

JEFFREY ALLEN FLORY

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ACADEMIC APPOINTMENTS

- 2020 - Present: Associate Professor of Economics (with tenure), Robert Day School of Economics and Finance, Claremont McKenna College.
- 2017 Jan-December: Visiting Scholar, University of Chicago Department of Economics.
- 2013-2020: Assistant Professor of Economics, Robert Day School of Economics and Finance, Claremont McKenna College.
- 2011-2012: Postdoctoral Fellow, University of Chicago, Becker Friedman Institute for Research in Economics.

PRIMARY RESEARCH FIELDS

Economics of Diversity, Experimental and Behavioral Economics, Development Economics

EDUCATION

- Ph.D. Agricultural and Resource Economics, University of Maryland, College Park, December 2011.
M.S. Agricultural and Resource Economics, University of Maryland, College Park, 2009.
B.A. History, Reed College, 2000.

DISSERTATION

Title: "Formal Savings and Informal Insurance in Villages: A Field Experiment on Indirect Effects of Financial Deepening on Safety Nets of the Ultra-Poor."

PEER-REVIEWED ARTICLES

- Flory, Jeffrey A., Andreas Leibbrandt, and John A. List. "Do Competitive Work Places Deter Female Workers? A Large-Scale Natural Field Experiment on Gender Differences in Job-Entry Decisions," *Review of Economic Studies* 82.1 (2015): 122-155.
- Flory, Jeffrey A. "Formal Finance and Informal Safety Nets of the Poor: Evidence from a Savings Field Experiment," *Journal of Development Economics*, 135 (2018): 517-533.
- Flory, Jeffrey A., Uri Gneezy, Kenneth L. Leonard, and John A. List. "Gender, Age, and Competition: A Disappearing Gap?" *Journal of Economic Behavior and Organization*, 150 (2018): 256-276.
- Flory, Jeffrey A., Andreas Leibbrandt, Christina Rott, and Olga Stoddard. "Increasing Workplace Diversity: Evidence from a Recruiting Experiment at a Fortune 500 Company." *Journal of Human Resources*, 56.1 (2021): 73-92.
- Flory, Jeffrey A. "Bridging the Savings Gap: Evidence from a Field Experiment in Malawi." *Economic Development and Cultural Change*, Forthcoming (accepted for publication January, 2020).

BOOK CHAPTERS

- Flory, Jeffrey A. "Competition, Gender, and Women in Leadership: Do Competitive Environments Push Good Female Leaders Away?" in *Women's Leadership Journeys Revealed*. Routledge, 2018. 226-246.

REVISE & RESUBMITS

Flory, Jeffrey A., Andreas Leibbrandt, and John A. List. “The Effects of Wage Contracts on Workplace Misbehaviors: Evidence from a Call Center Natural Field Experiment.” *Experimental Economics (R&R)*. Revise and Resubmit received September, 2019. *National Bureau of Economic Research (NBER) Working Paper No. 22342*.

UNDER REVIEW

Flory, Jeffrey A., Andreas Leibbrandt, Maria Suurna. “Birds of a Feather and the Glass Ceiling: Impacts of Gender Homophily in Medicine,” Claremont McKenna College, 2021.

Flory, Jeffrey A., Andreas Leibbrandt, Christina Rott, and Olga Stoddard. “Signals from On High and the Power of “Growth Mindset”: A Field Experiment in Workplace Diversity,” Claremont McKenna College, 2021.

Flory, Jeffrey A., Kenneth L. Leonard, Magda Tsaneva, and Kathryn Vasilaky. “Women’s Competition, Biology, and Social Structure: Evidence from Patrilocal and Matrilocal Society,” Claremont McKenna College, 2020.

PROJECTS IN-PROGRESS

“Nudging Managers Toward Diversity”, with Andreas Leibbrandt and Olga Stoddard.

Field experiment with large US manufacturing company – **experiment completed, analyzing data.**

“Gender Bias in Candidate Performance Under Growth Mindset”, with Andreas Leibbrandt and Olga Stoddard.

Lab experiment – **experiment completed, analyzing data.**

“Aspirations Among the Poor: Experimental Evidence from Senegal”, with Garance Genicot and Arndt

Reichert. Artefactual field (lab-in-the-field) experiment – **experiment completed, analyzing data.**

“Does Diversity Affect Productivity? A Field Experiment with a Large Tech Company”, with Andreas

Leibbrandt and Olga Stoddard. Field experiment with large US corporation in the tech sector – **experiment in-progress, collecting data.**

“Diversity – Who cares? Why Does it Matter? A Field Experiment Based on a Structural Model” with John List

and Brent Hickman. Field experiment designed to estimate the primitives of a rich model of worker production and labor supply – **prepping experiment launch.**

“Does Inclusivity in the Workplace Affect Professional Networks and Career Outcomes?” with Andreas

Leibbrandt and Olga Stoddard. Field experiment with large US corporation in the manufacturing sector – **prepping experiment launch.**

“Engineering Inclusivity in the Workplace? A Comparative Analysis of Different Interventions” with Andreas

Leibbrandt and Olga Stoddard. Field experiment with large US corporation in the manufacturing sector – **prepping experiment launch.**

“Metrics of Inclusion: What Aspects of Inclusivity Matter and Why?” with Andreas Leibbrandt and Olga

Stoddard. Field experiment with large US corporation – **agreement in place, experiment design phase.**

“Direct Effects of Formal Savings Adoption on Agricultural Investments Among the Poor: Experimental

Evidence from Malawi,” University of Chicago, 2017 – **writing draft.**

“Formal Savings Spillovers on Microenterprise Growth and Production Decisions Among Non-Savers in

Villages: Evidence from a Field Experiment,” University of Chicago, 2017 – **writing draft.**

OTHER PUBLICATIONS

Flory, Jeffrey A. “Measuring Spillover Impacts of Formal Savings in Rural Malawi: Effects on the most Vulnerable Non-Users”, October 2011. Prepared for the Financial Services Assessment Project, Bill and Melinda Gates Foundation and the IRIS Center.

Flory, Jeffrey A., Geetha Nagarajan. “The Poor and their Management of Shocks,” December 2009. Prepared for the Financial Services Assessment Project, Bill and Melinda Gates Foundation and the IRIS Center.

Flory, Jeffrey A., Kenneth L. Leonard. “Rural Income Generating Activities and Household Income Strategies in Uganda: Analysis of the REPEAT Surveys,” July 2008. Prepared for the World Bank Sustainable Development Department.

CONFERENCE PANELIST SPEAKER

2019: “Randomized Control Trials in the Law,” with Harvard law professor James Greiner, Annual Conference on Empirical Legal Studies, Claremont McKenna College.

“Brass Tacks: Diversity-Related Research with Companies and Practitioners,” with Judd Kessler, Olga Stoddard, and Kara Helander, Science of Diversity and Inclusion Initiative Conference, University of Chicago.

2018: “Diversity Interventions: Design and Insights,” with Kara Helander and Andreas Leibbrandt, University of Chicago.

2017: “Field Experiments in Diversity: Opportunities for Collaboration with Companies,” with John List and Kara Helander, University of Chicago.

CONFERENCE & INVITED SEMINAR PRESENTATIONS

2020: Loyola Marymount University invited seminar talk.

2019: Southwest Experiments and Behavioral Economics Conference, Claremont Graduate University; Advances with Field Experiments, University of Chicago; Science of Diversity and Inclusion Initiative, University of Chicago.

2018: Southern California Conference in Applied Microeconomics, Claremont; Science of Diversity and Inclusion Initiative, University of Chicago; Markkula Center for Applied Ethics, Santa Clara.

2017: University of Chicago Experimental Economics Working Group; Experimental Science Association Global Conference, San Diego; Advances with Field Experiments, Chicago; Science of Diversity Initiative, University of Chicago.

2016: Claremont McKenna College; University of San Francisco.

2015: University of Chicago; Cornell University; Barcelona Graduate School of Economics; Bias Interrupters Working Group, UC Hastings College of Law San Francisco; Southwest Experiments and Behavioral Economics Conference, Claremont; AAEA Annual Conference San Francisco; Science of Philanthropy Initiative Annual Conference, Chicago.

2014: AAEA Conference Minneapolis; Southern California Conference in Applied Microeconomics, Claremont; Behavioral Economics and Institutions Seminar, Claremont Graduate University.

2012: University of Chicago; University of Colorado Boulder; Pacific Economic Development Conference UC Davis; Claremont McKenna College; Clark University; AAEA Conference Seattle.

2011: Advances with Field Experiments at University of Chicago; Midwest International Economic Development Conference Madison; AAEA Conference Pittsburgh.

REFeree ACTIVITY

Quarterly Journal of Economics, American Economic Review, Journal of Political Economy, Review of Economic Studies, The Economic Journal, Journal of Labor Economics, American Economic Journal: Applied Economics, Journal of Development Economics, Journal of Economic Behavior and Organization, Experimental Economics, Management Science, Review of Finance, Journal of Agricultural and Applied Economics, Journal of Agricultural Economics, Labour Economics, Journal of Labor Research, Organization Science.

PROFESSIONAL AFFILIATIONS

Science of Diversity and Inclusion Initiative (Founder, Research Director), Equity@Work Council (Executive Board Member), Bias Interrupters Working Group (Research Member), American Economics Association, Agricultural and Applied Economics Association, European Economic Association

GRANTS, HONORS, AWARDS

\$39,322 – Russel Sage Foundation, "Diversity and Inclusion in the Workplace: Who Cares and Why it Matters", June 2021

\$7,000 – Claremont McKenna College Faculty Research Committee, September 2021

\$7,000 – Claremont McKenna College Anti-Racism Faculty Fellow, April 2021

\$10,000 – Determinants of Diversity Among Entrants to High-Profile Careers, Lowe Institute of Political Economy Student Research Group Grant, September 2020.

\$7,000 – Does Information on Past Choices Affect Diversity in Hiring and Promotions? A Field Experiment with Hiring Managers at a Major Global Manufacturing Firm, Lowe Institute of Political Economy Research Grant, Summer 2018.

\$7,000 – Diversity in the Workplace, Lowe Institute of Political Economy Research Grant, Summer 2017.

\$150,000 – World Bank/DFID i2i Impact Evaluation Grant “Argentina Solar Home System and Tariff Impact Evaluation,” (with Arndt Reichert, World Bank Economics Research Group), 2015-2017.

\$7,000 – Recruiting for Diversity, Lowe Institute of Political Economy Research Grant, Summer 2016.

\$1,500 – NBER/AAEA Poverty Traps and Asset Accumulation Conference Travel Grant, 2016.

\$25,000 – World Bank/DFID i2i Concept Note Preparation Grant, “Argentina Solar Home System Impact Evaluation,” (with Arndt Reichert, World Bank Economics Research Group), 2015.

\$45,000 – Faculty Research Support Grant, Claremont McKenna College, 2013-2016.

\$35,000 – Summer Research Support, Claremont McKenna College, 2013-2016.

\$194,882 – National Science Foundation Grant “Gender, Competition, and Matrilineal Inheritance,” (with Uri Gneezy and Kenneth Leonard), 2009.

Phi Beta Kappa, Reed College.

Kopp Scholarship Award for Physics.

TEACHING

Claremont McKenna College, Intermediate Micro Theory, Development Economics, 2013 – present.

University of Maryland, College Park, Teaching Assistant, Applied Econometrics II, Graduate Course for PhD Students, 2011.

Beijing Business School Topgem (北京工商管理专修学院), Beijing, CHINA, Business English, 2003.

SELECTED MEDIA COVERAGE OF RESEARCH

Time Magazine, ABC News, Freakonomics, Science Daily, Medical News Today

LANGUAGES

English (Native); Spanish (Fluent); French (Fluent); Chinese (Fluent Mandarin Speaking, Proficient Chinese Reading/Writing); Chichewa (Field Proficiency).