

October 2017

**JANICE FANNING MADDEN**

**ADDRESS:** Department of Sociology  
University of Pennsylvania  
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**PERSONAL:** U.S. Citizen

**EDUCATION:** Duke University, Durham, North Carolina  
M.A., Economics, 1971  
Ph.D., Economics, 1972

University of Denver, Colorado  
B.A., *cum laude*, Economics, 1969

**EMPLOYMENT:**

University of Pennsylvania, Philadelphia, PA:

Professor, Department of Sociology, 1994 to present; Department of Regional Science, 1988 to 1994; Associate Professor, 1979-88; Assistant Professor, 1972-78. Professor, Department of Real Estate, The Wharton School, 1990 to 2016.

Associate Chair, Department of Sociology, 2009-11.

Chair, Graduate Group in Demography, 2007-8.

Director of Alice Paul Research Center and the Women's Studies Program, chair, Women's Studies Undergraduate Major, University of Pennsylvania, 1988-1991; 2002-2004.

Interim Director (1998-99); Director of the Masters of Government Administration Program (2000-2002), Fels Institute of Government.

Vice Provost for Graduate Education, 1991 to 1999.

Undergraduate Chair, Department of Regional Science, 1979-91.

Member of the Graduate Groups in Regional Science, in Demography, in Sociology, and in City and Regional Planning.

Research Associate, Population Studies Center.

Professor, Fels Center of Government, 1999 to 2016.

Co-Director, Penn-Temple Philadelphia Economic Monitoring Project, 1987-91.

Visiting Scholar, Research Division, Federal Reserve Bank of Philadelphia, 1999-2000 and 2005.

Visiting Scholar, Indonesia Second University Development Project, University of Indonesia, Jakarta, 1991.

Member and Consultant, Scientific Advisory Committee, U.S. Army Family Research Program, 1987-92.

Consultant, HCR, Washington, D.C. 1983-85.

Faculty, Federal Judicial Center, Washington, D.C. 1983-84.

Board of Directors (1980-2002) and Consultant (1980-present), Econsult Corp., Philadelphia, PA.

Consultant, U.S. Equal Employment Opportunity Commission, 1979-1991.

Consultant, U.S. Department of Justice, 1984-1988.

Consultant, Abt Associates, Cambridge, Mass., 1979-81.

Staff Economist, National Commission on Employment and Unemployment Statistics Washington, D.C., 1978.

Instructor, Department of Economics, Duke University, Durham, NC, 1971-72.

Consultant, Low Income Housing Corporation, Durham, NC, 1971.

Economist, Federal Power Commission, Washington, D.C., 1970.

AIIESEC intern, Computer Programmer, Ladapoulos Paper Mill, Patras Greece, 1968.

## **HONORS AND AWARDS:**

Boettcher Scholar, 1965-69

Phi Beta Kappa, 1969

AAUW Outstanding Senior Woman, 1969

James B. Duke Fellow, 1969-72

Manpower Development and Training Act Dissertation Fellow, 1972

Robert C. Daniels Foundation Term Chair in Urban Studies, 1990-2000

Academic Excellence Award, Trustees' Council of Penn Women, 1997

Leadership Alliance Award, 1999

Woman of Distinction, 2000, *Philadelphia Business Journal*  
Fritz Pollard Alliance (NFL) Game Ball Award, 2004  
Faculty Award, Friars Senior Society of the University of Pennsylvania, 2004  
Ballard Scholar, University of Pennsylvania Real Estate Center, 2005  
Penn Women's Center 2007 Leadership Award  
Fellow, Regional Science Association International, elected 2009  
Faculty Fellow, Penn Urban Research Institute, 2009  
Chair, North American Regional Science Council, 2010  
David E. Boyce Award, North American Regional Science Council, 2010  
Chair of the Board, American Academy for Political and Social Sciences, 2011-present  
President, North American Regional Science, 2014  
Trustee's Council of Penn Women/Provost Award for Promoting Gender Equality, 2017

## **PUBLICATIONS:**

### **Books:**

*The Economics of Sex Discrimination* (Lexington, Mass.: D.C. Heath and Company, 1973). Second Printing, 1975.

*Post-Industrial Philadelphia: Structural Changes in the Metropolitan Economy* with William Stull (Philadelphia: University of Pennsylvania Press, 1990).

*Work, Wages, and Poverty: Income Distribution in Post-Industrial Philadelphia* with William Stull (Philadelphia: University of Pennsylvania Press, 1991).

*Changes in Income Inequality within U.S. Metropolitan Areas* (Kalamazoo, MI: Upjohn Institute for Employment Research, 2000).

*Mommies and Daddies on the Fast Track: Success of Parents in Demanding Professions* with Jerry A. Jacobs (ed.) *The Annals of the American Academy of Political and Social Sciences*, (November 2004)

### **Articles:**

"Performance Pay, Performance-Support Bias, and Racial Pay Gaps among Stock Brokers," with Alexander Vekker, *Industrial Relations*, Vol. 56, no. 4, October 2017, pp. 662-687.

"Foreign Born Population Concentration and Neighborhood Growth and Development within U.S. Metropolitan Areas," with Matthew Ruther and Rebecca Tesfai, *Urban Studies* forthcoming.

"Gayborhoods: The Economics and Demographics of the Concentration of Gays within Large American Cities," with Matthew Ruther, in *Regional Science Matters – Studies Dedicated to Walter Isard* edited by Adam Rose, Peter Nijkamp, and Karima Kourtit. (Berlin: Springer Verlag, 2014)

"Changing Racial and Poverty Segregation in Large U.S. Metropolitan Areas, 1970-2009," *International Regional Science Review*, Vol. 37, no. 3, January 2014, pp. 9-35. Lead article.

- “Limitations on Diversity in Basic Science Departments,” with Phoebe Leboy, *DNA and Cell Biology*, Vol. 31, no. 8, August 2012, pp. 1365-1371.
- “Performance-Support Bias and the Gender Pay Gap among Stockbrokers,” *Gender & Society*, Vol. 26, no. 3, June 2012, pp. 488-518.
- “Have the NFL’s Rooney Rule Efforts ‘Leveled the Field’ for African American Head Coach Candidates?” with Matthew Ruther, *Journal of Sports Economics* Vol. 12, no. 4, April 2011, pp. 127-142. Lead article.
- “Reply to: Differences in the Success of NFL Coaches by Race: A Different Perspective,” with Matthew Ruther, *Journal of Sports Economics* Vol. 10, no. 5, 2009, pp. 543-550.
- “Practitioners’ Roles and Practicum Courses in the Degree Program,” with Robert Garris and William M. Rodgers III, *Journal of Policy Analysis and Management*, Vol. 27, no. 4, Autumn 2008, pp. 992-1003.
- “Population Changes and the Economy,” *Wharton Real Estate Review*, Vol. IX, no. 1, Spring 2005, pp. 41-61.
- “Differences in the Success of NFL Coaches by Race, 1990-2002: Evidence of Last Hire, First Fire” *Journal of Sports Economics*, Vol. 5, no. 1, February 2004, 6-19. Lead article.
- “Has the Concentration of Income and Poverty Among Suburbs of Large U.S. Metropolitan Areas Changed Over Time? *Papers in Regional Science*, Vol. 82, no.2, April 2003, 249-75.
- “The Changing Spatial Concentration of Income and Poverty among Suburbs of Large U.S. Metropolitan Areas” *Urban Studies*, Vol. 40, no. 3, March 2003, 481-503.
- “Measuring Changes in the Spatial Concentration of Income and Poverty among Suburbs of Large U.S. Metropolitan Areas.” In *Uddevalla Symposium 2001: Regional Economies in Transition*, (Uddevalla, Sweden: University of Trollhättan/Uddevalla, 2001), pp. 327-348.
- "Do Racial Composition and Segregation Affect Economic Outcomes in Metropolitan Areas?" in E. Anderson and D. Massey (ed.) *Problem of the Century: Racial Stratification in the United States at Century's End* (New York: Russell Sage, 2001), pp. 290-316.
- "Creating Jobs, Keeping Jobs, and Losing Jobs: Cities and Suburbs in the Global Economy" *The Annals of the American Academy of Political and Social Science*, Vol. 572, November 2000, pp.78-90.
- "Have Economic Changes Made Metropolitan Government More Attractive to Suburbs?" *State and Local Government* Vol. 1, Spring 2000, pp. 28-39.

- "The Challenges That Success Has Generated for the Research University," in W. Xin and M. Wanhua (ed.) *The University of the 21<sup>st</sup> Century: Proceedings of the Forum of Higher Education in Conjunction with the Centennial of Peking University* (Beijing: Peking University Press, 1998), pp. 127-130.
- "Changes in the Distribution of Poverty across and within U.S. Metropolitan Areas: 1979-89," *Urban Studies*, vol. 33, no. 9, November 1996, pp. 1581-1600.
- "Regional Science: A Call for Multi-Disciplinary Integration," *International Regional Science Review*, Vol. 17 no. 3, 1994, pp. 351-3.
- "Problems Solved and Problems Unaddressed by the Civil Rights Act of 1991," *Forum for Social Economics* (Fall 1992), pp. 60-70.
- "The Wage Effects of Residential Location and Commuting Constraints on Employed Married Women" with Lee-in Chen Chiu, *Urban Studies*, (June 1990), pp. 353-369.
- "Residential Segregation and the Economic Status of Black Workers: New Evidence for an Old Debate" with Mark Hughes, *Journal of Urban Economics*, Vol. 29 (1991), pp. 28-49.
- "The Distribution of Economic Losses Among Displaced Workers: Measurement Methods Matter," *Journal of Human Resources*, (Winter 1988), pp. 93-107.
- "Gender Differences in the Cost of Displacement: An Empirical Test of Discrimination in the Labor Market," *American Economic Review* (May 1987), pp. 246-251.
- "The Year of the Tenure Decision: Strategies for Survival," *Newsletter of the American Economic Association Committee on the Status of Women in the Economics Profession* (Spring/Summer 1987), pp. 8-13.
- "Shifts among the Counties in Job and Resident Workers, 1960-1980" with Mark Hughes, in A.A. Summers and T.F. Luce (eds.), *Economic Development within the Philadelphia Metropolitan Area* (Philadelphia: University of Pennsylvania Press, 1987), pp. 24-34 and 165-170.
- "Achieving Title VII Objectives at Minimum Social Costs: Optimal Remedies and Awards" with Jennifer Wissink, *Rutgers Law Review* (Spring 1985), pp. 997-1017.
- "The Persistence of Pay Differentials: The Economics of Sex Discrimination," *Women and Work: An Annual Review* (Beverly Hills: Sage Publications, 1985), pp. 76-114.
- "Urban Wage Gradients: Empirical Evidence," *Journal of Urban Economics* (1985), pp. 291-301.
- "The Measurement of Employment Discrimination: Reduced Forms, Reverse Regression, Comparable Worth and the Definition of Labor Markets" *Proceedings of the American Statistical Association, Social Statistics Section*, 1982, pp. 162-8.

"Interstate Sales and Employment Effects in the Wholesale and Retail Trade Industries of Changes in the Federal Minimum Wage Legislation, 1958-1977" with Joyce Cooper, *Report of the Minimum Wage Study Commission* (Washington, D.C.: Government Printing Office, 1981), pp. 273-296.

"Why Women Work Closer to Home" *Urban Studies* 18 (1981), pp. 181- 194.

"Spatial Implications of Increases in the Female Labor Force: A Theoretical and Empirical Synthesis" with Michelle White, *Land Economics* (November 1980), pp. 432-446.

"Urban Land Use and the Growth in Two Earner Households" *American Economic Review* 70 (May 1980), pp. 191-197.

"Economic Rationale for Sex Differences in Education" *Southern Economic Journal* 44 (April 1978), pp. 778-797.

"Women's Work Trips: An Empirical and Theoretical Overview" with Michelle White, *Women's Travel Issues: Research Needs and Priorities*, U.S. Department of Transportation, (Washington, D.C.: Government Printing Office, 1979), pp. 201-242.

"A Spatial Theory of Sex Discrimination" *Journal of Regional Science* 17 (December 1977), pp. 151-171.

"An Empirical Analysis of the Spatial Elasticity of Labor Supply" *Papers, Regional Science Association* 39 (1977), pp. 151-171.

"Discrimination--A Manifestation of Male Market Power?" in C.B. Lloyd (ed.), *Sex, Discrimination and the Division of Labor* (New York: Columbia University Press, 1975), pp. 146-174.

"The Development of Economic Thought on the 'Women Problem'" *The Review of Radical Political Economics* 4 (July 1972), pp. 21-33.

### **Comments and Reviews:**

"Gender Pay Gap" *Encyclopedia of Social Theory*, Sage Publications, forthcoming 2015.

"Comment: Job Decentralization and Postwar Suburbanization: Evidence from State Capitals," in *Brookings-Wharton Papers on Urban Affairs 2009* (Washington, DC: The Brookings Institution, 2009), pp. 24-29

Book Review: *Urban America: Growth, Crisis and Rebirth* by John F. McDonald in *Journal of Regional Science* (August 2009), pp. 574-7.

Book Review: *The Face of Discrimination: How Race and Gender Impact Work and Home Lives* by Vincent J. Roscigno in *Social Forces*, Vol. 87(4), (June 2009), pp. 2218-2220.

"Preface." *Mommies and Daddies on the Fast Rack: Success of Parents in Demanding Professions* with Jerry A. Jacobs (ed.) *The Annals of the American Academy of Political and Social Sciences*, (November 2004)

- Review: *The Boston Renaissance* (by Bluestone and Stevenson), *Detroit Divided* (by Farley, Danziger, and Holzer) and *The Atlanta Paradox* (edited by Sjoquist) in *Urban Studies* (Jan. 2002) Vol. 39, No. 1, pp 163-7.
- Book Review, *The New Urban Frontier: Gentrification and the Revanchist City* in *Journal of Regional Science* (February 1998), 179-81.
- "Comment: Work Norms and Professional Labor Markets" in Francine Blau and Ronald Ehrenberg (ed.) *Gender, Family, and the Workplace* (New York: Sage Publications, 1997), pp. 206-209.
- Book Review, *Forbidden Grounds: The Case Against Employment Discrimination Laws* in *Journal Policy Analysis and Management* (1993).
- "Discussion: Empirical Consequences of Comparable Worth" in M.A. Hill and M.R. Killingsworth (ed.) *Comparable Worth: Analyses and Evidence* (Ithaca, NY: ILR Press, 1989), pp. 107-111.
- Book Review, *Regional Labor Markets*, in *Journal of Regional Science* (February 1989).
- "Comparable Worth" *Journal of Policy Analysis and Management*, (Fall 1987), Vol. 7, No. 1, pp. 147-150.
- "Review of Recent Research on Women and Work" *Signs: A Journal of Women in Culture and Society*, (Spring 1985), pp. 589-593.
- "Availability Analyses for Affirmative Action Plans" in *Restructuring Availability Analysis for Affirmative Action Planning* (Abt Associates, Inc., 1981), pp. 181-191.
- "Discussion: Has Occupational Licensing Reduced Geographic Mobility and Raised Earnings?" in S. Rottenberg (ed.) *Occupational Licensure and Regulation* (Washington, D.C.: American Enterprise Institute, 1980, pp. 337-339).
- "Comments on Career Decisions" in E. Andrews, C. Gilroy, and C.B. Lloyd (ed.), *Women in the Labor Market*, (New York: Columbia University Press, 1979), pp. 158-167.
- "Discussion: The Implications of Changing Family Patterns and Behavior for Labor Force and Hardship Measurement" in *Concepts and Data Needs*, National Commission on Employment and "Comments on Impacts of Transportation Control Plans" Proceedings of Conference on the Regional and Urban Impacts of Government Policy, State University of New York, Buffalo, NY, May 1978.
- "The Patterns of Sex Discrimination" *Monthly Labor Review* 98 (November 1975).
- Book Review, *Equal Employment Opportunity and the AT&T Case*, in *Journal of Human Resources*, (Winter 1977).
- Book Review, *Time of Transition*, in *Signs: A Journal of Women in Culture and Society* (Summer 1978).
- Book Review, *Women, Minorities and Employment Discrimination*, in *Industrial and Labor Relations Review*, (October 1978).

“Women and the New Reserve Army of the Unemployed: Comment III.” *Signs: A Journal of Women in Culture and Society* (Spring 1976).

### **Working Papers:**

“The Paradox of Expanding Ghettos and Declining Racial Segregation in Large U.S. Metropolitan Areas,” with Matthew Ruther, October 2017.

“Are Gender Differences in the Gay Pay Gap Due to Unmeasured Gender-Linked Characteristics, Household Division of Labor, or Greater Bias Against Gay Men?” with Pearl Kyei, May 2013.

### **Academic Conference and Invited Presentations** (last five years):

“The Anatomy of Declining Racial Segregation: Large US Metropolitan Areas, 1970-2013,” North American Regional Science, Portland, OR, November 14, 2015.

“Foreign Born Population Concentration and Neighborhood Growth and Development within U.S. Metropolitan Areas,” with Matt Ruther and Rebbecca Tesfai, Urban Affairs Association, Miami, FL April 10, 2015.

“The Anatomy of Declining Racial Segregation: Large US Metropolitan Areas, 1970-2009,” Western Regional Science Association, Phoenix, AZ, February 16, 2015.

“Labor, Economics, and Discrimination,” University of Houston, Department of Africana Studies, February 6, 2015.

“The Demography of Commuting: How Population Groups Create and Respond to Cities,” North American Regional Science Association, Washington, DC, Presidential Lecture, November 2014.

“The Anatomy of Declining Racial Segregation: Large US Metropolitan Areas, 1970-2009,” Southern Regional Science Association, San Antonio, TX, March 28, 2014.

“The Anatomy of Declining Racial Segregation: Large US Metropolitan Areas, 1970-2009,” USC Lusk Center Rena Sivitraniidou Annual Research Symposium, Los Angeles, CA, March 7, 2014.

“Gayborhoods: The Economics and Demographics of the Concentration of Gays within Large American Metropolitan Areas,” Association for Real Estate and Urban Economics, Philadelphia, PA, January 2014.

“Gayborhoods: The Economics and Demographics of the Concentration of Gays within Large American Metropolitan Areas,” Association for Public Policy and Management, Washington, DC, November 2013.



"Gender Differences in the Gay Pay Gap: Unmeasured Gender-Linked Characteristics, Household Division of Labor, or Greater Bias against Gay Men?" with Pearl Kyei, Association for Public Policy and Management, Washington, DC, November 2013.

"Gayborhoods: The Economics and Demographics of the Concentration of Gays within Large American Cities," North American Regional Science Meetings, Ottawa, Canada, November 2012.

"Performance-Support Bias and the Gender Pay Gap among Stockbrokers," Research Seminar of the Women and Public Policy Program, John F. Kennedy School, Harvard University, September 20, 2012.

"Advancing Women: Where We Are Today," Network of Executive Women, Rancho Palos Verdes, California, August 1, 2012.

"Are Gender Differences in the Gay Pay Gap Due to Unmeasured Gender-Linked Characteristics, Household Division of Labor, or Greater Bias Against Gay Men?" Women and Family Researchers Network Conference, New York City, June 16, 2012.

"Changing Racial and Poverty Segregation in Large US Metropolitan Areas, 1970-2009," North American Regional Science Meetings, Miami FL, November 10, 2011.

"Anti-Discrimination Policy and Output-based Pay: The Case of Stock Broker Commissions," Association for Public Policy Analysis and Management, November 4, 2010, Boston, MA

"Connecting Changes in Racial Segregation and Poverty Segregation in Large U.S. Metropolitan Areas, 1970-2000," North American Regional Science Meetings, Denver, CO November 12, 2010.

## **Reports:**

"Statement of Janice Fanning Madden on HB 1890," Labor and Industry Committee Public Hearing, Commonwealth of Pennsylvania, Harrisburg PA, September 18, 2014

"The Demographic and Income Dynamics of Shifts within Large Metropolitan Areas, 1970-2000: Explaining Variations in Racial and Poverty Segregation across Large Metropolitan Areas" Office of Policy Development and Research, U.S. Department of Housing and Urban Development Grant H-21443RG (June 2006)

"Are the Suburbs Really Changing? Examining Changes in the Distribution of Income and Poverty Among Suburban Municipalities of Large Metropolitan Areas" Center on Urban and Metropolitan Policy, The Brookings Institution (January 2001)

"Interstate Sales and Employment Effects in the Wholesale Trade and Retail Trade Industries of Changes in the Federal Minimum Wage Legislation, 1958-77" Contract No. J-9-M-0-0072, Minimum Wage Study Commission (March 1981).

"The Effects of Employment Location and Scheduling of Work Shifts on Women's Employment Opportunities" Grant No. 91-42-78-31, Department of Labor (January 1981).

"The Geographic Targeting of Job Programs" Contract No. 99-0-2698-50-24, National Commission for Employment Policy, (October 1980).

"Report on House Bill 2044: Consequences for the General Assistance Population (joint with others), Senate, Commonwealth of Pennsylvania (May 1980).

"Effects of Changing Household Structure on Cities" Grant No. R01-H-31400-01, National Institute on Mental Health, (June 1980).

"Evaluating the Returns to the Education of Women: Economic Rationale for Sex Differences in Education" Grant No. NIG-G-74-0094, National Institute of Education, (January 1977).

"Evaluating the Returns to the Education of Women" Spencer Foundation, (January 1975).

"The Economics of Sex Discrimination" Grant No. 91-37-72-26 Manpower Administration, U.S. Department of Labor, (July 1972).

#### **FELLOWSHIPS AND GRANTS:**

Wharton Sports Business Initiative, "Differences in the Success of NFL Coaches by Race, 2003-2008: Is There Still Evidence of Last Hire, First Fire?" July 2008-June 2009

Penn Urban Research Institute, "Faculty Forum: Cities around the World: Networks, Form, Function" January 2006-July 2007 co-investigators: Richard Estes and Don Kettl.

U.S. Department of Housing and Urban Development, "The Demographic and Income Dynamics of Shifts across Suburban Municipalities within Large Metropolitan Areas: 1970-2000." June 2004-September 2005.

Alfred P. Sloan Foundation, "Parents on the Fast Track in Demanding Professions." (with Jerry Jacobs) September 2003-April 2004.

Ronald McNair Grant to support undergraduate students to prepare for Ph.D. education, 2000-5, \$1 million.

Brookings Foundation, "The Changing Demographics of Suburbs: Implications for City-Suburban Cooperation," May 1998-May 2000.

National Science Foundation "Analysis of Variation in the Intrametropolitan Distribution of Income and Earnings," February 1993-March 1995. REU June-August 1993.

W.E. Upjohn Institute for Employment Research, "Changes in Income Inequality within U.S. Metropolitan Areas," January 1993- December 1995.

Patricia Roberts Harris Grant to support doctoral students at Penn, 1993-8, \$1.7 million.

William Penn Foundation joint with Ben Franklin Partnership, "Temple-Penn Philadelphia Economic Monitoring Project" July 1988-June 1991.

Faculty Grant, Mellon Foundation Program on Assessing and Revitalizing the Social Sciences, "Industrial Transitions, Work Schedule Changes and the Welfare of American Workers" May 1987 - December 1987. Faculty Grant, Mellon Foundation Program on Assessing and Revitalizing the Social Sciences, "City Residences and the Employment of Black Women Who Head Households" August 1986 - February 1987.

Public Policy Initiatives Fund, "The Economic Significance of Displacement for Workers: An Empirical Investigation of Gender Differences," July 1985 - June 1986.

Faculty Grant, Mellon Foundation Program on Assessing and Revitalizing the Social Sciences, "Racial Wage Gradients in the Philadelphia, New York, and Washington, D.C. Labor Markets: An Examination of the Gilded Ghetto Debate" May 1985 - December 1985.

National Commission on Employment Policy, "Geographic Boundaries of Labor Markets" June 1980 - October 1980.

Minimum Wage Study Commission, U.S. Department of Labor, "Interstate Employment Effects of the Federal Minimum Wage Law," March 1980 - February 1981.

U.S. Department of Labor, "The Effects of Employment Location and Scheduling of Work Shifts on Women's Employment Opportunities," September 1978 - May 1980.

National Institute of Mental Health, R01-MH-31400-01 "Effects of Changing Household Structure on Cities," July 1978 – July 1980.

National Institute of Education, "Evaluating the Returns to the Education of Women," September 1974 - May 1976.

Spencer Foundation, "Evaluating the Returns to the Education of Women," January 1974 - December 1974.

University of Pennsylvania Faculty Fellowship, "Deriving a Spatial Labor Supply Curve," June 1974 - September 1974.

## **OTHER PROFESSIONAL ACTIVITIES:**

North American Regional Science Council:

Elected President for 2014;  
Elected Council Chair, 2010;  
Elected by membership to council, 1992-95 and 2008-11;  
Member, Benjamin R. Stevens Dissertation Fellowship Committee, 2005-8, Chair, 2006;  
Chair and Organizer, North American Regional Science Meetings, Philadelphia, PA,  
November 20-22, 2003.

Association for Public Policy Analysis and Management (APPAM):

Elected Secretary, 2012-2014;  
Elected member of Policy Council (representative of the Institutional Representatives),  
2008-2012;  
Chair, Doctoral Dissertation Prize Committee, 2007;  
Elected Secretary, Association Institutional Representatives Committee, 2007-9.

Member, American Academy of Political and Social Sciences Board, 2001-7; 2010-present; member  
of Finance Committee, 2003-present; chair of the board, 2011-2018.

Member, National Academies Committee on National Statistics' Panel on Measuring and Collecting  
Pay Information from U.S. Employers by Gender, Race, and National Origin, 2011 to  
present. Published report: *Collecting Compensation Data from Employers* (Washington, DC:  
National Academy Press, 2013).

Chair, National Research Council Committee on Assessing the Portfolio of the Science Resources  
Studies Division of the National Science Foundation, 1998-2000. Published report: *Measuring  
the Science and Engineering Enterprise: Priorities for the Division of Science Resources Studies*  
(Washington, DC: National Academy Press, 2000).

Association of Graduate Schools (AGS):

President, 1996-97;  
Elected member of Steering Committee, AAU/AGS Project for Research on Doctoral  
Education, 1993-00.  
Elected to Executive Committee, 1994-8.

Association of American Universities (AAU) Committee on Graduate Education, 1996-98.

Elected to Board, Council of Graduate Schools, 1996-1999.

Graduate Record Examination Board (AGS representative) 1994-8; Research Committee.

Editorial Boards:

*International Economic Review*, 1978-1993  
*Economic Geography*, 1991-1995  
*Women and Work*, 1984-present  
*Urban Studies*, 1996-2012;  
U.S. editor, 1997-2001  
*Journal of Regional Science*, 2012-2019

Advisory Board, The H. John Heinz III School of Public Policy and Management, Carnegie Mellon University, 1992-1998.

Advisory Committee, Graduate School of Arts and Sciences, Emory University, 1999

External Review Committees, The Sanford Institute of Public Policy, Duke University, 1995; graduate education at the University of Virginia, 1997, Graduate School of Arts and Science, Washington University at St. Louis, 2005.

Review Committee, Ontario Council on Graduate Studies, Canada, December 1998-March 1999.

Oversight Committee, Career Planning Center for Beginning Scientists and Engineers, National Academy of Sciences, 1996-1999.

Member, Committee on Vocational Education and Economic Development in Depressed Areas, National Research Council, National Academy of Sciences, 1982-83; prepared *Education for Tomorrow's Jobs* (Washington, D.C.: National Academy Press, 1983).

Review Panel, NSF Faculty Awards for Women, Social and Economic Science, 1991.

American Economic Association Committee on the Status of Women in the Economics Profession, 1975-78.

Advisory Council, Office of Employment and Training, City of Philadelphia, 1981-84; Budget Committee; Executive Committee; Chair, Long Range Planning Committee.

Friends Select School:

Member, Board of Trustees, member, 1991-2000, 2002-2011;  
Vice-Chairman, Board of Trustees, 1993-6;  
Chair of Finance Committee, 1998-2000; member 1991-present.  
Chair of Financial Aid Committee, 2009-2011.

Board of Directors, Lombard Swim Club, 2010-present.

Chair of Audit Committee, 2013  
Chair of Finance Committee, 2013-14  
Treasurer, 2014-18.

Advisory Board, Philadelphia Child Support Project, 1987-1990.

Board of Directors, Creative Alternatives for Women, Jenkintown, Pa., 1979-82.

Board of Commissioners, Fellowship Commission, 1981-82.

Referee: American Economic Review; Journal of Political Economy; American Sociological Review; Economics of Education Review; Journal of Business and Economics; International Economic Review; Journal of Human Resources; Land Economics; Journal of Regional Science; Urban Studies; Regional Science and Urban Economics; International Regional Science Review; Regional Studies; Journal of Urban Affairs; Regional Science and Urban Economics; Journal of Public Policy and Management; Economic Development and Cultural Change; Growth and Change; Journal of Sports Economics; Journal of Peace Science; Policy Analysis; Signs: A Journal of Women in Culture and Society; Environment and Planning; Urban Studies; Geographic Analysis; The Professional Geographer; Industrial Relations; Industrial and Labor Relations Review; Journal of Economic Behavior and Organization; Social Science Research; Cityscape; Social Forces; Sociological Quarterly; Annals of Regional Science; Survey Research Center - Institute for Social Research, University of Michigan; National Council on Employment Policy, Washington, D.C.; American Academy, Berlin Germany.

Research Proposal Reviewer: National Institute of Education, U.S. Department of Health, Education and Welfare; National Science Foundation--Economics, Geography and Regional Science, Social Indicators, Sociology, and Public Policy and Regulation Sections.

### **COURSES TAUGHT:**

Undergraduate: Quantitative Methods of Urban and Regional Analysis, Economics of Discrimination, Sociology of Discrimination, Location Theory, Principles of Economics, Principles of Regional Science, Urban Economics.

Graduate: Microeconomic Theory, Regional Development and Human Capital Investment, Workshop in Labor Economics, Location Theory and Regional Analysis, Regional Labor Market Issues, Gender and the Labor Market, Research in Demography, Economic Demography; Research Methods in Demography, Economics and the Public Sector.

### **FACULTY COMMITTEES AT PENN:**

Head, Regional Science Department Graduate Admissions Committee, 1973-77  
Member, Regional Science Department Dissertation Proposals Committee, 1973-77  
Member, SAS Women's Advisory Committee, 1975-77, 1979-85, 2009-12.  
Member, SAS Women's Studies Governing Board, 1974-76  
Member, SAS Distributional Requirements Subcommittee, 1975-77  
Member, SAS Women's Studies Evaluation Committee, 1976-77  
Member, University Benefits Committee, 1976-77  
Member, SAS Regional Science Chairman Search Committee, 1976-77  
Chair, Faculty Senate Nominating Committee, 2008 (member 1978, 1980)

Hearing List, University Grievance Panel, 1979-82  
 Member, Search Committee for Executive Vice President, 1981  
 Member, SAS Undergraduate Statistics Education Committee, 1982  
 Chair, Faculty Senate Committee on the Faculty, 1981-82 (Member 1980-81, 2000-2004)  
 Member, President's Affirmative Action Council, 1982-1988 and 1991-1999.  
 Vice President, Women for Equal Opportunity at the University of Pennsylvania, 1981-82  
 Chair, Faculty Senate Committee on the Economic Status of the Faculty, 1984-85 (Member 1982-84); (Member 2000-2003); (Member 2011-present).  
 Member, Urban Studies Committee, 1982-85.  
 Chair, SAS Committee on Academic Freedom and Responsibility, 1986-1987 (Member 1987-1988).  
 Member, SAS Social Sciences Division Planning Committee, 1986-1988  
 Member, University Academic Planning and Budgeting Committee, 1987-90.  
 Member, Advisory Council, Women's Center, 1987-present.  
 Member, Provost's Committee for Planning the Academic Information Environment, 1988-1990.  
 Chair, SAS Committee on Committees, 1990-91 (Member 1989-90).  
 Faculty Affirmative Action Officer for the Social Sciences, SAS 1990-91.  
 Member, IRMC Education Subcommittee (use of computers in education), 1990-91.  
 Member, Provost's Staff Council, 1991-99.  
 Member, Minority Permanence Committee, 1992-99.  
 Member, Task Force on Revision of Just Cause and Other Personnel Procedures, 1992-93.  
 Member, Provost's Committee on Urban/Regional Programs, 1994-95.  
 Member, Search Committee for Associate Provost, 1995.  
 Member, Penn World Wide Web Steering and Advisory Committees, 1995-99.  
 Member, Executive Committee, Martin Luther King Holiday Activities, chair, external relations subcommittee, 1995-99.  
 Member, Council on Advice, University Chaplain's Office, 1995-96.  
 Member, Department of Sociology Undergraduate Curriculum Committee, 1995-97.  
 Member, Student Services Re-engineering Committee, 1996-97.  
 Member, Department of Sociology Executive Committee, 1997-98, 2001-2002, 2006, 2007-8.  
 Member, Personnel Committee, Department of Real Estate, 1996-98.  
 Member, Program, Executive, and Curriculum Committees, Fels Center of Government, 1997-2002.  
 Member, Personnel Committee, Department of Sociology, 1997-98, 2003-4, 2005-6 (chair), 2007-2009, 2009-2011(chair), 2013-14 (chair).  
 Chair, Student Health Insurance Committee, 1997-98, member, 1998-99.  
 Member, Distance Learning Committee, 1997-98.  
 Co-Chair, Ph.D. Funding Committee, 1997-99.  
 Chair, President's Committee on Asian American Students, 1998.  
 Member, SAS Saul Steinberg Lecture Committee, 1998.  
 Chair, Gender Equity in Athletics, 1999-2002.  
 Member, Deputy Provost Search Committee, 1999.  
 Member, Search Committee for Director of Fels Program, 1998-99, 2008.  
 Member, SAS Personnel Committee, 2000-2002.  
 Member, Gender Equity Task Force, 2000-2002.  
 President, Penn Chapter of Phi Beta Kappa, 2001-2002; Vice-President 2000-2001.  
 Member, Provost's National Research Council Study of Graduate Programs Committee, 2001-4.  
 Member, University Committee on Graduate Prizes, 2002.  
 Chair, University Planning Committee on Organizations, Institutions, and Leadership, 2001-02.  
 Member, University Committee on School of Social Work, 2001.

Member, Dean Search Committee, School of Social Work, 2002-2003.  
Member, Penn Middle States Committee on Graduate Education; chair of student support subcommittee, 2002-2004.  
Member, Spatial Data Analysis Graduate Planning Committee, 2004-2006.  
Chair, University TA Teaching Prize Committee, 2004.  
Member, Executive Committee, Penn Institute for Urban Research, 2004-present.  
Member, Masters of Urban Spatial Analytics Faculty Committee, 2004-present.  
Member, University Minority Equity Committee, 2004-5.  
Member, Faculty Senate Executive Committee, 2007-11.  
Chair, Extraordinary Recruitment Committee, Department of Sociology, 2008-9.  
Member, University Review Committee for Penn Institute for Urban Research, 2009.  
Member, Women's Faculty Forum, 2009-present.  
Chair, Faculty Committee for Fels, 2009-2012; member 2000-present.  
Chair, Faculty Senate Faculty Climate Survey Review Committee, 2011-2013.  
Member, Board of Penn Senior and Emeritus Faculty, 2011-2014.  
Member, Advisory Committee Gender, Sexuality and Women's Studies, 2010-2014.  
Chair, Penn Urban Research Institute Review Committee, 2014.  
Faculty Panelist, Sexual Misconduct Hearing Committee, 2015-16.