

Equal but Inequitable: Who Benefits from Gender-Neutral Tenure Clock Stopping Policies?  
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Disclosure Statement

Jenna Stearns

2/13/2018

The author declares that she has no relevant or material financial interests that relate to the research described in this paper. The author declares that we did seek IRB approval for the individual-level fertility data, and were classified as exempt. The author declares that we did not seek IRB approval for the research and employment data as it is all publicly available on the web.

A handwritten signature in black ink that reads "Jenna Stearns". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Jenna Stearns