

# Rachel Marie Brooks Atkins, Ph.D.

E: [research@RachelMBAtkins.com](mailto:research@RachelMBAtkins.com)

W: [www.RachelMBAtkins.com](http://www.RachelMBAtkins.com)

## RECENT APPOINTMENTS

### **Tobin College of Business, St. John's University**

2022 – Present Assistant Professor of Economics

### **Stern School of Business, New York University**

2019 – 2022 Provost's Postdoctoral Fellow, Department of Management and Organizations

### **Washington Center for Equitable Growth, Washington D.C.**

2021 American Economic Association Summer Fellow

## EDUCATION

### **Milano School of Policy, Management, and Environment, The New School**

Ph.D., Public and Urban Policy, 2020

Dissertation Title: "Black Entrepreneurship and the Business Cycle: Firm entry and outcomes during economic downturn"

Committee: Darrick Hamilton (Chair), Rachel Metzger (Co-Chair), Barbara Robles, and Timothy Bates

### **Wagner Graduate School of Public Service, New York University**

M.P.A., 2013

Thesis Title: "Minority Entrepreneurship and Affirmative Action"

### **Fels Institute of Government, University of Pennsylvania**

M.G.A., 2010

### **West Chester University**

B.S., in Economics, 2004

*Summa cum laude, Honors College*

## RESEARCH INTERESTS

Racial inequality and public policy in entrepreneurship, employment, technology, and innovation.

## PUBLICATIONS

### **Peer-Reviewed Publications**

Rosanna Garcia, **Rachel M.B. Atkins**, Ezekiel, Bonillas, Candida Brush, William Gartner, and Friederike Welter. (Forthcoming). How Should We Study Heterogeneity in Entrepreneurship? Moving the Field to an Inclusive Approach. *Entrepreneurship Theory and Practice*.

**Atkins, R. M. B.**, & Burrage, A. (2025). Beyond the Pipeline (Problem): Examining Racial and Ethnic Representation in 21st Century High Technology Self. *Journal of Economics & Management Strategy*, <https://doi.org/10.1111/jems.12629>

**Atkins, R. M.**, Hernández-Lagos, P., Jara-Figueroa, C., & Seamans, R. (2023). JUE Insight: What is the impact of opportunity zones on job postings?. *Journal of Urban Economics*, 103545. <https://doi.org/10.1016/j.jue.2023.103545>

Weiss, T., Eberhart, R., Lounsbury, M., Nelson, A., Rindova, V., Meyer, J., Bromley, P., **Atkins, R. M.**, Ruebottom, T., Jennings, J., Jennings, D., Toubiana, M., Shantz, A. S., Khorasani, N., Wadhwani, D., Tucker, H., Kirsch, D., Goldfarb, B., Aldrich, H., & Aldrich, D. (2023). The Social Effects of Entrepreneurship on Society and Some Potential Remedies: Four Provocations. *Journal of Management Inquiry*, 0(0). <https://doi.org/10.1177/10564926231181555>

**Atkins, R. M. B.,** Cook, L., & Seamans, R. (2022). Using Technology to Tackle Discrimination in Lending: The Role of Fintechs in the Paycheck Protection Program. *AEA Papers and Proceedings*, 112, 296–298. <https://doi.org/10.1257/pandp.20221030>

**Atkins, R.M.B.** (2021). Push-Pull Theory in Black and White: examining racial differences in firm starts before and after the Great Recession. *Journal of Developmental Entrepreneurship* <https://doi.org/10.1142/S1084946721500163>

**Atkins, R.M.B.,** Cook, L. D., & Seamans, R. (2021). Discrimination in Lending? Evidence from the Paycheck Protection Program. *Small Business Economics* <https://doi.org/10.1007/s11187-021-00533-1>

### **Under Revision or Review**

**Rachel M.B. Atkins,** Tracey Freiberg, and Kier Hanratty. (Resubmitted). Impact of State-Level Changes in Paid Family Leave Policies: Evidence from New York and New Jersey. *Eastern Economic Journal*.

**Rachel M.B. Atkins,** Quentin Brummet, and Katie Johnson. (Under Review). Characteristics of Gig Workers in the U.S.: Evidence from the Entrepreneurship in the Population Survey. *National Bureau of Economic Research*.

Vahidnia, Hamid, Diana Hechavarría, Juanita K. Forrester, **Rachel M.B. Atkins,** (Under Review). The Link Between Inequality and Transitional Entrepreneurship: A Review and Research Agenda, *Management Decision*

Freiberg, Tracey, and Atkins, **Rachel M.B. Atkins,** (Under Review). How Do Entrepreneurs Value Paid Family Leave in the United States? A Dual Hypothesis, *Decision Economics*

### **Peer-Reviewed Book Chapters**

**Rachel M.B. Atkins,** and April Burrage. (2025)“Technology Entrepreneurship Bias.” In Oxford Intersections: Racism by Context. Ed. Oxford, England: Oxford University Press <https://doi.org/10.1093/9780198945246.003.0021>

Alicia Myles Sheares, and **Rachel M.B. Atkins,** (2025) “Innovation and Entrepreneurship: A Double-Edged Sword for Racially Minoritized Communities,” De Gruyter Handbook of Sociology of Innovation and Entrepreneurship <https://www.degruyterbrill.com/document/doi/10.1515/9783111085722-035/html>

### **Working Papers**

**Atkins, Rachel M.B.,** (2025). Homeownership, home equity, and black-owned business starts: examining the impact of racial disparities in housing assets on firm creation.

**Atkins, Rachel M.B.,** Quentin Brummet, and Katie Johnson. (2025). Gender, Race, and Online Platform Work in the U.S.: An Intersectional Analysis

Monroe-White, Thema, McGee, Ebony O., **Atkins, Rachel M.B.,** (2025) Racial Justice as ‘Social’: Evidence of Black, Indigenous, and Latino Founders

### **Research in Progress**

Promoting Racial Equity in Technology Entrepreneurship - with Katherine Grigg and Fay Cobb Payton

Black Owned Business Equity in the COVID-19 Era

Impacts of Stimulus Payments on Entrepreneurship

Paid Family Leave and Entrepreneurship: A Critical Review of the Literature and Policy Agenda - with Tracey Freiberg

Paid Family Leave Policies and Business Outcomes: Evidence from Washington, DC, and Massachusetts - with Tracey Freiber and Kier Hagratty

### **Other Publications**

**Atkins, R.M.B.**, 2024. "[Black entrepreneurship, past and present](#)," The American Worker Project, *Economic Innovation Group*

**Atkins, R.M.B.**, 2022. "[A review of federal lending to small business owners of color during the COVID-19 pandemic](#)". *Washington Center for Equitable Growth*

**Atkins, R.M.B.**, 2022. The history I needed: Finding inspiration from labor movement success stories [Review of the book *The Future We Need: Organizing for a Better Democracy in the Twenty-First Century*, by E. Smiley & S. Gupta]. *Perspectives on Work*

Kijakazi, Kilolo, **Rachel M B Atkins**, Mark Paul, Anne E. Price, Darrick Hamilton, and William A. Darity Jr. 2016. "[The Color of Wealth in the Nation's Capital](#)." *Durham, NC: Duke University*.

**Atkins, R.M.B.**, and Katherine M. O'Regan. 2014. Developing a Proxy for Identifying Family Developments in HUD's LIHTC Data: Using Information on the Distribution of Units by Size. *Cityscape*, 16(3), 119-130.

### **AWARDS, GRANTS, HONORS, AND INVITED WORKSHOPS**

2025	Center for Black Entrepreneurship Fellowship (\$20,000)
2024	Russell Sage Foundation Pipeline Grant (\$38,980)
2024	The Policy Academy Fellowship (\$20,000)
2023	Finalist – Bradford-Osborne Research Award
2023	Best Empirical Paper, Entrepreneurship – Eastern Academy of Management Conference
2023	St John's University Seed Grant (\$4,000)
2021	Data & Society The Hustle Economy Academic Workshop
2020	Ewing Marion Kauffman Foundation Knowledge Challenge Grant Award, Amount: \$398,448
2018	Best Presenter Growth & Economic Development Track, International Conference on Business & Economic Development
2018	Faculty First Look Scholar, New York University
2017 & 2015	The New School Teaching Fellowship
2016	National Bureau of Economic Research Entrepreneurship Bootcamp

### **TEACHING**

#### **Instructor**

2025- Present	The Economics of Race in the US, St. John's University, Tobin College of Business
2023 - Present	Principles of Microeconomics, St. John's University, Tobin College of Business
2022	Principles of Macroeconomics, St. John's University, Tobin College of Business
2021	Management and Organizations, NYU - Stern
2017	Statistics for Social Scientists, The New School
2015	Statistics with SPSS, The New School
2015	Macroeconomics, Fashion Institute of Technology (SUNY)
2014 - 2015	Microeconomics, Fashion Institute of Technology (SUNY)
2014 - 2015	Labor Economics, Fashion Institute of Technology (SUNY)

#### **Teaching Assistant**

2013	Urban Economics, New York University
2010	Policy Development, University of Pennsylvania

## ACADEMIC AFFILIATIONS AND PROFESSIONAL SERVICE

2020 - Present Ad Hoc Reviewer

- Small Business Economics Journal
- Economic Development Quarterly
- Feminist Economics
- Journal of Urban Affairs
- Journal of Business Venturing Insights
- International Journal of Gender and Entrepreneurship
- Academy of Management Conference, Entrepreneurship Division and Gender and Diversity in Organizations Division

2024 - Present Founder and Director, Economics and Data for Justice and Equity (EDJE) Lab

2023 - Present Director, Future Faculty Program, St. John's University, Tobin College of Business

2021 – 2024 Founder and Director, The Workshop on Racial Equity in Technology Entrepreneurship

2020 – Present Research Affiliate, Center for Critical Race and Digital Studies

2019 Volunteer, Diverse Pathways Program, NYU Stern

2018 Research Committee Co-Chair, Public and Urban Policy Doctoral Students Association, The New School

2016 Co-Founder and Chairperson, Public and Urban Policy Doctoral Students Association, The New School

2015 – Pres. Advisory Board Member and Disability Policy Advisor, iHi International

2008 – 2010 Advisory Board Member, Pennsylvania Department of Public Welfare's Bureau of Autism Services

2007 – 2008 Miss Pennsylvania, Miss America Organization

## RESEARCH AND INDUSTRY EXPERIENCE

2013 – 2016 **Co-Founder and CEO**, MyPageantRental.com, (New York, NY)

2014 – 2015 **Policy Advisor and General Consultant**, Philadelphia City Council At-Large Candidate, (Philadelphia, PA)

2010 – 2013 **Project Manager and Research Assistant**, Furman Center for Real Estate and Urban Policy, (New York, NY)

2005 – 2010 **Research Analyst**, Econsult Corporation, (Philadelphia, PA)

2004 – 2005 **Specialist**, Verizon Communications Inc. (Philadelphia, PA)

## PROFESSIONAL MEMBERSHIPS

American Economic Association

National Economic Association

Association for Public Policy and Management

Academy of Management

## PERSONAL INFORMATION AND INTEREST

I am married with two children. My first child was born in Jan of 2017, and the second was born Oct of 2020.

Sports teams: Philadelphia Eagles, Philadelphia 76ers, Philadelphia Phillies, St. John's Basketball, Philadelphia Freedom, Philadelphia Flyers (in that order)