

May 18, 2026

HEATHER ANTECOL

Claremont McKenna College
500 E. Ninth Street
Claremont, CA 91711-6400
Tel: (909) 607-8067
Fax: (909) 621-8249
Email: hantecol@cmc.edu

CURRENT POSITION

Vice President for Academic Affairs and Dean of the Faculty, Claremont McKenna College (2021 – present)

James G. Boswell Professor of Economics, Claremont McKenna College (2009 – present)

PREVIOUS POSITIONS

Chair, Robert Day School of Economics and Finance, Claremont McKenna College (2011 – 2015)

Director, Berger Institute for Work, Family and Children, Claremont McKenna College (2008 – 2012)

Interim Director, Berger Institute for Work, Family and Children, Claremont McKenna College (2007 – 2008)

James G. Boswell Associate Professor of Economics, Claremont McKenna College (2007 - 2009)

Associate Professor of Economics, Claremont McKenna College (2005 - 2007)

Associate Professor of Economics, Simon Fraser University (2006 - 2007)

Assistant Professor of Economics, Claremont McKenna College (2001 - 2005)

Assistant Professor of Economics, Illinois State University (1999 - 2001)

Visiting Assistant Professor of Economics, University of Illinois at Urbana-Champaign (2000 - 2001)

Lecturer, McMaster University, (Spring 1998, Spring 1999)

EDUCATION

McMaster University – Ph.D. Economics, 1999

Queen's University – M.A. Economics, 1994

Queen's University – B.A. (Honors) Economics, 1992

HONORS AND FELLOWSHIPS

Presidential Award for Merit, Claremont McKenna College, 2026

Crocker Award for Service, Claremont McKenna College, 2019

Glenn R. Huntoon Teaching Award, Claremont McKenna College, 2008

Research Fellow, Institute for the Study of Labor (IZA) Bonn, Germany, 2004 - present

Research Fellow, Metropolis British Columbia (MBC), Simon Fraser University and University of British Columbia, BC, Canada, 2005 - present

“European Association of Labour Economists (EALE) Labour Economics Prize” for the best paper published in Labour Economics during the period 2000-2001

Visiting Research Fellow, Australian National University, Summer 2000

Research Fellow, Canadian International Labour Network (CILN), McMaster University, 1996-1998

Graduate Scholarship, McMaster University, 1994-1998

Graduate Scholarship, Queen’s University, 1992-1993

RESEARCH FUNDING

SSHRC Standard Research Grant (\$50,000)*, 2007

CMC Summer Research Grant, 2002, 2003, 2004, 2005

CMC Summer Research Grant for Teaching on Diversity, 2003

Berger Institute Summer Research Grant, 2002

Lowe Institute Spring/Summer Research Grant, 2008, 2009, 2010, 2011, 2012, 2014

* This grant, while awarded, had to be declined due to my departure from Simon Fraser University.

PUBLISHED PAPERS

"Equal but Inequitable: Who Benefits from Gender-Neutral Tenure Clock Stopping Policies?" (with Kelly Bedard and Jenna Stearns), *American Economic Review*, 108(9), 2018, 2420-2441.

“Peer Effects in Disadvantaged Primary Schools: Evidence from a Randomized Experiment,” (with Ozkan Eren and Serkan Ozbeklik), *Journal of Human Resources*, 51 (1), January 2016, 95-132.

“Career and Family Choices among Elite Liberal Arts Graduates.” *Demography*, 52 (4), August 2015, 1089-1120.

“The Effect of Teacher Gender on Student Achievement in Primary School,” (with Ozkan Eren and Serkan Ozbeklik), *Journal of Labor Economics*, 33 (1), January 2015, 63-89.

PUBLISHED PAPERS (Continued)

“Bias in the Legal Profession: Self-Assessed versus Statistical Measures of Discrimination,” (with Deborah Cobb-Clark and Eric Helland), *Journal of Legal Studies*, 43 (2), June 2014, 323-357.

“The Effect of Teach for America on the Distribution of Student Achievement in Primary School: Evidence from a Randomized Experiment,” (with Ozkan Eren and Serkan Ozbeklik), *Economics of Education Review*, 37, December 2013, 113-125.

“Do Psychosocial Traits Help Explain Gender Segregation in Young People’s Occupations?” (with Deborah Cobb-Clark), *Labour Economics*, 21, April 2013, 59-73.

“Labor Supply Differences Between Married Heterosexual Women and Partnered Lesbians: A Semi-Parametric Decomposition Approach,” (with Michael Steinberger), *Economic Inquiry*, 51(1), January 2013, 783-805.

“The Early Decision Option in College Admission and its Impact on Student Diversity,” (with Janet Kiholm Smith), *Journal of Law and Economics*, 55 (1), February 2012, 217-249.

“The Opt-Out Revolution: Recent Trends in Female Labor Supply,” *Research in Labor Economics*, 33, 2011, 45-83.

“The Effect of Community-Level Socio-Economic Conditions on Threatening Racial Encounters,” (with Deborah Cobb-Clark), *Regional Science and Urban Economics*, 40 (6), November 2010, 517-529.

“Racial Harassment, Job Satisfaction and Intentions to Remain in the Military,” (with Deborah Cobb-Clark), *Journal of Population Economics*, 22 (3), July 2009, 713-738.

“Gender-Biased Behavior at Work: What Can Surveys Tell Us About the Link Between Sexual Harassment and Gender Discrimination?” (with Vanessa Barcus and Deborah Cobb-Clark), *Journal of Economic Psychology*, 30 (5), October 2009, 782-792.

“The Sexual Orientation Wage Gap: The Role of Occupational Sorting and Human Capital,” (with Anneke Jong and Michael Steinberger), *Industrial and Labor Relations Review*, 61 (4), July 2008, 518-543.

“Racial and Ethnic Harassment in Local Communities,” (with Deborah Cobb-Clark), *Journal of Urban Economics*, 64 (2), September 2008, 496-509.

“Identity and Racial Harassment,” (with Deborah Cobb-Clark), *Journal of Economic Behavior and Organization*, 66 (3), June 2008, 529-557.

“Does Single Parenthood Increase the Probability of Teenage Promiscuity, Substance Use and Crime?” (with Kelly Bedard), *Journal of Population Economics*, 20 (1), February 2007, 55-71.

“Assimilation via Prices or Quantities? Labor Market Institutions and Immigrant Earnings Growth in Australia, Canada, and the United States,” (with Peter Kuhn and Stephen Trejo), *Journal of Human Resources*, 41 (4), Fall 2006, 821-840.

PUBLISHED PAPERS (Continued)

“The Sexual Harassment of Female Active-Duty Personnel: Effects on Job Satisfaction and Intentions to Remain in the Military,” (with Deborah Cobb-Clark), *Journal of Economic Behavior and Organization*, 61 (1), September 2006, 55-80.

“Unhealthy Assimilation: Why Do Immigrants Converge to American Health Status Levels?,” (with Kelly Bedard), *Demography*, 43(2), May 2006, 337-360.

“The History of Selective Immigration in Australia, Canada, and the United States,” (with Deborah Cobb-Clark and Stephen Trejo), *Brussels Economic Review, Special Issue on Skilled Migration*, 47 (1), Spring 2004, 45-56.

“The Racial Wage Gap: The Importance of Labor Force Attachment Differences Across Black, Mexican, and White Men,” (with Kelly Bedard), *Journal of Human Resources*, 39 (2), Spring 2004, 564-583.

“The Changing Nature of Employment-Related Sexual Harassment: Evidence from the U.S. Federal Government (1978 – 1994),” (with Deborah Cobb-Clark), *Industrial and Labor Relations Review*, 57 (3), April 2004, 443-461.

“Does Sexual Harassment Training Change Attitudes? A View from the Federal Level,” (with Deborah Cobb-Clark), *Social Science Quarterly*, 84 (4), December 2003, 826-842.

“New Evidence on Culture and the Gender Wage Gap: A Comparison Across Ethnic Origin Groups,” *Research in Labor Economics*, 22, 2003, 451-468.

“Immigration Policy and the Skills of Immigrants to Australia, Canada, and the United States,” (with Deborah Cobb-Clark and Stephen Trejo), *Journal of Human Resources*, 38 (1) Winter 2003, 192-218.

“The Relative Earnings of Young Mexican, Black, and White Women,” (with Kelly Bedard), *Industrial and Labor Relations Review*, 56 (1), October 2002, 122-135.

“Why is there Inter-Ethnic Variation in the Gender Wage Gap? The Role of Cultural Factors,” *Journal of Human Resources*, 36 (1), Winter 2001, 119-143.

“Men, Women, and Sexual Harassment in the U.S. Military,” (with Deborah Cobb-Clark), *Gender Issues*, 19 (1), Winter 2001, 3-18.

“Gender as an Impediment to Labor Market Success: Why do Young Women Report Greater Harm?,” (with Peter Kuhn), *Journal of Labor Economics*, 18 (4), October 2000, 702-728.

“An Examination of Cross-Country Differences in the Gender Gap in Labor Force Participation Rates,” *Labour Economics*, 7 (4), July 2000, 409-426.

“Employment Equity Programs and the Job Search Outcomes of Unemployed Men and Women: Actual and Perceived Effects,” (with Peter Kuhn), *Canadian Public Policy*, 25 (S1), November 1999, S27-S46.

BOOK CHAPTERS

“Immigrants and Immigrant Health”, (with Kelly Bedard), in the *Handbook on the Economics of International Migration*, eds. Barry Chiswick and Paul Curtin, Elsevier B.V., 2015, 271-314.

“Immigration, Entrepreneurship and the Venture Start-Up Process”, (with Herbert Schuetze), *The Life Cycle of Entrepreneurial Ventures, International Handbook Series on Entrepreneurship, Vol. 3*, Simon C. Parker (ed.), Springer: New York, 2006, 107-135.

“Teenage Delinquency: The Role of Child Support Payments and Father’s Visitation.” (with Kelly Bedard), *The Law and Economics of Child Support Payments*, William S. Comanor (ed.), Edward Elgar Publishing Ltd., 2004, 241-268.

“Human Capital and Earnings of Female Immigrants to Australia, Canada, and the United States.” (with Deborah Cobb-Clark and Stephen Trejo), *Host Societies and the Reception of Immigrants*, La Jolla, CA: Center for Comparative Immigration Studies, University of California, San Diego, 2003, 327-359.

“Gender Differentials in Labor Market Outcomes.” *Critical Junctures in Women's Economic Lives: A Collection of Symposium Papers*, Center for True Economic Progress, St. Paul, MN, 2002, 11-22.

SEMINARS AND PRESENTATIONS

Australian National University, Bard College, University of California—Irvine, University of California—Riverside, University of California—Santa Barbara, Claremont McKenna College, Cornell University, Illinois State University, Institute for the Study of Labor (IZA), Simon Fraser University, University of Illinois at Urbana-Champaign, Institute for the Study of Labor (IZA) Bonn, Germany, McMaster University, Melbourne University, University of Missouri—Columbia, University of North Carolina—Greensboro, State University of New York—Binghamton, University of Texas—Austin, Wilfrid Laurier University, York University.

American Economic Association, Australian Conference of Economists, Canadian Economic Association, Canadian International Labour Network (CILN), Center for True Economic Progress (CTEP), Center for Interuniversity Research and Analysis on Organizations (CIRANO), European Association of Labour Economists (EALE), John Deutsch Institute of Queen’s University, Harvard University Weatherhead Center of International Affairs, Society of Labor Economists (SOLE), Broom Workshop (UCSB), All California Conference, Southern California Applied Microeconomics Conference, Western Economic Association.

REFEREE

American Economic Review, American Economic Journal: Applied Economics, American Journal of Political Science, British Journal of Industrial Relations, Canadian Journal of Economics, Canadian Public Policy, Contemporary Economic Policy, Demography, *Economica*, Economic Inquiry, Economic Journal, European Economic Review, *Feminist Economics*, *Industrial & Labor Relations Review*, *International Migration Review*, *Journal of Economic Behavior and Organization*, *Journal of Human Resources*, *Journal of Labor Economics*, *Journal of Labor Research*, *Journal of Law and Economics*, *Journal of Policy Analysis and Management*, *Journal of Population Economics*, *Journal of Socio-Economics*, *Journal of Urban Economics*, *Labour Economics*, National Science Foundation, *Research in Labor Economics*, *Review of Economics of the Household*, *Review of Economics and Statistics*, *Scandinavian Journal of Economics*, *Social Science Quarterly*, *Social Service Review*, *Southern Economic Journal*.

EDITORIAL ADVISORY BOARD

Canadian Journal of Economics
Journal of Population Economics

TEACHING

Courses Taught:

Statistics
Labor Economics
Health Economics
Intermediate Microeconomics
Introductory Macroeconomics
Introductory Microeconomics
Research Methods Seminar

Summer Internship Advisor (Claremont McKenna College) 2001-present:

Gabriela Andrade, Alice Chang, Rebecca Friedman, Aaron Fuhriman, Benjamin Herrick, Jadin Kusman, Rosabella Magat, Veronica Pugin, Anthony Rodriguez, Yaneli Ruiz, Anthea Weixel

4+1 Summer Internship Advisor (Claremont McKenna College) 2001-present:

Anthony Abrams, Henry Lee, Miles Taylor, Anna Williams

Senior Thesis Advisor (Claremont McKenna College) 2001-present:

Lina Aluzri, Vanessa Barcus, Kurt Beimfohr, Samantha Biszantz, Simon Bjerkholt, Christopher Blees, Ryan Boone, Colin Briskman, Kristin Cabrera, Cameron Cash, Michael Choi, Zachary Clarke, Mikaela Connell, Amanda daSilva, Tyler Dean, James Claire Donnelly, Patrick Donnelly, William Edwards, Daniel Enzminger, Henry Frome, Qianyun Gao, Patrick Gavin, Kristine Grigsby, Maya Gutierrez, Dave Han, Elizabeth Harder, Darrell Hayes, Marya Husain, Lauren Fisher, Laura Green, Joycelyn Jia-Ying Ho, Amy Ingram, Michael Insel, Anneke Jong, Gregory Kay, Julia Keinan, Megan Kelley, Nicholas Kennedy, Derek Ko, Nicholas Kurns, Edgar Langman, Vanessa Lanuza, Elizabeth Lawrence, Helen Liu, Vanessa Liu, Shayna Lyandvert, Alexandra Maser, Marika May, Jacob McGowan, Samuel Meyers, Bryanna Moore, Connor Moyle, Thomas Moss, Nicholas Obrand, Erin Olesen, Cindy Onyekwelu, Nikolai Parodi, Emily Penner, Jessica Pope, Megan Rosseter, Alejandro Sandell-Gandara, Harrison Sattley, Kathryn Scheppke, Nicholas Schmidt, John Severtson, Viraj Shastri, Jacob Skoll, Lukas Svitek, Matthew Swift, Krystal Sung, Christian Tchamitchian, Jason Toney, Anna Williams, Anthea Weixel, Jeremy Wolff, Joshua Yeager, Emily Zeisler

Independent Studies (Claremont McKenna College) 2001-present:

Patrick Eagan-Van Meter

Berger Institute Fellowship (Claremont McKenna College): 2010-2011, 2011-2012

Erica Libby, Kelsey Gross

DEPARTMENTAL SERVICE

Claremont McKenna College:

Chair, 2011-2015
Hiring Committee, 2001-2002, 2002-2003, 2005-2006
Seminar Series Coordinator, 2005-2006
Tenure Committee, 2009-2010, 2019-2020, 2020-2021
Re-appointment Committee, 2016-2017
Third Year Review Committee, 2009-2010, 2017-2018
FIS Committee, 2010-2011, 2014-2015, 2016-2017
Post-Tenure Review Committee, 2017-2018, 2019-2020

Simon Fraser University:

Hiring Committee, 2006-2007

Illinois State University:

Seminar Series Coordinator, 1999-2000
Hiring Committee, 1999-2000, 2000-2001

COLLEGE SERVICE

Claremont McKenna College:

Academic Affairs and Research Institutes (Board of Trustees), 2005-2006, 2009-2010, 2016-2017, 2017-2018, 2019-2020, 2020-2021
Administration Committee, 2005-2006, 2018-2019 (Chair), 2019-2020 (Chair), 2020-2021 (Chair)
APT Committee, 2009-2010, 2010-2011, 2011-2012; 2012-2013
Committee of Chairs, 2014-2015
Curriculum Committee, 2011-2012; 2012-2013; 2013-2014; 2014-2015
FIS Committee, 2005-2006, 2010-2011, 2016-2017
Faculty Research Committee, 2016-2017, 2017-2018
Family Weekend, 2005
Freshman Advisor Panel, 2008
Freshman Orientation, 2002-2003, 2004-2005, 2008-2009, 2017-2018
Off-Campus Study Committee, 2002-2003, 2003-2004, 2004-2005
NewFaculty Orientation, 2004, 2008
Parent Orientation, 2003-2004, 2004-2005, 2008-2009
President's Advisory Committee on Diversity, 2003-2004, 2004-2005
Research Institutes Committee, 2007-2008, 2008-2009, 2009-2010, 2010-2011, 2011-2012
Senior Thesis Committee, 2002-2003