Rachel Marie Brooks Atkins, Ph.D.

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RECENT APPOINTMENTS

Tobin College of Business, St. John's University
2026 – Present Reed-McDermott Tobin Endowed Professorship
2026 – Present Associate Professor of Economics
2022 – 2026 Assistant Professor of Economics

Washington Center for Equitable Growth, Washington D.C.
2021 American Economic Association Summer Fellow

Stern School of Business, New York University
2019 – 2022 Assistant Professor & Provost's Postdoctoral Fellow, Department of Management and Organizations

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 Metzer (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

Monroe-White, T., McGee, E., & **Atkins, R**. (2026). Equity ethics: The racialized logic of entrepreneurial motivation. Journal of Business Venturing Insights, 26, e00634. https://papers.ssrn.com/sol3/Delivery.cfm?abstractid=7022078

Freiberg, T., **Atkins, R.M.B.**, & Hanratty, K. (2025). Impact of State-Level Changes in Paid Family Leave Policies: Evidence from New Jersey. Eastern Economic Journal, 1-29. https://link.springer.com/article/10.1057/s41302-025-00314-8

Garcia, R., **Atkins, R.M.B.**, Bonillas, E., Brush, C., Gartner, W., and Welter, F. (*2025*). How Should We Study Heterogeneity in Entrepreneurship? Moving the Field to an Inclusive Approach. *Entrepreneurship Theory and Practice*. https://doi.org/10.1177/104225872513470

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

Grigg, Katy, **Rachel M.B. Atkins**, Fay Cobb Payton (Under Review). Innovating Outside the System: Responses to Racial Exclusion in Entrepreneurship, *Research Policy*

Atkins, Rachel M.B. (Under Review). Black-Owned Businesses in Crisis: An Analysis of Black Business Owners' Equity, *Journal of Business Venturing Inisights*

Vahidnia, Hamid, Diana Hechavarria, Juanita K. Forrester, **Rachel M.B. Atkins** (R&R). 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., Quentin Brummet & Katie Johnson. (2025). Understanding the Online Platform Based "Gig" Workforce in the US: Evidence from the Entrepreneurship in the Population Survey. NBER Chapters.https://www.nber.org/books-and-chapters/changing-nature-work/understanding-online-platform-based-gig-workforce-us-evidence-entrepreneurship-population-survey

Rachel M.B. Atkins, and April Burrage. (2025)"Technology Entrepreneurship Bias: Racial Disparities and Representation Trends." 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

Freiberg, T., **Rachel M.B.Atkins** & Kier Hanratty (2026). Paid Family Leave Policies and Business Outcomes: Evidence from Washington and Massachusetts

Uday Kumar, **Rachel M.B. Atkins** (2026)**.** Who Becomes an Entrepreneur When Home Prices Rise

Rachel M.B. Atkins (2026). Homeownership, home equity, and black-owned business starts: Examining the impact of racial disparities in housing assets on firm creation

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

Research in Progress

The Geographic Variation of High-Tech Entrepreneurship: Race/Ethnicity, Immigrant Status, and Policy Impacts - with Kathy Liu

Impacts of Stimulus Payments on Entrepreneurship

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

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

2026	Ewing Marion Kauffman Foundation Research Award ($1,000,000 - with Thema Monroe White, George Mason University, and Ebony McGee, Johns Hopkins University)
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 - with Charlton McIlwain, New York University)
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 Public Finance, St. John's University, Tobin College of Business
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

- Journal of Business Venturing
- Journal of Banking and Finance
- 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)