

COLLEEN FLAHERTY MANCHESTER

CURRICULUM VITAE

Department of Work and Organizations
Carlson School of Management
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ACADEMIC POSITIONS

University of Minnesota, Carlson School of Management, Associate Professor, August 2016 – present.

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

University of Minnesota, Carlson School of Management, Assistant Professor, August 2007 – August 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 policies on employees: retirement savings, training, flexible work arrangements, work-family policies; gender and careers; human capital.

RESEARCH

Refereed Articles

Goda, Gopi S., Damon Jones, and Colleen Flaherty Manchester. In Press. “Retirement Plan Type and Employee Mobility: The Role of Selection.” *Journal of Human Resources*.

Leslie, Lisa M., Colleen Flaherty Manchester, and Patricia C. Dahm. 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, Patricia C., Theresa M. Glomb, Colleen Flaherty Manchester, Sophie Leroy. 2015. "Work-Family Conflict and Self-Discrepant Time Allocation at Work." *Journal of Applied Psychology*, 100(5): 767-792

Goda, Gopi S., Colleen Flaherty Manchester, and Aaron Sojourner. 2014. "What Will My Account Really Be Worth? Experimental Evidence on How Retirement Income Projections Affect Saving." *Journal of Public Economics*, 112: 80-92.

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.

Book Chapters

Manchester, Colleen Flaherty, Lisa M. Leslie, and Patricia C. Dahm. *In Press*. "Family Responsibilities and Career Outcomes: Discriminatory and Non-Discriminatory Explanations." Eds. Adriene Colella and Eden B. King, *Oxford Handbook on Discrimination at Work*. Oxford University Press.

Lisa M. Leslie, Colleen Flaherty Manchester, and Yeonka Kim. *forthcoming*. "Gender and the Work-Family Domain: A Social Role-Based Perspective." Eds. Tammy D. Allen and L. T. Eby, *Oxford Handbook on Work and Family*. Oxford University Press.

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, Fredrick Andersson, and Till Von Wachter, Chicago: *University of Chicago Press*.

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)]

Working Papers

Frederiksen, Anders and Colleen Flaherty Manchester. 2018. "Regulation and the Internal Workings of the Firm: The Case of Ending Mandatory Retirement in the U.S."

Manchester, Colleen Flaherty, Lisa M. Leslie, & Patricia C. Dahm. "Bringing Home the Bacon: What Explains the Relationship Between Primary Breadwinner Status and Pay?" Under Review at Industrial Relations.

Manchester, Colleen Flaherty and Qianyun Xie. "Learning Through the Lens of Your Job: Acquisition of Non-Transferable Human Capital by Employees." Under review for ILR Review Special Issue.

Goda, Gopi S., Matthew Levy, Colleen Flaherty Manchester, Aaron Sojourner, and Joshua Tasoff. 2017. "Mechanisms behind Retirement Saving Behavior: Evidence from Administrative and Survey Data." Preparing for first submission.

Goda, Gopi S., Matthew Levy, Colleen Flaherty Manchester, Aaron Sojourner, and Joshua Tasoff. "The Role of Time Preferences and Exponential-Growth Bias in Retirement Savings." NBER Working Paper #21482. Preparing for re-submission.

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

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

Work in Progress

Goda, Gopi S., Matthew Levy, Colleen Flaherty Manchester, Aaron Sojourner, and Joshua Tasoff. “How Do Retirement Income Tools Affect Saving Decisions? Evidence from a Field Experiment.” (Data collection phase)

Alan Benson, Colleen Flaherty Manchester, Myles Shaver. “Attached at the Hip? The Mobility Constraints and Career Opportunities of Dual-Career Couples” (Data analysis phase)

Tor Eriksson, Colleen Flaherty Manchester, Nina Smith. “Labor Market Segregation and Gendered Stereotypes of Managers” (Data analysis phase)

Goda, Gopi S., Matthew Levy, Colleen Flaherty Manchester, Aaron Sojourner, and Joshua Tasoff. “The Effect of the Default Asset on Retirement Plan Contributions,” (Data analysis phase)

Leslie, Lisa M., Colleen Flaherty Manchester, Eden King, and Julie Wellmann. Family-responsibility Meta Analysis (Data collection phase).

Manchester, Colleen Flaherty, Julie Kmec, and Lisa M. Leslie. “Unpacking the Motherhood Penalty.” (Design phase).

CONFERENCE PRESENTATIONS

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| 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
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INVITED PRESENTATIONS AND SEMINARS

- 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).
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- 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

- 2016 – Present Retirement Plan Governance Committee, University of Minnesota, President’s Appointment.
- 2016 – Present Curator, Gender Policy Report, Labor and Family Area
- 2016 – Present Editorial Board, Human Resource Management Review
- 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 – Present University Honors Program, Faculty Advisory Board
- 2009 – Present 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, 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.

SELECTED HONORS AND AWARDS

- 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