

UZH Women in Economics

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1. What insights about the job market do you wish you had known during your own search that you know now?

- Apply widely (2022-23 Twitter experiment, median 100-150 applications)
- Try not to impose strong geographic constraints
 - If an interview committee member asks you, say “no geographic constraint”
 - Tolerate temporary separation with your partner: “partnership program”
- Never badmouth your co-author(s) or fellow students
 - Always talk up your fellow students if asked
- Don’t negotiate before you have an offer
- Prepare for each group of interviewers (read their recent papers)

2. Could you share your experience with gender-specific challenges in economics and how you've addressed them?

- Conferences and interviews
 - Don't over-dress or under-dress
 - Be formal but comfortable
- Take each presentation opportunity as if this were the only one you have
 - Prepare your slides well
 - Practice by yourself (record it and listen), with friends, with your advisor(s), at lab meetings
- How to handle an aggressive audience at a seminar (women are interrupted earlier and more often)
 - Stay calm
 - Take control – “You are two slides ahead of me.” “I will address that question in part two of the talk.”
 - Anticipate controversial questions and announce your plan ahead of time
- If you encounter inappropriate behavior in your institution, at conferences, seminar trips
 - Find an excuse to leave the place; or just get up and leave
 - Report it to the ombuds person, a trusted friend or senior colleague among the conference organizers

3. What advice would you offer specifically about negotiation strategies for women in academia?

- I am not very good at negotiations, but my friend Rachel Croson is
- If you have multiple offers (or an attractive outside offer)
 - Set up a meeting with your department chair or dean
 - Share the terms of the offer
 - Tell them what it takes for you to stay: “If you do xx, **I will stay.**”
 - It is a long-term relationship, so be constructive and tell them what resources you would need to do what you would really like to do (there might be limited things they can do about salaries, but they can give you a teaching reduction, build a new lab, give you more discretionary research funding, etc.)
 - Don't threat: “If you don't do this, I will leave.”
 - Be prepared to leave.
- Practice with a friend, esp. someone who is good at negotiations

4. How have mentoring relationships influenced your career trajectory?

- Being a mentee was the most wonderful experience in my academic life when I was an assistant professor (CCOFFEE 1998-2002)
 - Our mentors: Betsy Hoffman and Catherine Eckel
 - My team: Rachel Croson, Laura Razzolini, Sarah Solnick and Lise Vesterlund
 - Monthly updates and gathering at conferences – accountability, advice giving and taking, friendship
 - A much larger professional network
 - We still talk and seek each other's advice today!
- Being a mentor: Paying forward, giving back, a truly rewarding experience
 - For CeMENT (AEA)
 - For ESA (till today)
- Highly recommend applying for a mentoring program that you qualify for
- Key component for success: **Reciprocity**

5. What is your approach to selecting and prioritizing research projects?

- Focus on your **BIG** ideas (Ernst's rule of thumb)
- Every research project has its opportunity cost
 - A small idea takes just as much time to complete and publish as a big idea
- Discuss your ideas with your advisor(s), other professors, fellow students, lab meeting, anyone who would listen
- **Theory** – work out a simple case, then elaborate
- **Experiment**
 - Don't test just any theory in the lab
 - A rule of thumb – the theory should be published at the top five, or the lowest venue - JET

6. Could you share effective strategies for building academic networks?

Acknowledgement:

- Subsequent slides on networking are modified from a slide deck from the 2021 North American “ESA Mentoring Panel: Before Tenure”
- Panelists include David Cooper, Erin Krupka, Victoria Prowse, and Lise Vesterlund
- Location: Tucson, AZ

What is the goal of networking?

- Let people get to know your work
 - Orient/ place you in an intellectual field (s/he works on x, asks questions y)
- Get to know others and what they work on
 - Orient / place them in an intellectual field
- Reasons to do this (a few): cite your work, collaborate, reciprocal support (eg. through reading and commenting)
- Where do you do this (modalities for doing this)
 - Conferences
 - Other department / university / college (eg. seminar)
 - Your department / university / college
 - Email / Twitter / social media platforms
 - Refereeing: a way establish a reputation among senior people in your field

Broad types of conferences

- Big crown jewel meeting: e.g., ASSA
- Field specific: e.g., ESA
- Young academic conference
- Also look at the pre-conference workshops
 - smaller, easier to interact with senior people
- Doctoral consortium in your field – all about networking
- There are lots of conferences – how do you choose what you care about?

Time management at conferences

- Spend time identifying whom you should be meeting and what sessions to attend.
 - Your field, related fields to your area of interest, trending topics of interest to your community
- Reach out **prior to the conference** to high-demand faculty
 - (ASK) Set up a time to talk about a specific question you have
 - (No Ask) Say Hi and tell them you work on x (related to theirs) and that you look forward to their talk.
- No sleeping “in” at a conference

Specific strategies

- Ask your advisor for a little help
 - at conferences (introductions, invitations to dinners or lunches etc.)
 - Introductions to faculty who work in your area of interest and are not at your home institution
- At conferences
 - Say “yes” to Dinner engagements that are not with your friends
 - Pre-identify and reach out to faculty you wish to meet at conferences
 - Also, emailing papers during conference or while writing
- **Email folks on the reference list when the paper is done**
- **Giving seminars** – how do you get invited
 - Reach out to those who interviewed you while you were on the job market, they were interested in your work then...and they will be interested in your work now that you want to give a seminar
 - Reach out when you email with that new paper and say “would be happy to give a talk some time if there is a slot”
 - Linking – “Hi, I got invited to this seminar which is near by” / “Hi, I noticed your paper on topic X and I just finished this paper on topic X-related and am looking to give a seminar to get feedback...”

Some Useful Resources

- ESA [Mentoring Page](#)
- Pathways to Tenure ([video](#); [slides](#))
- Publishing experimental economics papers:
 - [Roland Benabou](#): Experimental Economics at the *AER* ([slides](#))
 - [Leeat Yariv](#): Experimental papers at *AEJ: Micro* and *Econometrica* ([slides](#))
- Grant Funding for Economic Experiments:
 - Featuring Nancy Lutz, Mary Rigdon, Catherine Eckel, Laura Razzolini ([slides](#))
- Work-Life Balance:
 - Featuring John Duffy, Johanna Mollerstrom, and Jennifer Pate ([slides](#))
- Daily writing: [How to write a lot](#) by Paul Silvia