

## JEFFREY ALLEN FLORY

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### ACADEMIC APPOINTMENTS

2017 Jan-December: Visiting Scholar, University of Chicago Department of Economics  
2013-present: Assistant Professor, Robert Day School of Economics and Finance, Claremont McKenna College.  
2011-2012: Postdoctoral Fellow, University of Chicago, Becker Center on Chicago Price Theory.

### PRIMARY RESEARCH FIELDS

Development Economics, Experimental and Behavioral, Economics of Diversity

### 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.

### PUBLICATIONS

"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, (with Andreas Leibbrandt and John List).  
"Gender, Age, and Competition: the Disappearing Gap?" ***Journal of Economic Behavior and Organization***, Forthcoming, (with Uri Gneezy, Kenneth Leonard, and John List).  
"Formal Finance and Informal Safety Nets of the Poor: Evidence from a Savings Field Experiment," ***Journal of Development Economics***, Forthcoming.  
"Competition, Gender, and Women in Leadership: Do Competitive Environments Push Good Female Leaders Away?" in ***Women's Leadership Journeys Revealed***. Edited by Sherylle J. Tan and Lisa DeFrank-Cole, Taylor and Francis/Routledge. Forthcoming.

### RESUBMIT

"Increasing Workplace Diversity: Evidence from a Recruiting Experiment at a Fortune 500 Company." ***Journal of Human Resources (R&R)***. (with Andreas Leibbrandt, Christina Rott, and Olga Stoddard).  
"The Effects of Wage Contracts on Workplace Misbehaviors: Evidence from a Call Center Natural Field Experiment," (with Andreas Leibbrandt and John List), 2018. ***NBER Working Paper No. 22342***.

### UNDER REVIEW

"Bridging the Savings Gap: Evidence from a Field Experiment in Malawi." Claremont McKenna College, 2018.  
"Towards a Deeper Understanding of Female Competitiveness: Evidence from Patrilocal and Matrilocal Cultures," (with Kenneth Leonard, Magda Tsaneva, and Kathryn Vasilaky), 2018.

## **WORKING PAPERS**

“Banking the Poor: Evidence from a Savings Field Experiment in Malawi”, Claremont McKenna College, 2017.

“Philanthropy in the Village: Experimental Evidence on the Value of Small Gifts”, Claremont McKenna College, 2016.

“Formal Savings Spillovers on Microenterprise Growth and Production Decisions Among Non-Savers”, draft paper, University of Chicago, June 2016.

## **PROJECTS IN-PROGRESS**

“Aspirations Among the Poor: Experimental Evidence from Senegal”, with Alma Bezares, Garance Genicot, and Arndt Reichert. Artefactual field experiment (“lab in the field”) – collecting data.

“Entry-Level Recruiting for Diversity”, with Andreas Leibbrandt, Olga Stoddard, and Christina Rott. Field experiment with a large international finance company – manuscript complete, preparing for submission.

“Gender Bias in Candidate Performance Under Growth Mindset”, with Andreas Leibbrandt and Olga Stoddard. Lab experiment – data being analyzed.

“Nudging Managers Toward Diversity”, with Andreas Leibbrandt and Olga Stoddard. Field experiment with large US manufacturing corporation – experiment in-progress, collecting data.

“Corporate Social Responsibility Effects in the Gig Economy”, with Mary Evans, Laura Grant, and John List. Field experiment – finalizing experiment design.

“Gender Differences in Allocation of High-Visibility Work Tasks”, with Marianne Bertrand, Denise Loyd, and Serkan Ozbeklik. Field experiment with fast-growing tech firm – creating experiment design.

## **CONFERENCE PANELIST**

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

## **CONFERENCE & INVITED SEMINAR PRESENTATIONS**

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

2017: University of Chicago; 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; UC Hastings College of Law; Claremont Graduate University; AAEA Annual Conference San Francisco; Science of Philanthropy Initiative Annual Conference.

2014: AAEA Conference Minneapolis; Southern California Conference in Applied Microeconomics; 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, Review of Economic Studies, American Economic Review, AEJ: Applied Economics, The Economic Journal, Journal of Labor Economics, Experimental Economics, Management Science, Journal of Economic Behavior and Organization, Review of Finance, Journal of Agricultural and Applied Economics, Journal of Agricultural Economics*

## **PROFESSIONAL AFFILIATIONS**

Bias Interrupters Working Group (UC Hastings), American Economics Association, Agricultural and Applied Economics Association, European Economic Association

## **GRANTS, HONORS, AWARDS**

\$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,” 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,” 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,” 2009.

Phi Beta Kappa, Reed College.

Kopp Scholarship Award for Physics.

## **TEACHING EXPERIENCE**

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