, Kansas Workshop in Economic Theory *May 2026*
- Virtual Seminar in Economic Theory (VSET), UK *November 2024*
- INFORMS Annual Meeting 2024 *October 2024*
- ACM EC 2024 conference *July 2024*
- University of Toronto, Rotman Young Scholar seminar *June 2024*
- University of Maryland, Workshop on AI & Analytics for Social Good *May 2024*
- POMS conference 2024 *April 2024*
- USC Department of Economics *March 2024*

Towards a Socially, Technologically, and Environmentally Sustainable Future in Education

- Biennial Education Symposium, RDE Crete, Greece (**keynote**) *March 2024*

Costly Signaling with Heterogeneous Outside Options

- INFORMS Annual Meeting 2022 *October 2022*

Discrimination, Diversity, and Information in College Admissions Policies

- Boston University Computing and Data Sciences *March 2022*
- University of Chicago Booth School of Business *February 2022*
- Columbia Business School *February 2022*
- Yale School of Management *January 2022*
- Boston University Questrom School of Business *January 2022*
- MIT Sloan School of Management *January 2022*
- USC Industrial and Systems Engineering *January 2022*
- Northwestern Kellogg School of Management *January 2022*
- University of Michigan Ross School of Business *January 2022*
- Duke Fuqua School of Business *January 2022*
- Cornell ORIE *December 2021*
- Cornell Tech *December 2021*

- UBC Sauder School of Business *December 2021*
- Imperial College Business School *November 2021*
- Rising Stars in Data Science, University of Chicago *November 2021*
- INFORMS Annual Meeting 2021 *October 2021*
- Cornell ORIE Young Researchers Workshop *October 2021*

Dropping Standardized Testing for Admissions Trades Off Information and Access

- INFORMS Annual Meeting 2023 *October 2023*
- INFORMS Annual Meeting 2022 DEI award session *October 2022*
- ACM EAAMO 2021 conference *October 2021*
- INFORMS Revenue Management and Pricing (RMP) 2021 *June 2021*
- Stanford Data Science seminar *June 2021*
- Marketplace Innovation Workshop (MIW) 2021 *May 2021*
- NBER Decentralization conference *April 2021*
- TOC for Fairness seminar, Simons Institute initiative *March 2021*
- ACM FAccT 2021 conference *March 2021*

Optimal Dynamic Allocation: Simplicity through Information Design

- Harvard University, CMSA seminar *April 2023*
- ACM EC 2021 conference *June 2021*
- INFORMS Annual Meeting 2020 *November 2020*
- INFORMS Annual Meeting 2019 *November 2019*

Bridging Machine Learning and Mechanism Design towards Algorithmic Fairness

- ACM FAccT 2021 conference *March 2021*
- Princeton University, JuST seminar *October 2020*

Discrimination in Online Markets: Effects of Social Bias on Learning from Reviews and Policy Design

- INFORMS Annual Meeting 2020 *November 2020*
- Stanford University, SOAL seminar *February 2020*
- NeurIPS 2019 conference *December 2019*
- Marketplace Innovation Workshop (MIW) 2019, Stanford University *June 2019*

TEACHING

Yale University

Course Developer & Instructor

- MGT 507: Operations Management (Public Education Management) *2023 - present*

Instructor

- MGT 611/ ENAS 649: Policy Modeling *2025 - present*
- MGMT 781/782: Pre-seminar in Operations (Ph.D.) *2023 - present*

Co-Instructor

- MGMT 721b: Focused Topics in Modeling Operational Processes (Ph.D.) *2025 - present*

Stanford University

Teaching Assistant

- MS&E 232: Introduction to Game Theory *Winter 2020*
- MS&E 260: Introduction to Operations Management *Summer 2017, Fall 2018*

Guest Lectures

- *Harvard University*, Market Design *Spring 2022*

- *Stanford University*, Market Design & Resource Allocation in Non-Profit Settings *Fall 2020*

EC'21 Tutorial (invited) *July 2021*
Fairness and Discrimination through the Dual Lens of Mechanism Design and Machine Learning

ADVISING

Ph.D. Students: Hemanshu Das (Operations, Yale, co-advised with Edieal Pinker; Dissertation: *Essays in Education Operations*; Initial placement: Assistant Professor at NTU Singapore)

Dissertation Committee Member and Co-author: Soonbong Lee (Operations, Yale)

Postdocs: Natalie Epstein (The Broad Center, Yale)

Senior Thesis Students: Dylan Council (Statistics & Data Science, Yale; Thesis: *Declining Enrollment in K-12 Public Schools in the United States*)

Pre-docs: Yizhuo Chai (Operations, Yale; mentored with Zhen Lian and Nils Rudi)

Masters Students and RAs: Zhuoran (Joy) Guo (Global Business & Society, Yale), Andreas Kalonomos (Economics, Athens University of Economics and Business), Chrisalena Gerokostopoulou (Finance, University of Piraeus)

Undergraduate Students and RAs: Manos Alevras (Neuroscience, Economics, Yale), Aryan Seghal (Mathematics, Economics, Yale)

ACADEMIC
SERVICE

Cluster Co-Chair: INFORMS 2026 Auctions and Market Design (AMD)

Area Chair: NeurIPS 2025, 2024; ACM FAccT 2024; ACM EAAMO 2023

Program Committee: ACM EC 2026, 2025, 2024, 2023; ACM EAAMO 2025, 2024, 2022, 2021; TheWebConf 2024, 2023; NeurIPS 2024 Workshop on Regulatable ML; AAAI 2024 AI for Social Impact; ACM FAccT 2023, 2022; AAAI 2023; WINE 2022; NeurIPS 2022, 2021; ICLR 2022; NeurIPS 2021 Datasets and Benchmarks; ACM EC 2021 Operations of People-Centric Systems

Referee for Journals: Operations Research; Management Science; Manufacturing & Service Operations Management; Mathematics of Operations Research; Journal of Machine Learning Research; Production and Operations Management; Naval Research Logistics

Judge: MSOM Student Paper Competition 2026, 2025; PSOR Best Paper Award 2025, 2023; INFORMS BOM Best Working Paper Competition 2025; PSOR Best Video Award 2024, 2023

Reviewer for Yale Awards: Yale Postdoc Mentorship Award 2026

Reviewer for Conferences: MSOM Conference 2026; WINE 2020, 2019

Yale SOM Operations Seminar Series *2023 - present*
Organizer

EAAMO Faculty Network *2022 - present*
Co-organizer

Yale Faculty-Postdoc Mentoring Program *2025 - present*
Mentor

Harvard CMSA Colloquium *Fall 2022*
Co-organizer

Stanford Data Science for Social Good (DSSG) summer program *Summer 2021*
Co-organizer, Head mentor

4th Workshop on Mechanism Design for Social Good (MD4SG'20) *August 2020*

Program Committee Co-chair

SELECTED MEDIA COVERAGE	<p>Yale Insights, <i>Does Eliminating a Testing Requirement Make College Admissions More Inclusive?</i> (April 2026)</p> <p>Carbon Pulse, <i>Voluntary carbon market at risk of collapse without better certification, study warns</i> (December 2025)</p> <p>Oregon Public Broadcasting, <i>Oregon's new normal: Declining public school enrollment</i> (November 2025)</p> <p>Reason Magazine, <i>Homeschooling Hits Record Numbers</i> (November 2025)</p> <p>Business Insider, <i>The public education exodus is crippling schools. This Florida county has solutions</i> (October 2025)</p> <p>The Hechinger Report, <i>Public school kids were already going missing. Now schools are poised to see sharper enrollment declines</i> (September 2025)</p> <p>Yale Insights and YaleNews, <i>Why Is Enrollment Plunging in the Public Schools?</i> (September 2025)</p> <p>To Vima, <i>Artificial Intelligence in Schools?</i> (September 2025)</p> <p><i>European School Radio</i> (interview in Greek, March 2024)</p> <p>VoxEU, <i>Test-optional admissions, diversity, and social pressure</i> (May 2023)</p> <p>Rethinking Economics NL Podcast, <i>Socioeconomics of Disruptive Tech #007</i> (podcast, May 2021)</p> <p>Stanford MS&E Highlights, <i>Mechanism Design for Social Good workshop sets example for diversity and social good in research</i> (October 2020)</p> <p>Women in AI & Vinnova (Sweden's Innovation Agency), <i>AI for Gender Equality</i> (September 2020)</p>	
VISITING POSITION	<p>UC Berkeley Simons Institute <i>November 2022</i></p> <p>Program on "Data-Driven Decision Processes"</p> <p><i>Visiting Scholar</i></p>	
PROFESSIONAL EXPERIENCE	<p>Microsoft, Redmond, WA <i>Summer 2019</i></p> <p><i>Data Scientist Intern</i></p> <p>National Center for Scientific Research "Demokritos", Greece <i>Summer 2013</i></p> <p><i>Research Intern</i></p>	