



January 13, 2017

**Disclosure statement for AER Papers and Proceedings Issue/Volume 107(5)**

Manuscript Title: Promoting Undergraduate Research in Economics

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Disclosure statement for Gail M. Hoyt:

**There is no traditionally defined data used in this paper. All examples used in this study were collected from an email survey and through phone conversations with appropriate personnel at surveyed institutions. IRB approval was not sought for the collection of examples as all information was programmatic and not associated with specific individuals. The authors have no relevant or material financial or in-kind interests that relate to the research described in this paper.**

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DATE: January 10, 2017

