

Heidi H. Liu
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ACADEMIC APPOINTMENTS

The George Washington University Law School Associate Professor of Law Affiliate Faculty, GW Center for Law and Technology	2022–present
Australian National University Visiting Fellow	2025
University of Pennsylvania Law School George Sharswood Fellow	2020–2022

EDUCATION

Harvard University

Ph.D., Public Policy, 2020

Dissertation: *Essays in Behavioral Economics, Gender and Employment*

Committee: Iris Bohnet, Jim Greiner, Hannah Riley Bowles

Harvard Law School

J.D., 2017

Harvard College

A.B., Economics *magna cum laude* with psychology secondary, 2011 (Advisor: Claudia Goldin)

PUBLICATIONS

Law Review Articles

What Can Legal Knowledge Do for Access to Justice? (with Kathyne Young), DUKE L. J. (forthcoming).

The Proactive Process, 56 ARIZ. ST. L. J. 225 (2024).

From Information Restrictions to Employer Accountability: Reframing Employment Discrimination, 57 U.C. DAVIS L. REV. 1797 (2024).

Provisional Assumptions, 95 S. CAL. L. REV. 543 (2022).

* Featured on the *Excited Utterance* podcast

The Behavioral Economics of Multilevel Marketing, 14 HASTINGS BUS. L. J. 109 (2018).

* Cited by the FTC (1, 2, 3) and *The Atlantic*

* Downloaded more than 10,000 times

Note, *When Whispers Enter the Cloud: Evaluating Technology to Prevent and Report Sexual Assault*, 31 HARV. J. L. & TECH. 939 (2018).

Do Androids Dream of Bad News? 15 CAN. J. L. & TECH. 109 (2017).

Applying Strict Scrutiny: An Empirical Analysis of Free Exercise Cases, 78 MONT. L. REV. (2017) (with Caleb Wolanek).

* Honorable mention, J. Reuben Clark Religious Liberty Competition (2016)

Peer-Reviewed Articles

“When” vs. “Whether” Gender/Sex Influences Behavior: A Conceptual Frame of Situational and Contextual Moderators, PERSPS. ON PSYCH. SCI. (2024) (with Hannah Riley Bowles and Jens Mazei).

Masked Evaluations: The Role of Homophily, 50 J. LEG. STUD. 303 (2021).

Shooting the Messenger, 148 J. EXPERIMENTAL PSYCH.: GEN. 644 (2019) (with Leslie John & Hayley Blunden).

Psychosocial and Healthcare Experiences Among Women With Pre-Pregnancy Mental Health Concerns, 33 ARCH. OF PSYCHIATRIC NURSING 196 (2019) (with Jenny Phan, Miwa Yasui & Cindy Liu).

Concerns and Structural Barriers Associated with WIC Participation, 33 PUB. HEALTH NURSING 395 (2016) (with Cindy Liu).

Chapters

The Law and Psychology of Gender Stereotyping, in CAMBRIDGE HANDBOOK OF EXPERIMENTAL JURISPRUDENCE (ed., Kevin Tobia) (2025).

Behavioral Economics of Education: Progress and Possibilities, HANDBOOK OF THE ECONOMICS OF EDUCATION (Eric Hanushek, Steven Machin & Ludger Woessman, eds., 2016) (with Adam Lavecchia & Phil Oreopoulos).

* Cited in the White House’s *Annual Economic Report of the President* (2023)

Shorter Works and Briefs

Brief of Disability Antidiscrimination Law Scholars as Amici Curiae in Support of Respondent (*Acheson Hotels, LLC, v. Deborah Laufer*), No. 22-429 (601 U.S. ___) (Aug. 9, 2023) (signatory).

Research Confirms: When Receiving Bad News, We Shoot the Messenger, HARV. BUS. REV. (Apr. 16, 2019) (with Leslie John & Hayley Blunden).

Early to Bed, Early to Rise? Corporate Wellness Policies May Not Be Wise, ONLABOR.ORG (June 20, 2016).

The Gender Gap in a Post-Automation World, ONLABOR.ORG (May 13, 2016).

More Data, More Problems? Why the Proposed EEO-1 Data Collection is a Net Gain, ONLABOR.ORG (Apr. 12, 2016).

Fuzzy Math: Silicon Valley’s Diversity Statistics, ONLABOR.ORG (Mar. 22, 2016).

PRESENTATIONS

Research

What Can Legal Knowledge Do for Access to Justice?

University of Virginia Law & Social Science Workshop, November 2025

University of Pennsylvania Carey Law School Legal Scholarship Seminar, October 2025

Australian National University College of Law, Governance & Policy Visitors Seminar, August 2025 (with other work)

AALS New Voices in Poverty Law, San Francisco, January 2025

Conference on Empirical Legal Studies, Atlanta, November 2024 (under different title)

Comparing the Role of Norms in Shaping Hiring Behavior

ComplianceNet, Fordham Law School, May 2025

UChicago-ETH Zurich International Junior Faculty Forum in Law and Social Science, Zurich, December 2024

Colloquium on Scholarship in Employment and Labor Law (COSELL), San Diego, September 2024

George Washington University Law School Faculty Retreat, September 2024

Asian Law and Economics Association, Chung Kung University, Tainan, Taiwan, July 2024

Work Whack-A-Mole

Law and Society Association, Denver, May 2024

The Proactive Process

George Mason Law and Economics Workshop, February 2024

Conference on Empirical Legal Studies, Chicago, October 2023

George Washington University Law School Faculty Workshop, August 2023

Workplace Requests Over Time

Colloquium on Scholarship in Employment and Labor Law (COSELL), University of Minnesota Law School, October 2023 (under different title)

Negligence, Gender & Risk

Evidence Summer Workshop, Vanderbilt Law, May 2023

Reframing Employment Discrimination

Chicago/Michigan Psychology & Law Studies Group, February 2022

Provisional Assumptions

AAPIMENA Women in the Legal Academy Workshop, August 2021

SEALS Prospective Law Teachers Workshop, July 2021

The Behavioral Economics of Multilevel Marketing

MLM Conference, College of New Jersey, April 2021

Shooting the Messenger

Annual Meeting of Academy of Management, July 2017

Annual Meeting of Society of Judgment and Decision Making, November 2015

Do Androids Dream of Bad News

McGill Graduate Conference in Law, May 2017

Women Are Less Risk-Averse in Gender-Congruent Decision Contexts

Annual Meeting of Academy of Management, July 2017

Harvard Kennedy School, Women and Public Policy Seminar, October 2015

International Association of Conflict Management Meeting, July 2015

Annual Meeting of Society of Judgment and Decision Making, November 2014

Piecing Together Effort Decisions: Results From a Field Experiment

Annual Meeting of Society of Judgment and Decision Making (poster), November 2009

Invited Commentary & Guest Lectures

Discussant, Prof. Charlotte Alexander, Rethinking the Litigation Boom, Conference on Empirical Legal Studies, October 2024
“The Jury in the United States,” Universidad del Salvador Law School, Buenos Aires, June 2024
“Behavioral Economics and Designing the Law,” University of Washington Department of Human Centered Design and Engineering, Inclusive Design course, multiple quarters 2021–2024
Discussant, Prof. Doron Dorfman, *Fear of the Disability Con in Legal Education*, Conference on Empirical Legal Studies, October 2023
Panelist, “Surviving Your First Year,” George Washington University New Faculty Orientation, August 2023
Keynote Speaker, University of Pennsylvania, Levy Scholars Luncheon, May 2022

OTHER EXPERIENCE

Fenwick & West Summer Associate	2016; 2017
Harvard Kennedy School Editor, Gender Action Portal	2013–2014
Department of the Treasury Consultant Intern	2013
Cornerstone Research Summer Analyst Analyst	2010 2011–2012
University of Geneva Department of Economics Research Assistant for Prof. Lorenz Goette	2009
Federal Reserve Bank of Minneapolis Research Assistant	2008
Harvard Business School Research Assistant for Profs. Nava Ashraf, John Beshears & Katy Milkman	2009
National Bureau of Economic Research Research Assistant for Prof. David Laibson, 2008	2008
Harvard University, Institute for Quantitative Social Science Research Assistant for Prof. Sendhil Mullainathan	2007
University of Chicago Research Assistant for Profs. Richard Thaler & Cass Sunstein on <i>Nudge</i>	2007–2008
Stanford University Department of Medicine Research Assistant for Prof. Ruth O’Hara	2005–2007

TEACHING

George Washington School of Law

Torts	2022; 2023
Evidence	2024–2026
Public Law Seminar: Scams	2025; 2026

University of Pennsylvania

Workplace Equality	2021; 2022
Scientific Evidence	2022

Harvard University (as teaching fellow)

Promoting Gender Equality at Work	2019
Rethinking Financial Inclusion	2017; 2018
Conflict and Collaboration: Inter- and Intra-Group Dynamics	2017
Behavioral Economics and Public Policy	2018

GRANTS

Pivotal Ventures 2018

“Gender and Self-Presentation in the Labor Market”

“Gender Gaps in Technology Companies” (\$20,000)

Harvard Mind, Brain, Behavior Graduate Student Award 2017

“Bringing Support to Survivors” (\$4,950)

Arnold Foundation 2016

“An RCT to Assess the Effectiveness of the PSA”

(with D. James Greiner & Christopher Griffin) (\$157,566)

Harvard Kennedy School Closing the Gender Gap Initiative 2014–2017

“Social Motivations for Gender Differences in Risk Taking”

(with Hannah Riley Bowles) (\$40,000)

Harvard Institute of Politics 2008

Summer Stipend (\$3,000)

SELECTED FELLOWSHIPS AND TRAINING

Harvard University

Dissertation Completion Fellowship 2019–2020

Lara Warner Scholarship 2019

Harvey Fellowship 2014–2017

Harvard Multidisciplinary Program in Inequality and Social Policy 2013–2020

University of Chicago Summer School on Socioeconomic Inequality 2013

Center for Public Leadership Behavioral Science Summer Workshop 2013

Harvard Kennedy School Women and Public Policy Summer Fellowship 2013

Harvard Law School

Harvard J.D./Ph.D. Fellowship 2014–2017

Harvard Journal of Law & Technology, Submissions Manager 2016–2017

John M. Olin Fellowship in Law & Economics 2015

Harvard Law School Academic Fellowship 2015

Harvard College

John Harvard Scholarship 2009–2010

Weissman International Internship Grant 2009

Harvard Club Jewett Fellowship 2008

United States Presidential Scholar 2007

SERVICE

George Washington University Law School

Asian Pacific American Law Students Association, *Advisor* 2022–present

ABA Standards Committee, *Member* 2024–2026

Student Wellness Committee, *Member* 2024–2025

Intellectual Life Committee, *Member* 2022–2024

Psychology, Public Policy, and Law

Editorial Fellow 2025–2026

Ad hoc reviewer

PLOS One

Maternal and Child Health Journal

International Public Management Journal

PROFESSIONAL AFFILIATIONS

Memberships

Society for Empirical Legal Studies

American Psychology-Law Society

American Psychological Association

American Law and Economics Association

Law & Society Association

Asian Pacific American Bar Association of the Greater Washington, D.C. Area

Bar Admission

Massachusetts