

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>Dropping Standardized Testing for Admissions Trades Off Information and Access</i> N. Garg, H. Li, F. Monachou. Management Science.</p> <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><i>Optimal Allocation via Waitlists: Simplicity through Information Design</i> I. Ashlagi, F. Monachou, A. Nikzad, Review of Economic Studies (2025).</p> <ul style="list-style-type: none"> • Conference version at ACM EC 2021.
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.</p> <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><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.</p> <ul style="list-style-type: none"> • Selected for MSOM Sustainable Operations SIG Day 2026 • Conference versions at ACM EC 2025, ACM EAAMO 2025 <p><i>Why Students Reject AI for Human Counselors in College Applications: A Field Experiment</i> H. Das, S. Goulas, F. Monachou.</p> <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><i>Optimal Cohort Partitions</i> S. Goulas, F. Monachou.</p> <ul style="list-style-type: none"> • Conference version at ACM EC 2024 <p><i>Offsetting Carbon with Lemons: Adverse Selection and Certification in the Voluntary Carbon Market</i> V. Manshadi, F. Monachou, I. Morgenstern.</p> <ul style="list-style-type: none"> • Conference version at ACM EC 2026 • Selected for Early-Career Sustainable Operations Workshop 2026 <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.

Optimal AI Pilot Allocation and its Limits

S. Keppler, F. Monachou.

POLICY BRIEFS

Public Education in Greece: Insights from the Data (invited)

S. Goulas, F. Monachou. **Hellenic Policy Papers**, 2026.

- Invited to write one of the first three papers launching the series, organized by Yale MacMillan Hellenic Studies & Greek Foundation for Economic and Industrial Research (IOBE).

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

Offsetting Carbon with Lemons: Adverse Selection and Certification in the Voluntary Carbon Market

V. Manshadi, F. Monachou, I. Morgenstern. **ACM EC 2026**.

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	<p><i>Fairness and Equity in Resource Allocation and Decision-Making: An Annotated Reading List</i> F. Monachou, A. Stoica. ACM SIGecom Exchanges 2022 (invited)</p> <p><i>Novel Practices and Highlights from the Fourth Workshop on Mechanism Design for Social Good</i> F. Marmolejo-Cossio, F. Monachou. ACM SIGAI AI Matters 2021</p>
INVITED TALKS & SELECTED PRESENTATIONS	<p><i>Offsetting Carbon with Lemons: Adverse Selection and Certification in the Voluntary Carbon Market</i></p> <ul style="list-style-type: none"> • ACM EC 2026 conference <i>July 2026</i> <p><i>Public Education in Greece: Insights from the Data</i></p> <ul style="list-style-type: none"> • Inaugural Hellenic Policy Papers Conference, Athens, Greece (plenary) <i>June 2026</i> <p><i>Artificial Intelligence in Education: From Research to Practice</i></p> <ul style="list-style-type: none"> • Biennial Education Symposium, RDE Crete, Greece (keynote) <i>March 2026</i> <p><i>Declining Public School Enrollment</i></p> <ul style="list-style-type: none"> • New America, Educational Policy Program <i>October 2025</i> <p><i>Optimal Cohort Partitions</i></p> <ul style="list-style-type: none"> • Dartmouth College, Tuck School of Business <i>May 2026</i> • University of Kansas, Kansas Workshop in Economic Theory <i>May 2026</i> • Virtual Seminar in Economic Theory (VSET), UK <i>November 2024</i> • INFORMS Annual Meeting 2024 <i>October 2024</i> • ACM EC 2024 conference <i>July 2024</i> • University of Toronto, Rotman Young Scholar seminar <i>June 2024</i> • University of Maryland, Workshop on AI & Analytics for Social Good <i>May 2024</i> • POMS conference 2024 <i>April 2024</i> • USC Department of Economics <i>March 2024</i> <p><i>Why the Rooney Rule Fumbles: Limitations of Interview-stage Diversity Interventions in Labor Markets</i></p> <ul style="list-style-type: none"> • ACM EAAMO 2025 conference <i>November 2025</i> • RMP 2025 conference <i>July 2025</i> • ACM EC 2025 conference <i>July 2025</i> • Université Toulouse Capitole, Games and AI (GAIMSS) workshop <i>June 2025</i> <p><i>Why Students Reject AI for Human Counselors in College Applications: A Field Experiment</i> (various titles)</p> <ul style="list-style-type: none"> • The EdukCircle, International Convention on Business (keynote) <i>November 2025</i> • Michigan Ross Workshop on Unstructured Data and Language Models <i>May 2025</i> • Nokia Bell Labs, Responsible AI seminar <i>March 2025</i> <p><i>Towards a Socially, Technologically, and Environmentally Sustainable Future in Education</i></p> <ul style="list-style-type: none"> • Biennial Education Symposium, RDE Crete, Greece (keynote) <i>March 2024</i> <p><i>Costly Signaling with Heterogeneous Outside Options</i></p> <ul style="list-style-type: none"> • INFORMS Annual Meeting 2022 <i>October 2022</i> <p><i>Discrimination, Diversity, and Information in College Admissions Policies</i></p> <ul style="list-style-type: none"> • Boston University Computing and Data Sciences <i>March 2022</i> • University of Chicago Booth School of Business <i>February 2022</i>

- 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; co-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

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 2026, 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

INFORMS Auctions and Market Design (AMD)

2026

Cluster Co-Chair

Yale SOM Operations Seminar Series

2023 - present

Organizer

	EAAMO Faculty Network <i>Co-organizer</i>	<i>2022 - present</i>
	Yale Faculty-Postdoc Mentoring Program <i>Mentor</i>	<i>2025 - present</i>
	Harvard CMSA Colloquium <i>Co-organizer</i>	<i>Fall 2022</i>
	Stanford Data Science for Social Good (DSSG) summer program <i>Co-organizer, Head mentor</i>	<i>Summer 2021</i>
	4th Workshop on Mechanism Design for Social Good (MD4SG'20) <i>Program Committee Co-chair</i>	<i>August 2020</i>
SELECTED MEDIA COVERAGE	Yale Insights, <i>Does Eliminating a Testing Requirement Make College Admissions More Inclusive?</i> (April 2026) Carbon Pulse, <i>Voluntary carbon market at risk of collapse without better certification, study warns</i> (December 2025) Oregon Public Broadcasting, <i>Oregon's new normal: Declining public school enrollment</i> (November 2025) Reason Magazine, <i>Homeschooling Hits Record Numbers</i> (November 2025) Business Insider, <i>The public education exodus is crippling schools. This Florida county has solutions</i> (October 2025) The Hechinger Report, <i>Public school kids were already going missing. Now schools are poised to see sharper enrollment declines</i> (September 2025) Yale Insights and YaleNews, <i>Why Is Enrollment Plunging in the Public Schools?</i> (September 2025) To Vima, <i>Artificial Intelligence in Schools?</i> (September 2025) <i>European School Radio</i> (interview in Greek, March 2024) VoxEU, <i>Test-optional admissions, diversity, and social pressure</i> (May 2023) Rethinking Economics NL Podcast, <i>Socioeconomics of Disruptive Tech #007</i> (podcast, May 2021) Stanford MS&E Highlights, <i>Mechanism Design for Social Good workshop sets example for diversity and social good in research</i> (October 2020) Women in AI & Vinnova (Sweden's Innovation Agency), <i>AI for Gender Equality</i> (September 2020)	
VISITING POSITION	UC Berkeley Simons Institute Program on "Data-Driven Decision Processes" <i>Visiting Scholar</i>	<i>November 2022</i>
PROFESSIONAL EXPERIENCE	Microsoft , Redmond, WA <i>Data Scientist Intern</i>	<i>Summer 2019</i>
	National Center for Scientific Research "Demokritos" , Greece <i>Research Intern</i>	<i>Summer 2013</i>