

**CURRICULUM VITAE**  
**Susan Payne Carter**

February 2019

United States Military Academy  
Office of Economic and Manpower Analysis  
607 Cullum Rd.  
West Point, NY 10996

Email: susan.carter@westpoint.edu

**Academic Appointments**

2012-Present United States Military Academy, West Point (USMA)  
2012 – Present: Research Analyst, Office of Economic and Manpower Analysis  
2018 – Present: Associate Professor, Department of Social Sciences  
2012 – 2018: Assistant Professor, Department of Social Sciences

**Education**

2012 Doctor of Philosophy, Economics, Vanderbilt University  
Dissertation entitled, “Essays in Consumer Finance: Bankruptcy and Fringe Banking”  
2008 Masters, Economics, Vanderbilt University  
2006 Bachelor of Science, Mathematical Economics, Wake Forest University *Summa cum laude*

**Areas of Academic Interest and Research**

Applied Microeconomics  
Household Finance  
Labor Economics  
Economics of Education

**Teaching Experience**

AY2019 (USMA): Principles of Economics, SS201; Advanced Principles of Economics, SS251; Microeconomics, SS382

AY2014 - AY2018 (USMA): Microeconomics, SS382

AY2013 (USMA): Principles of Economics, SS201

Summer 2010 (Vanderbilt University): Instructor of Principles of Microeconomics

2007-2011 (Vanderbilt University): Teaching Assistant for Intro to Microeconomics, Intro to Macroeconomics, Intermediate Microeconomics, PhD level Microeconomic Theory I, Education and Economic Development

## **Additional Professional Experience**

2009-2012      Research Assistant (while in school) for Paige Marta Skiba (Vanderbilt Law School) and Jeremy Tobacman (Wharton)

Summer 2008    Securities and Exchange Commission, Intern in the Office of Economic Analysis

## **Publications**

### **Journal Articles**

“[Who’s the Boss? The Effect of Strong Leadership on Employee Turnover](#)” Forthcoming. *Journal of Economic Behavior and Organization*. NBER Working Paper No. 22283. (with Whitney Dudley, David Lyle, and John Smith)

“[Can Information Change Personal Retirement Savings? Evidence from Social Security Benefits Statement Mailings](#)” 2018. *AEA Papers and Proceedings*. 108, 93-97 (with William Skimmyhorn)

“[Much Ado about Nothing? New Evidence on the Effects of Payday Lending on Military Members](#)” 2017. *Review of Economics and Statistics*, 99 (4): 606-621. (with William Skimmyhorn)

“[The Impact of Computer Usage on Academic Performance: Evidence from a Randomized Trial at the United States Military Academy](#)” 2017. *Economics of Education Review*, 56: 118-132. (with Kyle Greenberg and Michael S. Walker)

Media/Other Attention: [New York Times](#); [Brookings Institution](#); [Washington Post](#); [NPR](#)

“[Who Will Fight – The All-Volunteer Army after 9/11](#)” 2017. *American Economic Review: Papers and Proceedings*. 107 (5): 415-419. (with Alexander A. Smith and Carl Wojtaszek)

“[Payday Loan and Pawnshop Usage: The Impact of Allowing Payday Loan Rollovers](#)” 2015. *Journal of Consumer Affairs*, 49: 436–456.

“[Pawnshops, Behavioral Economics, and Self-Regulation](#)” 2012-2013. *Review of Banking and Financial Law* 32 (1). Boston University Law School. (with Paige Marta Skiba)

### **Book Chapters**

“Balancing Act: New Evidence and a Discussion of the Theory on the Rationality and Behavioral Anomalies of Choice in Credit Markets” 2018. *Research Handbook in Behavioral Law and Economics*, eds, Joshua C. Teitelbaum and Kathryn Zeiler, Edward Elgar Publishing. (with Marieke Bos and Paige Marta Skiba).

“[Pecuniary Mistakes? Payday Borrowing by Credit Union Members](#)” 2011. Olivia S. Mitchell and Annamaria Lusardi, eds., *Financial Literacy: Implications for Retirement Security and the Financial Marketplace*. Oxford, UK: Oxford University Press. (with Paige Marta Skiba and Jeremy Tobacman)

### **Conference Paper**

“[Analysis of Unemployment Compensation Trends for Exiting U.S. Army Soldiers](#)” 2015. *The Supply Chain for Middle-Skill Jobs: Education, Training, and Certification Pathways* at the National Academies of Sciences, Engineering, and Medicine. (with Brian Miller)

### **Non-Academic Publication**

“[Should Professors Ban Laptops: How Classroom Computer Use Affects Student Learning](#)” 2017. *EducationNext*. Vol 17, No. 4. (with Kyle Greenberg and Michael S. Walker)

### **Textbook Contributions**

Contributing author on two chapters of [Introduction to Microeconomics: A Top Hat Interactive Text](#) by Stephen Buckles, 2017

### **Working Papers (models complete with working drafts)**

“[Making Big Changes: The Impact of Moves on Marriage among U.S. Army Personnel](#)” with Abigail Wozniak. NBER Working Paper No. [24300](#) & IZA Working Paper No. [11308](#).

“Time to Repay or Time to Delay? The Effect of Having More Time Before a Payday Loan is Due” with Kuan Liu, Paige Marta Skiba, and Justin Sydnor

### **Ongoing Research**

“Internet Distractions in the Classroom” with Kyle Greenberg and Richard Patterson

### **Seminar Presentations**

“Who’s the Boss? The Effect of Strong Leadership on Employee Turnover” United States Air Force Academy, December 2016

“Estimating the Effects of Payday Lending Access and the Military Lending Act” University of Notre Dame Economics Department, October 2013

“Estimating the Effects of Payday Lending Access and the Military Lending Act” Wake Forest University Economics Department, October 2013

### **Conferences**

#### **Presentations & Discussions**

Southern Finance Association. Asheville, NC, November 2018

North American Regional Sciences Association. San Antonio, TX, November 2018 (discussant)

NBER Economics of National Security Summer Institute, July 2016.

North American Regional Science Council Annual Meeting. Portland, OR, November 2015

Symposium on the Supply Chain for Middle-Skill Jobs: Education, Training, and Certification Pathways. The National Academies, June 2015

Economic Demography Workshop, Boston, MA, April 2014 (Discussant)

International Banking, Economics, and Finance Association Summer Meeting, July 2013  
Conference on Empirical Legal Studies, November 2012  
ZEW Mannheim Spring Meeting of Young Economists: Mannheim, Germany, April 2012  
Boulder Summer Conference on Consumer Financial Decision Making, June 2011  
Marquette Law School Public Service Conference, Milwaukee, WI, Feb. 2011  
American Economic Association Annual Meeting, Atlanta, GA January 2010 (Discussant)

### **Attendances**

National Bureau of Economic Research (NBER) Economics of National Security Working Group Meeting, February 2016, July 2016, July 2017, and July 2018

National Bureau of Economic Research (NBER) Summer Household Finance Working Group, 2011, 2016, and 2018 and the National Bureau of Economic Research (NBER) Fall Household Finance Working Group, 2010

Lindau Nobel Laureate Meetings in Economic Sciences, Lindau, Germany August 2011

American Economic Association Conference, 2010, 2011, 2012, 2014, 2015, 2017, 2018

### **Support to Economics Discipline**

Referee: *Armed Forces and Society* (2 times); *American Economic Journal: Applied Economics*; *Economics Bulletin*; *Economics of Education Review*; *Economic Inquiry* (2 times); *Economics and Human Biology*; *ILR Review*; *Journal of Consumer Affairs* (6 times); *Journal of Labor Economics*; *Journal of Human Resources*; *Journal of Poverty* (2 times); *Journal of Policy Analysis and Management*; *Review of Economics and Statistics* (3 times)

Reviewed the Advanced Placement (AP) Microeconomics Curriculum for the College Board, AY2015

### **Analytic Support to Senior Governmental Leaders (Selection)**

Pilot Program for Transition Assistance Program by HRC, AY2016 - Present

Helped create a pilot program currently in the field to measure the effect of transition classes on post-Army employment. Continue to help with analysis as the pilot continues.

Census Data Merge for OEMA, AY2017-Present

Helped facilitate analysis and created a platform for displaying statistics on post-service earnings to be used for senior leaders, recruiters, and retention coordinators.

Female Branching Policy Analysis for the Army G1 (Human Resources), AY2018

Produced a white paper for the Army G1 laying out the policy options for female branching into Infantry (IN) and Armor (AR), along with analysis on past branching changes and future cadet preferences for IN/AR.

USMA Junior Military Faculty Diversity for USMA Diversity Conference, AY2017

Analyzed the diversity of USMA junior military faculty, and laid out the possible reasons for why these faculty are less diverse than the entire officer corp.

Officer Graduate School Analysis for Talent Management Task Force, AY2017

Created an analytical tool for Army senior leaders to understand the graduate degree obtainment of Army officers.

Career Satisfaction Program (CSP) and USMA Branching Diversity Analysis for Talent Management Task Force (TMTF), AY2017

Analyzed the impact of the CSP and Talent Based Branching on racial diversity, especially in the combat arms. Briefed to GEN Schoffner, head of the TMTF.

Officer Flow Model for OEMA, AY2016

Created an officer flow model adjustable to changes in accessions, schooling dates, and endstrength.

Cost of Permanent Change of Station (PCS) moves for OEMA, AY2016

Analyzed the monetary and non-monetary costs of moving soldiers between posts and pointed out potential efficiency gains.

Stress related issues within Air Defense Artillery (ADA), AY2016

Analyzed stress within the ADA branch by measuring deployment, family separation, and permanent moves relative to other branches.

Officer Promotions for the Army Medical Department (AMEDD), AY2016

Analyzed promotions of doctors and nurses in the Army to measure whether officers with less medical experience but more command time were rewarded with higher promotion rates.

Size Projections for Warrior Transition Unit, AY2013

Analyzed the projected size of the Warrior Transition Unit (WTU) into FY2019 using assumptions on deployment rates, endstrength, and continuous rates of injury. Shaped questions for senior leaders on desired size and cost savings potential of WTU.

ROTC Program Success for ROTC senior leaders, AY2013

Created an analytical tool allowing ROTC senior leaders to understand the success of their various programs in graduating successful future officers.

### **Service to USMA**

Chair of the Economics Curriculum Advisory Committee, AY2019

Member of the Superintendent's Civilian Faculty Advisory Committee, AY2019

Member of Physics and Nuclear Engineering Academy Professor Search Committee, AY2019

Member of Assistant Dean of Academic Affairs Search Committee, AY2019

Member of Junior Military Faculty Selection Committee for Department of Social Sciences, AY2017 & AY2019

Chair of Civilian Assistant Professor Faculty Search Committees, Economics, AY2017 & AY2018

Member of Combating Terrorism Center (CTC) Academy Professor Search Committee, AY2018

Member of Academic Research Council, AY2014, AY2016, AY2017, AY2018

Panelist for the "Conducting Classroom Research to Improve Teaching" by the USMA Center for Faculty Excellence, AY2018

Member of Data Analyst Hiring Committee for OEMA, AY2014-Present

Member of Junior Military Faculty Selection Committee for Department of Social Sciences, AY2017  
Member of Economics Curriculum Committee, AY2016  
Co-Chair of Title 10 (Civilian) Faculty Search Committees for two positions, Economics, AY2015  
Member of Title 10 (Civilian) Faculty Search Committee, Economics, AY2014  
Junior Faculty Representative for Faculty Council Committee, AY2014

### **Student Development Activities**

Economics Thesis Advisor, AY2013, AY2014, AY2019  
Faculty Sponsor for Summer Volunteer Trip to Thailand, Summer 2018  
Economics Thesis Coordinator, AY2015-AY2018  
Faculty Sponsor for USMA Women's Tennis Team, AY2016 - Present  
Assisted with the USMA Scholarship program by participating in mock interviews, AY2013-AY2018  
SCUSA Roundtable Mentor (Topic: *Pensions and Palliative Care: Austerity, the Welfare State, and Population Flows in North America*), AY2014  
Faculty Sponsor for Summer Volunteer Trip to Morocco, Summer 2014  
Faculty Sponsor for West Point Cooking Club, AY2013-AY2014  
USMA Debate Judge, AY2013

### **Awards, Grants, and Certifications**

Superintendent Certificate of Appreciation, USMA, August 2016  
Murdy Award for Teaching Excellence, Department of Social Sciences, USMA, May 2013  
Omicron Delta Epsilon Induction Ceremony Speaker, Wake Forest University, October 2013  
Behavioral Economics and Consumer Finance Grant from Russell Sage Foundation  
Vanderbilt Social Science Dissertation Fellowship, September 2011 – May 2012  
Phi Beta Kappa, Wake Forest University, 2012