

Kate Rybczynski, Ph.D.

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Department of Economics
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EDUCATION

- Ph.D.**, Economics 2006
Queen's University, Kingston, ON
Thesis Title: "Gender Differences in Self-Employment
The Contribution of Credit Constraints and Risk Aversion to Self-Employment
Entry, Duration and Earnings in Canada."
- Master of Arts**, Applied Economics (Co-op) 1999
University of Waterloo, Waterloo, ON
- Bachelor of Science in Foreign Service**, School of Foreign Service 1996
Georgetown University, Washington, D.C.
Field: Comparative Studies, Europe (Spain) & Middle East; Proficiency in Spanish
- Study Abroad**, with Council on International Educational Exchange 1994-1995
Universidad de Sevilla, Seville, Spain

RECENT WORK EXPERIENCE

- Associate Professor**, *University of Waterloo* July 2014-present
- Assistant Professor**, *University of Waterloo* January 2006-June 2014
- Lecturer**, *University of Waterloo* September 2004-December 2005

Courses:

Macroeconomic Theory 1
Macroeconomic Theory 3
Introduction to Econometrics
Topics in Labour Economics
Labour Economics (undergraduate & graduate)
Research Methodology (graduate)

Sessional Instructor, *Ryerson University*

January-April 2003
September-December 2003

Courses:

Labour Economics
Introductory Microeconomics

GRANTS, RESEARCH CONTRACTS & AWARDS

SSHRC Insight Development Grant for “Caregiving, work and income among women immigrants in Canada”	\$74,875	Co-Applicant (PI Martin Cooke)	2022
UW/SSHRC Institutional Explore Grant for “Caregiving, work and income among women immigrants in Canada”	\$10,000	Co-Applicant (PI Martin Cooke)	2022
Women and Gender Equality Canada Contracted Research for “Caregiving, Work and Income Trajectories of Women Immigrants in Canada”	\$38,030	Co-Investigator (PI Martin Cooke)	2021
Women And Gender Equality Canada Contracted Research for “Family, work and income trajectories of women immigrants in Canada”	\$52,759	Co-Investigator (PI Martin Cooke)	2019
University of Waterloo Gender Equity Research Grant for “What keeps women in STEM? Can family-related policy and bargaining power play a role?”	\$9,996	Principal Investigator	2019
The International Centre for Pension Management (ICPM) Research Award for “Population Structure and Asset Values”	\$10,000	Principal Investigator (CI Stephen Bonnar, Lori Curtis, Miguel Leon-Ledesma, Jaideep Oberoi, Mark Zhou)	2018
International Congress of Actuaries (ICA) Best Paper Award – Demographic Change and Longevity for “Population Structure and Asset Values”	\$750 (500 Euro)	Principal Investigator (CI Stephen Bonnar, Lori Curtis, Miguel Leon-Ledesma, Jaideep Oberoi, Mark Zhou)	2018
SSHRC Partnership Development Grant <i>with</i> Society of Actuaries & Institute and Faculty of Actuaries for “Population Aging, Implications for Asset Values, and Impact for Pension Plans: An International Study.”	\$200,000 \$25,000 _{USD} & \$125,000	Co-Investigator (PI Doug Andrews)	2015
UW International Research Partnership “Impact of Population Aging on Asset Values” (Funds matched from Arts, Statistics and Actuarial Science, and Society of Actuaries)	\$31,800	Co-Investigator (PI Doug Andrews)	2014
SSHRC Population Change and Lifecourse Strategic Knowledge Cluster (subgrant). “Female baby boomers head into retirement: Are they ready?”	\$10,000	Co-Investigator (PI Lori Curtis)	2012-2013
RBC Retirement Research Undergraduate Fellowship: Female Baby Boomers & Retirement	\$9,800	Co-Investigator (PI Lori Curtis)	2012
SSHRC Research Development Initiatives “The Impact of Market Structure on Health”	\$37,825	Principal Investigator (CI Lori Curtis)	2008-2012
UW/SSHRC Seed Grant “Gender differences in Risk Aversion and Labour Market Behavior”	\$5,500	Principal Investigator	2006-2007

PUBLICATIONS

- “Self-employment and Motherhood: labor market outcomes of self-employment in early childhood years.” (Abridged) (with Pomme Theunissen and AnneMarie Kuenn) *Proceedings of the 2022 Academy of Management Meeting* (Best Paper Award)
- “Employment Effects of the Minimum Wage: Panel Data Evidence from Canadian Provinces” (with Anindya Sen). Accepted at *Contemporary Economic Policy*, Vol. 36 No. 1, 2018.
- “Alternative Medicine, Worker Health, and Absenteeism in the United States.” *Complementary Therapies in Medicine*, Vol 32, June 2017.
- “Gender Differences in Portfolio Risk Across Birth Cohort and Marital Status.” *Canadian Journal of Economics*, Vol. 48 No.1, 2015.
- “What Drives Self-Employment Survival for Women and Men? Evidence from Canada.” *Journal of Labor Research*, Vol. 36, No. 1, 2015.
- “Exiting Poverty: Does Sex Matter?” (with Lori Curtis). *Canadian Public Policy*., Vol. 40 No.2, 2014.
- “Can market structure explain cross-country differences in health?” (with Lori Curtis). *Farmeconomia: Health economics and therapeutic pathways*, Vol. 14 No.1, 2013.
- “Teen Employment, Poverty, and the Minimum Wage: Evidence from Canada.” (with Anindya Sen and Corey Van de Waal). *Labour Economics*, Vol. 18 No. 1, January, 2011.
- “Are Liquidity Constraints Holding Women Back? An Analysis of Gender in Self-Employment Earnings” *Journal of Economic Asymmetries*, Vol. 6 No. 1, June 2009.
- “GENDER DIFFERENCES IN SELF-EMPLOYMENT: The Contribution of Credit Constraints and Risk Aversion to Self-Employment Entry, Duration, and Earnings in Canada” Ph.D. Thesis, *Queen's University*, December 16, 2005.

TECHNICAL REPORTS

- Cooke, M., Mascella, A., Rybczynski, K., Yu, A. 2022. “Caregiving, Work, and Income Trajectories of Women Immigrants in Canada.” Report for *Women and Gender Equity Canada*.
- Pan, A., Rybczynski, K. 2021. “What keeps women in STEM? Can family-related policy and bargaining power play a role?” Report for *HeForShe University of Waterloo*.
- Cooke, M., Fontaine, M., Pan, Y., Rybczynski, K. 2020. “Family, Work and Income Trajectories of Women Immigrants in Canada.” Report for *Women and Gender Equity Canada*.
- Andrews, D., Oberoi, J., Rybczynski, K., Tapadar, P. 2014. “Future Equity Returns and Baby Boomer Retirements.” Report for the *Society of Actuaries*.

WORKING PAPERS

- “Children, Work and Income Trajectories of Women Immigrants in Canada.” (with Martin Cooke, Melanie Fontaine and Annie Pan)

“*Self-employment and Motherhood: labor market outcomes of self-employment in early childhood years.*” (with Pomme Theunissen and AnneMarie Kuenn)

Pan, A., Rybczynski, K. “What keeps women in STEM? Can family-related policy and bargaining power play a role?”

“Self-employment Entry Among Women and Men: Revisiting the Question of Liquidity.”

“Population Structure and Asset Values.” (with Stephen Bonnar, Lori Curtis, Miguel Leon-Ledesma, Jaideep Oberoi, and Mark Zhou).

“Self-Employment Entry: Revisiting the Question of Liquidity.” SWO-RDC working paper #1361.

“Size Matters: why small business may be good for your health.” (with Lori Curtis).

“Credit Constraints, Self-Employment and the Gender Wage Gap.” mimeo 2005.

PRELIMINARY PROJECTS

“Inequality, Gender, and Human Trafficking.”

“International Differences in Risk Aversion and Self-Employment.” (with Ozden Sungur).

“A hierarchical analysis of the relationship between small business communities and self-reported health in the United States.” (with Lori Curtis).

“Military Spending and International Income Disparity.”

RECENT CONFERENCES AND SEMINARS

Presenter

“Children, Work and Income Trajectories of Women Immigrants in Canada.” <i>(Invited)</i> <i>Seminar series, Department of Finance of the School of Business and Economics, University of Maastricht: Maastricht, NL</i>	October, 2022
“Family, Work and Income Trajectories of Women Immigrants in Canada.” <i>Canadian Economics Association -CLEF, Toronto, ON</i>	May, 2022
“Self-Employment Entry: Revisiting the Question of Liquidity.” <i>(Invited)</i> <i>Seminar series, Department of Finance of the School of Business and Economics, University of Maastricht: Maastricht, NL</i>	October, 2019
“Self-Employment Entry: Revisiting the Question of Liquidity.” <i>Scottish Economics Society Annual Conference: Perth, UK</i>	April, 2019
“Population Structure and Asset Values.” <i>International Congress of Actuaries (ICA): Berlin, Germany (Best Paper Award)</i>	June, 2018
<i>Scottish Economics Society Annual Conference: Perth, UK</i>	April, 2017
“Female self-employed in Canada: Who persists and who drops out.” <i>(Invited)</i> <i>Women Entrepreneurs, innovation and Regional Ecosystem Development: Waterloo, ON</i>	June, 2017
“Demographic Implications for Asset Values” <i>Co-Presented at:</i> <i>Webinar, Society of Actuaries</i>	October, 2016
“Gender Gap and Public Policy” <i>(Invited) Panel Presenter at:</i> <i>Gender Wage Gap conference, Guelph, ON</i>	April, 2015
“Inequality, Gender and Human Trafficking.” <i>Presented at:</i>	

<i>Canadian Economics Association -CDESG</i> , Toronto, ON	May, 2015
<i>Scottish Economics Society Annual Conference</i> , Perth, UK	April, 2015
<i>Eastern Economics Association</i> , New York, NY	March, 2015
“Alternative Therapies, Worker Health, and Absenteeism in the United States.” <i>Canadian Economics Association -CWEN/CHWEN invited session</i> , Montreal, QC	June, 2013
<i>Eastern Economics Association</i> , New York, NY	May, 2013
“Size Matters: why small business may be good for your health.” <i>Scottish Economics Society Annual Conference</i> : Perth, UK	April, 2013
<i>Canadian Research Data Centre National Conference</i> : Fredericton, NB	October, 2012
Theme: Evidence Based Policy Formation and Evaluation.	
“Employment Effects of Minimum Wage on Women and Immigrants.” <i>Canadian Economics Association</i> : Ottawa, ON	June, 2011
“The Impact of Market Structure on Health.” <i>International Network For Economics Research: London UK</i>	September, 2011
<i>International Health Economics Association</i> : Toronto	July, 2011
<i>Eastern Economics Association</i> : New York, NY	February, 2011
<i>Canadian Economics Association</i> : Toronto, ON	June 2009
“No Exit: Women in Poverty.” <i>Canadian Economics Association</i> : Halifax, NS	June, 2010
“No Exit: Women aged 45-64 in Poverty.” (<i>Invited</i>) Laurier Centre for Economic Research and Policy Analysis <i>Mothers, Workers and Retirees</i> workshop, Waterloo, ON	April 2009
“No Exit: Older Women in Poverty.” <i>Canadian Economics Association</i> : Vancouver, BC	June, 2008
“Gender Differences in Risk Aversion and Labour Market Behaviour.” <i>International Network for Economic Research</i> : Evora, Portugal	September, 2008
<i>International Conference on Social Sciences</i> : Izmir, Turkey	August, 2008
<i>Canadian Economics Association</i> : Halifax, NS	June, 2007
<i>Statistics Canada Socio-Economic Conference</i> : Ottawa, ON	May, 2006
<i>Writer's Workshop for “Exploring New Realities of Gender in Canadian Society” a funded segment of the Statistics Canada Socio-Economic Conference</i>	February, 2006

Organizer

Organizer UW-ECON PhD Conference Organized with Stephanie Lluís, Mary Ann Vaughan and Corey Van de Waal	May, 2018
Co-Organizer UW-ECON PhD Conference Organized with Stephanie Lluís, Alain-Desire Nimubona, Olivia Mesta, Ryan George, Tao Chen	May, 2016
Alumni Panels, Talks and Webinars (multiple)	2015-2017
Co-Organizer <i>Does Population Age Structure Affect Asset Values? Can it be Deflationary?</i> Workshop organized with Dr. Doug Andrews (PI), Waterloo, ON	June, 2014

Discussant/Chair/Attendee

Co-Chair “Inclusive Entrepreneurship” Tract Interdisciplinary European Conference on Entrepreneurship Research (IECER), Maastricht, NL.	Oct, 2022
Attendee <i>Scottish Economics Society Annual Conference</i> : Virtual, Glasgow, UK	April, 2021
Participant “Faculty Professional Development Workshop Series: Your Syllabus as a Tool to Promote Student Equity, Belonging, and Growth” Virtual, UW, Waterloo, ON	June, 2020
Attendee (co-author presented) “Family, Work & Income Trajectories of Women Immigrants in Canada.” Women and Gender Equality Canada Webinar. Ottawa, ON	Feb, 2020
Attendee (co-author presented) “Family, Work & Income Trajectories of Women Immigrants in Canada.” GSS 2011-linked: what we have learned, Statistics Canada Workshop, Ottawa, ON	Dec, 2019

Discussant “Are Poor Individuals Mainly Found in Poor Households? Evidence Using Nutritional Data” <i>Caitlin Brown Martin Ravallion Dominique van de Walle, at the Commodities, Wellbeing and Institutions Workshop, Guelph, ON</i>	September, 2017
Attendee (co-author presented) Actuarial Teachers’ and Researchers’ Conference (ATRC), Kent, UK	July, 2017
Discussant “Gender Gap in Start-up Activities” Takanori Adachi <i>Canadian Economics Association-CLEF, Ottawa, ON</i>	June, 2016
Discussant “Infant health outcomes and economic fluctuations: evidence from Canada” Sandra Milicic <i>Canadian Economics Association – CHESG, Ottawa, ON</i>	June, 2016
Attendee <i>Waterloo International Workshop on the Implications of Aging on Asset Values, Waterloo, ON</i>	June, 2016
Discussant “Are Foreign Banks Better Performers than Domestic Counterparts? An Examination of Firm-Level Data in Mexico 1999-2013” Mine Doyran <i>Eastern Economics Association, New York, NY</i>	March, 2015
Attendee <i>Athenian Policy Forum Conference, Toronto, ON</i>	June, 2014
Attendee <i>Waterloo Economics Workshop, Waterloo, ON</i>	March, 2014
Discussant “The wage effect of childbirth on urban Chinese women: estimation with a new identification strategy.” <i>Canadian Economics Association -CWEN/CHWEN invited session, Montreal, QC</i>	June, 2013
“The Economics of Dual Job Holding: A Job Portfolio Model of Labour Supply.” <i>Eastern Economics Association, New York, NY</i>	May, 2013
Discussant “Does Social Assistance Participation lead to lower Self-Reported Health?” <i>International Network For Economics Research, London, UK</i>	September, 2011
Discussant “Getting doctors into the bush: preferences for rural location of General Practitioners <i>Canadian Health Economics Study Group, London, ON</i>	July, 2011
Chair “Labour: Job losses and layoffs” <i>Canadian Economics Association Annual Meeting, Ottawa, ON</i>	June, 2011
Attendee <i>SES and Health across Generations and over the Life Course (using PSID) University of Michigan , Ann Arbor, MI</i>	September, 2010
Discussant “A New Estimation of the Matching Function in the Spanish Labour Market.” <i>International Network for Economic Research: Evora, Portugal</i>	September, 2008
Chair “Labour Market and Income of Older Men and Women” <i>Small Open Economies in a Globalized World: Waterloo, ON</i>	June, 2008
Discussant “Household Responses to Individual Shocks: Disability and Labour Supply.” <i>Canadian Labour Market and Skills Researcher Network: Vancouver, BC</i>	June, 2008
Discussant and Chair (various sessions) <i>Canadian Economics Association: Vancouver, BC</i>	June, 2008
Discussant and Chair (various sessions) <i>Canadian Economics Association: Halifax, NS</i>	June, 2007

REVIEWS

Journals

Oxford Economic Papers, International Review of Economics and Finance, Contemporary Economic Policy, Canadian Public Policy, Journal of Labour Research, Journal of International Migration and Integration, Economics e-Journal, Journal of Economics, Journal of Alternative and Complementary Medicine.

Books

Reviews of: *Macroeconomics, 3e (Canadian)* by DeLong et al. for McGraw Hill, *Macroeconomics, 4e (Canadian)* by Abel et al. for Pearson Ed., *Economics of Gender, 3e* for Blackwell Publishing

SELECTED SERVICE

Graduate Committee	2022
Budget Committee (Ad Hoc)	2022
Draft & Promote Successful Proposal for UWs Postdoctoral Fellowships for Black & Indigenous Scholars	2022
Draft & Promote Proposal for UW Doctoral Fellowships for Black and Indigenous Scholars (fate TBD)	2022
Manuscript Review, Statistics Canada, Youjin Choi	2022
Departmental Advisory Committee on Appointments-DACA	2021-2022
Alumni and Student Relations Committee	2020-
Arts Undergraduate Scholarship Committee	2020-
Network for Aging Research Advisory Committee	2018-2021
SSHRC Insight Grant Application Assessments	2018-
Working Group on Salary Structure (WGSS) committee member	2018
Internal-External on PhD Defense Committees (S.Zhang, UW)	2018
Working Group on Sexual and Gender Diversity	2018
Provost Advisory Committee on Equity	2017-2018
HeForShe Faculty Advocate, Arts	2017-2018
Past Chair, Status of Women and Equity Committee, Faculty Association	2017-2018
Departmental Newsletter (annual)	2016-2018
Southwestern Ontario Research Data Centre Management Committee	2015-
Chair, Alumni and Student Relations Committee	2015-2018
Chair, Status of Women and Equity Committee, Faculty Association	2016-2017
Guest Lectures (INTEG 221, WS365)	2016, 2017, 2021
Internal-External & External PhD Defense Committees (S. Gibbons, UW; R. Tabrizi, SFU)	2016
Panel Speaker for UW FemPhys Gender Wage Gap Panel.	2016
Peer Teaching Evaluations	2015-2016
Seminars Committee	2014-2015
Public Relations Committee	2014-2015
Designated Chair Pool for PhD Exams	2014-2015
Status of Women and Equity Committee Member, Faculty Association	2012-2015
Undergraduate Committee	2004-2009, 2012-2014
Hildegard Marsden Day Nursery, Board Member	2010-2013
Hammer Band, From Violence to Violins	2012, 2014, 2021
K-W Brush With Art	2008

RESEARCH ASSOCIATIONS

Research Associate, Canadian Index of Wellbeing	2016-present
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SUPERVISION

Graduate

Allison Mascella	PhD, Third Reader, Dissertation Committee	2021
Christiane Mitchell	REC 695: Independent Project-PhD, Recreation & Leisure Studies	2021
Yazhuo Pan	PhD, Third Reader, Dissertation Committee	2020
Shernette McLeod	PhD, Third Reader, Dissertation Committee	2018
Klayton Goncalves	MA, Second Reader, MA Thesis	2018
Behnoush Amery	PhD, Second Reader, Dissertation Committee	2016
Brian Stewart	MA, Second Reader, Major Research Paper	2013
Eugenia Chan	MA, Second Reader	2005

Undergraduate

Abeera Rais	Biology Senior Honours Project, Second Reader	2022-
Chunyu Zhao	Undergraduate -Senior Honours Essay	2022
Utkarsh Pal	Knowledge Integration Senior Research Project, Advisor	2021
Hammad T. Mirza	Undergraduate -Senior Honours Essay	2020
YunXiang (Charles) Xie	Undergraduate -Senior Honours Essay	2020
Hongcan Zhang	Undergraduate -Senior Honours Essay	2018
Fang Jie Lin	Undergraduate -Senior Honours Essay	2017
Connor Pita	Undergraduate -Senior Honours Essay	2017
Emmanuel Burguete	Undergraduate -Senior Honours Essay	2016
Tiago Figueredo	Undergraduate -Senior Honours Essay	2016
Yiyang Liang	Undergraduate -Senior Honours Essay	2016
Qingwei Li	Undergraduate -Senior Honours Essay	2016
Wei Hua Xiang	Undergraduate -Senior Honours Essay	2015
Chan Namgoong	Undergraduate -Senior Honours Essay	2015
Aidi Yu	Undergraduate -Senior Honours Essay	2015
Jisu Kwon	Undergraduate -Senior Honours Essay	2014
Kate Lam	Undergraduate -Senior Honours Essay	2014
Ahmed Nauraz Rana	Undergraduate -Senior Honours Essay	2014
Peng Zhou	Undergraduate -Senior Honours Essay	2014
Tom Paszczyński	Undergraduate -Senior Honours Essay	2014
Joshua Jarvis	Undergraduate -Senior Honours Essay	2013
Yi Feng Deng	Undergraduate -Senior Honours Essay	2013
Taeyel In	Undergraduate -Senior Honours Essay	2013
Amy Xing	Undergraduate -Senior Honours Essay	2013
Waleed Cheema	Undergraduate -Senior Honours Essay	2013
Fangzhou Chen	Undergraduate -Senior Honours Essay	2012
Ekta Bhardwaj	Undergraduate -Senior Honours Essay	2011
Yimo Wu	Undergraduate -Senior Honours Essay	2011
Johanna Robles	Undergraduate -Senior Honours Essay	2011
Nicholas Bong	Undergraduate -Senior Honours Essay	2009
Ryan St.Pierre	Undergraduate -Senior Honours Essay	2008
Andrew Lok	Undergraduate -Senior Honours Essay	2008
Brad Moores	Undergraduate -Senior Honours Essay	2008
Amy Luong	Undergraduate -Senior Honours Essay	2008
Anton Kovalchuk	Undergraduate -Senior Honours Essay	2008
Maciej Dragan	Undergraduate -Senior Honours Essay	2008
Karen Kong	Undergraduate -Senior Honours Essay	2008
Ewelina Sinkiewicz	Undergraduate -Senior Honours Essay	2007
Jieying Zheng	Undergraduate -Senior Honours Essay	2007
Konrad Pasikowski	Undergraduate -Senior Honours Essay	2006
Yada Khov	Undergraduate -Senior Honours Essay	2006
Kelvin Wu	Undergraduate -Senior Honours Essay	2006
Samuel Richards	Undergraduate -Senior Honours Essay	2006
Jessalyn Jennings	Undergraduate -Senior Honours Essay	2005
Andrei Borromeo	Undergraduate -Senior Honours Essay	2005