COLLEEN FLAHERTY MANCHESTER
CURRICULUM VITAE

Department of Work and Organizations
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ACADEMIC EMPLOYMENT

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

EDUCATION

Stanford University, Ph.D. in Economics, 2007

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

RESEARCH AREAS

Labor economics, personnel economics, applied econometrics, public finance.

RESEARCH

Published Articles

Manchester, Colleen Flaherty and Debra Barbezat. (2013). "The Effect of Time Use in Explaining Male-Female Productivity Differences Among Economists." *Industrial Relations*, 52(1): 53-77.

Manchester, Colleen Flaherty, Lisa M. Leslie, and Amit Kramer. (2013). "Is the Clock Still Ticking? An Evaluation of the Consequences of Stopping the Tenure Clock." *Industrial and Labor Relations Review,* 63(1): 1-36.

Goda, Gopi Shah and Colleen Flaherty Manchester. (2013). "Incorporating Employee Heterogeneity into Default Options for Retirement Plan Selection." *Journal of Human Resources*, 48(1):198-235.

Leslie, Lisa M., Colleen Flaherty Manchester, Tae-Youn Park, and Si Ahn Mehng. (2012). "Flexible Work Practices: A Source of Career Penalties or Premiums?" *Academy of Management Journal*, 55: 1407-1428.

Manchester, Colleen Flaherty. (2012). "General Skills and Employee Mobility: How Tuition Reimbursement Increases Retention through Sorting and Participation." *Industrial and Labor Relations Review,* 62(4): 952-974.

Leslie, Leslie M., and Colleen Flaherty Manchester. (2011). "Work-family Conflict is a Social Issue, Not a Women's Issue." *Industrial and Organizational Psychology,* 4(3): 414-417.

Manchester, Colleen Flaherty. (2010). "The Effect of Pension Plan Type on Expected Retirement Age: Distinguishing Plan Incentives from Career Length Preferences." *Southern Economic Journal*, 77(1): 104-125.

Manchester, Colleen Flaherty. (2010). Investment in General Human Capital and Turnover Intention, *American Economic Review Papers and Proceedings*, 100(2): 209-213.

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.

Manchester, Colleen Flaherty. (2008). The Effect of Tuition Reimbursement on Turnover: A Case Study Analysis in *The Analysis of Firms and Employees: Quantitative and Qualitative Approaches*, eds. Stefan Bender, Julia Lane, Kathryn L. Shaw, Freddrick Andersson, and Till Von Wachter, Chicago: *University of Chicago Press.*

Manuscripts under Review

Goda, Gopi S., Aaron Sojourner, Colleen Flaherty Manchester. (2013). "What's My Account Really Worth? The Effect of Lifetime Income Disclosure on Retirement Savings." NBER Working Paper, No. 17927. (*Revise and resubmit from Journal of Public Economics*.)

Goda, Gopi S., Damon Jones, and Colleen Flaherty Manchester. (2013). "Retirement Plan Type and Employee Mobility: Incentive and Selection Effects." NBER Working Paper No. #18902

Manchester, Colleen Flaherty and Kevin J. Mumford. (2013). "How Costly is Welfare Stigma? Separating Psychological Costs from Time Costs in Food Assistance Programs." (*Revision for Economic Inquiry*).

Leslie, Lisa M., Colleen Flaherty Manchester, and Patricia C. Dahm. (2013). "A Parent Trap? Flexible Work Practices and the Career Success of Parents."

Dahm, Patricia C., Theresa M. Glomb, Sophie Leroy, Colleen Flaherty Manchester. (2013). "The mediating role of self-discrepancy in predicting work-family conflict outcomes: Why being untrue to yourself doesn't pay." (*Revise and resubmit from Journal of Applied Psychology*).

Work in Progress

Manchester, Colleen Flaherty. (2013). "Human Capital Investment and Partial Transferability: How Much Is the Worker Willing to Pay?"

Manchester, Colleen Flaherty, Lisa M. Leslie, & Patricia C. Dahm. (2013). "Bringing Home the Bacon: Unpacking the Relationship between Breadwinner Status and Career Outcomes."

Leslie, Lisa M., Colleen Flaherty Manchester, & Patricia C. Dahm. (2013). "Gender disparities in career success: The role of performance and potential."

Manchester, Colleen Flaherty and Qianyun Xie (2013). "Learning through the Lens of your Job: Employee Commitment and Transferability of Human Capital."

Leslie, Lisa M. Colleen Flaherty Manchester, Si Ahn Mehng. (2013). "Unpacking Use of Flexible Work Practices: The Role of Motives."

Manchester, Colleen Flaherty, Lisa M. Leslie, Tae-Youn Park. (2012). "Screening for Commitment? The Effect of Maternity Leave Use on Wages."

Manchester, Colleen Flaherty (2011). "The Potential Role of Tuition Reimbursement in the Human Resource Management Strategies of Firms."

Manchester, Colleen F. and Kevin J. Mumford. (2009). "What Will the Neighbors Think? Welfare Stigma Due to Public Disapproval."

CONFERENCE PRESENTATIONS

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

SEMINARS/INVITED PRESENTATIONS

2013 Stanford Institute of Economic Policy Research, Stanford, CA. University of Pennsylvania, Women's Faculty Cabinet, Philadelphia, PA.

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 Workshop Series, University of Minnesota.

2010 University of Illinois, LER Seminar Series; University of Minnesota, Applied Economics Seminar.

2009 NBER Summer Institute, Empirical Personnel Economics, Cambridge, MA; University of Minnesota, HCRC Seminar Series; University of Minnesota, CHRLS Seminar Series; Colorado State University, Economics Seminar; University of Colorado at Boulder, Labor Economics Seminar.

2008 Simon Fraser University, Economics Seminar; University of Minnesota, CHRLS Workshop Series; Purdue University, Applied Economics Seminar.

2007 University of Minnesota, Applied Economics Seminar; Cornell University, Labor Economics Seminar.

2006 University of Minnesota, Industrial Relations Center Workshop Series; Stanford University, Applications Seminar; Stanford University, Public Economics Seminar.

GRANTS

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).

SERVICE ROLES

2009 – Present Honors Faculty Representative, Carlson School of Management, University of Minnesota.

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

Reviewer: American Economic Review, British Journal of Industrial Relations, 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.

SELECTED HONORS AND AWARDS

2010, 2013	Herbie Award for Excellence in Teaching, Human Resources and Industrial Relations
2010	Nomination for Outstanding Faculty, Teaching Award, Carlson Business Week
2005, 2006	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