



JOHN MAYNARD KEYNES
AND DUNCAN GRANT
(ABOUT 1913)

Greetings: A Personal Note on this Newsletter Issue

- Elisabeth Perlman (*pgp: they/them, she/her*)

The most frequent request we've received at Maynard's Notes is to cover topics related to the job market; I am very happy to finally be able to respond to these requests: the bulk of this issue is an edited transcript of a panel discussion about being queer and on the economics job market.

The panel was held at the Association for Public Policy Analysis and Management (APPAM) conference in November 2018. We hope to hold this sort of panel again at the biannual DC-area APPAM conferences.

This is also a personally momentous newsletter issue for me: if you read my contributions to the panel, you will learn that I am polyamorous.* This represents my coming out to the profession at large.

While I am by no means closeted about being polyamorous (my grad-school classmates have known since first year), I have talked about my relationships very selectively, and — as for others who have found that coming out is an ongoing process — it scares me a bit each time I share this with a new person.

It is the identity that I feel most strongly marks me as “other” or “apart,” and the

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NOTES FROM THE PROFESSION

Experiences on the Job Market: A Panel Discussion

LGBTQ experiences on the job market was the topic of a recent panel discussion moderated by Kitt Carpenter. The following is an edited transcript of that conversation.

Kitt Carpenter: Would each of the six lovely people who agreed to share their experiences briefly introduce themselves? In particular, please tell us about aspects of your identity that bring you to this panel, and in the context of your job search, were you out about those aspects of your identity? If so when, and if so, why? Or if not, why not?

Abigail Peralta: I just started working at Louisiana State University as a assistant professor. I finished my PhD at Texas A&M in 2018. I do research on public economics.

I identify as lesbian. My diversity statement, because I grew up in the Philippines, touched on a lot of minority experiences, but touched really heavily on LGBT stuff from my time at A&M. Because I made sure I had an ally sticker on my things,

I took care of a few students who were going through stuff at Texas A&M. I don't recall actually stating in my diversity statement that I was a lesbian. I present as less feminine than other lesbians, so on the market, there was some awkwardness, being told, “Hey, that's the women's bathroom,” or being called “Sir” on a fly-out dinner. And so you just say it's fine, just keep your cool.

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one that most strongly draws me to be involved with this group.

I have encountered many debates about polyamory's inclusion as a queer identity or practice. In its relationship to who I am at work, I feel many of my experiences parallel those of people who are uncomfortable discussing their same-gendered partners. For instance I have sometimes found myself being circumspect in talking about my partners and my larger poly-network, and omitting details of my life to make it seem more normative. So to discuss my experiences on the job market as if I were unpartnered or only had a single partner would be again performing this

sort of act. I am grateful that my co-panelists welcomed my bringing this perspective to the conversation.

I hope that you find the panel discussion useful, as it touches not only on being a job candidate but also on how to be welcoming in the hiring process.

Please enjoy and share.

- *Bitsy* ▼

**From Wikipedia: Polyamory (from Greek πολύ poly, "many, several", and Latin amor, "love") is the practice of, or desire for, intimate relationships with more than one partner, with the consent of all partners involved.*

NOTES FROM THE PROFESSION: *Experiences on the Job Market: A Panel Discussion*

LGBTQ PhD Job-Market Panel - Fall 2018 Research Conference of the Association for Public Policy Analysis & Management, Washington, DC



Left to Right: **Abigail Peralta** (pgp: intentionally left blank), **Rebecca Hinze-Pifer** (pgp: she/her, they/them), **Bitsy Perlman** (pgp: they/them, she/her), **Ranajoy Ray-Chaudhuri** (pgp: he/him), **Patrick Button** (pgp: he/him), **Marina Mileo Gorsuch** (pgp: she/her)

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After the job offers, when I was negotiating, that's when I mentioned having a girlfriend. But other than that, I was never asked even at fly-outs.... Except in the case of mistaken identity, I was never asked, and it didn't come up, I didn't talk about it. The only time it came up was at offers.

Rebecca Hinze-Pifer: I was on the market in 2017 in applied microeconomics, public policy, and education. I was hired at Stanford for a postdoc for one year, and then immediately went to the University of Illinois Urbana-Champaign (it was a deferral) in the College of Education, for economics. I use she/her or they/them pronouns.

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NEWS

EVENTS

Happy Hour in Washington DC**Monday, June 24, 2019**

In conjunction with the American Society of Health Economists annual meeting – and building on a successful reception event held November 2018 at the APPAM conference— we invite all Washington-DC area LGBTQIA economists to a free happy hour/reception from 7 to 9 p.m. at the Marriott Wardman Park (near the Woodley Park Metro station, on the Red Line). You do not need to be a health economist or to be registered for the ASHE conference to attend this event. Just stop by if you are in/around the DC area and would like to meet other LGBTQIA economists.

Contact Kitt Carpenter if you have any questions (*Christopher.s.carpenter@vanderbilt.edu*).

Join the DC Area announcement list at: <http://groups.google.com/forum/#!forum/lgbtqecondc>

Conference on Economics of Sexual Orientation at Linnaeus University**August 27-28, 2019 in Växjö, Sweden**

A group of European economists similar to ours is being organized! Its first planning meeting will be at the Linnaeus Conference after lunch on August 28, from 1 to 2 p.m. Please send any ideas or expressions of interest to Jeff Frank at: *JeffFrankLondon@gmail.com*. Unless you specify otherwise, all communications will be confidential.

Luncheon Meeting at 2020 AEA/ASSA Meetings in San Diego**Saturday, January 4, 2020**

Please mark your calendars for a working lunch on the middle day of the AEA/ASSA meetings in San Diego! This event will be held from 12:30 to 2 p.m., at a location TBA (probably HQ hotel). We will have a **BIG ANNOUNCEMENT** at this meeting. We will also have a social/happy hour off-site that evening, so please try to join us.

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— 2018 AEA/ASSA Meeting Photos —



Art by Mary Daly (pictured at right)



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I identify as queer. I have a wife and kids. During the process, we were very aware of the possibility for future fertility, so knew we needed to have conversations with HR: “Yes, but can you do IVF if you’re not medically infertile?” (There are examples of that being a problem.) I knew going in that I would need to sit down with HR and walk through how they handle adoption and various other issues around childbearing and rearing. I think my queerness was relatively clear through my diversity statement, but indirectly. On the market it didn’t come up; I wasn’t asked about it. As soon as I had an offer, probably the second sentence out of my mouth involved my wife. And to be frank, if you’re in a relationship, that’s just an easy, straightforward moment when we were talking about spousal hire and those sorts of questions. It’s just a natural moment. It’s also true that any degree of Googling me would immediately give you the queer stuff.

Bitsy Perlman: I work at the Census Bureau. I went to Boston University, and I was on the market in 2016. I am primarily an economic historian, but I also studied innovation/urban/regional and general applied microeconomics. I use they/them or she/her pronouns.

I identify as bisexual/queer. I’m also poly, and I’ve been in a poly relationship for about 15 years. Being poly was something I was thinking about, but it was not something that I wanted to explicitly say to anyone on the market. I have a lot of practice not talking about my relationships, because it’s always awkward to be like, “Okay, which one of my partners have I told you about? Am I getting this wrong?” Will people respond, “Oh, your partner’s a physicist *and* a lawyer?” So in graduate school I almost never talked about my relationships. That continued on the job market. Nobody asked, and I didn’t talk about my relationships.

Ranajoy Ray-Chaudhuri: I’m currently an assistant professor of economics and finance at Muhlenberg College, near Philadelphia. I did my graduate work at Ohio State University, and I was on the market

in 2015. My preferred pronouns are he/him. My field of research is the intersection of finance and macroeconomics; I look at the effect of financial regulation and economic growth.

I identify as gay. When I applied to Muhlenberg College they did not require a diversity statement, so I didn’t mention it anywhere in my application; it definitely wasn’t in my cover letter. But as a graduate student at Ohio State, a lot of my classmates knew I was gay, as did my advisor and several other faculty members. I definitely did not want to go to a place that was less LGBT-friendly, because Ohio State had offered to keep me on as a lecturer, so I had that fallback option. During my campus visit at Muhlenberg, I was pretty upfront. It actually came up fairly quickly when someone noticed my ring and asked about my wife.

Patrick Button: I’m at Tulane University, visiting RAND Corporation this year. I was on the market in 2015 from University of California, Irvine. I primarily study employment discrimination.

I identify as gay; I also identify as poly. In terms of when I came out, I’ve actually never really told them that I’m poly.

I came out as gay to them after the job market. I had a lot of privilege, where I never had to disclose. People could have looked at my diversity statement, which I think is on my website, where I said that I can speak to LGBTQ experiences. I wrote about how I try to integrate that into my curriculum, and also, though I don’t have a personal experience, try to integrate experiences of other minority groups. So I loosely came out in my diversity statement, but otherwise I didn’t come out during the job market and no one ever asked me. Obviously, I don’t know if anyone read the diversity statement

and if they reacted positively or negatively.

Marina Mileo Gorsuch: I graduated from Duke in 2015, and I worked for two years in data infrastructure

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I knew going in that I would need to sit down with HR and walk through how they handle adoption and various issues around childbearing and rearing.

NEWS

PUBLICATIONS (Recent & Forthcoming)

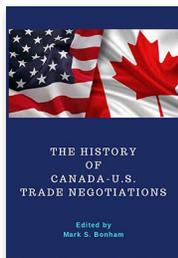
Many congratulations to our colleagues who report the following research successes:

M.V. Lee Badgett. 2019. **"The Relationship between LGBT Inclusion and Economic Development: Micro and Macro Evidence."** *World Development* 120 (joint work with Kees Waaldjik and Yana Rodgers).

Richard Baker. 2019. **"Finding the Fat: The Relative Impact of Budget Fluctuations on African-American Schools."** *Explorations in Economic History* 72 (April), 93-113.

Richard Baker. 2019. **"School Resources and Labor Market Outcomes: Evidence from Early Twentieth-Century Georgia."** *Economics of Education Review* 70 (June), 35-47.

Mark S. Bonham. 2019. **Trade-Offs: The History of Canada-U.S. Trade Negotiations.** *BCI Press.*



Itziar Lazkano. 2019. **"Intergenerational Altruism with Future Bias."** *Journal of Economic Theory* 178, 436-59 (joint work with Francisco M. Gonzalez and Sjak A. Smulders).

Samuel Mann. 2019. **"Sexual Identity and Wellbeing: A Distributional Analysis."** *Economics Letters* 181 (August), 133-6 (joint work with David Blackaby and Nigel O'Leary).

PROMOTIONS & JOBS

Congratulations to Billur Aksoy, who is completing a dissertation at Texas A&M University and will be joining the economics department at Rensselaer Polytechnic Institute as an assistant professor in Fall 2019!

Congratulations to Chang Hyung (Max) Lee, who is completing a dissertation at UC Santa Barbara and will be joining San Francisco State University as an assistant professor in Fall 2019!

Congratulations to Ylva Moberg, who has joined the Swedish Institute for Social Research at Stockholm University as a postdoctoral fellow in the GENPARENT project!

Congratulations to Alessandra Peter, who is completing a dissertation at Stanford University and will be joining the economics department at NYU as an assistant professor in Fall 2020 after a one-year postdoc at Princeton!

The newsletter team would like to congratulate those who've recently received promotions and awards! ▼

NOTES FROM THE PROFESSION: *Experiences on the Job Market: A Panel Discussion*

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at IPUMS. I just started last year as assistant professor of economics and political science at St. Kate's, which is a small women's college in Minnesota. My preferred gender pronouns are she/her.

I'm a lesbian. But I was single when I went on the market, and am a very femme-presenting woman, so that was pretty difficult for people to infer. I had to be very upfront with people. So I did end up coming out pretty early on in the job-search process for most schools, because I was very curious about how LGBT-friendly various schools

and organizations were. I very directly addressed the issue throughout my job search, both in where I chose to apply and how I've acted on the job.

Kitt Carpenter: I'm surprised (maybe pleasantly surprised) that so many of you say that your marital status and relationship status did not come up. What did you think about with regards to answering questions about your relationships as they came up? For those of you with rings, did you think about not wearing your ring?

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Ranajoy Ray-Chaudhuri: In the campus invite email they mentioned that Muhlenberg was making a considerable effort to increase diversity, so I felt very comfortable. And also because it's a liberal arts college on the East Coast, I wasn't too worried. So I definitely wasn't going to lie about it if it directly came up. I had decided that it probably shouldn't come up, but if it did, then I would just speak truthfully. It did come up very quickly, and in my mind it went well.

Can you speak to how strongly you weighed the LGBT tolerance of a location?

How did that affect your application decisions?

Rebecca Hinze-Pifer: I have a set response to "Tell me about your husband?" I interject, "Oh, wife," and then I just keep rolling. It's like mis-gendering: I just correct them and move on.

Thinking about this now, I don't think the advice is particularly different from what

women get told about mentioning their children. And I think it's at least somewhat gauche to ask about marital status, if not actually illegal most of the time.

Patrick Button: I think a lot of people bring it up during fly-outs; they just want to make chitchat, they want to get to know you. Usually it's not badly intentioned, but it can lead to issues. And it seems like there's a gender element, where women are asked it more; I don't think anyone asked me about my marital or relationship status.

Marina Mileo Gorsuch: I typically got it more if it was in a small town and they wanted to know if I needed to find out more about job opportunities for somebody else. But usually people are pretty gender-neutral about that.

Rebecca Hinze-Pifer: I have the policy of bringing up my wife almost immediately. Because you can accidentally end up in the closet if you don't pay attention to it when you go into a new space, and I don't really like to live that way. And so, if I have an easy way to be out very early,

after I have a job offer, I try and find the appropriate way to do it.

Lee Badgett (Audience Member): From the institution's side the best practice is to tell every job seeker the same thing. We would always tell our candidates, "We have good parental-leave policies for both parents." We tell all the men that, we tell all the women that; we don't know what their sexual orientation is.

Kitt Carpenter: Something that may be on people's minds is the scarcity of good jobs in places where you would want to live. Can you speak to how strongly you weighed the LGBT tolerance of a location? How did that affect your application decisions? Did you decide not to apply to places where you're pretty sure you wouldn't go, or were you wide open, even if you thought you would be uncomfortable in particular places?

Abigail Peralta: In my mind, I was definitely location-constrained based on LGBT friendliness, but not as much by legal things, because that constrains you quite a bit. So cities and friendly departments. I found a TED Talk by the search chair of the department where I'm at — where he talked about discrimination; he was actually very vocal about his support of the LGBTQ community, so that was great. In my PhD-granting department I told them that I was applying everywhere in the US, with a very heavy preference for DC, but didn't tell them why exactly, other than that I have family. This is true, but my main reason was DC is easier if you are going to be a dual-career couple in the future.

We definitely weighed the friendliness of the community very heavily. Outside of DC and the obvious places, like the West Coast, it was tricky to try to figure out which places are actually LGBT-friendly, 'cause sometimes you just don't have any information on middle-of-nowhere places.

Rebecca Hinze-Pifer: We drove to Urbana-Champaign after I had the job offer. My wife went to Texas A&M in the late '90s, and had a "never again" opinion about particular types of communities. There are places that we would not have gone. There were a few places I didn't apply to, but most

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of the jobs that seemed appropriate, I applied to. I admit that I applied to more economics jobs in places I wouldn't have actually gone than I did to education jobs, because you spend a lot more time personalizing the applications in ed than you do in econ. Later, when we were buying a house, we pulled the precinct-level election returns and looked at Trump's vote share, and she spent time with some of the community organizations while I was meeting people in the department. I did explicitly ask a few people about the department and the college in general.

Bitsy Perlman: I applied broadly, which didn't mean that I intended to go everywhere. My advisor recommends to all his students that you can use offers that you don't intend to take, as a means to negotiate. In fact, I did end up using an offer in order to negotiate a higher salary. When people asked, my statement was "I applied everywhere in the English-speaking world." However, because I have two partners who also have partners — at one point one of them said "The thing they don't tell you about being poly is you can never move." I have a whole network of people to consider. So I was really conscious of, "Can I be close to that network of people?" Because my movement can't move the whole network.

Also something I became aware of when I was fresh out of college is that it's important to have poly friends. So if I couldn't be in Boston where my network is located, I want at least to be in a place that has a poly community where I can have poly friends, and so be open and out. I ended up in DC, where I lived before graduate school and where I had friends. In my ranking, there was Boston, there was DC, and then everywhere else well below those two. It was definitely on my mind when I was thinking about whether I would take a position. After I had an offer from the Census, my advisor told me a particular liberal arts college will "definitely give you a fly-out if you express interest." But the school was in the middle of nowhere, and I was just like, "No, don't bother. I'm not even going to go visit."

Ranajoy Ray-Chaudhuri: I went to graduate school in Columbus, Ohio, which is a very LGBT-friendly place, and since I had an offer in Columbus, I was unwilling to go to a place that was significantly less receptive. I was pretty

selective in where I applied. I applied in the Northeast, along the West Coast, in Chicago, places in Minnesota close to Minneapolis/St. Paul, and a few other places here and there just because I researched them and it seemed like, on campus and the community, I would be very, very welcome. But I didn't want to apply anywhere in the South, and I was pretty selective even in parts of the Midwest.

Patrick Button: My rule was, I needed a western-ish country, and it needed to be at least two hours from a city that had at least a half-million people. I was in a relationship at that time, and I was trying to stay in LA, but that didn't happen. I thought, "Okay, if I need to move somewhere else, I want to have a dating pool that's reasonable."

I got to fly to University of Wisconsin-Stout, which is in a small town, and I realized, "I'm going to be the only gay in this village." Then I was like, "I can make this work if I could find a boyfriend in Minneapolis or something like that." I tried to screen out places where I knew that I would just not survive at all. I remember there being a job at Kansas State University; that's a really good university, but I don't think I could do that.

Marina Mileo Gorsuch: I have lived in North Carolina and Georgia and Arkansas, and out of those experiences I knew I did not want to be in the South. I also took a very restrictive approach to my applications. I grew up in Minnesota, so I really wanted to be back in Minnesota. So I applied Midwest, Northeast, and a little bit West. Because I was restricting on geography, I was much broader in what types of jobs I was applying for: I applied for econ jobs, policy jobs, inside as well as outside academia, private sector, some government jobs. So I was kind of restrictive in one angle, and then more expansive in another angle. That was my general approach.

Kitt Carpenter: I'd feel silly if I didn't push back a little on the comments made about the South. I'm not pushing back on your individual experiences; your experiences are your experiences. But as somebody who works at Vanderbilt, in Nashville, TN, involved in hiring five positions this year, we are very open to LGBTQ applicants, not just in words but also in action. I think it's different for people who have partners, because it's just easier to live pretty much

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anywhere if you have a loved one you can go through life with; I get the whole dating-pool thing. And I would not claim that there are pride parades happening in Nashville, because there aren't.

The broader point I want to make is that many, many places would surprise you, in both directions, in terms of the climate of living there. There are very strong communities, and positive communities, in places where you wouldn't think there are; but there are legal-protections issues and all that kind of thing, so I don't want to sell something that's not true.

Kitt Carpenter: Did you also consider the option of private-sector employment, which tends to be in LGBT-friendly cities?

Marina Mileo Gorsuch: Yes, I did. Some of them ended up not being quite as good a fit ideologically, or in terms of the freedom or flexibility of the job itself. I started off working at IPUMS at the Minnesota Population Center. It was a 9-to-5 job, doing a lot of data-infrastructure work. And it was fabulous, super queer-friendly; it was great, I loved it. But the job was boring; it was the same thing every day, mostly just programming. That's why, later, I was happy to get a job at St. Kate's, a local liberal arts college.

Ranajoy Ray-Chaudhuri: Same with me: Because I was pretty selective on the location, I did apply to a lot of consulting positions and think tanks. (I wasn't a citizen yet, so I couldn't apply to any of the federal-government jobs.) So I tried to broaden the pool as much as I could, because you have to find a certain number of places to get interviews and offers.

Bitsy Perlman: I was cognizant, "I'm a BU student; I know how the market has gone for previous BU students." And so I applied to everything, including economic consulting, Amazon and Uber, even if those aren't jobs I want, because I thought "at the end of this, I will have an offer."

Abigail Peralta: I applied everywhere too. It's weird — I think my department pretty much just sold me to academia. I applied everywhere, but got zero private-sector offers, despite signaling heavily I wanted to be in DC.

Kitt Carpenter: Lots of you have other aspects of your identity that are maybe more visible than the identity that brings you to this panel. I'd love to hear your comments on religious identity, race, ethnicity, gender, gender identity, presentation, other aspects of your identity that are salient to you, and how these other aspects of your identity were important in your job-search process.

Abigail Peralta: More than my sexual orientation, I was worried when I went on the market that it wasn't obvious that I'm a US citizen. So, I put that in my CV, saying "Citizenship: US and Philippines." Trying not to be too obnoxious, like "I am a US citizen!" But I wanted to get it across.

Bitsy Perlman: I'm in a US citizen-only job, and actually, the first cut we do on the applicant pool is "Is this person eligible for the job? Do we think they're a US citizen?" And so, if you are a US citizen, it's helpful to put that on your CV if you're applying to US citizen-only jobs.

Ranajoy Ray-Chaudhuri: I realized fairly quickly that there were a lot of other LGBT faculty at my institution, especially some very, very senior faculty who everybody knows and loves. So being a person of color made me stand out a lot more on campus than being a queer person. I also don't present as very obviously queer. So unless that comes up, unless I mention that, people don't really know. Another thing is that I'm an atheist and my college is nominally Lutheran. Muhlenberg is actually very progressive, but maybe I should have done more research on that and then I probably would have felt much better about it. But still, even now I don't really talk about my atheism very much on campus. So there are other aspects of my identity that I think are more salient at work than my sexuality.

Marina Mileo Gorsuch: Just being a woman in econ...

Lee Badgett: There's some very remarkable job advice given to women (about what to wear and other things).

Bitsy Perlman: When I was on the job market, I had hair down to my waist, which made me look a lot more feminine. But I did definitely think through whether it was

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acceptable for me to wear boy's shirts and this suit that's male cut. Eventually I ended up at, "That's what I want to do, so that's what I'm going to do."

When I applied to my first job out of college, people told me to wear makeup. And I did but I hated it. And so this time I thought "I'm just not going to do that." Nobody seems to care.

Abigail Peralta: People will give you different advice, too, when you're a student. If you ask your advisors or your professors about that, they'll say one thing or another. Like you, I wore what I am wearing now, but with a coat.

Audience Member: **What's the ideal behavior that you expect from the university or college you're applying to? What would you prefer as an experience when you go on an interview, or fly out, or negotiate the job offer?**

Patrick Button: I think Lee made a good point that universities should be telling everyone: "Here's our benefits, your spousal benefits..." The same answer to everyone, regardless of what their gender or sexual orientation appears to be.

Rebecca Hinze-Pifer: Having a set of standard information from HR. There is no way to find out if transition is covered without asking HR. There's no way to determine whether your healthcare package violates the ACA rules around transition without directly asking HR. And so providing information that answers questions like "When my wife has a child, do I have to get a second-parent adoption before that child can go on my health insurance? Is that true even if I'm on the birth certificate?" Some of those policies will be determined by the local and state legal framework. If job seekers have to call and track down things from HR... in a lot of cases, there's no protection against those HR people referring back to the department. So it shouldn't be something that applicants have to go seek out.

Patrick Button: I almost feel like we should just ask on behalf of everyone else. Everyone has these questions such as "Would this university cover this?" I want to be like "I'll ask for you."

Lee Badgett: **If you were on a search committee and you had a candidate who you thought might be queer, what would you do? Often you get those individual one-on-one meetings in your office. How would you address that now? How would you talk to those folks? What would you tell them?**

Rebecca Hinze-Pifer: I think it's good practice for a department to do pronouns. Really. How can a department signal that they're actually paying attention? Do pronouns. I don't necessarily want inferences to be made about me specifically.

Patrick Button: When I was chair of a search committee, the person we hired does a lot of same-sex marriage research and is heterosexual. I wanted to signal that Tulane is a great place. I didn't want to be like "Oh, I'm going to presume your sexual orientation is this, or I'm going to presume your gender identity is this." I think they are great policies to be very up-front about, and to say "we're a really good environment" and what not. But I don't want to out people or ask — even if I want to convey that we're positive — I don't want to say "Are you queer? Oh by the way, we're really great for queer people." I don't want to force people to reveal things.

Marina Mileo Gorsuch: One thing that happened for me, when I was on the market, was there was a gay faculty member. During our meeting during the fly-out, he had a picture of himself and his partner in his office, and he kept edging it closer and closer.

When finally I picked up on the signals, I was like, "Ah, awesome, yes." And then we were able to have a conversation about that. Now I have a picture of my partner and I on my computer screen saver, where students will see it. It's a subtle, non-intrusive way to be like, "You have friends here."

Bitsy Perlman: That's another good reason to have a rainbow sticker.

Ranajoy Ray-Chaudhuri: To add on to what Marina said, when I'm on the other side, doing searches, I'll often try to mention my partner.

Kitt Carpenter: Just to synthesize, one thing I'm hearing is that an ideal way to handle this is to treat everybody the same.

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Don't have differential treatment based on any characteristic; have good policies and convey those policies to everyone regardless of whether you think they are particularly likely to use them.

Kitt Carpenter: Can you talk to which benefits have been particularly salient for you to know about at your employer?

Rebecca Hinze-Pifer: I previously mentioned the ones I care about.

Recognize that even though your HR person tells you there are fertility benefits, you actually have to ask if they apply to your family. Sometimes you don't know until you get to the fertility doctor, who asks, "Oh, but have you been having straight sex for a year?" And you're like, "Well, no. Shockingly, the two of us are not capable of producing progeny on our own."

There's a whole set of questions about healthcare benefits and how they handle children, and is there any coverage for surrogacy? How do they handle adoption? What kinds of supports are present? There are places with adoption benefits, mostly in the private sector.

Marina Mileo Gorsuch: I looked at parental-leave policies and how that applies to non-biological mothers. But in the end, my school doesn't have very generous leave and I still took the offer.

Rebecca Hinze-Pifer: Ask about how non-gestational parents will be treated regarding tenure clocks.

Bitsy Perlman: One piece of research that's come out recently is that gender-neutral tenure-clock policy clauses have not had gender-neutral impacts. One way to mitigate this is for departments to say "if you're going to take a tenure delay, you need to pledge to do at least 20 hours of childcare between the hours of 9 and 5, Monday through Friday." I think it would be a really good signal if departments did that, and it's a really good thing to do.

Kitt Carpenter: The amount of leave that you get for different types of family-structure additions is really, really important. IVF can result in multiples at higher rates, so if the

leave policy differs for multiples, it matters disproportionately for folks in our community. Transition-related care, and the support for that, is obviously important, too.

Audience Member: I'm including a lot of international institutions in my job search, some in countries with varying levels of legal protection for LGBT people. What were your experiences applying to those sorts of countries?

Patrick Button: I screen a lot of those out, so I don't know, sorry.

Abigail Peralta: Me too.

Bitsy Perlman: I applied in the US, Canada, Britain, Singapore, Hong Kong; I even applied to one institute in India. I only got US and Canadian job interviews; they decided for me.

Ranajoy Ray-Chaudhuri: If you are moving abroad and you're partnered, then there's the issue of your partner coming with you. If countries have same-sex marriage it's pretty straightforward. Immigration Equality has a web page listing countries that offer immigration benefits. Sometimes it's a domestic partnership, sometimes people need to be married. (The IMF no longer sponsors same-sex domestic partnering.)

Lee Badgett: As somebody who's gone to different countries that you wouldn't necessarily think of as being very friendly, there are the formal laws and then there's how people live. And sometimes there are very vibrant communities in unexpected places. It partly depends on how you can fit in, if you know the language. I think it's a bit hard to tell, but for just about any country there is some kind of network to tap into if you have questions.

Rebecca Hinze-Pifer: If you have the ability to travel — either by extending your fly-out by a day, or after you have an offer — that lived experience of what is it going to be like, it's invaluable.

Kitt Carpenter: For those on the other side, do you do a Google search on candidates?

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Patrick Button: At the later stage. Maybe at the fly-out stage a little, but not really. There are so many documents already to look at. And we are screening mostly based on the candidate's research. For fly-outs it is research plus teaching, so maybe then you look at other things. I think we went to the person's website and that was basically it.

Abigail Peralta: A lot of candidates are advised to deactivate their social media. I didn't. In fact I don't know what my privacy settings are on Facebook, but it wouldn't have been hard, if you found my Facebook page, to figure out that I was in a relationship. I have no idea if anyone Googled or not, but you can go either way I think. Some people deactivate, some people don't. Not just for sexual orientation, whatever it is, for other reasons, too. Maybe they have some embarrassing pictures on Facebook, like really crazy parties.

Bitsy Perlman: If I look up somebody, it's only to find their official web page. I don't bother to take it further. I don't know if that's something people do.

Kitt Carpenter: I want to thank all of our panelists. To close, is there anything you know now that you wish you had known before?

Ranajoy Ray-Chaudhuri: One small thing to add: if you're looking at institutions and you're not sure how inclusive or welcoming they are, one thing that would be helpful to look at is whether they have a chief diversity officer. If they have invested in that position, that sends a good signal.

Patrick Button: If anyone has any questions on the job market, or wants to throw a general question at me, please do. I don't think I've experienced a lot of these issues other people have, so I've been privileged. But I have a lot of thoughts and feelings about the job market. So if you want to talk about your personal statement, diversity statement, or anything like that, please hit me up.

Marina Mileo Gorsuch: Think about what life you want, not necessarily what job you want. I think that things are bundled together. Thinking about that more holistically

can be one way to open up possibilities that you might not have thought of before.

Abigail Peralta: I overthought it; my situation is actually very uncomplicated. Try not to worry too much about it because no one is going to ask and you pretty much have full control over what you want to disclose or not. So as long as you act natural, it will be fine. So just act natural whatever happens.

Rebecca Hinze-Pifer: I think there are different stages in the process to worry about different things. I did not worry about much of this early in the process. It was only after I had offers that I spent any meaningful time thinking about it.

As resources: the organization Campus Pride has an opt-in database of campus diversity policies, where you can see whether or not the institution is on there. Theoretically it's sort of up-to-date. And Movement Advancement Project has a nice section on state- and municipal-level policies, which separates out sexual orientation and gender identity.

Bitsy Perlman: I echo Patrick in that I'm always happy to give advice. So if you have any questions, I'd be happy to talk further. I also echo Abigail: I think a lot of the stuff becomes very clear when it needs to. You apply to jobs, then some set of people give you interviews, some set of people will bring you out. And then, by being in that place and talking to those people, you get a sense of what that place is like and what life you want to have. So don't worry too much, as it will become clear as it becomes clear.

Kitt Carpenter: With that I want to thank our panelists.

For an unedited recording of this panel, see: <https://youtu.be/pxewA-9Whx0> ▼

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