

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.
- 2022 Aug-September: Visiting Fellow, Joint Initiative for Latin American Experimental Economics (JILAE)
- 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

- Post-Doc Economics, University of Chicago, Becker Friedman Institute for Research in Economics, 2012
- 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."

PUBLICATIONS

Journal Articles

- Flory, Jeffrey A., Andreas Leibbrandt, Christina Rott, and Olga Stoddard. "Leader Signals and the power of growth mindset: A field experiment in workplace diversity." *Management Science*, Forthcoming.
- Flory, Jeffrey A., Andreas Leibbrandt, Olga Shurchkov, Olga Stoddard, and Alva Taylor "Perceptions of Gender Diversity in Occupations" *American Economic Association, Papers & Proceedings*, 13, 436-439, 2023.
- Flory, Jeffrey A., Kenneth L. Leonard, Magda Tsaneva, and Kathryn Vasilaky. "How social structure shapes female competition throughout her lifetime," *Journal of Economic Behavior and Organization*, 216 (2023): 433-456.
- Flory, Jeffrey A. "Bridging the Savings Gap: Evidence from a Field Experiment in Malawi." *Economic Development and Cultural Change*, 71.3 (2023): 963-1002.
- 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., 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. "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., 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.

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)*. 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.

WORKING PAPERS

Flory, Jeffrey A., Andreas Leibbrandt, Olga Shurchkov, Olga Stoddard, and Alva Taylor. "Who Values Diversity?" Claremont McKenna College, 2022.

Flory, Jeffrey A., Andreas Leibbrandt, Olga Stoddard. "Holding Up the Mirror: Race, Gender, and Hiring at a Fortune 100 Company" Claremont McKenna College, 2022.

Clochard, Gwen-Jiro, Jeffrey A. Flory. "Race Fluidity and Electoral Outcomes in Brazilian Municipality Elections," Claremont McKenna College, 2023.

Flory, Jeffrey A. "Does Banking the Poor Raise Education Investments? A Savings Field Experiment in Malawi", Claremont McKenna College, 2022.

PROJECTS IN-PROGRESS

"Diversity: Who Cares and Why It Matters. A Field Experiment on Diversity in Teams" with John List, Brent Hickman, and Mandy Pallais. Field experiment designed to estimate the primitives of a rich model of worker production, teamwork interaction, and labor supply. Funded by Russel Sage Foundation – **prepping experiment launch**.

"Does Work from Home Work for Diversity? Evidence From a Field Experiment", with Mallory Avery and Andreas Leibbrandt. Field experiment with a US company. Funded by Russel Sage Foundation – **prepping experiment launch**.

"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.**

“Direct Effects of Formal Savings Adoption on Agricultural Investments Among the Poor: Experimental Evidence from Malawi,” Claremont McKenna College, 2022 – **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 – **working paper.**

OTHER PUBLICATIONS

Flory, Jeffrey A. “Measuring Spillover Impacts of Formal Savings in Rural Malawi”, October 2011. 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, Kara Helander, Science of Diversity and Inclusion Initiative Conference, Univ 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

2022: UC Merced invited seminar talk; Advances with Field Experiments Conference, UChicago; Science of Diversity and Inclusion Initiative (SODI) Conference, UChicago; University of Hannover invited seminar talk; Western Economic Association Annual Conference (invited panel); University of CEMA (UCEMA) invited seminar talk, Buenos Aires.

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, Review of Economics and Statistics, Journal of Labor Economics, American Economic Journal: Applied Economics, Management Science, Journal of Development Economics, Economic Development and Cultural Change, Journal of Economic Behavior and Organization, Experimental Economics, 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 Economic Association, Agricultural and Applied Economics Association, European Economic Association

GRANTS, HONORS, AWARDS

\$9,000 – “Signaling Race: Causes and Effects of Race-Switching in Brazilian Elections,” Lowe Institute of Political Economy, Faculty Student Research Program Grant, September 2023.

\$5,000 – “Diversity and Inclusion in the Workplace” project funding for online work platform. Berger Institute for Individual and Social Development, April 2023.

\$3,500 – Online Work Platform for “Diversity and Inclusion in the Workplace” project. Claremont McKenna College Faculty Research Committee, May 2023.

\$9,000 – “Holding Up the Mirror: Race and Gender of Hires at a Fortune 100 Company,” Lowe Institute of Political Economy, Faculty Student Research Program Grant, August 2022.

Fellow, JILAE (Joint Initiative for Latin American Experimental Economics), Buenos Aires, Argentina, August 2022.

President-Elect Featured Research Session of Western Economic Association International (WEAI) on “High Voltage: Three Experiments Designed to Change the World.” (One of 3 papers selected). July 2022.

\$68,210 – Russel Sage Foundation, "Does Work from Home Work for Diversity? Evidence From a Field Experiment", with Mallory Avery and Andreas Leibbrandt, March 2022.

\$10,000 – Online Work Platform for “Diversity and Inclusion in the Workplace” project. Claremont McKenna College Faculty Research Committee, January 2022.

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

\$12,000 – Claremont McKenna College Anti-Racism Fellowship Project “Data-Driven Diversity, Equity, and Inclusion Index”, February 2022.

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

\$4,000 – Claremont McKenna College Anti-Racism and Black Experience in America Course Innovation Grant
\$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

Experimental Economics, Claremont McKenna College, Claremont, CA, 2024 – present.

Intermediate Micro Theory, Claremont McKenna College, Claremont, CA, 2013 – present.

Development Economics, Claremont McKenna College, Claremont, CA, 2013 – present.

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

Beijing Business School Topgem (北京工商管理专修学院), Beijing, CHINA, Business English, 2003-2004.

SELECTED MEDIA COVERAGE OF RESEARCH

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

LANGUAGES

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