**Tracey L. Freiberg**

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**Education**

***2021 Milano School of Policy, Management, and Environment; The New School***, New York, NY

***Doctor of Philosophy in Public and Urban Policy***

Dissertation Title: Work-Life Disrupted: A Comparative Study of Company Responses to Paid Care Leave Programs in the COVID-19 Pandemic

Dissertation Committee: Teresa Ghilarducci (Co-Chair), Mark Lipton (Co-Chair), Howard Berliner, Aleksandr Gevorkyan

***2018* *Milano School of Policy, Management, and Environment; The New School***, New York, NY

 ***MPhil in Public and Urban Policy***

***2009 Duke University*, Durham, NC**

***Master of Arts in Economics***

Financial Economics Track

***2007 Coe College***, Cedar Rapids, IA

***Bachelor of Arts***

Double Major in Business Administration and Economics, Minor in Mathematics

**Dissertation Abstract**

Despite numerous positive outcomes associated with paid care leave (PCL) policies (i.e. maternity leave, family leave) such as wage replacement and job continuity, United States is a notable outlier among its peers as the only advanced nation without a federal paid leave program. Using a policy experiment around the 500-employee cutoff associated with the Families First Coronavirus Response Act (FFCRA), my dissertation examines US employer responses to PCL regulations during the COVID-19 pandemic in 2020. To identify how American firms perceive and react to PCL regulations, a unique survey was administered to 306 business managers in the New York and Boston metropolitan areas and subsequently analyzed through binary logistic regressions across 19 outcomes. Regressions were performed on the full dataset, subsets associated with the policy experiment, FFCRA users, and six additional subsets corresponding to different employee management structures. Concurrently, a document analysis-based scorecard of Fortune 500 companies’ actions during the COVID-19 pandemic established a triangulation device for the statistical analysis. In general, while 54.6 percent of firms reported cost concerns with PCL policies such as FFCRA, my results found that firms reporting PCL cost concerns were more likely to report non-employee focused operational changes such as increases in prices or a change in the number of locations instead of the predicted explicit employee-oriented set of outcomes such as layoffs or wage decreases. Furthermore, many outcomes resulted from firm characteristics – firm size, industry, and location – proving firm responses to government regulation is a dynamic and dependent on the unique circumstances of each company. As such, PCL cost concerns held significant predictive power across certain subsets of participating companies, such as FFCRA users who were more likely to change their employee headcount. Thus, the assumed cost burden of PCL policies is more likely to predict outcomes such as an increase in prices, while the central policy of my dissertation, FFCRA, may have been more disruptive than helpful for small American firms.

**Publications**

**Peer-Reviewed Articles**

2019 Freiberg, Tracey. “Effects of Care Leave and Family Social Policy: Policy Spotlight in the United States.” *American Journal of Economics and Sociology*, Volume 78, No. 4. <https://doi.org/10.1111/ajes.12293>

**Book Reviews**

2021 “Unbound: How Inequality Constricts Our Economy and What We Can Do about It.” *Review of Political Economy*. Volume 33, Issue 2. <https://doi.org/10.1080/09538259.2020.1785688>

**Working Papers (or in progress)**

Freiberg, Tracey. (In Progress). “Families First? A Comparative Study of Company Responses to Paid Leave during the COVID-19 Pandemic.”

Freiberg, Tracey and Deon Gibson. (In Progress). “Paid Family Leave: A Monopsony Model Approach.”

**Policy Papers**

Williams, Tanishia Lavette, Tracey Freiberg, and Sabrina Abbamonte. “The Forte Way: A Coaching Case Study during the COVID-19 Pandemic.” Samuel Dewitt Proctor Institute. Research, Policy, and Practice Briefs. [Forthcoming]

**Public scholarship**

2020 Gevorkyan, Aleksandr V., Preety Gadhoke, and Tracey Freiberg. (2020). "A path to global social and economic resilience." <https://www.hgsss.org/wp-content/uploads/2020/08/GevorkyanGadhokeFreiberg_Aug-20.pdf>

**Teaching**

**St. John’s University**, Tobin College of Business, Queens, NY

***Visiting/Distinguished Professor***

Fall 2020 – present

Courses Taught: Principles of Economics I (Macroeconomics), Principles of Economics II (Microeconomics), Honors Macroeconomics, Honors Microeconomics, Labor Economics, Urban Economics

*Fall 2020 – present*: co-founder and faculty sponsor of the Tobin College of Business Student Diversity Initiative in Economics and Finance; John W. Dobbins Outstanding Service Award for 2020-2021

*Fall 2021 – present*: Coordinator for the Thomas R. Cox Distinguished Scholars Program

***Adjunct Assistant Professor***

Fall 2018 – Spring 2020

Courses Taught: Principles of Economics I (Macroeconomics), Principles of Economics II (Microeconomics), Honors Macroeconomics, Honors Microeconomics

**The New School,** New York, NY

***Teaching Fellow [Instructor of Note]***

Spring 2018

Introduction to Macroeconomics in the Adult and Transfer Students Bachelor’s Program

***Teaching Assistant***

Spring 2015

Economics for Public Policy in the Milano Master’s Program taught by Professor David Howell***;*** Led the laboratory portion of the class for two hours per week in addition to the regular class meeting time for approximately 20 students

**Coe College**, Cedar Rapids, Iowa

***Teaching Assistant***

2006-2007

Teaching Assistant for Macroeconomics taught by Professor Richard Eichhorn: Led review sessions for problem sets and exams, held office hours for approximately four hours per week, Small Group leader for eight students meeting once per week outside of regular class hours

**Professional Experience**

**Upper West Strategies**, New York, NY

***Project Manager***

December 2019 – October 2020

*Upper West Strategies in a consulting group focused on driving economic opportunity between government, education, private industry, and mission-driven organizations.*

* Project: Non-criminalized solutions for MTA fare evasion in New York City with the Mayor’s Office of Criminal Justice.
* Provided expertise in labor economics, policy, and research methods on a team of consultants.
* Researched literature, created literature review, synthesizing interview data, and collaborated on the final report.

**American International Group,**New York, NY

October 2009 – November 2016

*American International Group is a major international insurance organization with operations in property, casualty, and personal insurance lines.*

***Senior Underwriter, Financial Lines***

September 2011 – November 2016

*The Financial Lines department specializes in liability products that address management and errors & omissions exposures across all industries.*

* Managed and underwrote $15M book of Directors and Officers, Employment Liability, Fiduciary Liability, Fidelity Liability and Cyber Risk insurance policies for non-financial Public Companies.
* Analyzed SEC filings, financial statements, account-specific and industry risks;
* Maintained profitable and mutually beneficial relationships with brokers, clients, and AIG internal resources.
* Co-taught a session on Employment Practices Liability for two cohorts of the Professional Associates program.
* Spearheaded a variety of special projects: New York Region Passport Expert; Retail and Transportation Industry Teams; Wage & Hour (WHEDGE) Policy Committee; Arthur J. Gallagher Metro Sales Team – Financial Lines Representative; Head of the Workplace Environment Committee; Mentorship Program Team Lead.

***Business Analyst, Global Markets***

October 2009 – September 2011

*The Global Markets (Multinational) team provides a Center of Excellence for the management, implementation and servicing of multinational programs.*

* + Project Lead Specialist on the design and maintenance of bi-weekly status reporting, including data requirements to support profit center mining initiatives with AIG Data Management, baselining initiatives to define future targets and monitor progress, and account maintenance through Salesforce for department initiatives.
	+ Provided account research, data compilation and analysis, and preparation of executive management presentations for launch of the Global Markets Division

**Non-Teaching Academic Experience**

**The New School**, New York, NY

***Research Assistant and Co-Founder, The HUB***

January 2020 – present

*The HUB is a collaborative research space within the Milano School of Policy, Management, and Environment. Formed in 2020, the HUB connects faculty and students by research interests, develops proposals for grants and RFPs, and find funding opportunities for public and urban policy and global development issues.*

* Research domestic and international funding opportunities and map areas of overlap between donor priorities and available expertise in the Milano community.
* Manage coordination and completion of grant proposals with associated students, faculty, or other Milano community members.

**India China Institute**, New York, NY

***Research Assistant***

September 2017 – May 2018

*India China Institute at The New School is a center for research, teaching, and discussion of the relationship between India, China, and the United States.*

* Implemented and maintained grants management tracking processes.
* Liaised between reports run in Workday and the department’s internal tracking applications.
* Wrote donor reports on the status of existing grant funding from the Ford Foundation, Starr Foundation, and Luce Foundation.

**Conference Presentations**

2021 *“*The Triple Day Thesis,” Southern Economic Association, Houston, TX [Panelist]

2021“Work-Life Balance Disrupted: A Comparative Study of Firm Responses to Paid Family and Medical Leave Programs in the COVID-19 Pandemic,” Association for Public Policy Analysis and Management Doctoral Student Virtual Conference [Paper Presented]

2021“Economics and the Ethics of Care,” How To Evaluate the Work ofCare [[Discussant](https://www.youtube.com/watch?v=XcowIvZQMoo)]

2021“Work-Life Balance Disrupted: A Comparative Study of Firm Responses to Paid Family and Medical Leave Programs in the COVID-19 Pandemic,”Krueckeberg Doctoral Virtual Conference, New Brunswick, NJ [Paper Presented]

2021 “Collective in Collection: A Circular Economy Approach to Waste in Nome, Alaska” with Lacey Aaker (University of Washington), Valeria Ceballos Jauregui (UCLA), Julia Godinez (Cornell University), Lia Kelinsky-Jones (Virginia Tech); Interschool Policy School Virtual Summit; Chicago, IL [Paper Presented]

2020 “We Are All Developing Countries,” The Economy of Francesco Virtual Conference, Assissi, Italy [[Participant and Presenter]](https://www.youtube.com/watch?v=4CbUfQ0k91Y)

2020“How to Evaluate the Work of Care,” [[Discussant](https://www.youtube.com/watch?v=XcowIvZQMoo)]

2020 “Policy Spotlight: A Comparative Study of the Effects of Paid Care Leave on Economic and Social Well-Being in New York City and Seattle,” Eastern Economics Association Conference, Boston, MA [Paper Presented]

2020 “Unbound: How Inequality Restricts Our Economy,” Invited Talk with Heather Boushey, New York, NY [[Respondent](https://www.youtube.com/watch?v=jsDM51_Wg4k#action=share)]

2019 “Musings on Paid Care Leave: Managing Sustainable Social Development in the United States and Nepal” with Manisha Khadka (Coe College), Eastern Economics Association Conference, New York, NY [Paper Presented]

2019 “Paid Care Leave Policies in the United States: Managing Sustainable Social Development,” Krueckeberg Doctoral Conference, New Brunswick, NJ [Paper Presented]

2007 “Estimating the Law School Demand Function: A Human Capital Approach,” Southwestern Economics Association Conference, Albuquerque, NM [Paper Presented]

1st Place in the Undergraduate Division

**Scholarly or Professional Association Memberships**

American Economics Association

The Association for Public Policy Analysis and Management

**Research Interests**

Labor Economics and Policy

Public and Urban Policy

Inequalities in the Labor Market

Sustainable Development, Inequality, and Social Mobility

Benefits and Work-Life Balance

**Teaching Interests**

Principles of Economics

Labor Economics

Urban Economics

Introduction to Policy Analysis

Research Methods

**References**

Teresa Ghilarducci, PhD

Irene and Bernard L. Schwartz Professor of Economics and Policy Analysis

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Mark Lipton, PhD

Emeritus Professor

Milano School of Policy, Management, and Environment

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