



Report to the AFA Executive Committee on AFFECT Activities in 2024

Committee Members:

Laura Field (Vice Chair), Mila Getmansky Sherman, Victoria Ivashina, Katharina Lewellen, Kai Li (Chair), Anna Pavlova, Kelly Shue, Ayako Yasuda

Director of Mentoring: Veronika Pool

The highlights of 2024:

- In the last couple of years, AFFECT matured as an organization, with a set of established efforts that are expected to be repeated annually in years to come. These initiatives include (i) mentoring, (ii) grants to support networking and mentoring events, and (iii) departmental demographic survey. In 2024, much of the committee's effort has been focused on perfecting and expanding these initiatives, as well as the processes and networks that support them.
- In 2024, AFFECT had a new Director of Mentoring Veronika Pool who took over after a successful two-year tenure in the role by Michelle Lowry. Under Veronika's leadership, AFFECT hosted one mentoring event that included 49 participants and five senior women as workshop speakers. More mentoring events are in the planning stage for the next year.
- We received 58 applications for the in-person one-day mentoring event hosted by AFFECT ahead of the 2025 AFA. This represented a 36% decline relative to the prior year. The number of accepted mentees remained at 36 and the number of mentors remained at 12.
- In the spring of 2024, AFFECT issued its third annual call for funding proposals for supplementary funds to support research-oriented events and other activities that promote gender equality in the academic finance profession and align with AFFECT's Mission. AFFECT was able to provide funding for seven proposals. Three of these events were outside of U.S. We also started to collect a brief summary of the impact of funded events.
- In 2024, with the generous support from the *Journal of Financial Economics*, AFFECT awarded one grant to a research proposal that involved collecting new data on the costs of showing emotions in academia.
- In 2024, we produced a report based on the second Academic Finance Department Survey that was conducted in the fall of 2023.
- In January 2025, the committee will welcome two new members: Diane Del Guercio (Oregon) and Simi Kedia (Rutgers), and say goodbye to two members: Victoria Ivashina and Kai Li.

The highlights of 2024 (cont.):

- In January 2025, the committee will also welcome six new members of the Advisory Board: Markus Brunnermeier, Anna Kovner, Kai Li, Juliana Salomao, David Scharfstein, and Pietro Veronesi.
- Over the past year, a number of AFFECT committee members served different roles on AFA committees: Ayako Yasuda on the AFA Climate Survey Committee, CORD, and the AFA Nominating Committee; Anna Pavlova on the AFA Nominating Committee and the Fischer Black Prize committee; Laura Field on CORD; and Kai Li as director of the AFA board.
- The AFFECT Data and Drinks reception is scheduled for 1/3/2025. Cornerstone is the generous and supportive sponsor of the event.

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1. Governance:

The AFFECT committee met 7 times in 2024. These include two meetings with the Advisory Board, mostly via Zoom and one hybrid meeting held during the 2024 AFA annual meetings. Minutes are taken at all Committee meetings.

1.1 Committee's membership and support

Committee: In a steady state, the AFFECT committee comprises eight (expanded from six) members with three-year terms. We look for committee members that have good standing in the profession and who can ably contribute to AFFECT's work to improve gender diversity in the profession. All AFFECT members (including the Chair and Vice Chair) are chosen by the AFA President, in consultation with AFFECT leadership.

In 2024 we have updated the AFFECT website to reflect the tenure of the current and past committee members, as well as the tenure of the Advisory Board members (<https://afajof.org/affect/committee-members/>).

AFFECT Leadership: Kai Li will step down as Chair of AFFECT at the 2025 AFA Meetings. Laura Field, currently Vice Chair, will become Chair, and Mila Getmansky Sherman will be Vice Chair.

Given that under the newly adapted model the AFFECT leadership is effectively a two-year commitment (one year as a Vice Chair, and one year as a Chair), the committee has decided that if a person is elected to Vice Chair in their third year, their term on the committee would automatically be extended by one year to accommodate their leadership appointment.

Kelly Shue has been Treasurer for the past two years.

Committee Turnover: Two new members are appointed every year for a term of three years, which begins and ends at the January AFFECT meeting. Two new committee members will join us in 2025: Diane Del Guercio (Oregon) and Simi Kedia (Rutgers).

Advisory Board Turnover: Since 2023, we have also introduced a three-year term for the Advisory Board. We generally seek to have a diverse and experienced Advisory Board. Current Advisory Board members and the duration of their tenure on the Advisory Board include:

Brad Barber	2023-2026
Wei Jiang	2023-2026
Heather Tookes	2023-2026
Michelle Lowry	2024-2027

We are very excited to add the following six new members to the Advisory Board starting at the 2025 January AFFECT meeting:

Markus Brunnermeier	2025-2028
Anna Kovner	2025-2028
Kai Li	2025-2028
Juliana Salomao	2025-2028

David Scharfstein 2025-2028

Pietro Veronesi 2025-2028

Administrative Support: The committee is supported jointly by Robyn Scholl and Miriam Cohen Franzen.

1.2 Budget

The AFA has provided AFFECT with an annual budget of \$150,000. About \$60,000 of these funds is used to support the AFFECT mentoring program. The majority of the mentoring budget is associated with the in-person mentoring event, held each year at the AFA annual meeting, and to pay a \$20,000 annual stipend to the Director of Mentoring. Additionally, AFFECT spends about \$50,000 a year to fund events and research aligned with AFFECT's mission. Details on 2024 expenditures are provided in **Appendix 1**. We note that expenses have risen drastically for the 2025 AFA meetings, particularly for food and audio-visual equipment.

2. Mentoring Initiatives

AFFECT is committed to fostering the representation of women in the profession through sustained mentoring initiatives. Led by Veronika K Pool, AFFECT Director of Mentoring, the following activities have been planned and executed:

2.1 Spring 2024 office hours with senior women

A series of five virtual office hours were conducted via Zoom, offering opportunities for mentees to connect with senior women in the field.

- **Applications:** 70 received (up from 52 the previous year).
- **Participants:** 49 selected, 48 attended. Eligible participants were from a mix of top-tier and lower-tier institutions worldwide. PhD students were excluded from participation.
- **Session Structure:** There will be six sessions organized based on research discipline. Applicants were asked to indicate their preferred sessions during the application process. Participants were assigned to groups based on this feedback, from which 8-9 individuals for each session were randomly selected.
- **Topics and Mentors:**
 1. **Juggling multiple projects/building a network when outside the U.S.** (Loriana Pelizzon)
 2. **Demystifying the tenure process** (Veronika K Pool)
 3. **Research: Getting feedback and structuring discussions/presentations** (Giorgia Piacentino)
 4. **Balancing research, teaching, and service** (Jun Yang)
 5. **Work-life balance/Navigating the publication process** (Christa Bouwman)

Feedback: Feedback from both mentors and mentees was positive, with several mentees expressing gratitude through emails.

2.2 One-day mentoring workshop at the 2025 AFA annual meetings

This event is scheduled to take place in San Francisco, alongside the annual AFA meetings.

- **Applications:** 58 received, a 36% decline from the previous year.
- **Participants:** 43 accepted; 36 were randomly selected to attend. (The 15 applicants excluded from consideration were those who had not completed their PhDs or were at an advanced stage of their careers.)
- **Matching Process:** Prospective mentees listed three mentors aligned with their research interests during the application. Matches were made based on these preferences as much as possible.

- **The 12 mentors:**

Audra Boone, Texas Christian University

Claire Celerier, University of Toronto

Andra Ghent, University of Utah

Nandini Gupta, Indiana University

Jean Helwege, UC Riverside

Simi Kedia, Rutgers

April Knill, South Carolina

Christine Parlour, Berkeley

Zheng Sun, UC Irvine

Selale Tuzel, USC

Andrea Vedolin, Boston University

Tracy Wang, Minnesota

2.3 Planned initiatives for spring 2025

Cultural Challenges in Academia

- **Format:** A series of activities
- **Components:**
 - Research-based, webinar- format panel discussions on cultural differences in academia planned in cooperation with Asian Americans in Business Academia (AABA) .
 - A webinar/panel addressing teaching challenges based on diverse cultural perspectives/backgrounds.
 - Each webinar followed by small-group mentor-mentee sessions to explore issues in depth.

Negotiation in Academia

- **Focus:** A webinar addressing negotiation strategies for resources, promotions, and pay.

AFFECT remains committed to enhancing mentorship opportunities and addressing the unique challenges faced by women in academia.

3. Funding Initiatives

3.1 Support for research-oriented events and activities

In the spring 2024, AFFECT issued its third annual call for funding proposals for supplementary funds to support research-oriented events and other activities that promote gender equality in the academic finance profession and align with AFFECT's mission. Proposals were accepted on a rolling basis until April 19, 2024.

We received a total of 12 funding proposals from universities around the world. After deliberation by the AFFECT committee, AFFECT was able to provide funding for seven proposals. Three of these events were outside of U.S.:

- 19th Annual Early-Career Women in Finance Conference (ECWFC) in Honolulu, Hawaii
- 2024 Women Assistant Professors of Finance (WAPFIN) Conference at NYU Stern
- 2024 Women-in-Finance event in Aachen, Germany
- Finance Symposiums by the Friends of Women in Finance in Greater New York (FWF-GNY)
- Junior Female Faculties of Finance in China
- Woman Scholar's Breakfast during the Southwestern Finance Association annual meeting
- UK women in Finance Workshop at Imperial College

As part of the conditions for the funding, we requested a brief summary of the impact of funded events. **Appendix 2** presents details on the funded events, and highlights some of the feedback that we received for the event that already took place.

We expect to launch a new call for proposals in the spring of 2025.

3.2 Support for data collection (in collaboration with the Journal of Financial Economics)

New Funding. With the generous support from the *Journal of Financial Economics*, AFFECT circulated a second annual call for funding proposals in 2023 for projects that involve collecting new data for research that aligns with AFFECT's mission. This follows the first call in 2022 that resulted in two funded projects (see below for progress reports). We especially encouraged proposals that advance AFFECT's mission to collect systematic data on the standing of women in finance and to raise awareness regarding the representation of women in seminar series, in conferences, and in applicant pools. Grant recipients must agree to disseminate the data publicly on their websites within 12 months. The proposal deadline was November 15, 2023.

We received eighteen proposals and selected one. The recipients were:

- "Showing Emotions in Academia: What Is the Cost and Who Can Afford It?" (funding amount \$20,000) by Antoine Didisheim and Marina Gertsberg, University of Melbourne.

Abstract of the proposal: We are seeking the support of AFFECT to collect two distinct datasets. First, we will design an academic survey aimed at manually labelling the emotional states observed in a subsample of academic presentations. This data will serve as training material, enabling us to refine a state-of-the-art, pre-trained machine learning model. This enhancement will better estimate the emotional states of presenters at economic and finance conferences. The output will be an algorithm that will be made available for video analysis in future research. Potential applications include the identification of evaluator bias in job market interview. Second, we will manually collect data on seminar invitations from top economics and finance departments. Seminar invitations are an underexploited measure of academic

success. A seminar invitation is both a measure of an existing network and an opportunity to expand it. Therefore, we believe that this dataset will be useful for research aimed at understanding drivers of success in the academic finance profession.

Progress Reports. As per the award agreement letter, funded projects receive funding in two tranches, about 2/3 of the funding in the initial disbursement, and the remaining amount in the second disbursement once the recipient team produces an interim progress report. For the two projects funded in the first call (2022-23), the interim reports were submitted in mid-2024, and the two tranches have been disbursed. For the one project funded in the second call (2023-24), the first tranche of the funding was disbursed in January 2024, the second tranche disbursement was in the fall 2024, and the interim progress report was submitted in December 2024. Below the status of each project is briefly summarized.

2022-23 Call:

Project 1: "Media Coverage of Female Researchers in Financial Economics" (funding amount \$25,000) by Moqi Groen-Xu (Queen Mary University of London), Fabrizio Core (University Rotterdam) and Ioanna Lachana (University of London)

The team completed data collection and produced two draft papers. "ACA-MEDIA: A new dataset of media coverage of academics" is a companion paper that describes the dataset. "Media coverage of female Economics, Business and Finance scholars" is the main research paper.

Project 2: "The Diversity of Conference Presenters in Virtual and In-Person Conferences" (funding amount \$20,000) by Jenna Stearns (University of California Davis) and Keer Yang (University of California Davis)

The team completed data collection and is writing an initial paper draft. The team expects to disseminate the collected data along with a paper that describes the dataset in early 2025.

2023-24 Call:

Project 1: "Showing Emotions in Academia: What Is the Cost and Who Can Afford It?" (funding amount \$20,000) by Antoine Didisheim (University of Melbourne) and Marina Gertsberg (University of Melbourne)

The team has utilized the first tranche of the grant (\$13,333) and produced a pre-release version of a draft paper and a data file, as well as an interim report. The team plans to utilize the second tranche (\$6,667) to finish data collection and deliver the final data and draft paper in Spring 2025.

4. Report from Our Second Department Survey

In late 2023, AFFECT launched the second Annual Academic Finance Departments Survey, the results of which were released in summer 2024. The goal of the survey is to track the demographics (gender and race) of faculty and PhD students at U.S. business schools. The survey was inspired by CSWEP survey and is sent to 127 U.S. business schools included in either the 2021 list of top 100 business schools by U.S. News and World Report or the 2021 UT Dallas Top 100 North American Business School Ranking.

The survey is administered by NORC. In 2023, AFFECT hired a research assistant (for a term of three years) to provide support for the process and data analysis.

The 2022 survey https://afajof.org/wp-content/uploads/AFFECT_Survey2022.pdf had a 45.7% response rate. Although we envision in the future expanding the list of questions in the survey, our primary goal in 2023 was to improve the response rate. Toward this end, AFFECT created a liaison network to provide us

a mechanism to communicate with survey schools and to provide a conduit through which we can communicate more effectively about AFFECT activities. We currently have liaisons for 126 of the 127 schools we survey.

The latest survey was launched in November 2023, with AFFECT support sending out the first email to department chairs to alert them about the upcoming survey. After the survey was launched, AFFECT sent emails to our AFFECT liaisons to ask them to check that the email was received and remind their department chairs to complete the survey. Importantly, the liaisons helped us identify cases where department chairs had changed, where the survey went to junk mail, and sometimes just to remind their busy chairs to complete the survey. By communicating with liaisons, we were able to improve our survey completion rate to 80.3% (as compared to 45.7% in 2022).

The latest survey can be found here: [AFFECT-Survey-Report-for-2023.pdf](#). We will share the results of the survey at the 2025 AFA Meetings during AFFECT's Data and Drinks event. We have also shared the survey results with our liaisons and have posted the survey results on the AFFECT website.

5. Other

5.1 “Data and Drinks” (January 2025)

At the January 2025 AFA annual meeting we will hold our annual “Data and Drinks” reception. The event will take place on Friday, January 3, 2025. For the third year in a row, Cornerstone has kindly agreed to provide financial support for the event.

This year, we will review AFFECT activity for the year, recognize incoming and outgoing AFFECT members and reflect on the journey of AFFECT and its initiatives.

5.2 Networking Breakfast at the WFA (June 2024)

Given that the AFFECT already has a well-attended Data and Drinks reception at the AFA, and given that post-COVID shift in the AFA attendance, having another networking event at the WFA was identified as potentially an important opportunity. Leibniz Institute for Financial Research SAFE stepped in and committed to sponsor the event for two years. The 2024 WFA event was their last commitment. We thank SAFE for their sponsorship of the event.

In June 2024, we had the second AFFECT and Leibniz Institute for Financial Research SAFE Networking Breakfast at the WFA in Honolulu, Hawaii. Several AFFECT committee members, the AFA treasurer Kathleen Hanley, JFE Editor Toni Whited, JF Editor Antoinette Schoar, and the WFA president Manju Puri were in attendance. Lorian Pelizzon introduced SAFE's activities and Kai Li introduced AFFECT's mission and activities. There was a diverse group of more than 100 people in attendance. We are pleased to announce that AFFECT will continue to support the networking breakfast event at the 2025 WFA.

5.3 Miscellaneous

Over the past year, a number of AFFECT committee members served different roles on AFA committees: Ayako Yasuda on the AFA Climate Survey Committee, CORD, and the AFA Nominating Committee; Anna Pavlova on the AFA Nominating Committee and the Fischer Black Prize committee; Laura Field on CORD; and Kai Li as director of the AFA board.

Although AFFECT now has major initiatives and continuous efforts, we cherish the agile and entrepreneurial spirit that characterizes the committee for all these years. We continuously reflect on what can be done better, how we can broaden our resources and deepen our impact and effectiveness. Similarly, we create

space to take deep dives to educate ourselves and reflect about issues that are going on in the profession and that relate to our mission. In this process, we have identified a few potential initiatives that we hope will be come to fruition in the next couple of years.

6. Recommendations to the AFA

One recommendation for the AFA is to work with the ASSA as part of their initial contracting process with hotels to get a reasonable add-on rate for Audio Visual tech and booking of conference rooms for receptions and AFFECT's mentoring event.

The other is an ask for whether AFA is willing to increase our budget for supporting Women in Finance events. Over the past three years, we have been under constraints in our allocation of funds for a far large number of excellent proposals that we could afford, i.e., we had to do quite a bit of rationing for the proposals. An alternative is to ask for the AFA's endorsement that AFFECT could look for sponsors for these networking events and proposals. A third possibility is that AFFECT would welcome a sponsor for our flagship AFA mentoring event.

APPENDIX 1

AFFECT 2024 Expense Summary

	2024 Expenditures
Non-Mentoring Expenses	
7130 Events	2698.78
7140 Travel	2356.50
7160 Support (including research assistance)	5375.00
7161 Administrative Support	4712.50
7162 Research Support (external)	8333.00
7163 Other Support	9190.77
7165 Grants	44000.00
7170 Bank Charges	169.00
Total Non-Mentoring Expenses	76835.55
Mentoring Expenses	
Hotel Nights Covered by AFFECT	6029.76
Mentee Dinner	3429.37
Mentoring Workshop Food and Beverage	11945.40
Mentee/Mentor Dinner	7367.42
Director of Mentoring Stipend	20000.00
Encore (A/V)	10465.46
Total Mentoring Expenses	59237.41
Other AFA Meeting Expenses	
Data & Drinks F&B (excluding \$14K funded by Cornerstone)	9961.71
Board Meeting Lunch	893.06
Travel and Hotel	1431.52
Total Other AFA Meeting Expenses	12286.29
Total Expenses	\$148,359.25

APPENDIX 2

A List of Research-Oriented Events and Activities Funded by the AFFECT in 2024

1. 19th Annual Early-Career Women in Finance Conference (ECWFC) in Honolulu, Hawaii
(Organizers: Jacelly Cespedes, Ai He, and Sumudu Watugala)

Event description:¹

This year's conference saw the participation of 39 early-career female academics from 29 different universities and government organizations globally, aligning with our goal of maintaining an inclusive and supportive environment for women in finance. The conference featured five full-paper presentations, four early-stage idea presentations, and a senior panel discussion, providing varied formats for engagement and discourse.

Funding Amount: \$5,000

Statement of Impact:

"Feedback regarding the conference from participants was overwhelmingly positive, with many highlighting the quality of discussions and the value of networking opportunities in a relaxing environment provided at the conference. Several participants commented on how it was the friendliest conference they had ever attended. The event facilitated new connections and offered young academics valuable exposure to varied topics, approaches, and career advice. Securing funding was crucial to make the conference accessible to all early-career women in finance, regardless of their inclusion in the program. The 19th Annual Early Career Women in Finance Conference successfully achieved its objectives, supporting early-career women in finance through high-quality academic discussions and valuable networking opportunities. The event directly addressed AFFECT's goals by promoting gender equality, facilitating networking, and providing mentoring opportunities in finance academia."

¹ Descriptions draw on the submitted proposals.



2. 2024 Women Assistant Professors of Finance (WAPFIN) Conference at NYU Stern
(Organizers: Cecilia Parlatore, Indira Puri, Sabrina Howell, Shan Ge, and Theresa Kuchler)

Event description:

WAPFIN has been held since 2015. The conference aims to create a venue for junior women in finance to discuss research ideas and showcase their work. The conference welcomes submissions and full-conference attendance from anyone untenured who is working in finance. The conference has one day of polished work (open to the public), and one day of early-stage work (restricted to the registered untenured participants).

Funding amount: \$5,000

Statement of Impact:

“Thank you very much to the AFFECT for the generous sponsorship of our WAPFIN conference. We had 14 paper presentations. We attracted more than 40 participants over the two days. Presenters said that they benefited from the comments and feedback from the audience. Many participants said that they benefited greatly from the senior panel and the networking opportunities.”

3. 2024 Women-in-Finance event in Aachen, Germany
(Organizers: Annabelle Brörtl, Larissa Ginzinger, Sophia Koch, and Leah Zimmerer)

Event description:

The 2024 Women-in-Finance event aims to offer a platform where early-stage female researchers in Finance can network, receive feedback on their research projects, and benefit from mentorship by accomplished female professors in the field. Accordingly, participants have the opportunity to present and receive feedback on their research ideas, along with engaging in a training session focused on career development and navigating the academic job market. The highlight of the event is a keynote address delivered by Professor Mila Getmansky Sherman.

Funding amount: \$2,000

Statement of Impact:

“The event took place on September 26, 2024. We targeted early-stage female researchers, such as PhD students and post-docs in Finance, to help them develop their career paths and provide them with early exposure to female role models. With the active participation of experienced female professors, the event provided excellent mentoring opportunities for female researchers. We are incredibly grateful for the contribution and insights of Mila Getmansky Sherman, this year’s Women-in-Finance keynote speaker. This was clearly instrumental in making the event a success!”



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4. Finance Symposiums by the Friends of Women in Finance in Greater New York (FWF-GNY)
(Organizers: Danling Jiang, Bradley Cannon, Padma Kadiyala, Nonna Sorokina, and Ying Wu)

Event description:

The Friends of Women in Finance in Greater New York (FWF-GNY) is a network aiming to promote research collaboration and career advancement for women and women supporters in the Greater New York (GNY) finance academia. GNY consists of New York City and the surrounding areas of New York, New Jersey, Connecticut, and Pennsylvania. The target participants are female academics and other supporters of finance women academics from nearby research institutions and universities. AFFECT funded the Inaugural GNY-FWS Symposium in 2023. FWF-GNY successfully ran two symposiums in 2024: 2nd Symposium "AI Era in Finance" on June 6, 2024 and 3rd Symposium on December 5, 2024. The symposiums drew participation from previous participants as well as finance academics and researchers in the region. The call for submissions was announced at the SSRN and AFA and reached the 80+ research institutions and universities in GNY. Symposium presenters were mainly invited from submitting authors. The organizers also invited and engaged industry panelists.

Funding amount: \$3,000

Statement of Impact:

"The 2nd symposium took place on June 6, 2024 at Pace University. We received 26 submissions, included 19 presentations and a special panel dedicated to the topic on academic-industry collaborations in the AI era in finance. We had over 40 participants including women supporters of all genders from academia, industry, and government agencies. All the hard work has paid off! Academics and practitioners interested in applying AI/ML to finance research came together and shared ideas and research work. The event provided an intimate setting to foster vibrant interactions and meaningful connections - to support Women in Finance Academia!" The 3rd symposium took place on December 5th, 2024. We had 33 conference participants who presented 19 papers selected from 39 submissions. The participants were mostly female professors, with a few doctoral students from universities in the GNY area. The \$3,000 grant was spent on refreshments for both symposiums and a group dinner for the 3rd symposium. We acknowledged the financial support from the AFFECT committee on the program and during the meeting.

[The Friends of Women in Finance Symposium in Greater New York Meetup Group](#) (FWFS-GNY)

- A network to support research collaboration and career development of female academics in Greater New York.
- (December 5, 2024) 3rd Symposium: [Symposium Flyer](#) | [Program Agenda](#) | [Event Registration](#) | Call for Papers ([SSRN](#), [AFA](#)) | [Meetup Event Page](#) | [Post-Event LinkedIn Post](#)
- (June 6, 2024) 2nd Symposium "AI Era In Finance": [Program and Agenda](#) | [Program Slides](#) | Call for Papers: [SSRN](#), [AFA](#) | [Meetup Event Page](#) | [Post-Event LinkedIn Post](#)



5. Junior Female Faculties of Finance in China
(Organizer: Yu Shi)

Event description:

We plan to host a one-day NBER type of workshop with 8 papers presented by junior female faculties in China, followed by senior female faculties' discussions. There will be 16 presenters and discussants in total, and we also welcome PhD students to sit in. We anticipate to have 30 attendees. This event will provide an opportunity for junior female faculties to have an in-depth communication with senior faculties, and with each other. We plan to invite discussants from top schools in China to have a productive session.

Funding amount: \$4,000

6. Woman Scholar's Breakfast during the Southwestern Finance Association annual meeting
(Organizer: Andrew Lynch)

Event description:

A Woman Scholar's Breakfast will be held during the Southwestern Finance Association annual meeting, February 12-14, 2025. The purpose of the event is two-fold. First, the breakfast will serve as a networking event to give female attendees a chance to meet and discuss research. Second, we will have a panel of 2-3 senior female researchers answer participant questions and provide recommendations for navigating challenges unique to female scholars.

Funding amount: \$2,500

7. UK women in Finance Workshop at Imperial College
(Organizer: Claudia Custodio)

Event description:

The workshop will consist of a keynote speech, a panel discussion, paper presentations with discussants, a poster session, and a networking dinner. The speakers will be mostly female, but the event will be open to all academics and early career researchers. We expect wide participation by non-presenting academics, who will take advantage of networking opportunities. We invite submissions from all areas of finance, including but not limited to finance research on gender issues. The event is designed to bring together UK women in finance in a stimulating research and social environment among females in the profession. Our aspiration is to establish the UK Women in Finance Network and for this workshop to be the second meeting in a series of recurring annual events, with rotating host schools across the UK. AFFECT funded the inaugural UK Women in Finance workshop (in Warwick) in 2023.

Funding amount: \$2,500