MATTHEW CASHMAN

Houlden Fellow
Warwick Business School | Behavioural Science Group

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CITIZENSHIP	United States, Italy

EDUCATION

2023	**Ph.D.**	**MIT Sloan** Management Science Committee: Drazen Prelec (chair), Rahul Bhui, Dave Rand	**Cambridge, MA**
2008	**A.B.**	**Hamilton College** Chemistry & Philosophy	**Clinton, NY**

EMPLOYMENT

2023 –	**Univ. of Warwick**	**Fellow** Houlden Postdoctoral Fellow (3yr) Warwick Business School	**Warwick, UK**
2023–	**MIT**	**Affiliate** MIT Sloan	**Cambridge, MA**
2021 –	**Harvard**	**Affiliate** Culture, Cognition, & Coevolution Lab Prof. Joe Henrich	**Cambridge, MA**
2015–2017	**Harvard**	**Lab Manager** Moral Psychology Research Lab Prof. Fiery Cushman	**Cambridge, MA**
2010–2015	**L.E.K. Consulting**	**Consultant** Strategy and due diligence for private equity and corporate clients	**Boston, MA**
2010	**Chungdahm**	**English Teacher**	**Seoul, SK**
2008–2009	**Eze Castle Software**	**Analyst** Software for hedge funds	**Boston, MA**

AWARDS

2024	University of Warwick Primary Data Support Fund	£4,000
2021	Harvard Kennedy School Program on Negotiation Next-Generation Grant	$5,000

2019	Harvard Dean's Competitive fund	$34,000
	PI: Prof. Fiery Cushman	
2006–08	Henry B. Watkins Scholarship for First-Generation College Students	$48,000

PUBLICATIONS

Voelkel, J.G., Stagnaro, M.N., Chu, J., Pink, S., Mernyk, J.S., Redekopp, C., **Cashman, M.**, [Qualifying Strengthening Democracy Challenge Submitters], Druckman, J.N., Rand, D.G., Willer, R. (2024). Megastudy testing 25 treatments to reduce antidemocratic attitudes and partisan animosity. *Science*, *386* (6719), eadh4764.

> The Strengthening Democracy Challenge, an N= 32,059 study, finds that 23 of 25 interventions designed to reduce anti-democratic attitudes and partisan animosity are effective. These interventions are also effective in reducing support for undemocratic practices and partisan violence, among a variety of other secondary outcomes.

Cashman, M. P. & Cushman, F. A. (2020). Learning from Moral Failure. In Schwenkler, John & Lambert, Enoch (eds.) *Becoming Someone New: Essays on Transformative Experience, Choice, and Change*. Oxford University Press.

> Pedagogical environments are often designed to minimize the chance of people acting wrongly, and this is surely a sensible approach. But could it ever be useful to design pedagogical environments to permit, or even encourage, moral failure? We consider the possibility that moral failure can be an especially effective tool for fostering learning, and the costs involved. We conclude by suggesting research directions that would help to establish whether, when, and how moral pedagogy might be facilitated by letting students learn from moral failure.

Cao, C., Cao, X., **Cashman, M.** *et al.* How do successful scholars get their best research ideas? An exploration. *Mark Lett* 30, 221–232 (2019).

> We interview 24 authors to ask how they got the ideas for 64 of their papers. More than three quarters of the papers were inspired by holes in the literature, by a "stylized fact" that the current literature cannot explain, or by an interaction with a manager. The rest fall into several smaller categories that to a large extent can be seen as special cases of the three big ones. We describe how papers from each of the three big categories help move the literature forward.

UNDER REVIEW

[Under Review *Mgmt. Sci.*] **Cashman, M.** & Prelec, D. 2024. *Acting* as if *drives cooperation among the purely self-interested*

> We provide experimental evidence for a psychological mechanism that explains cooperation even among the self-interested: acting *as if*. In one-shot Public Goods Games where players move one after another but do not observe others' moves, only payoff-maximizing players act as if future players will choose to make the same move they have. We see a positional order effect, where contributions to the public good are highest at the beginning of the sequence and decline as order increases, while telling payoff-maximizers that everyone moving after them has their move made randomly for them eliminates the effect.

[R&R *J.LEO*] **Cashman, M.**, Maciejovsky,B. , Wernerfelt, B. 2023. *Small talk as a contracting device: trust, cooperative norms, and changing equilibria.*

> We show experimentally that even very brief small talk with a potential trading partner may function as contracting device by enhancing trust and cooperation. In contrast to formal contracts, pre-deal socializing can cover contingencies that are truly unforeseen, and unlike relational contracts, it is independent of repeated play. A second set of experiments show that between-stage socializing in repeated games can help players move from one stage-game equilibrium to another.

WORKING PAPERS

Cashman, M. 2023. *Humans as next-token predictors: measuring the flow of memes through minds.*

> I develop a widely-applicable, content-agnostic, quantitative measure of culturally-transmitted information. Using cloze completion tasks I estimate entropy (bits per character or word) with a treatment group (those that have been exposed to a target work, Readers) and a control group (those who have not been exposed) and take a difference measure between those estimates. This quantity is a representation of the information from the target work that is in Readers' minds.

CONFERENCE TALKS

2024	Cognitive Science of Culture	Talk
2024	Winter AMA	Talk
2023	SJDM	Poster
2023	SPUDM	Short talk
2023	IAREP-SABE	Talk
2021	SJDM	Poster
2021	Int'l Conference on Thinking	Talk
2021	Max Planck Summer Institute	Short talk
2020	Cogsci	Poster
2019	Human Behavior and Evolution Society	Talk
2019	Boston JDM Conference	Talk

INVITED TALKS

2024	MIT Sloan Behavioral Group	
2024	Harvard Psych. Cushman-Greene-Cikara meeting	
2024	UPF Center for Brain and Cognition	
2024	Decision Research @ Warwick	
2024	Culture, Cognition, and Co-ev. Lab	PI: Joe Henrich
2024	MIT BCS Cog Lunch	
2023	Konstanz Social Norms Workshop	
2023	Warwick Modeling Group	
2023	University of Warwick Psychology	
2023	WBS Behavioural Science Lab	
2021	Culture, Cognition, and Co-ev. Lab	PI: Joe Henrich
2020	Human Cooperation Lab	PI: Dave Rand
2020	MIT Sloan Marketing Seminar	
2019	Culture, Cognition, and Co-ev. Lab	PI: Joe Henrich
2019	Human Dynamics Lab	PI: Sandy Pentland
2019	MIT Neuroeconomics Lab	PI: Drazen Prelec

	2017	Moral Psychology Research Lab	PI: Fiery Cushman
	2016	Moral Psychology Research Lab	PI: Fiery Cushman
TEACHING	2024	Economics of Wellbeing	WBS
	2023	Data-Driven Decision Making	WBS
	2020	TA, Psychology and Economics *Prof. Drazen Prelec*	MIT Economics
	2020, 23	TA, Applied Behavioral Economics *Prof. Drazen Prelec*	MIT Sloan
	2010	Instructor, Chungdahm Institute *Full-time English teacher for 11-17 y.o.*	Seoul, South Korea

SERVICE	2023	Ad hoc reviewer	Experimental Economics
	2020–23	Advisory board member	MIT Open Publishing
	2019	Ad hoc reviewer	Emotion
	2016	MPRG meeting planning	Harvard Psychology

VOLUNTEER	2016–18	MAPS Public Benefit Corporation *Consulting work for a non-profit pharmaceutical company developing a novel treatment for PTSD*
	2013–15	Fellow, MIT Center for Collective Intelligence *Managed Climate CoLab teams as part of research on crowdsourcing*

COURSEWORK

Selected substantive courses

Consumer Behavior Seminar	*Drazen Prelec*
Computational Intelligence	*Tomaso Poggio, Shimon Ullman*
Game Theory as applied to Social Behavior	*Erez Yoeli, Moshe Hoffman*
Developmental Psychology Proseminar	*Susan Carey*
Cognitive Science	*Pawan Sinha, Josh Tenenbaum, Ted Gibson*
Vision in Art and Neuroscience	*P. Sinha, S. Schwettmann, S. Riskin*
Psychology and Economics	*Drazen Prelec*
Computational Cognitive Science	*Josh Tenenbaum*
Theories of Learning	*Sam Gershman*
Human Nature	*Joe Henrich, Richard Wrangham*

Selected methods courses

Experimental Design & Analysis	*Dean Eckles*
Measurement Issues	*John Hauser*
Research Design	*Dean Eckles*
Statistical Modeling	*Kevin Rader*
Data Science and Statistical Learning with R	*A. Sivachenko, V. Farutin*

SKILLS   Developed "oTree Video" video interaction platform for online experiments
Linux user day-to-day, Bash & Python for general scripting use
Python + NumPy + pandas or R for statistics, oTree / Django for stimuli

REFERENCES   **Drazen Prelec**
Digital Equipment Corp LGO Professor of Management
MIT Sloan; Departments of Economics, Brain & Cognitive Sciences
dprelec@mit.edu

Birger Wernerfelt
J.C. Penney Professor of Management; Professor of Marketing
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Dave Rand
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