



Cornell University
College of Human Ecology

Cornell University College of Human Ecology

DEPARTMENT OF

Policy Analysis and Management

Department of Policy Analysis and Management

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The Department of Policy Analysis and Management (PAM) faculty bring a rigorous disciplinary focus to the multidisciplinary problems associated with formulating, implementing, managing, and evaluating public sector programs. Learn more about our research, teaching, and outreach in family and social welfare, health, and consumer policy.

Faculty



Sean Nicholson Associate Professor Sean is currently conducting research [Learn More](#)

News and Events

Merrill Presidential Scholar

May 26, 2009

Cornell Tradition Recognizes One of Our Own

May 26, 2009

They Said It...

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About PAM

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PAM's mission is to uphold nationally recognized programs through research, teaching, and outreach in health, family and social welfare, and consumer policy in terms of its application through program planning, management and evaluation. Each PAM faculty member brings a rigorous disciplinary focus to the multidisciplinary problems associated with formulating, implementing, managing, and evaluating public sector programs.

Use the links at the left to explore the department's teaching, research and outreach work in health, family and social welfare, and consumer policy.

Faculty



John Cawley Associate Professor

John's research has been published

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Donald Kenkel Professor Donald Kenkel is a member [Learn More](#)

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Academics

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The personal research of PAM faculty in health, family and social welfare, and consumer policy informs our teaching. Whether you enroll in the PAM undergraduate major, the masters-level Sloan Program in Health Administration, the accelerated masters, or our PhD program, you will benefit from PAM faculty's experience and research in the multidisciplinary problems associated with formulating, implementing, managing, and evaluating public sector programs.

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Undergraduate

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Faculty Research Interests

The Policy Analysis and Management (PAM) major prepares students for leadership as policy makers, analysts, and managers in both the public and private sectors. Many students also use the PAM major to prepare for professional school (law, business, and medical school) or graduate programs. The major's unique strength stems from its combination of robust theory and practical application. Students will learn to integrate analytical thinking, research and data analysis skills, and policy implementation strategies to understand the effects of public and private policies on people's lives.

PAM majors employ theories and methods from economics, sociology, government, and psychology to analyze public policy impacts on society. In the major students will learn to apply theories designed to explain the development of government policies addressing social issues and how private corporations interact with government to affect the well-being of society. Furthermore, students will learn to analyze management and policy decisions that affect individuals, groups, businesses, and different sectors of society.

The curriculum focus is United States public policy in the areas of health care, consumer, and family/social welfare. The major provides opportunities for on- and off-campus undergraduate internships and field experiences that enhance the learning environment. PAM students are strongly encouraged to incorporate a significant experiential component into their course of study.

Please visit the [College Admissions](#) site for advice on applying.



Video Clip

**Matt Eisenberg and
Professor Rosemary
Avery talk about research
and student life in Policy
Analysis and
Management.**

PAM Honors Program

The honors program, which leads to a B.S. degree with honors in Policy Analysis and Management, gives official recognition to students who have demonstrated excellence in their academic work and their capacity for independent study. In addition to fulfilling requirements for the major, students in the honors program participate in an Honors Seminar (PAM 4980) and prepare an honors thesis. Students work with a research mentor in preparing their thesis. [Guidelines and Application.](#)

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Curriculum Notes

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These notes describe the courses taken by PAM undergraduates. To download the full curriculum description, [click here](#).

Foundation Courses

PAM majors start by building a liberal arts foundation with classes in the natural and social sciences (economics, sociology, psychology, and government), the humanities (ethics), and written communication skills.

Core Courses

At the heart of the PAM undergraduate curriculum are the core courses in the major. These courses include: An Introduction to Policy Analysis (PAM 2300), which provides students with foundational concepts in policy analysis and exposes them to current issues related to family, consumer, and health policy; Intermediate Microeconomics (PAM 2000); Economics of the Public Sector (PAM 2040), which introduces students to the fundamentals of public sector taxation and expenditure policies; and Population and Public Policy (PAM 2030), which considers the relationships between family policies and demographic behavior.

Research and Analytic Skills

Building on a strong liberal arts foundation, students are required to take courses in research and analytic skills: Introduction to Statistics (PAM 2100); Multiple Regression Analysis (PAM 3100); and Causal Inference and Policy Evaluation (PAM 3300). These courses are designed to provide students with skills and competencies to enable them to undertake individual policy analyses and to evaluate the validity of the plethora of policy studies that are used in both the public and private sector decision-making processes.

Upper Level Electives

After completing the Research and Analytic Skills and the Core Courses, students will have been taught a very powerful set of skills for performing social science research. These skills are applicable to study a wide range of policy, economic, political and social questions. Students then select at least four upper level electives where these skills will be used and refined. PAM has strengths in Family/Social Welfare policy, Health policy, and Consumer/Regulatory policy. The major offers a wide range of PAM electives to choose from. Topics addressed in the health policy area include access to and quality of health care, health care costs, health insurance (including Medicare and Medicaid), how consumers and families alter their behavior in response to public

and private health care initiatives and policies, and reproductive health and human sexuality. Topics covered in the family/social welfare areas include race and immigration, work and family issues such as parental and family leave policies, subsidies and tax policies for children and dependents, and the economic and legal aspects of marriage, divorce and child support, etc. The consumer/regulatory area offers courses that teach skills applicable to business, government, or advocacy and offers a broad view of the way individuals, corporations, and government interact in the marketplace. Students, therefore, have the flexibility to design their electives to match both their interests and future plans for employment and graduate studies.

Special Study Courses

PAM students are encouraged, but not required, to enroll in special studies courses. These courses include directed readings with a professor, working as a research assistant for a professor, and writing a senior honors thesis under the direction of a faculty research mentor. Additionally, PAM students can take advantage of a Capital Semester in Albany, the Cornell Urban Semester in New York city, a Cornell-in-Washington semester, or a study abroad semester. Within reasonable limits, the credits earned are applied to the PAM and university requirements.

For Additional Information

Please do not hesitate to email Tom Evans, PAM's Director of Undergraduate Studies.

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Faculty Research Interests

Click faculty name to access biography page

Rosemary Avery

E-mail rja7@cornell.edu 119A MVR Hall

Research interests: family policy: New York State child welfare system, foster care experiences of children relinquished for adoption, state adoption recruitment efforts, and permanency for adolescents exiting foster care; consumer policy: messages and persuasive content of print advertising and prime-time television

Richard Burkhauser

E-mail rbv1@cornell.edu 125 MVR Hall

Research interests: how public policies affect the economic behavior and well-being of vulnerable populations, e.g., people with disabilities, older persons, low income households

John Cawley

E-mail jhc38@cornell.edu 124 MVR Hall

Research interests: effect of body weight on labor market outcomes such as wage rates, unemployment, employment disability, and the transition from welfare to work; role of body weight in adolescent behavior, such as smoking and sexual activity; treatments for and methods of preventing obesity

Rachel Dunifon

E-mail red26@cornell.edu 248 MVR Hall

Research interests: impact of state welfare policies on children and their family structures; the ways in which children's characteristics affect maternal employment; and the influence of neighborhood characteristics on parenting behaviors and youth development

R. Rick Geddes

E-mail rrg24@cornell.edu 251 MVR Hall

Research interests: private investment in transportation infrastructure, corporate governance, postal economics, and the economics of women's rights

Jenny Gerner

E-mail jlg19@cornell.edu 295 MVR Hall

Research interests: effects of policy concerning early childhood education, such as age at which

children can enroll in kindergarten or the provision of universal pre-kindergarten education, on outcomes in school, such as test scores and school performance. I am considering how living arrangements in college affect education outcomes. This project specifically uses Cornell data to contrast living in 'living/learning' residence halls with other types of living arrangements.

Donald Kenkel

E-mail dsk10@cornell.edu 102 MVR Hall

Research interests: economics of consumer health behavior, including both medical care purchases and health promotion and disease prevention choices made outside of the medical care sector; impact of higher taxes on youth and adult smoking cessation; cost benefit analysis of public policies

John Kuder

E-mail jmk15@cornell.edu 135 MVR Hall

Research interests: effectiveness of Medicaid managed care, and the effects of the new health care system on physician's clinical decisions, continuity of care, and a conceptual framework for examining the "market" for quality in health services

Daniel Lichter

E-mail dtl28@cornell.edu 249 MVR Hall, 202C Beebe Hall

Research interests: welfare incentives on the family, and on patterns of marriage and cohabitation, assortative mating, and children's changing living arrangements; focus on poverty, especially among children and in rural areas

Claudio Lucarelli

E-mail cl443@cornell.edu 105 MVR Hall

Research interests: industrial organization of health care markets; impact and implementation of Medicare Part D; issues on rural medicine through the Critical Access Hospital program

Alan Mathios

E-mail adm5@cornell.edu 142 MVR Hall

Research interests: effect of Food and Drug Administration regulatory policies on consumer and firm behavior; government tax policy and its impact on smoking onset and cessation

Jordan Matsudaira

E-mail jdm296@cornell.edu 133 MVR Hall

Research interests: the effects of education, health, and welfare policies on the behavior and well-being of vulnerable populations. His current research ranges from investigating the impact of bilingual education programs on the educational and economic outcomes of the children of immigrants to a study of whether and how schools strategically respond to incentives in federal subsidy programs to secure increased funding. In other efforts, he is examining the effects of increased staffing levels on patient outcomes in nursing homes, and the extent of monopsony power in the labor market for nurses

Kelly Musick

E-mail kam386@cornell.edu 254 MVR Hall

Research interests: changes in marriage, cohabitation, and childbearing and their implications for adults, children, and - more broadly - processes of social stratification

Sean Nicholson

E-mail sn243@cornell.edu 123 MVRHall

Research interests: innovation in the biotech and pharmaceutical industry; determinants of whether and how quickly physicians adopt new technologies and treatment methods; and measuring the benefits to employers of investing in their workers' health

Emily Owens

E-mail ego5@cornell.edu 106 MVR Hall

Research interests: government regulation of criminal activity, including how government policies affect the prevalence of criminal activity and the structure of criminal justice system

Andrea Parrot

E-mail ap30@cornell.edu 253 MVR Hall

Research interests: women's health, human sexuality, violence against women, and medical ethics; and the cultural and policy issues related to those areas

H. Elizabeth Peters

E-mail ep22@cornell.edu 117 MVR Hall

Research interests: effects of public policies such as divorce laws, taxes, and welfare reform on family formation and dissolution decisions, inter- and intra-household transfers, and family investments in children

Patricia Pollak

E-mail pbp3@cornell.edu 250 MVR Hall

Research interests: how public policies and community planning decisions affect the housing and well-being of community residents, particularly older persons and those with limited resources

Sharon Sassler

E-mail ss589@cornell.edu 134 MVR Hall

Research interests: factors shaping the activities of young adults and their life course transitions into school and work, relationships, and parenthood; how these transitions vary by gender, race/ethnicity, and class; cohabitation; gender differences in immigrant adaptation

Kosali Ilayperuma Simon

E-mail kis6@cornell.edu 137 MVR Hall

Research interests: economic effects of state regulation of private insurance markets on health insurance related to employment, and the impact of social policies and the economic climate on availability of different types of health insurance for the broader population

Sharon Tennyson

E-mail st96@cornell.edu 252 MVR Hall

Research interests: economic and policy issues in insurance; analysis of government regulation of insurance, insurance fraud, consumer knowledge of and attitudes toward insurance, and consumers' insurance purchase decisions

William Trochim

E-mail wmt1@cornell.edu Mann Library

Research interests: public health, gerontology and aging, mental health, education;

community-based concept mapping for planning & evaluation, systems thinking in public health, integration of research and practice, methods for evaluating large research initiatives

Maureen Waller

E-mail mrw37@cornell.edu 257 MVR Hall

Research interests: fatherhood, marriage and family formation in low-income communities (e.g., interpretations of paternal responsibility, fathers as caregivers of young children, the implications of fathers' incarceration for family relationships, tensions in the relationships between low-income parents, the link between couples' pregnancy intentions and behavior, unmarried couples' expectations for marriage and their fear of divorce); the effectiveness of social policies in low-income communities (e.g., child support, paternity establishment, welfare, incarceration)

William White

E-mail wdw8@cornell.edu 117 MVR Hall

Research interests: growth and impact of managed care in hospital and physician markets, the design of healthcare reimbursement systems, healthcare antitrust, and issues of federalism in health care reform

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PAM Honors Program

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Guidelines

The Honors Program recognizes the highest level of academic achievement among PAM majors. The following provides important information about the Honors Program, including eligibility, the application procedure, and requirements. The Honors Program is a rigorous and rewarding endeavor. Though the application process begins in your junior year, in order to be successful it is important that you plan your curriculum carefully, even as a freshman and sophomore.

Eligibility Requirements

In order to graduate with Honors students must be in residence for eight semesters (students can still opt for Study Abroad programs, etc, because these programs require registration as a Cornell student). Transfer students are eligible for the Honors Program as long as they remain in residence for all semesters after they transfer. Students must achieve and maintain a GPA of at least 3.3 to be eligible for the Honors Program, and the 3.3 GPA must be maintained even after being admitted into the Honors Program. Students whose GPA drops below 3.3 will be dropped from the Honors Program (though these students can register for special studies in order to complete their research).

Application Procedure

It is preferable that students apply for acceptance into the PAM Honors Program during the first semester of their junior year (the second semester of junior year is the latest possible period for application). Students must complete a PAM Honors Program Application Form. To complete the form, students must identify and get the consent of a PAM faculty Research Mentor. The Research Mentor will help the student identify a topic, and act as an advisor throughout the Honors Program. The Research Mentor must approve the student's proposed thesis topic and sign the application form. The student will be notified within two weeks of submitting the PAM Honors Program Application whether they are accepted into the program.

The PAM Honors Thesis

The major component of the Honors Program is the honors thesis. Each student is required to conduct original research on a topic chosen by the student. The research must be written up in a formal scientific manner. PAM 4990 Honors Seminar is the official course title for the Honors Program research. Students may register for up to 6 credits in PAM 4990 over their last three

semesters. The research will be supervised by the PAM faculty Research Mentor. The final research will be graded during an oral thesis defense by the Research Mentor, and an additional Faculty Representative who is assigned by the PAM Director of Undergraduate Studies. The written thesis must be submitted the day before spring break of the senior year. The Research Mentor and Faculty Representative may request revisions which must be incorporated into the final version of the written thesis that is due by the last day of classes.

Additional Requirements

In addition to the honors thesis, students must complete the following requirements in order to successfully complete the Honors Program. For the most part these requirements are designed to aid in the research process.

1. Students must take PAM 2150 Research Methods prior to their fall senior semester.
2. Students must complete a basic and advanced statistical software training session offered through CISER by the end of the fall semester in their senior year. (Note: the PAM department has adopted the STATA software package for use in all undergraduate courses).
3. Students must attend four professional research seminars during their senior year (decided upon in conjunction with their Research Mentor).
4. Students must enroll in PAM 4980 Honors Seminar during the fall semester of their senior year. In order to continue in the Honors Program students must receive a grade of B or higher.
5. Students must meet with their Research Mentor and the instructor of PAM 4980 at the beginning of the fall semester senior year to set out written expectations regarding progress on the thesis during the fall semester. The PAM 4980 instructor will consult with the Research Mentor at the end of the fall semester to determine if the student has met the expectations, and to decide on the appropriate grade for PAM 4980.
6. Students are required to complete and present a poster of their research at a poster session organized by the Director of Undergraduate Studies between April 15 and the last day of classes in the spring semester.

Honors degree

If the thesis is defended to the satisfaction of the thesis committee, and a final thesis with revisions suggested during the defense has been approved, the student will graduate with honors. The honors will appear on the student's Cornell transcript and diploma.

Timeline

Please refer to the timetable that describes key dates for the honors program. Students must adhere to this timetable to complete the honors program and complete various forms.

If you have additional questions please contact the Director of Undergraduate Studies, who runs the Honors Program.

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PAM Honors Timeline

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Timeline	Action	Forms
Fall or Spring Semester, Junior Year	Apply for PAM Honors Program	Application
Fall or Spring Semester, Junior Year	Enroll in PAM 2150 Research Methods	Checklist
Spring Semester, Junior Year	If appropriate, register for PAM 4990, and begin work on the research thesis	
Spring Semester, Junior Year	Pre-enroll for PAM 4980 Honors Seminar - 3 credits	Checklist
Fall Semester, Senior Year	Complete an introductory and an advanced statistical software training session offered through CISER	Checklist
August, Senior Year	Meet with Research Mentor and PAM 4980 instructor to set out written research thesis expectations to be completed by the end of the Fall semester	Expectations Checklist
Senior Year	In consultation with the Research Mentor, attend four professional research seminars at Cornell	Checklist
Spring, Senior Year	Enroll in PAM 4990	Checklist
January, Senior Year	Form your thesis committee consisting of the Research Mentor and at least one other Cornell Faculty member	Scheduling & Results Checklist
Date Before Spring Break, Senior Year	Turn in complete thesis draft to your thesis committee and DUS after receiving approval from your Research Mentor	Scheduling & Results
March 25, Senior Year	DUS assigns a Faculty Representative to the Committee	Scheduling & Results Checklist

April 1, Senior Year	Schedule thesis defense by April 15	Scheduling & Results
By April 25	Successfully defend thesis	Scheduling & Results
Between April 15 and last day of classes, Senior Year	Prepare and present a research poster at the poster session organized by the DUS	Checklist
By last day of classes, Senior Year	Revise thesis draft with committee recommendations and receive final approval of committee	Scheduling & Results
By last day of classes, Senior Year	Submit final thesis electronic copy to Undergraduate Office after being approved by the Research Mentor and formatted according to the submission guidelines as well as signed eCommons Submission Release	Checklist Release

PAM Honors Program Forms & Submission Guidelines

- Application
- Thesis Expectations
- Thesis Committee, Defense Scheduling & Results
- eCommons Submission Release
- Student Checklist
- Thesis Submission Guidelines

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PAM Accelerated Master's Program

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Accelerated Master's Program in Policy Analysis and Management

The Department of Policy Analysis and Management is excited to announce that it is now offering an accelerated 5-year Bachelor/MS program. Cornell undergraduates accepted into the program earn the MS in Policy Analysis and Management in just one year beyond their Bachelor degree. The MS curriculum prepares students for public policy research positions in the public and private sector. Students can also use the program to prepare for further graduate study in public policy, demography, economics, law, sociology and other related fields.

Students apply in their junior year. Students complete the MS program requirements over the next two years - their senior undergraduate year and one year enrolled in the Graduate School. To be adequately prepared for the MS program, by the end of their junior year students should have completed most of the core requirements of the PAM BS, or equivalent courses in public policy, research methods, and social sciences. Because there is flexibility in the MS program, students will have some space in their senior-year schedule to complete requirements in their undergraduate major. The curriculum requires students to take 10 courses over two years: 5 advanced courses in research methods; and 5 advanced courses in substantive policy areas and/or social science disciplines. Some of these courses may be taken during the senior year and double-count as elective credit for the undergraduate degree. Students also complete an MS thesis - an original, in-depth piece of public policy research.

Requirements

Frequently Asked Questions

Application

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Accelerated Master's Program Requirements

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Overview

The MS curriculum prepares students for public policy research positions in the public and private sector. Students can also use the program to prepare for further graduate study in public policy, demography, economics, law, sociology and other related fields.

Students complete the MS program requirements over their senior undergraduate year and one year enrolled in the Graduate School. The curriculum requirements include:

- 5 advanced courses in research methods*
- 5 advanced courses in substantive policy areas and/or social science disciplines*
- Practical experience in data set management
- Proseminar and thesis seminars
- MS thesis

*Some of these courses will be taken during the senior undergraduate year and may "double-count" as elective credit for the undergraduate degree. In general, students in the 5-year accelerated Bachelor/MS in PAM need to complete virtually all of the requirements for their undergraduate major in their first three undergraduate years. Because there is flexibility in the MS program, students will have some space in their senior-year schedule to complete a limited number of undergraduate major requirements.

Many of the courses that meet MS requirements have one or more pre-requisites. While this strengthens the MS curriculum, it means that students will have to carefully plan their course of study.

Suggested Courses

In the Fall of their first year in the program, students choose a PAM MS advisor, who will serve as the Chair of the student's MS thesis committee. Students plan their course of study together with their MS advisor, who must approve all courses taken to meet the PAM MS requirements. The following general guidelines should be used to judge whether a course meets MS requirements: 6000-level (PhD) courses; 5000-level (professional master's courses) with one or more pre-requisites; and advanced undergraduate courses with one or more pre-requisites. Additional requirements, such as a term paper or other more in-depth exercise, may be required in order for

professional master's or undergraduate courses to count towards the MS requirements.

The courses listed here are illustrative examples that might meet PAM MS requirements. Each student's PAM MS advisor determines the appropriate requirements as part of each student's individualized course of study.

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Accelerated Master's Program FAQ

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Frequently Asked Questions

- Exactly what will I end up with if I become a 5-year Bachelor/MS student?
- I'm a little confused: Is the PAM MS a one-year program or a two-year program?
- I'm a graduating senior. Can I enter the PAM MS program?
- My undergraduate major isn't PAM. Can I still enroll in the accelerated MS program in PAM?
- At what point should I apply to the program?
- When would I apply to the Cornell Graduate School?
- Do I need to provide a new statement of purpose, letters of recommendations and transcripts with the Graduate School application? Or can I use the material submitted with the PAM MS application?
- Do I have to take a test to enter the PAM MS or Cornell Grad School?
- Will I have to complete an MS thesis?
- I would like to spend one semester in Cornell in Washington, Capital Semester, Urban Semester, or Cornell Abroad. Can I still enroll in the PAM MS?
- I was hoping to be in the PAM Honors Program in my senior year. Can I still enroll in the PAM MS?
- Does the PAM MS require a summer internship?
- Does the PAM MS require an academic year traineeship?

Questions and Answers

Q: Exactly what will I end up with if I become a 5-year Bachelor/MS student?

A: At the end of your four undergraduate years (the senior year taking courses in the PAM MS program) you will have a bachelor's degree in your undergraduate major. At the end of the fifth year you will have an MS in Policy Analysis and Management.

Q: I'm a little confused: Is the PAM MS a one-year program or a two-year program?

A: The PAM MS is a two-year program. You will complete the first year of the MS program during your senior undergraduate year. You will have some time in your senior year course schedule to complete any unmet requirements in your undergraduate major. Your second year in the PAM MS program will be the first year as an enrollee in the Cornell Graduate School.

Q: I'm a graduating senior. Can I enter the PAM MS program?

A: No. PAM only offers the accelerated Bachelor/ MS which must be begun at the start of your

senior year.

Q: My undergraduate major isn't PAM. Can I still enroll in the accelerated MS program in PAM?

A: Yes, as long as you have a strong preparation in public policy, research methods, and social sciences. The application form contains a list of specific courses. Normally, you should have completed most or all of these courses by the end of your junior year to be well-prepared to start the PAM MS. In addition to PAM majors, we encourage applications from well-prepared students in Applied Economics and Management, Economics, Sociology, and other relevant majors.

Q: At what point should I apply to the program?

A: Although you would not formally apply until your junior year, if possible you should meet with a PAM advisor in your freshman or sophomore year to insure that you are taking courses that will insure your acceptance into the program. If you are now a rising senior, you should apply by August 2009. Note that the total number of spaces in the PAM MS is limited to a maximum of 10 students.

Q: When would I apply to the Cornell Graduate School?

A: You would apply to the Graduate School in your senior year (application deadline is April 15th, see Geysa Smiljanic, PAM Graduate Field Office, MVR 122).

Q: Do I need to provide a new statement of purpose, letters of recommendations and transcripts with the Graduate School application? Or can I use the material submitted with the PAM MS application?

A: No. We will use the material submitted with your PAM MS Application.

Q: Do I have to take a test to enter the PAM MS or Cornell Grad School?

A: No, but GRE scores are useful for the PAM MS admissions process.

Q: Will I have to complete an MS thesis?

A: Yes, in your second year of the program you will also complete an M.S. thesis – an original, in-depth piece of public policy research.

Q: I would like to spend one semester in Cornell in Washington, Capital Semester, Urban Semester, or Cornell Abroad. Can I still enroll in the PAM MS?

A: Yes, with some advance planning, there is enough flexibility in the proposed PAM MS that it would be possible to complete an integrative experience and be on schedule for the PAM MS.

Q: I was hoping to be in the PAM Honors Program in my senior year. Can I still enroll in the PAM MS?

A: Yes, students can complete both the PAM Honors Program and the PAM MS. The PAM Honors Program requires an honors thesis seminar and an undergraduate honor's thesis. These credits will not count towards the MS requirements. The undergraduate honors thesis cannot be used to meet the requirement for an MS thesis. However, a substantial extension of the undergraduate honors thesis could form the basis of an MS thesis, subject to the approval of the chair of your MS thesis committee.

Q: Does the PAM MS require a summer internship?

A: No. However, we encourage you to find a research-based internship during the summer between your first and second year in the PAM MS (i.e. after you complete your Bachelor's degree but before you return to complete the MS). Alternatively, students are also encouraged to find summer work as a research assistant on a PAM faculty research project.

Q: Does the PAM MS require an academic year traineeship?

A: No, but we encourage you to take a “traineeship course” (PAM 4010 or PAM 6000) and serve as research assistants on PAM faculty research projects during the academic year.

Information

Requirements

Application

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Cornell University
College of Human Ecology

Cornell University College of Human Ecology

DEPARTMENT OF

Policy Analysis and Management

Accelerated Master's Program Application

CHE Home ▶ PAM ▶ Academics ▶ Graduate ▶ Accelerated Master's Program Application

1) Apply to the Program during your Junior Year

To apply, students should:

- Complete the application (Fillable PDF)
- Have earned a GPA over 3.0
- Submit two letters of recommendation
- Submit a personal statement and
- An official transcript

2) Apply to the Graduate School during your Senior Year

To be considered, applicants must submit the following:

- Recommendation from your PAM MS faculty advisor
- A completed on-line Graduate School application form (see Geysa Smiljanic, 122 MVR)
- Transcripts of all academic work completed, including evidence of an undergraduate degree

All new documents must be submitted to the PAM field office, MVR 122. Discuss the application process with Geysa Smiljanic, in the Graduate Field Office, 122 MVR.

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DEPARTMENT OF

Policy Analysis and Management

PhD

CHE Home ▶ PAM ▶ Academics ▶ PhD

<p>Current PAM-based PhD Student Information</p>	<ul style="list-style-type: none"> • PAM Job Market Candidates • PAM-based PhD Students
	<p><i>The department of Policy Analysis & Management is an institutional member of the Association for Public Policy Analysis and Management</i></p>

The multi-disciplinary faculty in the Department of Policy Analysis and Management (PAM) work with graduate students in the inter-disciplinary PAM Ph.D. program, and with graduate students in the Ph.D. programs in Economics, Sociology, Human Development and other graduate fields. The PAM Ph.D. program combines a focus on the substantive areas of consumer policy, family/social welfare policy and health policy with graduate level training in a social science discipline, empirical research methods, and an understanding of how multiple social science disciplines approach public policy research. The department's strong affiliation with the Cornell Population Program (CPP) serves as an additional resource.

The Graduate Field of PAM consists of more than 30 faculty members trained in economics, sociology, and other fields. The PAM faculty's particular strengths include family demographic research, health economics, and other applications of social science research to domestic policy issues in the U.S. The faculty specialize in research topics such as aging and disability, consumer protection regulation, the economics of health behaviors, health care markets, health insurance, law and economics, and welfare reform and the well-being of children and families. The program of study is designed to train for research careers as faculty in public policy programs, public health programs, and other academic programs, and for non-academic research careers in think tanks, private consulting, government, or the not-for-profit sector.

For information about applying, see our admissions pages.

Faculty



Sharon Sassler Associate Professor

A social demographer, Sharon's research

[Learn More](#)

Students



Karen from England Policy Analysis and Management

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Program of Study

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[Special and Terminal Master's Degree](#)

Over their first two years, Ph.D. students take courses that cover the basic theoretical and methodological foundations of policy analysis. In the second year, students continue taking a variety of methodological courses and begin to focus on their major and minor concentrations in substantive policy areas (consumer policy, social policy, or health policy). Students are also required to develop Ph.D.-level competency in economics or sociology (or by petition, another social science) by taking at least two classes in the discipline of choice. Students normally choose to develop this competency in the same social science as their major faculty advisors. By the third year, students should be developing ideas for dissertation research. The course of study is accelerated for students who enter the Ph.D. having already completed a master's degree in a field related to policy analysis.

Required Course of Study

Each PAM PhD student is required to complete a course of study designed to insure that the student has:

1. Broad knowledge of the field of public policy analysis
2. Theoretical and practical knowledge of relevant empirical methods for social science-based policy research
3. Deep knowledge of a social science discipline
4. Deep knowledge of one or more areas of substantive public policy (consumer policy, family/social welfare policy, or health policy)

Each student's special committee (see below) will be responsible for developing an appropriate

course of study. Students plan their program of study with their special committee. Members of the special committee may require students to complete additional course work.

Every year, each student's performance is reviewed and it is decided whether progress for the term has been satisfactory.

The PAM field requires:

- a grade of B or better in each course taken to meet a PAM PhD requirement
- that course work be taken in a timely manner
- that the student's record of academic integrity is satisfactory. The PAM department expects all students to understand and follow the Code of Academic Integrity
- satisfactory attendance at the PAM Seminar Series

The Graduate School also requires doctoral degree candidates to earn at least six registration units (also referred to as 'residence units') before the degree is granted. One registration unit is equivalent to one semester of full-time study completed at an acceptable level of performance. Normally, PhD degree candidates take four to five years of full-time study to complete all degree requirements, so they earn more than six registration units. All requirements for the doctoral degree must be completed within seven years of the first registration in the degree program; an extension may be obtained by petition to the Graduate School.

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Special Committee

The PhD student's graduate program is supervised by a Special Committee composed of Graduate Faculty members chosen by the student. The committee consists of at least three members: one representing the major (Chair of Committee) and one for each of the two minor areas (Minor Members) the student has chosen. All PAM PhD students are required to meet the core requirements listed above. Beyond those requirements, the student's Special Committee determines additional courses and an appropriate program of study. The Graduate School requires that all PhD students must select the permanent full Committee by the end of their third semester of study. Students may change the membership of their Special Committee if their academic interests change.

The members of the Special Committee set specific degree requirements beyond the core requirements, conduct and report on oral examinations, and approve the dissertation. Students are recommended for a degree when the Special Committee members agree that an appropriate level of scholarly achievement has been reached in the area of study and that the Graduate Faculty regulations regarding general examinations, registration units, and thesis or dissertation preparation have been satisfied.

Each Special Committee also includes a field-appointed member (usually the Director of Graduate Studies) who attends and gives input on the A and B exams (described below), but not the dissertation.

A "Special Committee Selection and Change" form can be obtained from the PAM Field Office, 122 MVR, or from the Graduate School Records Office in 172 Caldwell Hall or may be

downloaded here from the Graduate School web site.

Every time you make any changes, a form must be submitted to the Special Committee and all signatures are required. Initially, the Director of Graduate Studies will be your temporary chairperson.

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Examinations

The Graduate School requires two examinations: a comprehensive Admission to Candidacy ("A" exam), taken after the student has earned at least two units of residence credit; and a final examination ("B" exam), given after completion of the doctoral dissertation. The Special Committee conducts these examinations. The A exam could involve satisfactorily answering oral and/or written questions submitted by committee members, or completing a dissertation proposal. The B exam entails a successful defense of the dissertation and should take place no later than the end of the seventh year.

At the A exam, the Graduate School requires all PhD students to complete a Compliance Form acknowledging that they are aware of all applicable federal and state laws and University policies pertaining to the conduct of research. For many PAM PhD students, the most relevant regulations concern the use of human subjects (including survey respondents and secondary data analysis) in their research.

Students schedule exams with the Graduate School at least seven days in advance by submitting a Schedule of Examination Form (available online from the Graduate School). Exams should be scheduled so that all members of the Special Committee, including the Field Appointed Member (usually the PAM DGS), are available to participate in the exam. A student may petition to allow one committee member to participate from a remote location via conference call, video conferencing, or the like. No more than one member of the committee can be physically absent from an exam.

Students should plan to take the A and B exams on a schedule that will allow them to complete the PhD before their financial support is exhausted. For students who begin their PhD studies with a bachelor's degree, financial support normally does not exceed 5 consecutive years. Students in this situation should plan to take the A exam no later than the Fall of their fourth year, and then take the B exam in the Spring of their fifth year. For students who begin their PhD studies with a master's degree, financial support normally does not exceed 4 consecutive years. Students in this situation should plan to take the A exam no later than the Fall of their third year, and then take the B exam in the Spring of their fourth year. The recommended timing of the exams takes into account the Graduate School requirement that the student must earn two additional registration units after the A exam before scheduling the B exam.

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Human Subjects in Research

All research projects that use human subjects, regardless of the source of funding, must be reviewed and approved by the University Committee on Human Subjects (UCHS) before the

investigator may commence the study. All Cornell investigators, including graduate students, must complete training in the use of human subjects before submitting applications to the UCHS for review. It is especially important that PAM PhD students recognize that human subjects review includes review of the analyses and creation of certain kinds of survey data. Analyses involving restricted, non-public use datasets and datasets with community or census level data merged into individual records must now be reviewed by the UCHS. Research projects that consist entirely of secondary data analysis of public use data sets do not require UCHS review. Research investigators may not make the final determination of exemption from applicable Federal regulations about the use of human subjects in research. Only the UCHS Administrator or a committee member can designate a research project as "exempt." All research involving human subjects must therefore be submitted to UCHS for review. Students who are unsure whether their research qualifies should contact the UCHS for guidance. Procedures, forms and required human subjects training for use here at Cornell are available at the Office of Sponsored Programs page.

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Special and Terminal Master's Degree Requirements

On the recommendation of the special committee, a special M.S. degree may be awarded after a doctoral student has passed the A exam. On the recommendation of the special committee, a terminal M.S. degree may be awarded to a doctoral student who has: a) earned at least four registration units; and b) received a master's level pass on a terminal master's exam or performed at the level of a passed master's exam on the A exam (without passing the A exam).

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DEPARTMENT OF

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Graduate Faculty in the Field of Policy Analysis and Management

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PAM Field Faculty *in* the Department

Josephine Allen
Rosemary Avery
Richard Burkhauser
John Cawley
Rachel Dunifon
Rick Geddes
Jennifer Gerner
Jennifer Glass
Donald Kenkel
John Kuder
Daniel Lichter
Claudio Lucarelli
Alan Mathios
Jordan Matsudaira
Kelly Musick
Sean Nicholson
Emily Owens
Andrea Parrot
Elizabeth Peters
Patricia Pollak
Sharon Sessler
Kosali I. Simon
Sharon Tennyson
William Trochim
Maureen Waller
William White

PAM Field Faculty *Outside* the Department

Moncrieff Cochran -HD
Ronald Ehrenberg -ECON
Edward A. Frongillo, Jr. -DNS
Heather Gold - Weill
John O. McClain-JGM
Karl Pillemer-HD
Christine Ranney-AEM
David Sahn-DNS
Bruce Schackman - Weill

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Cornell University College of Human Ecology

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DEPARTMENT OF

Policy Analysis and Management

Admissions

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In This Section ▼

Admission to the PAM PhD program is based on academic merit and fit with the research strengths of the PAM faculty. It helps if you have a background in policy analysis or related social science disciplines such as economics, political science, and sociology and in research methods and statistics. Students are only admitted to start in the Fall term. Applications are due by January 15th. To apply, please visit our [Admissions Procedures](#) page.

Cornell University, like most prominent American graduate schools, is a member of the Council of Graduate Schools in the United States. As a member of this group, Cornell may not consider an acceptance (of admission and/or support) from a student to be binding until after April 15th. (The applicant may renege on acceptance of any school's offer in writing through April 15th.) Because early acceptance of an offer from a university is not binding on the student, we make most financial support offers by early March, but can continue to make financial support offers through April 15.

Financial Support

The Field of Policy Analysis and Management tries to provide financial support for all Ph.D. students in the form of research or teaching assistantships assigned by the Department or fellowships awarded by either the university or the college. Assistantships are for the academic year; they provide a tuition fellowship and carry a basic stipend; they require a work commitment of 15 hours per week. The number of assistantships is limited, although the field has been successful at providing funding to most students. Fellowship and scholarship awards are based primarily on scholastic ability and promise of achievement as a graduate student. Candidates for fellowships and scholarships are nominated by the fields, but the awards are made by the Fellowship Board of the Graduate School or the College Scholarship Committee.

Early application for other financial aid ensures consideration for assistantships and fellowships. A few summer graduate research assistantships are available. Support decisions for some students may be contingent upon the acceptances or rejections of those who have the initial support offers. The support market is very active between April 1st and April 25th. Applicants are advised to make certain we know how they can be reached quickly (by e-mail, fax or telephone) during that time. For more financial support information see the [Graduate School](#) site.

Foreign Applicants

The TOEFL examination is required of all applicants from countries where English is not the official native language, unless the applicant has been awarded an undergraduate degree from an American university. Accepted applicants may be required to take English courses if their English is deemed to be marginal in any oral, written or listening skills.

Non-native English speakers are strongly advised to get supplemental letters of reference from native English speakers if possible. These letters should address your likely "presentational skills" in English (e.g., potential for success as a teaching assistant). Often these letters are written by native English academic speakers visiting your university whom you have had contact with.

Those students awarded teaching assistantships for whom English is not their native language are generally required to come to Cornell in early August for additional training. Students with undergraduate degrees from countries where English is not the official language are required to take an oral examination prior to being employed as a TA. Depending upon the results of this examination, they may have additional training requirements designed for non-native English speakers.

According to Cornell Graduate School policy, foreign students must be prepared to provide full funding for the entire period of graduate study at Cornell University unless officially notified of Cornell fellowships awarded on a national basis by the American government and by private foundations. Many foreign governments offer support for students from their countries.

Other Resources

Cornell has numerous research programs and centers that are of interest to our students. These include Bronfenbrenner Life Course Institute, Center for the Study of Inequality, Center for Policy Research, Cornell Higher Education Research Institute, Cornell Food and Nutrition Policy Program, Cornell Institute for Social and Economic Research, Consumer and Pharmaceutical Policy and Health Program, and Population and Development Program. Other research facilities at Cornell include one of the leading university library collections and some of the best computer resources in the country. See Also: [About the Department](#) [About Our College](#) [The Graduate School](#) [About Cornell](#) [About Ithaca](#)

For further information contact:

Geysa Smiljanic

PAM Graduate Field Office

122 MVR Hall

Cornell University

Ithaca, New York 14853

607-255-7772

Email: pam_phd@cornell.edu

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Procedures

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On-line application only; please click here to start the application process.

For Fall admission, the application file must be complete by **January 15**. Incomplete files will not be reviewed.

Documents Required for Completion of your Application File are:

USA Student

\$70 Application Fee

1. Completed application form Proposed field of study: Use PAM
2. Statement of purpose
3. GRE scores
4. Official transcripts from all schools attended* (*send to address below*)
5. Two letters of recommendation* (*send to address below*)

Send asterisked items to:

Geysa Smiljanic, Dept. of PAM, 122 MVR Hall, Cornell University, Ithaca, NY 14853-4401

Foreign Student

\$70 Application Fee

1. Completed application form Proposed field of study: Use PAM
2. Statement of purpose
3. GRE scores¹
4. Official transcripts from all schools attended* (*send to address at bottom of page*)
5. Two letters of recommendation* (*send to address at bottom of page*)
6. Proof of English Proficiency

Acceptable proof is:

- TOEFL
- A degree from a college or university in a country where English is both the language of instruction and the native language, or
- Two or more years of study where English is both the language of instruction and the native language.

7. Certificate of Financial Support (filed with the Graduate School)

*Items marked with an asterisk should be sent to:

Geysa Smiljanic, Dept. of PAM, 122 MVR Hall, Cornell University, Ithaca, NY 14853-4401

Important¹ Applicants from the PRC (including Hong Kong), South Korea and Taiwan must submit paper-based GRE scores from exams on November 23, 2002 or later. Scores from earlier exams will not be accepted.

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PAM Outstanding Seniors 2009

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These graduating students were selected by the department as Outstanding PAM Seniors because of their exceptional academic performance, recognition of their character and achievements both on and off campus, their demonstrated leadership, and contributions they have made to the department and campus community during their time with us. We congratulate all of them for their accomplishments and wish them well in their future careers.



Danial Asmat | Alex Bowerman | Claudia Cohen | Natanya DeWeese | Matt Eisenberg | Elizabeth Hartmann | Adena Hefets | Marisa Lusthaus | Amy McKlindon | Anna Oh | Elizabeth Phillips | Ralph Pignataro | Kristen Reilly | Shir Sadan | Soojeong Son | Talia Ziskroit

Danial Asmat



Danial is graduating with Honors. His undergraduate thesis is *Bad Faith Litigation*

in First Party Automobile Insurance: An Empirical Study. Using a cross-sectional approach, he corroborated evidence in the literature that automobile insurers settle with their claimants for more, on average, in states that passed “bad faith” tort laws. Using a time-series approach, however, and focusing on states that changed their law over time, he found no evidence of higher settlements, suggesting that the literature’s higher settlement findings may be a symptom of the cross-sectional study design.

Danial completed an eight week internship in New York doing labor market economic research at The Conference Board. He completed a seven month internship at CRA International in Boston

doing antitrust consulting work. He also worked as a research assistant for Dr. Robert Frank and Dr. Catherine Taylor, in economics and sociology, respectively.

Daniel has been accepted into the MPS Program in Applied Statistics at Cornell. Upon receiving his Masters, he plans to obtain a Ph.D in Economics.

Awards: PAM Honors, Dean's List, Kappa Omicron Nu Honor Society.

Alex Bowerman



Alex has worked for Dr. Rick Geddes since Spring, 2007, doing research on the

development of women's property rights and transportation privatization. Efficient road pricing research findings were published in both India and the United Kingdom.

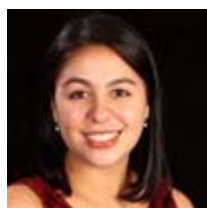
After competing on the Speech and Debate team as a Freshman, Alex led a mock trial team that became one of the top-5 trial teams in the nation. In 2007 the team placed third nationally, and Alex was named an All-American Attorney.

Alex plays drums in Cornell Jazz Ensembles and local music sensation Funk and Disorderly. He serves as a college advisor for the YMCA Youth and Government Program.

After graduation Alex will work as a Business Analyst for Deloitte Consulting in New York. Eventually, he plans on going to law school.

Awards: Merrill Presidential Scholar, Meinig Family Cornell National Scholar, Dean's List, Semi-finalist for Marshall Scholarship, President of Cornell Mock Trial from 06-Jan 09, Nominated for Excellence in Leadership Award for service as President, Member of Zeta Psi Fraternity.

Claudia Cohen



Claudia has been a research assistant to Dr. Rosemary Avery for the past two

years. Claudia worked on the Smoking Cessation Project, which focuses on the effectiveness of print advertising and prime-time television ads on both purchases of tobacco and nicotine replacement therapy products, and on changes in consumers' health-related behavior. Claudia is also a research assistant to Professor Claudio Lucarelli, researching the welfare impact of Medicare Part D.

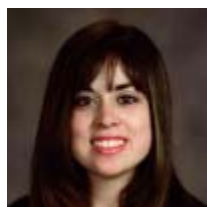
Claudia has participated in Into the Streets, a student community volunteer program, and Relay for Life, raising money for cancer research.

Claudia worked for a commercial litigation law firm in New York City last summer. She is

graduating with a Consumer concentration and a Law and Society concentration. She will be attending law school in the fall.

Awards: Dean's Merit Scholar Award, Dean's List, member of Kappa Omicron Nu Honor Society.

Natanya DeWeese _____



Natanya completed two PAM majors: Consumer and Family/Social Welfare and a

minor in Law & Society.

Natanya is currently the President of Kappa Omicron Nu, the College of Human Ecology's Honor Society, and was Vice-President of Communications for Kappa Omicron Nu during her junior year.

Natanya has worked as a legal assistant at a local law firm while attending Cornell. Natanya continued tutoring children with learning disabilities, a service oriented activity she started while still in High School.

Natanya will be attending Cornell Law School after graduation.

Awards: College of Human Ecology Dean's Scholar Award, Dean's List, inducted into both Kappa Omicron Nu Honor Society and Golden Key Honor Society.

Matt Eisenberg _____



Matt graduated early this January with Honors. His thesis title is: *The Impact of Over*

the Counter (OTC) Weight Loss Product Television Advertisements on the Consumption of OTC Weight Loss Products and Other Diet- Related Behaviors. His research focused on looking at various effects of pharmaceutical advertising on consumer behavior. His thesis analyzed the effects of over-the-counter (OTC) weight loss television advertisements on dieting behavior, exercising behavior, and use of related products. Research indicates that, controlling for socio demographics and viewing intensity, that while exposure to the advertisements make a consumer more likely to purchase ineffective products, exposure also increases the likelihood of the consumer controlling their diet and exercising. While it may seem easier to ban these outlandish advertisements (ex: lose 30 lbs in 3 days), they do seem to have positive spillover effects when it comes to diet and exercise.

Matt has been Project Manager of Dr. Rosemary Avery's undergraduate research team and will begin working as a Research Assistant for Dr. Sherry Glied at the Columbia School of Public Health. 4/28 Update: He has just been accepted to the Heinz School at Carnegie Mellon and will begin study for a PhD in Public Policy and Management.

Award: Cornell Presidential Research Scholar.

Elizabeth Hartmann _____



Elizabeth is graduating with Honors. Her undergraduate thesis is *The Tempo of*

Relationship Progression among Low-Income Couples. Her research examines the factors affecting the tempo of low-income couples' relationship progression into sexual involvement and co-residence (cohabitation and marriage). The results will inform recent public policy attempting to encourage stable and lasting relationships.

Elizabeth is a Team Leader in the Raising Educational Attainment Challenge (REACH) organization. In REACH she works at an after-school program offered to children from disadvantaged backgrounds. As team leader she is in charge of recruiting and managing tutors, planning and running monthly activities, and acting as the liaison between REACH (here at Cornell) and the after-school program.

Elizabeth spent a semester abroad in Guayaquil, Ecuador, which has piqued her interest in Latin America and the Spanish language.

Elizabeth plans to leave the cold of Ithaca behind for sunny Northern California. She hopes to work in policy research and data analysis, likely focusing on public education.

Award: PAM Honors.

Adena Hefets _____



Adena has been Dr. Rosemary Avery's Lead TA for Introduction to Policy Analysis

and Management for several semesters.

Among her many campus activities, Adena was instrumental in organizing the Educate the Vote: McCain v. Obama in 3D - Data and Debate on domestic policy.

Adena was also an active member of Alpha Phi Sorority, where she served as the Vice President of Program Development, a member of the Membership Development Committee, and as Unity Chair. She also served on the Greek Judicial Board.

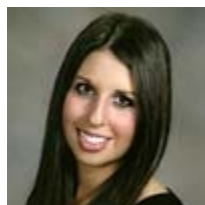
In her junior year, Adena spent a semester in Buenos Aires, Argentina. She volunteered at a program for low-income children called Fundación Juanito while learning Spanish.

Adena became interested in a finance career path after interning with Goldman Sachs. She will continue on this career path after graduation by working in the Media and Telecom group of Merrill Lynch's Investment Banking Division. In the future she plans on attending law school.

Awards: Dean's List, Kappa Omicron Nu Honor Society, Mortar Board Honor Society, Order of

Omega.

Marisa Lusthaus _____



Marisa has been active in Cornell Bigs, a student group that works with Big

Brothers Big Sisters of Ithaca, to mentor children within the Ithaca community. Within Cornell Bigs she has worked as a Volunteer, as Activities Coordinator, and as Publicity Chair.

Marisa has also mentored children at the Ithaca Youth Bureau. She is a member and Vice-President of the Society for Women in Business, an organization providing positive networking and social environment for aspiring business professionals. She is a member and the Philanthropy Chair for the Sigma Delta Tau Sorority.

Marisa spent a semester abroad studying Italian Art and Cooking in Florence, Italy.

Marisa plans to attend law school after graduation.

Awards: Dean's List, member of Kappa Omicron Nu Honor Society, Member of Golden Key Honor Society, National Society for Collegiate Scholars.

Amy McKlindon _____



Amy is graduating with a concentration in Family and Social Welfare Policy, and a

minor in Inequality Studies.

Amy spent a semester abroad in Edinburgh, Scotland, where she studied children's rights.

Amy's extra-curricular activities include serving as a board member and as a Chair Person of the Peer Review Board. She helped start SMILEY, a student group that fostered community, leadership, and confidence in high school students. She was a teaching assistant for Collaborative Leadership. She worked as a Research Assistant for Dr. Rachel Dunifon on the Parenting in Context Project. She volunteered with the Cornell Elderly Partnership, which addresses the needs of the elderly in the Ithaca community; as well as with the Cornell Prison Education Program; and as a REACH Tutor in the Gossett Residential Facility.

Amy is exploring career opportunities in child advocacy and is particularly interested in foster care issues. In a few years she plans to earn a law degree and a Masters of Social Work.

Awards: Dean's List, Truman Scholarship National Finalist 2008, Cornell Tradition Fellow, Cornell Urban Scholar, Kappa Omicron Nu Honor Society, Golden Key Honor Society.

Anna Oh _____



Anna is graduating with Honors. Her undergraduate thesis is *Insuring Against*

Another Enron: The Role of Cross-listing Status of Canadian Firms on the Purchase of Directors' and Officers' Insurance in the aftermath of Sarbanes-Oxley Act of 2002. Many critics of Sarbanes-Oxley posit that it will increase compliance and insurance costs. Anna investigates the effect of the legislation on whether Canadian companies that cross-listed in the United States increase their purchase of lawsuit insurance. She doesn't find any statistically significant increase in insurance.

Anna's on-campus activities included being a New Member Orientation Chair for the Alpha Xi Delta Sorority, and serving in the Women's Alumnae Networking Committee.

Anna will be taking a year off after graduation to gain some work experience while applying to law school. She hopes to attend law school in fall 2010 and to pursue business law.

Awards: PAM honors, Dean's List.

Elizabeth Phillips



Elizabeth is graduating with Honors. Her undergraduate thesis is *The Effect of*

Tenure on Teacher Performance in K-12 Public Education. The theoretical effect of teacher tenure is ambiguous: confidence and job security may free the teacher to pursue new teaching techniques; or once tenure is obtained it reduces incentives to perform well. Using data from the National Education Research Study, Elizabeth addresses this important education issue.

Elizabeth has been a TA for Introduction to Policy Analysis and Management. Her extra-curricular activities include being the Steering Committee Chair for Human Ecology Ambassadors, students who volunteer their time to help prospective students through the college search process by providing the student perspective on life - academic, social, and otherwise. She served on the Panhellenic Council as Vice President for Finance and worked on the Senior Class Campaign 2009 as Vice President of Publicity. In addition, she served as Executive Vice President, Kappa Omicron Nu, Human Ecology Honor Society.

After graduation, Elizabeth will attend the University of Chicago for a Masters of Public Policy.

Awards: PAM Honors, Dean's List, Kappa Omicron Nu, Order of Omega.

Rafael Pignataro



Rafael entered Cornell with his energy focused on playing football. After his first

semester in Policy Analysis and Management, however, he knew that this was the major for him and was attracted to its versatility and usefulness.

For the last two years Rafael has been the Lead TA for Introduction to Policy Analysis and Management. He became, as a sophomore, President of Sigma Phi Society.

Rafael spent a summer working in finance for Citigroup. He is going on to attend law school with an interest in either corporate or real estate law.

Awards: Dean's List, Class of 2000 Parker Family Scholarship Recipient, Cornell Chapter of Greater Buffalo Scholarship Recipient, Cornell Chapter of Sigma Phi Scholarship Recipient, Sigma Phi Scholar in Residence.

Kristen Reilly _____



Kristen is graduating with Honors. The title of her thesis is *The Economic*

Consequences of Divorce: the role of child support, labor force attachment and means tested transfers over time. Her research has found that although workforce participation and child support have increased between 1984 and 2001, divorce or separation still has a severe negative impact on the economic status of women.

Since her sophomore year, Kristen has worked with Dr E. Peters as a research assistant. Her research focused on child support guidelines and enforcement both over time and across states.

Kristen has been involved in Alpha Phi Omega, a service fraternity on campus, through which she did volunteer work in the Ithaca Community. She has also been a research assistant working with Professor Peters on various projects.

Kristen is planning to work in the New York State Division of the Budget in the Welfare Department in Albany.

Awards: PAM Honors, Dean's List.

Shir Sadan _____



Shir is graduating with Honors. Her thesis title is *The Effects of the Sarbanes-Oxley*

Act on Small Firms and Entrepreneurship. Using a stock market event study design, her findings show that the Sarbanes-Oxley Act had a negative impact on small and entrepreneurial public companies when compared to the overall market. Her findings also show a positive impact on small and entrepreneurial public companies during a compliance extension for Section 404 of the Act in 2005.

Shir spent the spring semester of her junior year abroad at Tel Aviv University. During and after her semester abroad, she pursued a six-month internship in an international bank.

Shir will be working full-time with GE's Financial Management Program, a two-year rotational leadership program in corporate finance.

Awards: PAM Honors, Dean's List, member of Kappa Omicron Nu, the Golden Key International Honor Society, the National Society of Collegiate Scholars, the National Scholars Honors Society.

Soojeong Son _____



Soojeong focused on the Consumer Concentration. She has been doing research on

health economics with Dr. Sean Nicholson on pharmaceutical companies' pricing of lung, breast, and colon cancer chemotherapy drugs using a quality adjusted life years framework. She learned to use statistical software to analyze pharmaceutical market share data for the oncology market.

She also spent time working with the Skits-o-phrenics Sketch Comedy Troupe, where she collaboratively wrote original sketch comedy and performed at Cornell and at other universities, including Brandeis and Skidmore College.

After graduation Soojeong is interested in working for a non-profit organization such as Teach For America. She may also teach English as a foreign language abroad in Korea and Thailand. Afterwards she plans on attending business school.

Awards: Dean's List.

Talia Ziskroit _____



Talia's interest in PAM centered around the Consumer concentration. She worked

on two research projects with Dr. Claudio Lucarelli and Dr. Emily Owens.

During her years on campus Talia has been very active in the community. She became the lead fundraiser for the Class of 2009 Thanksgiving Aid to Families in Need drive. As a member of Kappa Omicron Nu, she participated in bake sales sponsored by the PLUS organization in which proceeds are directed to the Cornell Prison Project and clothing drives donated to the Salvation Army. She led another clothing sale in which all proceeds were given to Sharsheret, which helps young Jewish women living with breast cancer. She started a KON Relay for Life team, to support those who survived and those currently living with cancer.

Talia worked summer analyst in JP Morgan's Financial Analytics and Structured Transactions in the Sales and Trading Division. After graduation Talia will work full time for JP Morgan.

Awards: Dean's List, Kappa Omicron Nu, The National Society of Collegiate Scholars.

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