

# Anne Boring

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## MAIN RESEARCH FIELDS

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Gender Economics, Personnel Economics, Economics of Education, Applied Microeconomics

## ACADEMIC POSITIONS

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2018– Head of the Women in Business Chair, Sciences Po  
2017– 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, European Commission FP7 project: Effective Gender Equality in Research and Academia (EGERA)  
2011–15 Assistant Dean for Economics & Mathematics, Sciences Po, Collège Universitaire

## OTHER AFFILIATIONS

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2021–22 Research Fellow, Women and Public Policy Program, Harvard Kennedy School  
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

## EDUCATION

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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

## RESEARCH GRANTS & CONTRACTS

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2023– NWO Open Competition SSH-M Grant: “Diversity in leadership positions and diversity, equity, and inclusion policies in Dutch firms” (€400,000)  
2021– France-Berkeley Fund Grant: “How can mentorship boost aspiring women entrepreneurs?” with Ghazala Azmat and Solène Delecourt (\$7,400)  
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  
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

## AWARDS

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2023            Grade de Chevalier de l'Ordre National du Mérite, ministère de l'Enseignement supérieur et de la recherche

## PUBLICATIONS

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- 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](#)]

## WORKING PAPERS

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- Gender and choices in higher education, with Jen Brown (U. of Utah)
- Social desirability bias in attitudes towards sexism and DEI policies at the workplace, with Josse Delfgaauw (EUR) & Zara Sharif (EUR)

## WORK IN PROGRESS

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- Improving student evaluations of teaching
- Stereotypes, self-image concerns, and job search behavior, with Katherine B. Coffman (Harvard) & Dylan Glover (INSEAD)
- Gender segregation in higher education, with Louis-Alexandre Erb (U. Paris-Est)
- Higher educational choices, with Ghazala Azmat (Sciences Po), Roberto Galbiati (Sciences Po) & Arnaud Maurel (Duke)
- Student perceptions of workplace culture, with Paola Profeta (Bocconi) & Giulia Savio (Bocconi)

## CHAPTERS IN EDITED VOLUMES

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- La crise sanitaire et les inégalités entre les sexes en France. Boring, A., Sénac, R., Folgueras, M. D., Mercat-Bruns, M., & Périvier, 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

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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 & Hélène Périvier), and Pilot study on gender bias in governance and evaluation, and report guidelines, EGERA deliverable number: D.5.1 (with Viviane Albenga)

## VISITING

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2021–22 Women and Public Policy Program, Harvard Kennedy School

2015 UC Berkeley, Statistics Department (April 6<sup>th</sup>–17<sup>th</sup>)  
Stanford University, STVP Faculty Fellows Program (April 20<sup>th</sup>–May 1<sup>st</sup>)

## PRESENTATIONS AT SEMINARS, CONFERENCES AND WORKSHOPS

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2023 Erasmus University Rotterdam (scheduled June); Nijmegen School of Management (scheduled June); University of Florida (scheduled August); University Paris I (scheduled September)

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), Université libre de Bruxelles, K-State Office for the Advancement of Women in Science and Engineering, Université 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'études démographiques (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), Journées de l'économie (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); Silvaplana 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 AT CONFERENCES AND WORKSHOPS

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)

4<sup>th</sup> Annual AEA Conference on Teaching and Research on Econ. Education (USA)

2009 Public Choice Society annual conference (USA)

## REFEREEING

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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, 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, Scandinavian Journal of Economics, Science, Small Business Economics, Studies in Higher Education, The World Economy.

## TEACHING

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### *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

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

## PHD DEFENSE COMMITTEES

- 2023 Georgia Thebault (PSE), Huaiping Yuan (TI, September)  
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

- 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)
- 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

#### *Gender and the Labor market*

- 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

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