

Anne Boring

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MAIN RESEARCH FIELDS

Labor Economics, Economics of Organizations, Gender Economics

ACADEMIC POSITIONS

2023– Associate Professor, Department of Economics, Erasmus University Rotterdam
2018– Head of the Women in Business Chair, Sciences Po
2017–23 Assistant Professor, Department of Economics, Erasmus University Rotterdam
2015–17 Scientific Advisor for Pedagogical Innovation, Sciences Po
2010–17 Lecturer in Economics, Sciences Po
2014–15 Post-doc: Effective Gender Equality in Research and Academia, Sciences Po
2011–15 Assistant Dean for Economics & Mathematics, Sciences Po, Collège Universitaire

OTHER AFFILIATIONS

2021– Research Fellow, Tinbergen Institute
2017– Laboratory for Interdisciplinary Evaluation of Public Policies (LIEPP), Sciences Po
2014– Programme de recherche et d'enseignement des savoirs sur le genre, Sciences Po
2021–22 Research Fellow, Women and Public Policy Program, Harvard Kennedy School

EDUCATION

2012 PhD in Economics, U. Paris Dauphine
Title: “The Impact of the Pharmaceutical Industry on U.S. Trade Policy”
2006 Master’s degree in international economics and development, U. Paris Dauphine

DISTINCTIONS

2024 Chevalier de l’ordre national du Mérite, France

RESEARCH GRANTS & CONTRACTS

2023– NWO Open Competition SSH-M Grant: “Diversity in leadership positions and diversity, equity, and inclusion policies in Dutch firms” (€400,000)
2018– Chair at Sciences Po Paris, funded by the CHANEL Foundation, AXA Research Fund, and Goldman Sachs to conduct research on gender equality in the workplace (€240,000 annually)
2017–18 Alliance Program Grant for a joint research and pedagogical innovation project with Columbia University and Sciences Po: “Understanding and Reducing Gender Differences in Public Speaking” (\$15,000)
2014–15 EGERA, post-doc grant (funding from the European Union’s Seventh Framework Program for research, technological development and demonstration under grant agreement no 612413) to research gender-based inequalities in higher education and to find solutions to reduce these inequalities at Sciences Po
2014 French Development Agency grant for a study on the impact of aid on trade

- 2009–11 Research and teaching grant, U. Paris Dauphine
2006–09 PhD grant from the French Ministry of Research and Education

PUBLICATIONS

- Boring, A., & Delfgaauw, J. (2024). Social desirability bias in attitudes towards sexism and DEI policies at the workplace. *Journal of Economic Behavior & Organization*, 225, 465-482. [\[link\]](#)
- Boring, A., & Brown, J. (2024). Gender and choices in higher education. *Economics of Education Review*, 99, 102521. [\[link\]](#)
- Boring, A., & Moroni, G. (2023). Turning back the clock: Beliefs in gender norms during lockdown. *Labour Economics*, 84, 102363. [\[link\]](#)
- Boring, A., & Philippe, A. (2021). Reducing discrimination in the field: Evidence from an awareness raising intervention targeting gender biases in student evaluations of teaching. *Journal of Public Economics*, 193, 104323. [\[link\]](#)
- Azmat, G., & Boring, A. (2020). Gender diversity in firms. *Oxford Review of Economic Policy*, 36(4), 760-782. [\[link\]](#)
- Boring, A., Desrieux, C., & Espinosa, R. (2018). Aspiring Top Civil Servants' Distrust in the Private Sector. *Revue d'Economie Politique*, 128(6), 1047-1087. [\[link\]](#)
- Boring, A. (2017). Gender biases in student evaluations of teaching. *Journal of Public Economics*, 145, 27-41. [\[link\]](#)
- Boring, A., Ottoboni, K., & Stark, P. (2016). Student evaluations of teaching (mostly) do not measure teaching effectiveness. *ScienceOpen Research*. [\[link\]](#)
- Boring, A. (2015). The impact of patent protection on US pharmaceutical exports to developing countries. *Applied Economics*, 47(13), 1314-1330. [\[link\]](#)
- Biardeau, L., & Boring, A. (2015). L'impact de l'aide au développement sur les flux commerciaux entre pays donateurs et pays récipiendaires. *Papiers de Recherche AFD*, n°2015-13. [\[link\]](#)

WORK IN PROGRESS

Improving student evaluations of teaching

Stereotypes, self-image concerns, and job search behavior, with Katherine B. Coffman (Harvard), Dylan Glover (INSEAD) & Maria-José Gonzales-Fuentes (ENS Lyon)

Gender segregation in higher education, with Louis-Alexandre Erb (U. Paris-Est)

CHAPTERS IN EDITED VOLUMES

- La crise sanitaire et les inégalités entre les sexes en France. Boring, A., Sénac, R., Folgueras, M. D., Mercat-Bruns, M., & Périer, H. In *Le monde d'aujourd'hui: Les sciences sociales au temps de la Covid*, Lazar, M., Plantin, G. & Ragot, X. (ed.). 2020. Presses de Sciences Po: Paris. pp.117-131 [\[link\]](#)
- Gender bias in student evaluations of teaching. In *Women in Economics*, Lundberg (ed.). 2020. CEPR. [\[link\]](#)
- L'Entrepreneuriat des femmes : motivations et obstacles. In *Entrepreneuriat : l'odyssée des temps modernes ?*, *Regards croisés sur l'économie*, (19), 2017. La Découverte: Paris. pp. 130-142. [\[link\]](#)
- Student Biases for Male Professors in Student Evaluations of Teachers: What Consequences for

Female Professors? In *Gender and Education from Different Angles*, Jarecka–Zyluk & Holz (eds.). 2014. LIT Verlag: Munich. pp. 71–79.

REPORTS

- 2016 Study on the Career Trajectories of Sciences Po's Academic and Administrative Staff
- 2015 Second Gender Equality Report, EGERA deliverable (with Maxime Forest)
- 2014 Gender Equality Report, EGERA deliverable (with Viviane Albenga & H el ene P erivier), and Pilot study on gender bias in governance and evaluation, and report guidelines, EGERA deliverable number: D.5.1 (with Viviane Albenga)

VISITING

- 2021–22 Women and Public Policy Program, Harvard Kennedy School
- 2015 UC Berkeley, Statistics Department (April 6th–17th)
Stanford University, STVP Faculty Fellows Program (April 20th–May 1st)

PRESENTATIONS AT SEMINARS, CONFERENCES AND WORKSHOPS

- 2024 2024 EquiFirm Workshop (Bergen, Norway), USI Lugano (Switzerland), ESPE annual conference (scheduled June), Royal Economic Society annual conference (Belfast, UK), Women in the Workplace WISSPRH Workshop and Public Panel (LSE, UK)
- 2023 Erasmus University Rotterdam; Nijmegen School of Management; University of Florida; University Paris I; Rijksuniversiteit Groningen; Women in Politics workshop (Sciences Po); Women and Finance workshop (Paris I); KVS New Paper Sessions (Netherlands); Discrimination and Diversity Workshop, UEA (UK); Paris Dauphine University (France)
- 2022 WAPPP/Harvard Kennedy School (USA), Laval University (Canada), Conference on Teaching and Research in Economic Education, European Economic Association (invited special session on gender), Exeter (UK), American University (USA)
- 2021 Sciences Po (LIEPP), Universit e libre de Bruxelles, K-State Office for the Advancement of Women in Science and Engineering, Universit e Paris-Saclay, University of Groningen, University of Gothenburg, Bristol (UK)
- 2020 European University Institute, Paris School of Economics, Swedish Institute for Social Research (SOFI), European Economic Association, Institut national d' tudes d mographiques (INED), University of Cergy Pontoise
- 2019 International Institute for Social Studies (Netherlands), Society of Labor Economics, European Association of Labor Economists, National University of Singapore
- 2018 Erasmus University Rotterdam (Netherlands); Tinbergen Institute in Amsterdam (Netherlands); UCD Workshop on the Economics of Education (Ireland); Paris School of Business (France); Sciences Po (France); Bank of Spain
- 2017 Erasmus University Rotterdam (Netherlands); Hamburg University (Germany); George Mason University Brownbag seminar (USA); Advances with Field Experiments 2017 Conference University of Chicago (USA); Symposium on Education and Gender Equality, Wellesley College (USA), Journ ees de l' conomie (France)
- 2016-2008 DIW-Berlin Applied Micro Seminar (Germany); University of Toronto, CEPA

Empirical Micro Brown Bag Seminar (Canada); Université Laval Québec, Séminaire Matuszewski (Canada); OECD Seminar (France); 9th European Conference on Gender Equality in Higher Education (France); French Economics Association annual conference (France); International Association for Feminist Economics, 25th annual meeting (Ireland); French Experimental Economics Association annual conference (France); TalentNomics–ICRIER conference on Empowering Women for Sustainable Growth (India); Université de Franche–Comté, Economics Department seminar (France); American University, Economics Department seminar (USA); ASSA and AEA Annual Meeting 2016 (USA), UC Berkeley, Statistics Department seminar (USA); OFCE internal seminar, Sciences Po (France); European Economic Association, 30th annual congress (Germany); International Association for Feminist Economics, 24th annual meeting (Germany); EGERA International workshop on gender bias in evaluation and governance of research bodies, Sciences Po (France), Southern Methodist University, Economics Department weekly seminar, Dedman College of Humanities & Sciences (USA); DIAL internal seminar, University Paris Dauphine (France); OFCE internal seminar (France); RESUP 4th International Conference (France); University of Texas at Arlington, seminar co–sponsored by College of Business, College of Education and Health Professionals & College of Liberal Arts (USA); International Association of Applied Econometrics annual conference (UK); French Economics Association annual conference (France); Journées de Microéconomie Appliquée, CERDI (France); AEA Conference on Teaching and Research on Economic Education (USA); International Conference on Education and Gender (Turkey); Seminar series on Higher Education, seminar on evaluating university researching and teaching activities, ENS Lyon (France); RESUP Conference on the University’s Missions: Reconfigurations, Articulations & Contradictions, ENS Lyon (France); Economics Dep. seminar & LIEPP seminar, Sciences Po (France); LEDa & DIAL seminars, University Paris Dauphine (France); Augustin Cournot Doctoral Days, University of Strasbourg (France); ADRES Doctoral Conference (France); OFCE–DRIC seminar (France); University Paris Dauphine internal seminar & Globalization and development workshop (France), University of the Pacific Seminar (USA), Universitat de Valencia Seminar (Spain); French Economics Association (AFSE) annual conference (France); European Trade Study Group conference (Switzerland); Political Economy of International Organizations annual conference (poster), Georgetown University (USA); Silvaplane Workshop in Political Economy (Switzerland); Doctoral Meeting of Montpellier, (France); Public Choice Society annual conference (USA); Doctoral students’ seminar, University Paris Dauphine (France); European Conference on Health Economics (Italy); American Society of Health Economists (USA); International Conference on Health Economics, Management & Policy (Greece); International Trade and Finance Association (Portugal); Doctoral students’ presentation day, University Paris Dauphine (France); Asia Association for Global Studies (Japan)

DISCUSSIONS AND CHAIR AT CONFERENCES AND WORKSHOPS

2024	DG JUST and OECD Experts Workshop on Advancing Gender Equality, AFEPOP annual conference (Session chair)
2023	Women in power: What does parity really change in politics?, Paris School of Economics (France)
2018	Gender and career progression, Bank of England conference (UK)
2016	French Economics Association (AFSE) annual conference; ASSA and AEA Annual Meeting 2015 (USA)

- 2014 Journées de Microéconomie Appliquée, CERDI (France)
4th Annual AEA Conference on Teaching and Research on Econ. Education (USA)
- 2009 Public Choice Society annual conference (USA)

REFEREEING

American Economic Review, Annals of Economics and Statistics, Applied Economics, B.E. Journal of Economic Analysis and Policy, Eastern Economic Journal, Economics of Education Review, The Economic Journal, Economie et statistiques, Education Economics, Empirical Economics, Higher Education, International Economic Review, Industrial and Labor Relations Review, International Review of Economics Education, IZA Journal of Labor Policy, Journal of Behavioral and Experimental Economics, Journal of Economic Behavior & Organization, Journal of the European Economic Association, Journal of Economic Issues, Journal of Economic Education, Journal of Human Resources, Journal of Policy Analysis and Management, Journal of Public Economics, Labour Economics, Management Science, Oxford Bulletin of Economics and Statistics, PLOS One, Political Studies Review, Review of Economics and Statistics, Revue d'économie politique, Scandinavian Journal of Economics, Science, Small Business Economics, Studies in Higher Education, World Development, The World Economy.

TEACHING

Inequalities and Discrimination in Labor Markets

2022– Seminar course, Graduate (EUR)

Gender and Economics

2021– PhD course, Tinbergen Institute (EUR, VU, UVA)

Empirical Personnel Economics

2018–22 Seminar course, Graduate (EUR)

Microeconomics

2017– Main lecture, 1st year undergraduate international econometrics (EUR)

2013–17 Main lecture, 1st year undergraduate (Sciences Po)

2010–12 Introduction to Economic Analysis – Microeconomics seminar, 1st year undergraduate (Sciences Po)

Scientific Humanities: the Scientific Method in Social Sciences

2011–17 2nd year undergraduate (Sciences Po)

Open Economy Macroeconomics

2012–14 2nd year undergraduate (Sciences Po)

2006–11 2nd year undergraduate (University Paris Dauphine)

Economics of Globalization

2010–11 3rd year undergraduate (University Paris Dauphine)

Macroeconomics

2010–12 Introduction to Economic Analysis seminar, 1st year undergrad. (Sciences Po)

Topics in Applied Economics

2011–12 2nd year undergraduate main economics course (Sciences Po)

Mathematics for Economics

2011–14 2nd year undergraduate (Sciences Po)

2012–13 1st year undergraduate (Sciences Po)

PHD SUPERVISION

2023 Fantine Xiao (TI), co-supervision with Chen Li (EUR)

PHD DEFENSE COMMITTEES

- 2024 Arthur Heim (PSE)
2023 Georgia Thebault (PSE), Huaiping Yuan (TI)
2021 Sara Rellstab (TI), Marion Monnet (PSE)

WORKSHOPS

- 2016–17 Design Thinking, all levels (Sciences Po)
2015–17 Advice for Women Entering the Professional World, all levels (Sciences Po)

PEDAGOGY, EVALUATIONS, AND INNOVATION

- 2022 ESE workgroup on student evaluations of teaching
2015–17 Creation of Sciences Po's Start-up program to encourage women's participation in entrepreneurship
2013–17 Participation in Sciences Po workgroups on measuring teaching effectiveness and on pedagogical innovation

OTHER TALKS, PRESENTATIONS & DISCUSSIONS

- 2024 EFR student lunch lecture on Motivation & Getting Things Done (ESE, Netherlands)
2023 The Role of Gender Equality in Building Societal Resilience, Bocconi (Italy); Assises de l'entrepreneuriat des femmes, Paris Ile-de-France Region (France); Gender and Economics, Bachelor's Honor's Research Class, ESE (Netherlands); Sexism in the Workplace and DEI Policies - RaboResearch DEI Knowledge session
2022 Reducing discrimination in labor markets, ESE research for high school teachers (Netherlands); Women at Work, Boston Boost Her (USA); Online is good, in person is better? How to build future-oriented, digitalized, and yet inclusive higher education systems across the European Union, European Student Assembly, European Universities Community Initiative (EU); Fem&Tech, Paris (France)
2021 The State of Competition, W@CompetitionNL (Netherlands); Gender Equality in Decision-Making Positions: Assessing Progress, AXA Research Fund Expert Series round table (France); The persistence of gender inequalities on the labor market, IEP Rennes (France); Effective policies for gender equality in the workplace, Institut des Politiques Publiques (France); Beyond Biases, L'Oréal (France); Gender Inequalities in the Workplace, Council of Europe Development Bank (EU); Impact of Covid on Beliefs about Gender Roles, Observatoire de la responsabilité sociétale des entreprises (France); La crise nuit-elle à l'égalité professionnelle, Cercles Décideurs RH (France)
2020 Délégation du droit des femmes, French National Assembly, answers to Members of Parliament's questions regarding gender equality in the French economy; Forum ELLE Active, France; Women Entrepreneurs in times of COVID, SME Assembly, European Commission (EU)
2019 L'entrepreneuriat féminin, Nocturne CITECO (France); Women Executives in Media 6th Meeting: Women and Education (France)
2018 La perception des enseignantes et enseignants par les étudiant.es, Les Chercheuses de demain, Mission pour la place des femmes, CNRS (France) ; Diversity in the economics academic profession, Erasmus School of Economics, Research afternoon (Netherlands); Is it possible to close the gender gap in entrepreneurship? Women in

- Machine Learning and Data Science Meetup @Google Paris (France)
- 2016 Women as Economic Victims, Cambridge Society for Economic Pluralism (UK)
Addressing Research on Gender Bias, Sigma Xi, Scientific Research Society (US)
- 2015 Is Women Empowerment Necessary for Economic Development?, Sciences Po
- 2014 Gender Inequalities in the Workforce, Student Econ. Press Review, Sciences Po
Building High Quality Arguments, Sciences Po
- 2012 How Powerful Are Large Firms in Global Trade? World Politics, Sciences Po

OP-EDS AND BLOG POSTS

- 2020 LSE Impact Blog of Social Sciences (UK): Surveying student evaluations of teaching: Vital tool or flawed methodology – What do you think?
Le Monde (France) : Pourquoi les filles sont-elles moins bien payées que les garçons ?
- 2018 ESB (Netherlands): A behavioural view of women’s underrepresentation in economics (with Thomas Buser)
Bloc-notes éco Banque de France (blog) : Economics: where are the women? / Economie, où sont les femmes ? (with Soledad Zignago)
- 2017 Le Monde: Au travail, les inégalités entre hommes et femmes apparaissent dès après l’université
AFSE blog: Les inégalités sur le marché du travail se créent dès la sortie de l’université
- 2016 LSE Impact Blog of Social Sciences (UK): Student evaluations of teaching are not only unreliable, they are significantly biased against female instructors
OFCE blog (France): Can students evaluate teaching quality objectively?

IN THE MEDIA AND ON THE WEB

Women in the labor market

- AXA Research Fund: MasterScience Class on Closing the Gender Gap in Business
France Culture: Comment défendre les intérêts des femmes au travail ?
Le Monde (France): Créer son entreprise, un parcours de combattante : « J’étais dans l’injonction de la réussite sur tous les tableaux »
Les Dirigeantes (France): Anne BORING, l’enthousiaste Directrice de la Chaire pour l’Entrepreneuriat des Femmes de Sciences Po Paris et enseignante chercheuse à l’Université Erasmes de Rotterdam
BPI (France): Et si on parlait d’argent ? Une conférence Femmes des Territoires et Vives
Le Monde (France): Inégalités à la retraite : 64 ans de la vie d’une femme
WAPPP (US): Equal pay for work of equal value
Quartz (US): The economic case against unpaid domestic work
The Economist (UK): How the pandemic has upended the lives of working parents
The Conversation (France): L’orientation universitaire, l’autre vecteur des inégalités salariales femmes-hommes
BPI France: Vies familiale et entrepreneuriale : quel équilibre pour les dirigeantes en 2022
France 24 (France): Future of work report sees women's jobs at greatest risk / La Tech, ennemie de l’égalité des sexes face à l’emploi
AXA Research Fund (France): Barriers to Women in Employment and Leadership
Challenges (France): Les méthodes de lutte contre les inégalités femmes-hommes en entreprise sont inefficaces

TV5 Monde (France): Femmes-hommes : inégaux devant la crise du coronavirus ?
Brut. (France): Pourquoi les inégalités femmes/hommes persistent ?
Le Monde (France): Les femmes chefs d'Etat gèrent-elles mieux la crise sanitaire ?
Le Monde (France): Au travail, les inégalités entre hommes et femmes apparaissent dès après l'université
Other version accessible on the AFSE blog: Les inégalités sur le marché du travail se créent dès la sortie de l'université. I presented these results at the JECO 2017 conference: Vers l'égalité professionnelle ? (the presentation starts around 22:00, in French)
Le Monde (France): A Sciences Po, une chaire pour mieux armer les femmes sur le marché du travail
UNSA éducation (France): Le travail et les femmes
Elle (France): 8 conseils pour bien démarrer sa vie pro
L'Etudiant (France): L'entrepreneuriat des femmes, objet de recherche à Sciences Po
Le Monde (France): Les femmes sont désormais plus diplômées que leur conjoint
Sciences Po (France): Entrepreneuriat: pourquoi les filles osent moins

Pedagogy

Le Monde (France): En amphi, l'ordinateur "arme de distraction massive"

Women in economics

France Culture (France): Épisode 2/3: De l'université aux portes du pouvoir : des carrières au masculin
Les Echos (France): Les femmes sont des économistes (presque) comme les autres
Le Monde (France): Où sont les femmes économistes ?
Le Monde (France): Le sexisme perdure (aussi) chez les économistes

Student evaluations of teaching

CNRS (France): Les chercheuses de demain (video of the conference, in French)
NPR (US): Why Female Professors Get Lower Ratings
Inside Higher Ed (US): The Bias in Student Course Evaluations
Slate (US): It's Time to Kill the Student Evaluation (originally published as Bias Against Female Instructors. Inside Higher Education)
The Conversation (France): Les évaluations des enseignements par les étudiants et les stéréotypes de genre
Grow Beyond Grades (US): Student Evaluations of Teaching in Higher Education Fail Everyone
Business Insider (US): Math professor calculates a 99.6% chance she and female scholars were discriminated against in Naval Academy tenure decisions
Pacific Standard (US): There's No Easy Fix for Gender Bias in Students' Evaluation of Teachers.
New York Magazine (US): Students Are Kind of Harsh When Evaluating Their Female Professors
Daily Life (Australia): Are student evaluations fair on female teachers?
Times Higher Education (UK): Female lecturers 'suffer from gender biases' in student ratings
The Boar (UK): Student ratings show gender bias against female lecturers
Les Echos (France): Aux racines de l'inégalité
Teen Vogue (US): New Study Shows That Students Overwhelmingly Prefer Male Professors to Female Ones
Seventeen Magazine (US): New Study Shows College Students Are Overwhelmingly Biased Against Female Professors
Jezebel (US): Students Favor Male Professors Regardless of Their Skills and Teaching Style
Bustle (US): Student Evaluations Of College Professors Are Biased Against Women, Study Finds, Showing How Sexism Warps Our Views Of Competency
The Mary Sue (US): Study Shows That Male and Female Students Hold Female Professors to Gender-Based Double Standard
Polityka (Poland): Mężczyźni są lepszymi wykładowcami od kobiet. Tak twierdzą... kobiety

California Magazine (US): Are College Students Sexist? New Research Says They Grade Female Profs More Harshly
Think Progress (US): The Glaring Flaw in Student Evaluations
DML Central (US): What Failure? Supporting a Succeeding UC Online Course
L'Echo (Belgium): Les femmes et la science, je t'aime moi non plus