

## University of Minnesota - Twin Cities

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## Curriculum Vitae Fall 2023

## Caitlin Treanor

### Personal Data

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#### *Contact Information*

Cell: (518) 339-4750  
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*Citizenship:* USA

### Major Fields of Concentration

Labor Economics, Search and Match, Inequality, Networks

### Education

<i>Degree</i>	<i>Field</i>	<i>Institution</i>	<i>Year</i>
PhD	Economics	University of Minnesota (expected)	2024
Certificate	Mathematics	University of Illinois at Urbana Champaign	2018
MA	International Economics and Finance	Brandeis University	2014
BA/BS	Political Science/Economics <i>Cum Laude</i>	American University	2012

### Dissertation

Title: "Inequality, Referral Networks, and Occupational Segregation"

Dissertation Advisor(s): Professor Jeremy Lise

Expected Completion: Summer 2024

### References

Professor Jeremy Lise	(612) 625-0941 jlise@umn.edu	Department of Economics University of Minnesota 4-101 Hanson Hall
Professor Joseph Mullins	(612) 625-7858 mullinsj@umn.edu	1925 Fourth Street South Minneapolis, MN 55455
Professor Loukas Karabarbounis	(612) 625-7504 loukas@umn.edu	

## Honors and Awards

- Fall 2018 *Distinguished Teaching Assistant*, Department of Economics, University of Minnesota, Minneapolis, Minnesota.
- 2013-2014 *Hassenfeld Fellow*, Brandeis University, Waltham, Massachusetts
- 2012-2014 *American Leadership Scholar*, Brandeis University, Waltham, Massachusetts
- 2008-2012 *Dean's List*, American University, Washington, DC. Earned Dean's List Honors six semesters.

## Teaching Experience

- 2019-2020 *Instructor*, Department of Economics, University of Minnesota, Minneapolis, Minnesota. Taught *Principles of Microeconomics*.
- 2018-2019 *Teaching Assistant*, Department of Economics, University of Minnesota, Minneapolis, Minnesota. Led three recitations of *Principles of Microeconomics*, per semester.

## Research Experience

- 2020-Current *Research Analyst*, Federal Reserve Bank of Minneapolis, Minneapolis, Minnesota. Contributed to the construction of a new data-set for a project looking at "researcher bias" in economics with Ben Malin. Constructed simulations to examine policy options for an economy with an aging, slower-growing population with Mark Wright and Terry Fitzgerald
- Aug 2014-  
July 2018 *Research Analyst*, Federal Reserve Bank of Cleveland, Cleveland, Ohio. Collect and analyze economic and financial data. Contribute to working papers -Find and prepare data, and write code to run analyses and create tables and charts. Lead FOMC RA
- May 2014-  
August 2014 *Consultant*, World Bank, Washington, D.C. Began construction of a database capturing sectoral trade costs at the country level. Performed eight separate shift-share analysis along with several decompositions looking at Serbian customs data and the hours spent in customs. Co-wrote paper on the determinants of transport costs on imports in Madagascar.

## Papers

- Treanor, Caitlin, "Inequality, Referral Networks, and Occupational Segregation," Job Market Paper. Presented at 18th Economics Graduate Students' Conference hosted by Washington University in St. Louis, 21-22 October 2023, 96th International Atlantic Economic Conference in Philadelphia, Pennsylvania, USA, 5-8 October 2023, 18th CIREQ PH.D. STUDENTS' CONFERENCE, 19 May 2023, Montreal, Canada.
- Treanor, Caitlin, "Returns to Experience and Hours Worked: Racial Disparities in the United States"
- Yang, Meifeng and Caitlin Treanor, "Location Choice and Intra-household Inequality"

## Computer Skills

Stata, Mathematica, Matlab, LaTeX, Sql and R

## Languages

English (Native)

## **Abstract(s)**

Treanor, Caitlin, “Inequality, Referral Networks, and Occupational Segregation,” Job Market Paper.

This paper studies the impact of racially segregated referral networks on inequality and aggregate welfare. I show that there are racial differences in the composition of referral networks and the use of referral networks by occupation. In particular, non-college black and white workers who obtain a job via referral display substantial social segregation, using same-race contacts around 90% of the time. While non-college black and white workers use referrals at a similar rate overall, black workers use referrals for higher-skill and higher-paying occupations at a lower rate than white workers. I also document racial differences in occupational choice, with white workers sorting into higher-skill occupations. I connect and rationalize these observations by incorporating a referral-based matching function into a standard search and match model with occupational choice, heterogeneous ability levels, free entry, and wages determined by Nash bargaining. Social segregation can lead to differences in occupational choice by race, and thus wage and employment inequality, in the steady state. After calibrating the model to examine black and white workers in the United States, the estimates show that racially biased networks alone can generate a black-white wage gap of 1.66% and an employment gap of 0.74 percentage points. Moving from the segregated to the desegregated steady state harms the majority white workers while helping the minority black workers, resulting in a decrease in aggregate welfare.

Treanor, Caitlin, “Returns to Experience and Hours Worked: Racial Disparities in the United States”

The forces driving differences in the supply of labor between black and white workers over the past few decades are only partially understood. The contributions of this paper are twofold: using individual fixed effects combined with an instrumental variables approach, I document the extent to which returns to work experience differ for black and white workers; I then use a life-cycle model with a learning-by-doing human capital production function to assess the consequences of these differences for the supply of labor. Returns to an extra thousand hours of work experience for the typical white worker are 23 cents per hour in 2012 USD (amounting to an additional \$478 per year of full time work), compared to 12 cents for an otherwise identical black worker (amounting to an additional \$250 per year). Using a life-cycle model, I can evaluate the extent to which differences in average hours worked over the life-cycle for black and white workers can be attributed to differences in returns to experience.