

COLLEEN FLAHERTY MANCHESTER

CURRICULUM VITAE

Department of Work and Organizations
Carlson School of Management
University of Minnesota
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ACADEMIC POSITIONS

University of Minnesota, Carlson School of Management, Professor, July 2022 – present.

Carlson School Board of Overseers Endowed Professorship, July 2020 – present.

University of Minnesota, Carlson School of Management, Associate Professor, July 2016 – June 2022.

IZA Research Fellow, June 2019 – present.

Stanford University, Visiting Professor, Stanford Institute of Economic Policy Research, Spring 2018

University of Aarhus, Visiting Researcher, School of Business and Social Sciences, Fall 2017

University of Minnesota, Carlson School of Management, Assistant Professor, August 2007 – June 2016.

EDUCATION

Stanford University, Ph.D. in Economics, 2007

Stanford University, B.A. with Honors Distinction in Public Policy and Economics, 2002

EXPERTISE

Effect of workplace benefits and practices on employees; provision of benefits and incentives by firms; topics in employer-provided retirement plans, including choice architecture and behavioral household finance; gender and careers; intersection of work and non-work; faculty productivity and time use; human capital investment.

RESEARCH

Peer-Reviewed Journal Article

- Frederiksen, A, Hansen, D., **Manchester, C. F.** (Forthcoming). Group-based incentives and individual performance: Unpacking the effort response, *Industrial and Labor Relations Review*.
- Leslie, L. M., Flynn, E., Foster-Gimbel, O. A., & Manchester, C. F. (Forthcoming) Happy Talk: Is Common Diversity Rhetoric Effective Diversity Rhetoric? *Academy of Management Journal*
- Goda, G. S., Levy, M. R., Manchester, C. F., Sojourner, A., Tasoff, J., & Xiao, J. (2023). Are retirement planning tools substitutes or complements to financial capability?, *Journal of Economic Behavior & Organization*, 214, 561-573,
- Manchester, C. F.** Leroy, S., Dahm, P., & Glomb, T. (2023). Amplifying the Gender Gap in Academia: “Caregiving” at Work during the Pandemic. *Industrial Relations*, 64(3): 288-316.
- Manchester, C. F.**, Benson, A., & Shaver, M. (2023). Dual careers and the willingness to consider employment in startup ventures. *Strategic Management Journal*, 44(9): 2175-2194.
- Frederiksen, A., & **Manchester, C. F.** (2021). Personnel Practices and Regulation: How Firm-Provided Incentives Respond to Changes in Mandatory Retirement Law. *Journal of Labor Economics* 39(4):1011-1042.
- Goda, G. S., Levy, M., **Manchester, C. F.**, Sojourner, A., & Tasoff, J. (2020). Who is a Passive Saver Under Opt-In and Auto-Enrollment? *Journal of Economic Behavior and Organizations*, 173: 301-321.
- Goda, G. S., Levy, M., **Manchester, C. F.**, Sojourner, A., & Tasoff, J. (2019). The Role of Time Preferences and Exponential-Growth Bias in Retirement Savings. *Economic Inquiry*, 57(3), 1636-1658.
- Manchester, C. F.**, Leslie, L. M., & Dahm, P. C. (2019). Bringing Home the Bacon: The Relationship between Breadwinner Role, Performance, and Pay. *Industrial Relations*, 58(1), 46-85.
- Goda, G. S., Jones, D., & **Manchester, C. F.**, (2017). Retirement Plan Type and Employee Mobility: The Role of Selection. *Journal of Human Resources*, 52(3):654-679.
- Leslie, L., **Manchester, C. F.**, & Dahm, P. C. (2017). Why and When Does the Gender Pay Gap Reverse? Diversity goals and the Pay Premium for High Potential Women. *Academy of Management Journal*, 60 (2): 402-432.
- Dahm, P. C., Glomb, T. M., **Manchester, C. F.**, & Leroy, S. (2015). The Mediating Role of Self-Discrepancy in Predicting Work-Family Conflict Outcomes: Why Being Untrue to Yourself Doesn't Pay. *Journal of Applied Psychology*, 100(3): 767-792.
- Goda, G. S., **Manchester, C. F.**, & Sojourner, A. (2014) What Will My Account Really Be Worth? Experimental Evidence on how Retirement Income Projections Affect Saving. *Journal of Public Economics*, 119: 80-92.
- Goda, G. S., & **Manchester, C. F.** (2013). Incorporating employee heterogeneity into default rules for retirement plan selection. *Journal of Human Resources*, 48(1), 198-235.
- Manchester, C. F.**, Leslie, L. M., & Kramer, A. (2013). Is the clock still ticking? an evaluation of the consequences of stopping the tenure clock. *Industrial and Labor Relations Review*, 66(1), 3-31.

- Manchester, C. F., & Barbezat, D.** (2013). The Effect of Time Use in Explaining Male-Female Productivity Differences Among Economists. *Industrial Relations*, 52(1), 53-77.
- Manchester, C. F.** (2012). General human capital and employee mobility: How tuition reimbursement increases retention through sorting and participation. *Industrial and Labor Relations Review*, 65(4), 951-974.
- Leslie, L. M., **Manchester, C. F.**, Park, T.-Y., & Mehng, S. A. (2012). Flexible work practices: A source of career premiums or penalties? *Academy of Management Journal*, 55(6), 1407-1428.
- Leslie, L. M., & **Manchester, C. F.** (2011). Work-Family Conflict Is a Social Issue Not a Women's Issue. *Industrial and Organizational Psychology*, 4(3), 414-417.
- Manchester, C. F.** (2010). The effect of pension plan type on retirement age: Distinguishing plan incentives from career length preferences. *Southern Economic Journal*, 77(1), 104-125.
- Manchester, C. F.** (2010). Investment in general human capital and turnover intention. *American Economic Review*, 100(2), 209-213.
- Manchester, C. F.**, Leslie, L. M., & Kramer, A. (2010). Stop the clock policies and career success in academia. *American Economic Review*, 100(2), 219-223.

Book Chapter and Review Pieces

- Flaherty Manchester, C.** (2019). *Retirement Plan Type and Worker Mobility* 461st ed.. IZA World of Labor. [Accepted.:2011]
- Manchester, C. F.**, Leslie, L. M., & Dahm, P. C. Family Responsibilities and Career Outcomes: Discriminatory and Non-Discriminatory Explanations. *Oxford Handbook on Discrimination at Work*. [Accepted.:]
- Leslie, L. M., **Manchester, C. F.**, & Kim, Y. (2015). Gender and the Work-Family Domain: A Social Role-Based Perspective. *Oxford Handbook on Work and Family*.

Conference Proceedings

- Leslie, Lisa M., Colleen Flaherty Manchester, and Patricia C. Dahm. 2013. "Ironic effects of flexible work practices on parents' career success." *Academy of Management Proceedings*. [Selected to be included among Best Papers from Academy of Management annual meeting]
- Manchester, Colleen Flaherty. 2010. Investment in General Human Capital and Turnover Intention, *American Economic Review Papers and Proceedings*, 100(2): 209-213. [Selected through competitive process facilitated through Committee on Status of Women in Economics Profession (CSWEP)]
- Manchester, Colleen Flaherty, Lisa M. Leslie and Amit Kramer. 2010. Stop the Clock Policies and Career Success in Academia, *American Economic Review Papers and Proceedings*, 100(2): 219-223. [Selected through competitive process facilitated through Committee on Status of Women in Economics Profession (CSWEP)]

Work in Progress

Colleen Flaherty Manchester, Brandon Edmondson, and Anders Frederiksen. “The Role of Referrals in Admissions: A Signaling Perspective”

Julie Wellman and Colleen Flaherty Manchester. “Dual-career couples and career success.”

Colleen Flaherty Manchester and Melanie Wasserman. “Diversity and Scholarship in Economics”.

CONFERENCE PRESENTATIONS

- 2023 Society of Labor Economists, Philadelphia, PA.
- 2021 Western Economics Association (virtual); Labor and Employment Relations Association (virtual).
- 2020 Labor and Employment Relations Association, San Diego, CA.
- 2018 SIEPR Public Finance Reunion conference, Stanford, CA.
- 2017 Labor and Employment Research Association, Chicago, IL.
- 2015 Society of Labor Economics, Montreal CA; Labor and Employment Research Association, Boston, MA.
- 2014 Work and Family Researchers Network Conference, New York, NY.
- 2013 Society of Industrial Organizational Psychologists, Houston, TX.
- 2012 Work and Family Researchers Network Conference, New York, NY. RAND Behavioral Finance Forum, Washington, D.C., Society of Labor Economists, Chicago, IL; American Economic Association, Annual meetings, Chicago, IL.
- 2011 Society of Labor Economics Annual Meetings, Vancouver, BC. Midwest Economics Association, Annual meetings, St. Louis, MO. Labor and Employment Relations Association (Poster), Annual meetings, Denver, CO.
- 2010 Minnesota Economics Association, Annual meetings, St. Paul, MN; Midwest Economic Association, Annual meetings, Evanston, IL; American Economic Association, Annual meetings, Atlanta, GA; Labor and Employment Relations Association, Annual meetings, Atlanta, GA.
- 2009 Southern Economic Association Annual Meetings, San Antonio, TX; Association of Public Policy Analysis and Management annual conference, Washington, DC;

Society of Labor Economics, Cambridge, MA, Institute for Research on Poverty, Madison, WI; American Economic Association, Annual meetings, San Francisco, CA; Labor and Employment Relations Association, Annual meetings, San Francisco, CA.

2006 Conference on the Analysis of Firms and Employees, Nuremberg, Germany; Nineteenth Annual Summer Economic Institute for Teachers, Stanford, CA

INVITED PRESENTATIONS AND SEMINARS

2019 Trans-Pacific Labor Studies conference, Tokyo, Japan. Conference on Labor Market Frictions, Montreal, Canada.

2018 NSF Workshop Panel, Purdue University; Graduate School of Business (internal seminar), Stanford University; CalPoly University, Orfalea College of Business; Clayman Institute on Gender, Stanford University.

2017 Economics Department Seminar, University of Aarhus; Advanced Interdisciplinary Research on Organizational Development Seminar, University of Aarhus.

2016 Research Summit, Office of Personnel Management, Washington, DC; WISER Franklin Templeton conference, Minneapolis, MN.

2015 CIRAON Retirement Workshop, Montreal, Canada. NC State, Raleigh, NC; Cherry Blossom Financial Literacy Conference, Washington, DC

2013 Stanford Institute of Economic Policy Research, Stanford, CA. University of Pennsylvania, Philadelphia, PA. CHRLS Seminar Series, University of Minnesota, Minneapolis, MN.

2012 NBER Summer Institute, Empirical Personnel Economics, Cambridge, MA; Economics Department, University of Wisconsin, Lacrosse.

2011 CHRLS Seminar Series, University of Minnesota; Department of Economics Brown Bag Seminar, University of Minnesota; Harris School of Public Policy, University of Chicago; Department of Sociology, University of Minnesota, Minneapolis, MN.

2010 University of Illinois, Champaign-Urbana, IL; Applied Economics Seminar, University of Minnesota, Minneapolis, MN.

2009 NBER Summer Institute, Empirical Personnel Economics, Cambridge, MA; University of Minnesota, HCRC Seminar Series; University of Minnesota,

CHRLS Seminar Series; Colorado State University, Fort Collins, CO; University of Colorado, Boulder, CO.

- 2008 Simon Fraser University, Vancouver, BC; CHRLS Seminar Series, University of Minnesota, Minneapolis, MN; Purdue University, West Lafayette, IN.
- 2007 Applied Economics Seminar, University of Minnesota, Minneapolis, MN; Cornell University, Ithaca, NY.
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GRANTS

- 2018 “The Effect of the Default Asset on Retirement Plan Contributions,” Social Security Administration (through the NBER Retirement Research Center, co-investigator (~\$70,000)
- 2016 “How Do Retirement Income Tools Affect Saving Decisions? Evidence from a Field Experiment,” TIAA Institute; Social Security Administration (through the NBER Retirement Research Center, co-investigator (~\$150,000)
- 2014 “Role of Exponential Growth Bias in Savings Accumulation and Decumulation Decisions,” Pension Research Council/TIAA-CREF, co-investigator (\$49,424)
- 2013 “Role of Exponential Growth Bias in Savings Accumulation and Decumulation Decisions,” Pension Research Council/TIAA-CREF, co-investigator (\$125,000)
- 2011 “Employee Mobility and Employer-Provided Retirement Plans,” Center for Retirement Research, Boston College, *Sandell Grant*, co-investigator (\$32,560).
- “The Case of Family-Friendly Work Schedules Among MDs,” Dean’s Research Grant, Carlson School of Management, co-investigator, University of Minnesota (\$3,000).
- 2010 “What’s My Account Really Worth? The Effect of Lifetime Income Disclosure on Retirement Savings,” with Gopi Shah Goda and Aaron Sojourner.
- Research grant from TIAA-CREF (\$29,216).
 - Dean’s Research Grant, Carlson School of Management, University of Minnesota (\$8,730).
 - Center for Financial Literacy and Social Security Administration (\$45,000).
- 2009 “Incorporating Employee Heterogeneity in Plan Enrollment,” Center for Retirement Research, Boston College, *Sandell Grant*, co-Investigator (\$32,500).
- Dean’s Research Grant, Carlson School of Management, co-investigator, University of Minnesota (\$10,000).

- 2008 “What Will the Neighbors Think? Welfare Stigma due to Public Disapproval,” *IRP-USDA RIDGE* Grant, co-Investigator (\$33,000).
- “The Effect of Tuition Financing on Employment Outcomes of MBA Students.” *Grant-in-Aid of Research, Artistry, and Scholarship*, University of Minnesota (\$25,390).
- “Women’s Use of Flexible Work Policies: Career Enabler or Path to Derailment?” *Grant-in-Aid of Research, Artistry, and Scholarship*, co-Investigator, University of Minnesota (\$21,428).
- 2007 Dean’s Research Grant, Carlson School of Management, University of Minnesota (\$4,746).
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SERVICE ROLES

- 2021 - Present Faculty Consultative Committee, University of Minnesota, vice-chair
- 2020 - Present President’s Financial and Operations Working Group, Member
- 2019 – Present Ph.D. Prelims Committee, Member
- 2019 – Present Labor and Employment Relations Association, ASSA Program Committee
- 2018 – Present Faculty Consultative Committee, University of Minnesota, Member.
- 2018 – Present University of Minnesota Alumni Association Board Member (Faculty representative).
- 2016 – Present Retirement Plan Governance Committee, University of Minnesota, President’s Appointment.
- 2016 – Present Editorial Board, Human Resource Management Review
- 2016 – Present Curator, Gender Policy Report, Labor and Family Area
- 2019 – 2019 Search for SVP of Human Resources, Committee Member
- 2018 – 2019 Parent Leadership Team, Communications co-Chair, University of Minnesota Child Development Center.
- 2016 – 2017 Ph.D. Committee, Member
- 2015 – 2016 Interdisciplinary Graduate Fellowship Mentor
- 2015 – 2016 Quantitative Skill of Undergraduates, Carlson School, Member
- 2014 – 2015 WORG People Analytics Committee, Member

2009 – 2017 University Honors Program, Faculty Advisory Board

2009 – 2017 Honors Faculty Representative, University of Minnesota.

2009 – 2010 Applied Economics Admissions Committee

2008, 2009, 2011 Faculty Hiring Committee

2008 – 2010 Women’s Faculty Cabinet, University of Minnesota.

Reviewer: American Economic Review, Academy of Management Journal, Personnel Psychology, British Journal of Industrial Relations, Economic Journal, Industrial and Labor Relations Review, Industrial Relations, Journal of Labor Economics, Journal of Labor Research, Journal of Public Economics, Journal of Pension Economics and Finance, Labour Economics, Quarterly Journal of Economics.

SELECTED HONORS AND AWARDS

2021, 2013 Herbie Award for Excellence in Teaching, Human Resources and Industrial Relations
 2018 Scholarly Achievement Award, HR Division, Academy of Management

2017 Lawrence Fellow, Carlson School of Management

2016 Member of Blue Ribbon Pension Committee, State of Minnesota

2016 Excellence in Service, Carlson School of Management

2016 Prof. Timothy J. Nantell Fund for Excellence in Teaching, Carlson School of Management

2015 TIAA-CREF Paul A. Samuelson Award, Finalist

2015 Charlotte Striebel Equity Award, University of Minnesota

2014 Carlson School Outstanding Teaching Award

2013 Herbie Award for Excellence in Teaching, Human Resources and Industrial Relations

2013 Kanter Award For Excellence in Work-Family Research, Finalist

2010 Herbie Award for Excellence in Teaching, Human Resources and Industrial Relations

2010 Nomination for Outstanding Faculty, Teaching Award, Carlson Business Week

2005 Hawley-Shoven Fellowship, Stanford Institute of Economic Policy Research

2005 Outstanding Teaching Assistant Award, Stanford University

2002 First Year Economics Department Graduate Fellowship, Stanford University

2002 Firestone Award for Honors Thesis, Stanford University

2002 Stanford University Block “S” Award: Academic Excellence

2002 Phi Beta Kappa