

2025 AEA Chair Survey Preliminary Results

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January 4, 2025

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Acknowledgements

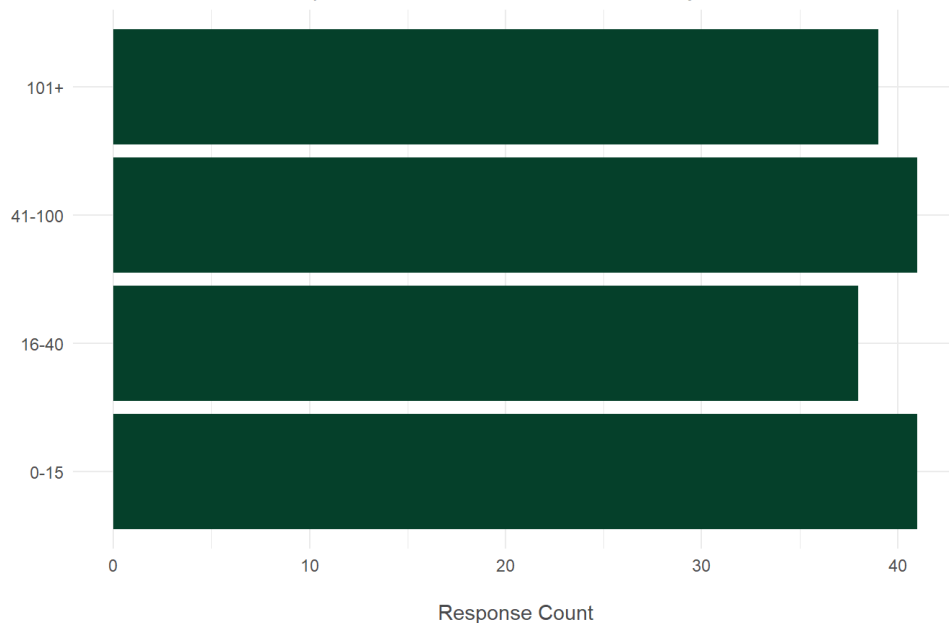
- We thank Co-Impact for funding CSWEP and CEDPC to perform this survey.
- The organizers of this meeting provided input and feedback on this survey instrument. Thanks to Amanda Bayer, Renee Bowen, Orgul Ozturk, Joshua Rosenbloom and Gwyn Loftis.
- Whitney Onasch at the Institute for Policy & Social Research at the University of Kansas implemented the survey and provided input on this presentation.
- If you have not done so, please fill out the survey! It will remain open through mid-January.

Survey Logistics / Objectives

- The Committee on Equity, Diversity & Professional Conduct (CEDPC) received funding from Co-Impact to conduct the survey and provide feedback to department chairs:
- Goals:
 - Access to climate-related resources in economics departments.
 - Knowledge and use of AEA Best Practices
 - How are departments conducting job searches since 2020
 - How can the AEA support department chairs.
- 159 responses as of January 2, 2025
 - ~15% response rate

Department Types

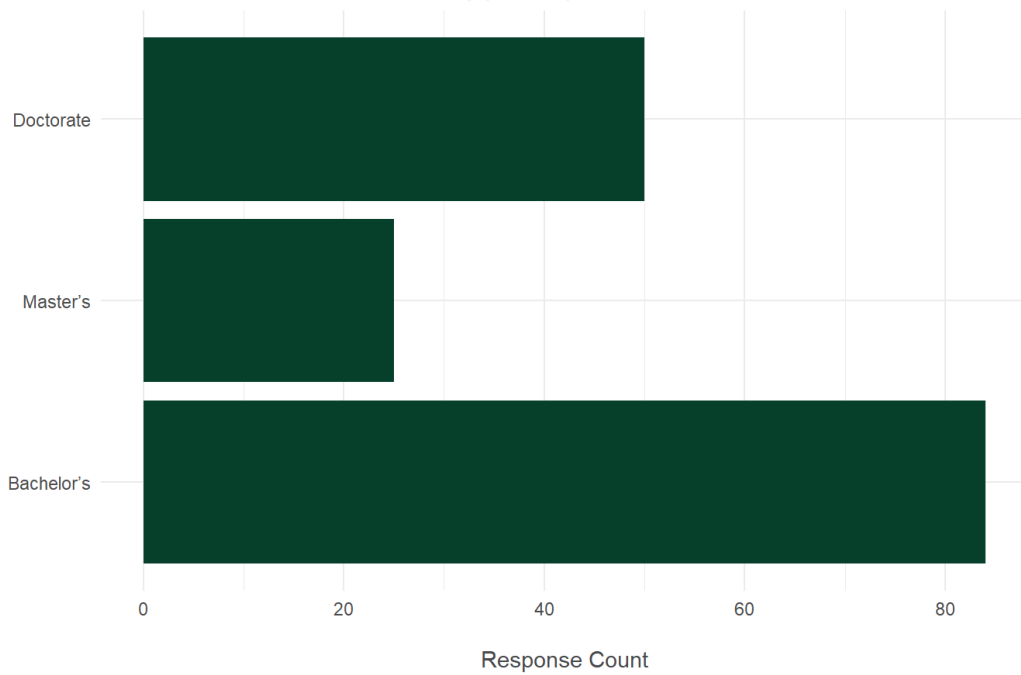
Approximately how many undergraduate degrees did your department confer in the last academic year?



- Responses were equally distributed among departments with small numbers of majors and large numbers of majors.

Department Types

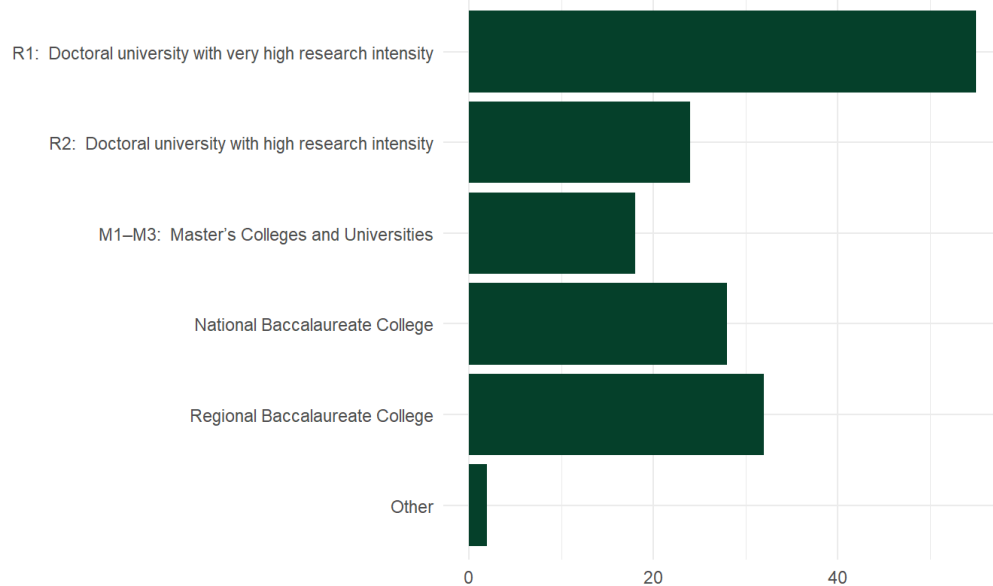
What is the highest degree offered
by your department?



More departments with undergraduate majors responded than those with doctoral programs.

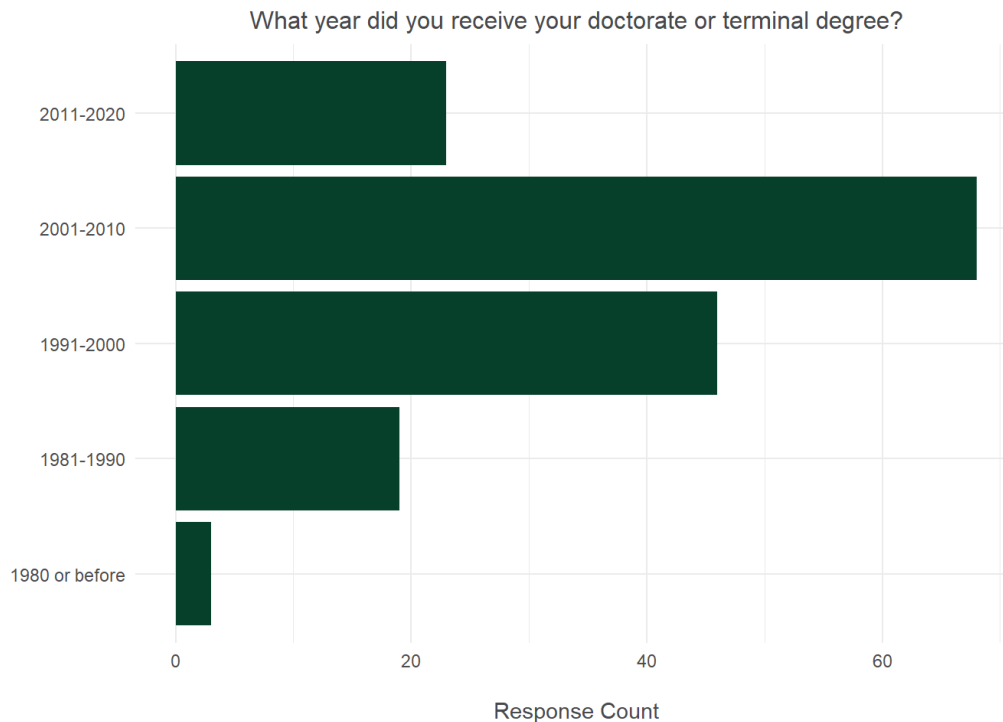
Department Types

What best describes the college or university where you are employed?



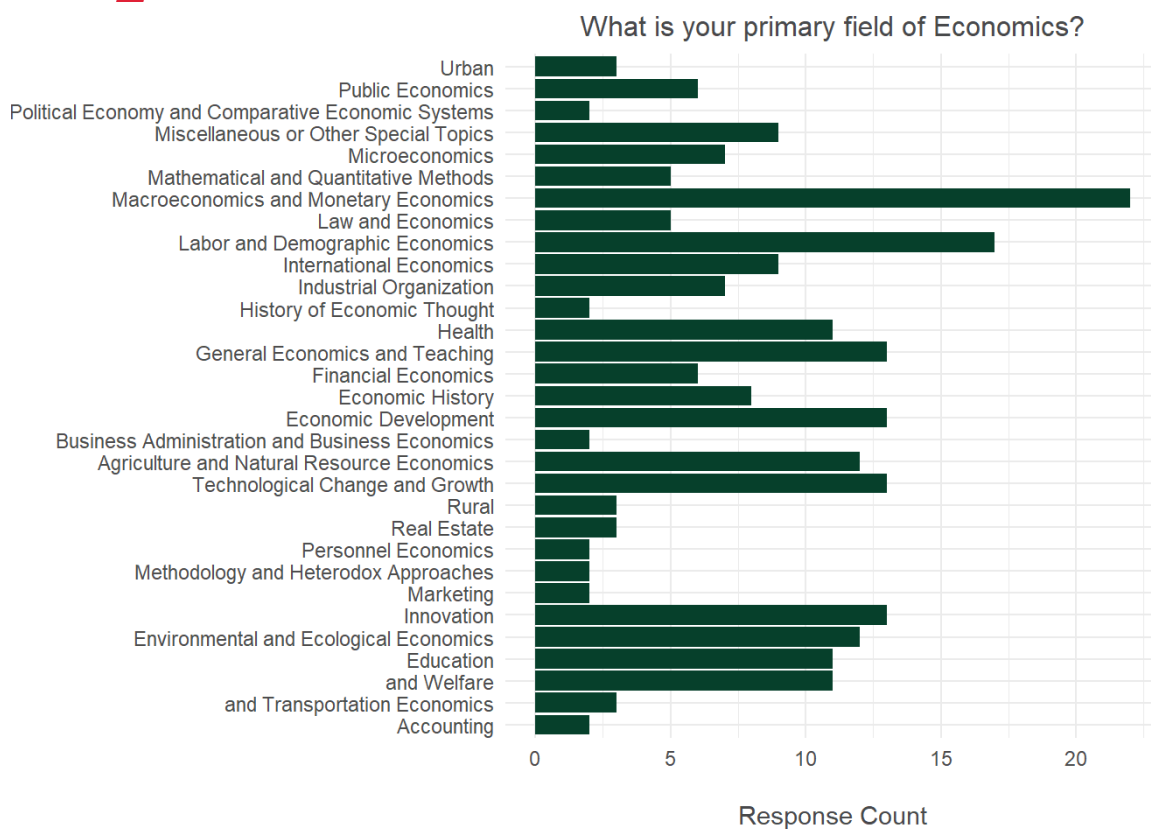
- Over half of the sample respondents came from doctoral granting universities.
 - The majority of these programs had small doctoral classes of <10.

Chair Demographics



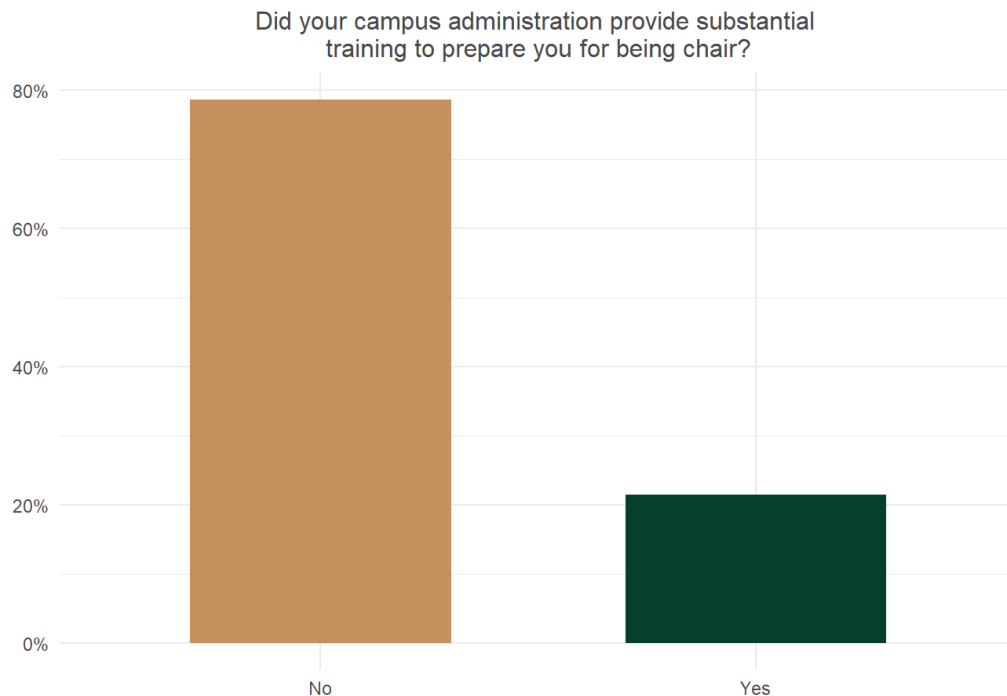
- Median chair tenure is 2-6 years. About 10 people have served as chair for more than 10 years.
- Most chairs are male (70%), heterosexual (97%), white (75%) and non-Hispanic.
- About half of chairs got their degree before 2000.

Chair Field of Economics



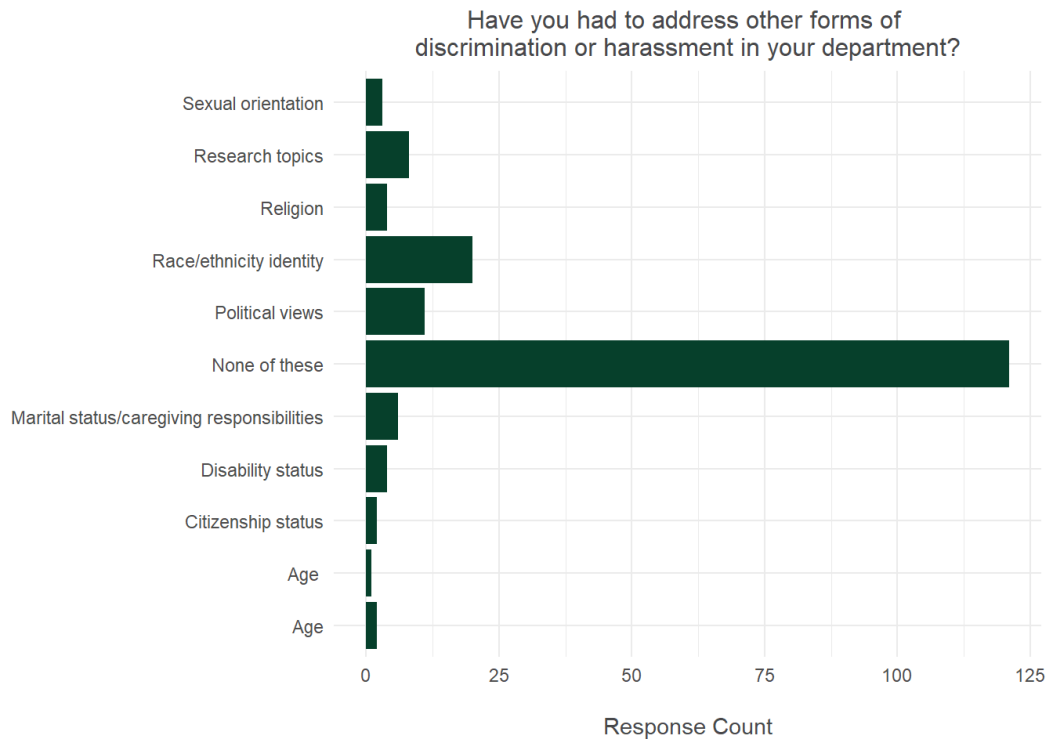
- Chairs are more likely to be Macro or Labor Economists.
- However, the primary field of department chairs is very diverse.

Chair Preparation



- Close to 80% of chairs said that their university did not provide substantial training to become chair.
 - Over 45% report receiving Title IX training
 - Half reported being prepared to handle harassment claims.

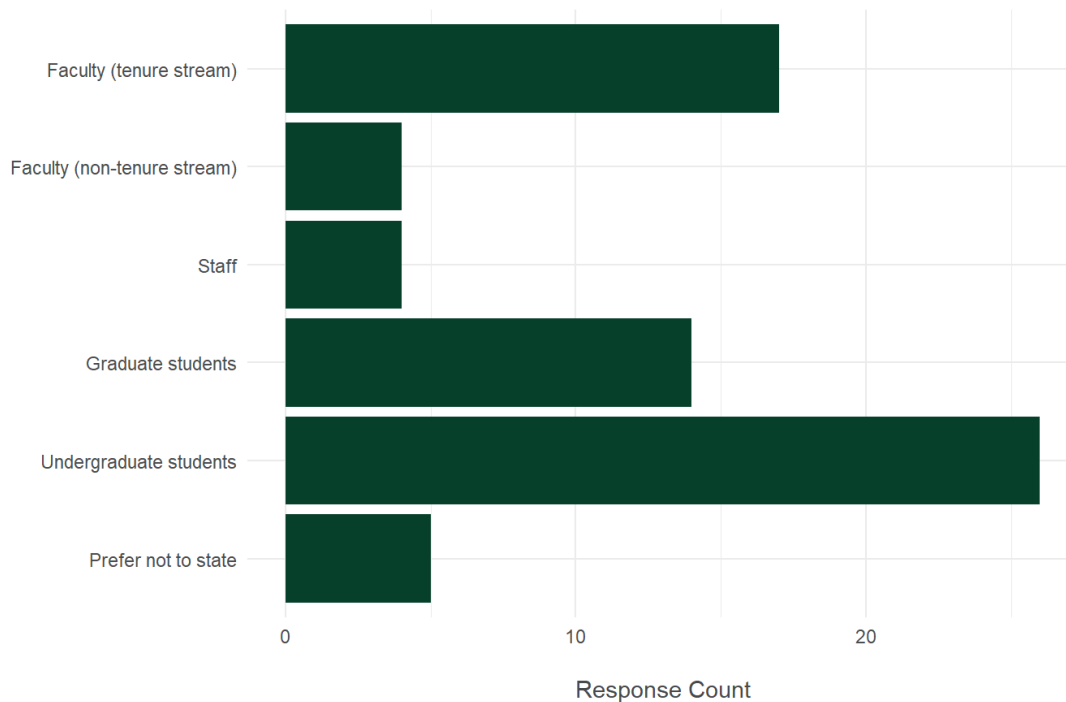
Harassment Claims Reported to Chairs



- Close to 20% of chairs reported having to address sexual harassment claims (~29 claims)
- About 13% report having to address race/ethnicity harassment or discrimination.
- Political views were also mentioned.

Harassment Reports

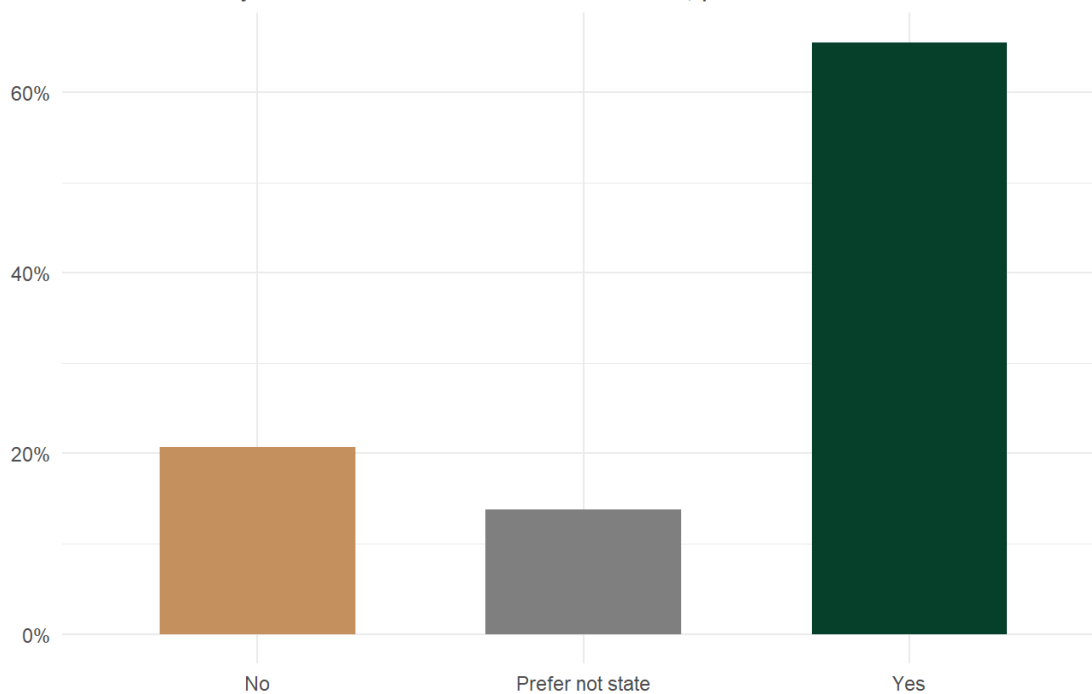
If issues of discrimination or harassment were reported,
who were these reports from?



- Harassment/discrimination reports were most likely to come from:
 - Undergraduates
 - Tenure stream faculty
 - Graduate students.

Chairs Take Responsibility for Addressing These Issues

Besides required reporting of the issue, did you take any action in your role as chair to resolve the issue, punitive or otherwise?



- When problems arise, chairs are on the front line of having to address them.



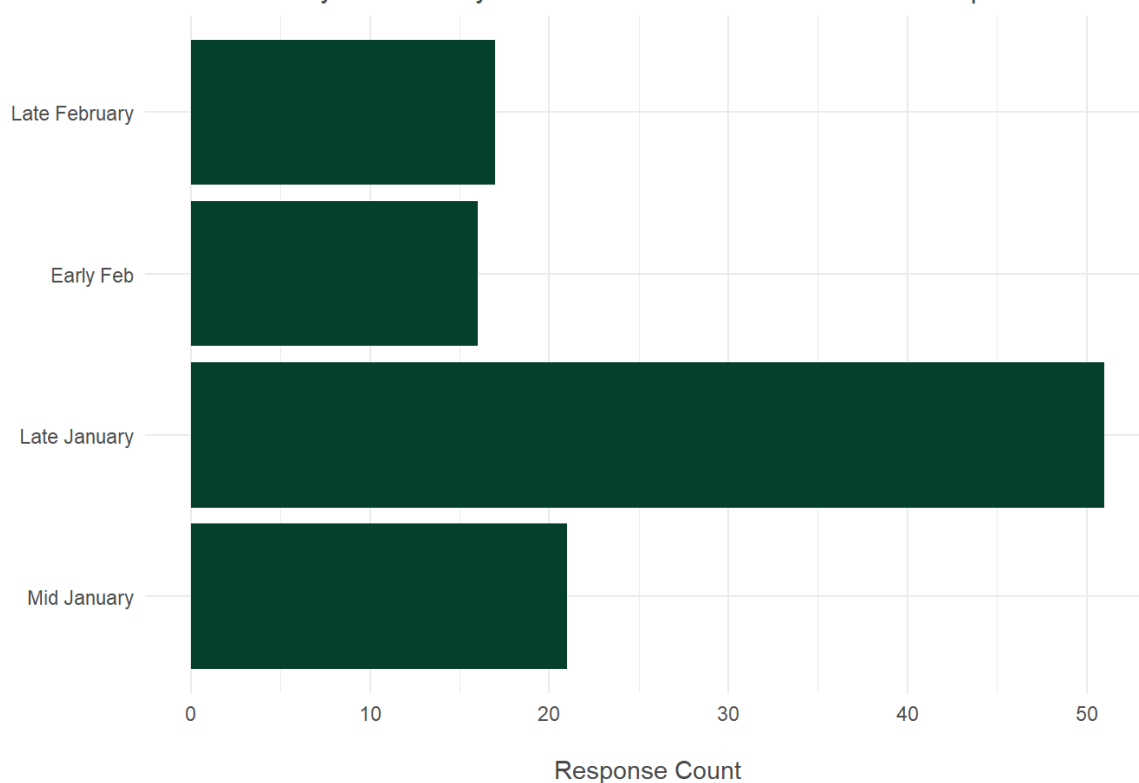
The Changing Job Market

Job Market Basic Facts

- 120 Chairs report hiring in the past three years.
- Over 95% report first-round interviews taking place online.
- Over 65 report holding first-round interviews in November or December.
- About 35 report holding interviews 4 days before/after the ASSA meetings.
- Over 90 percent held in-person second round interviews.
- The majority hosted 3 campus visits.

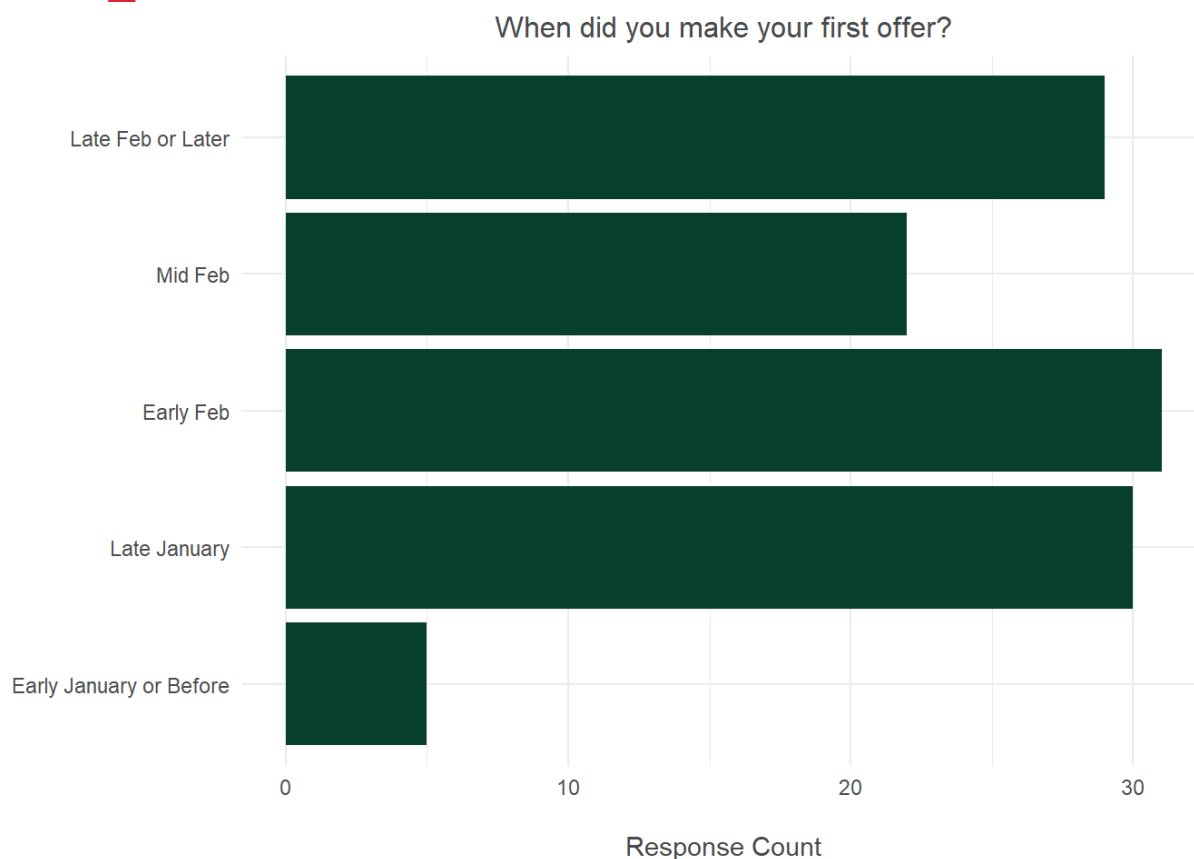
Job Market Second Round

When did you conduct your second round online interviews/campus visits?



- While the first round was earlier, the second round started at roughly the same time as the pre-2020 job market.

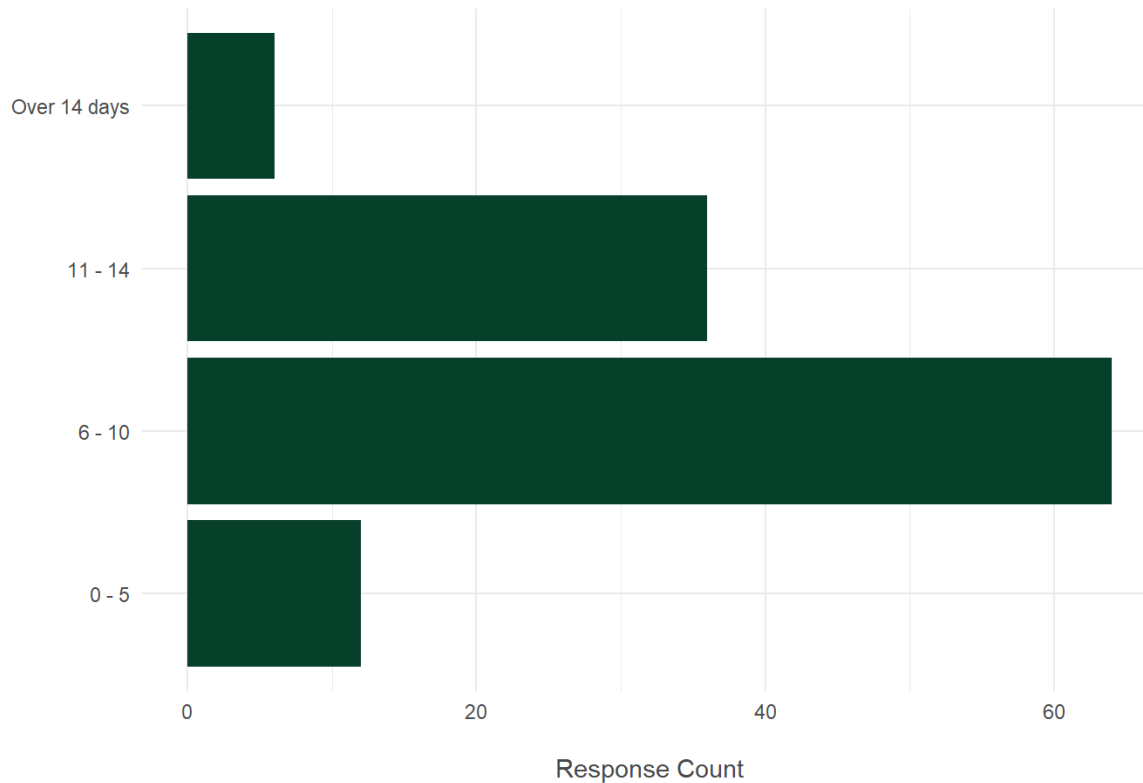
Job Market Second Round: Offers



- Very few offers happened early.
- Most offers go out after the first round flyouts.

Job Market Second Round: Offers

On average, how many days did you give a candidate to decide?



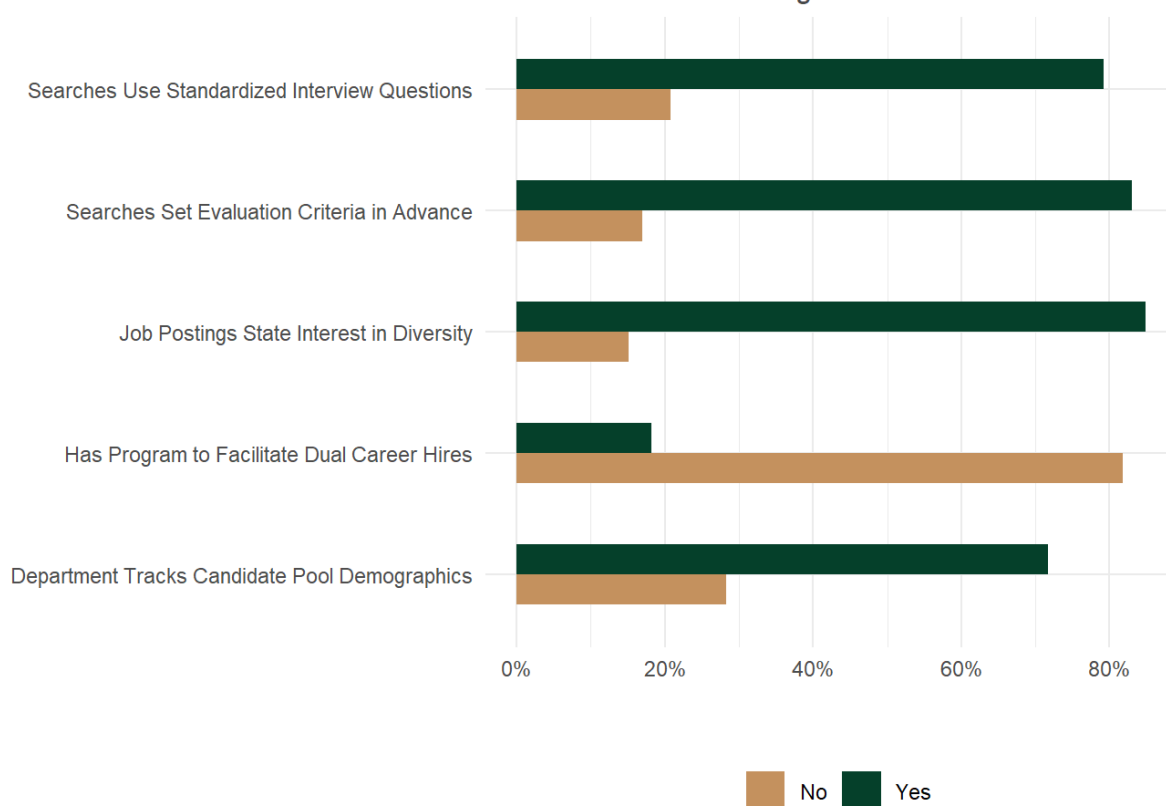
- The median offer lasts for about a week.
- About 45% granted extensions for offers.



Department Processes and Procedures

Recruitment Procedures

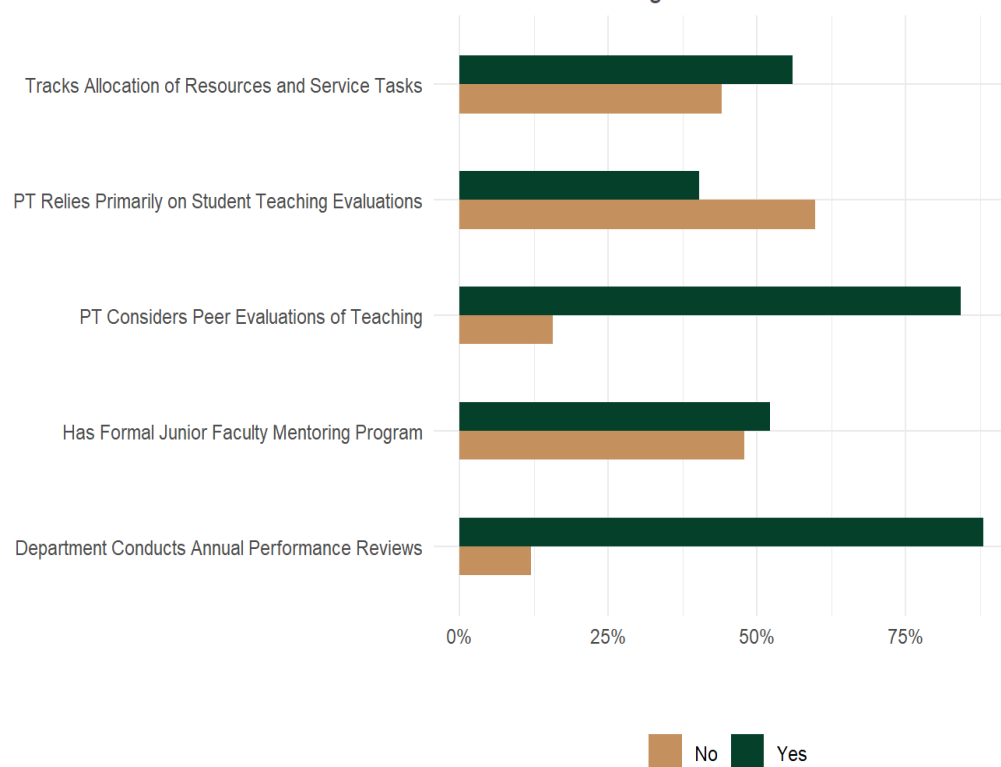
Recruitment Programs and Processes



- Most departments used standardized questions, set evaluation criteria in advance, and state an interest in diversity.
- Less than 20% report Dual Career hiring programs.

Promotion & Tenure Procedures

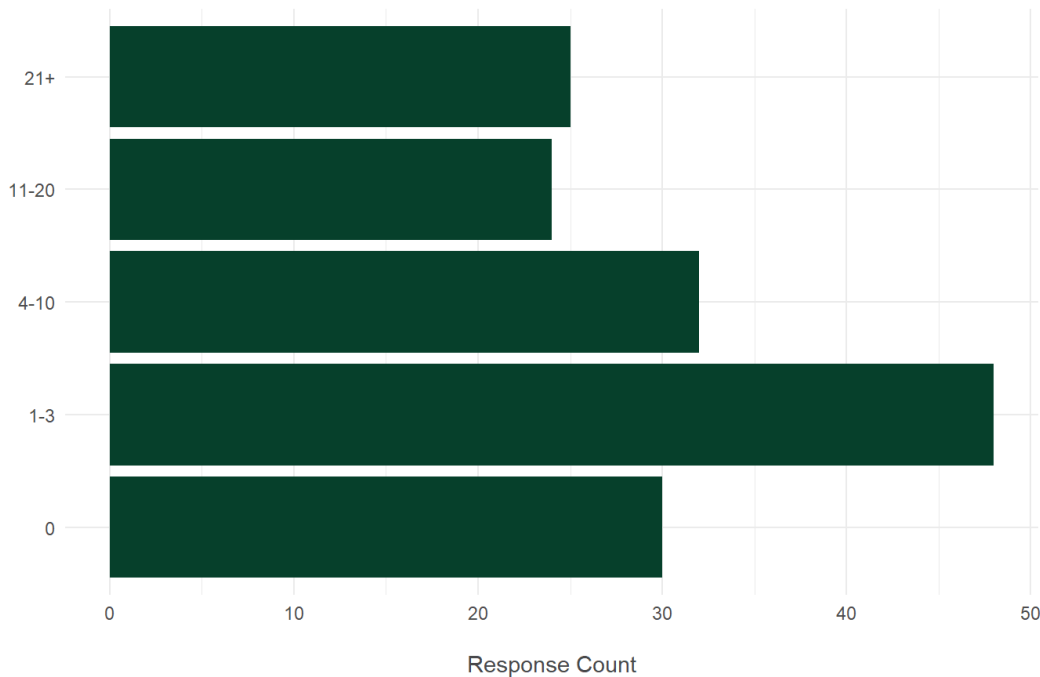
P&T Programs and Processes



- Half of departments track allocation of resources and service tasks; use student teaching evaluations and have a formal junior mentoring program.
- Most departments conduct annual performance reviews and peer reviews of teaching.

Seminars

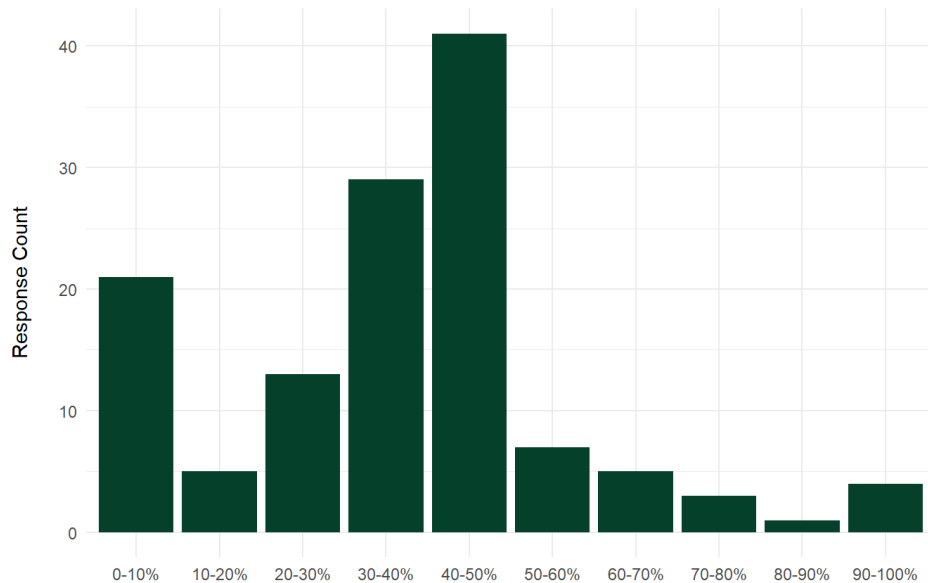
Approximately, how many external seminar speakers are hosted by your department each year?



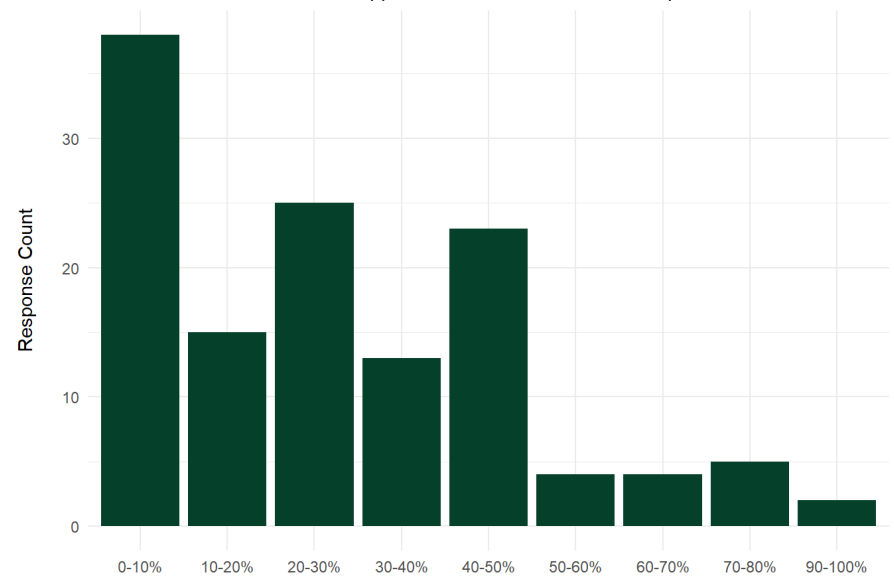
- There is a wide diversity in the number of seminar speakers hosted each year.
- The median number of speakers was 3 to 4.

Gender and Race Distribution

What was the approximate share of women who were external seminar speakers in your department last academic year?



What was the approximate share of non-white speakers?



- Reported distribution of speakers is more diverse than the profession.



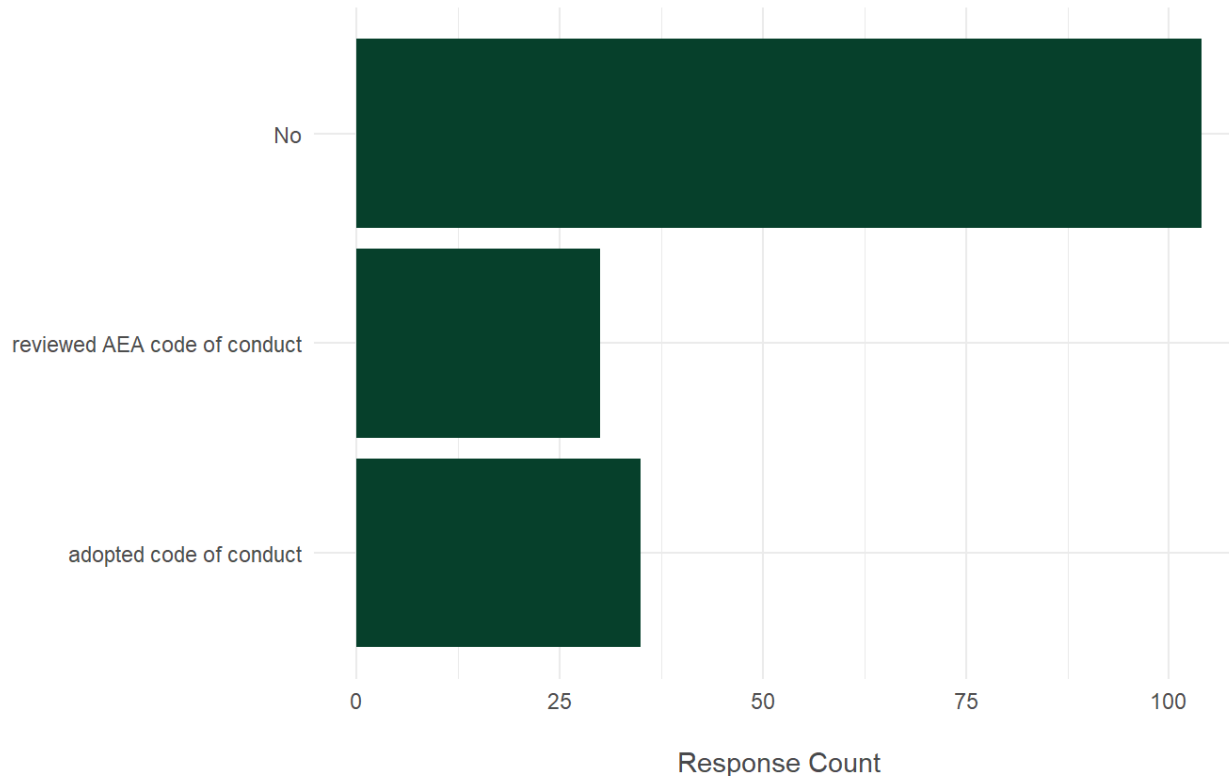
Knowledge and Use of Best Practices

Best Practices Used

- Just over 40% of departments are taking deliberate steps to improve the climate for women and members of underrepresented groups.
- About 25% of departments are planning accessible events for people with disabilities.
- About 22% of chairs have shared AEA Best Practices with their departments.

Departments with Code of Conduct

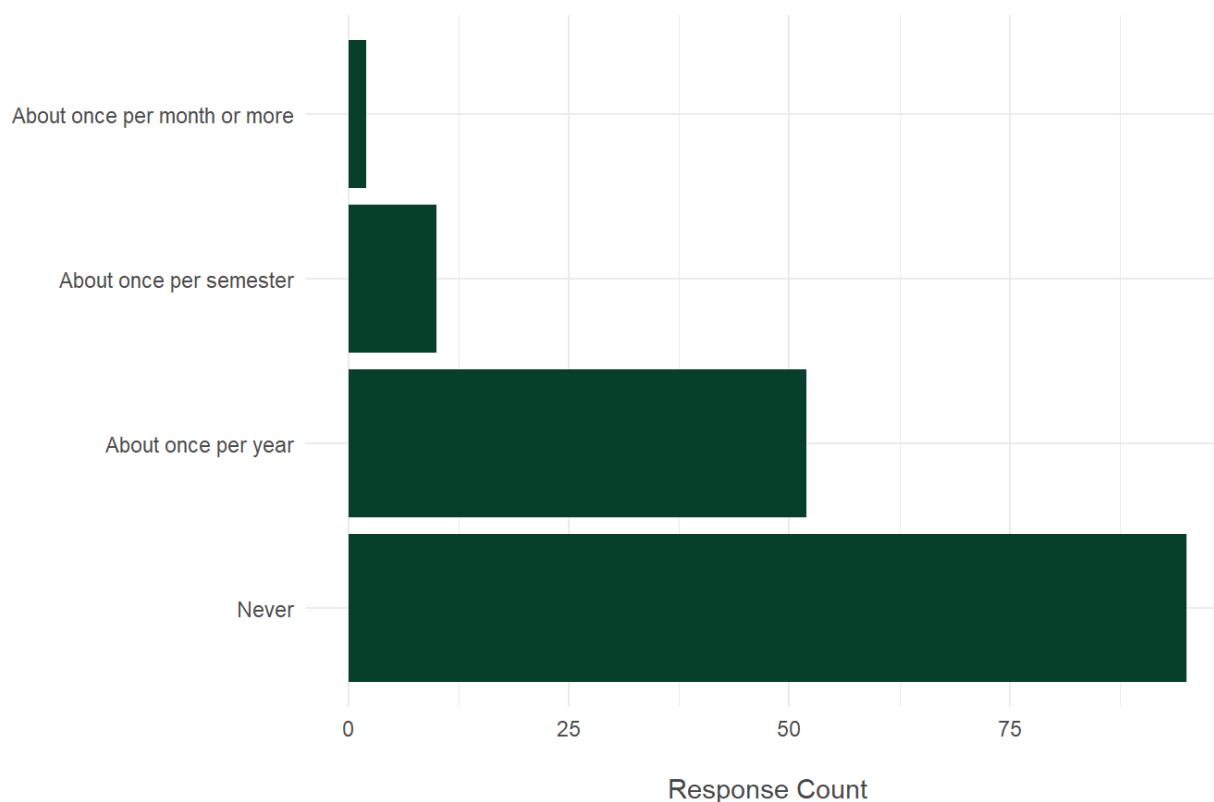
Department has adopted a code of conduct that outlines expectations for respectful behavior and/or has reviewed the AEA Code of Conduct



- Most departments do not have a code of conduct.
- About 30 departments have reviewed the AEA's code of conduct.
- About 35 departments have adopted a code of conduct.

Knowledge of AEA's Best Practices

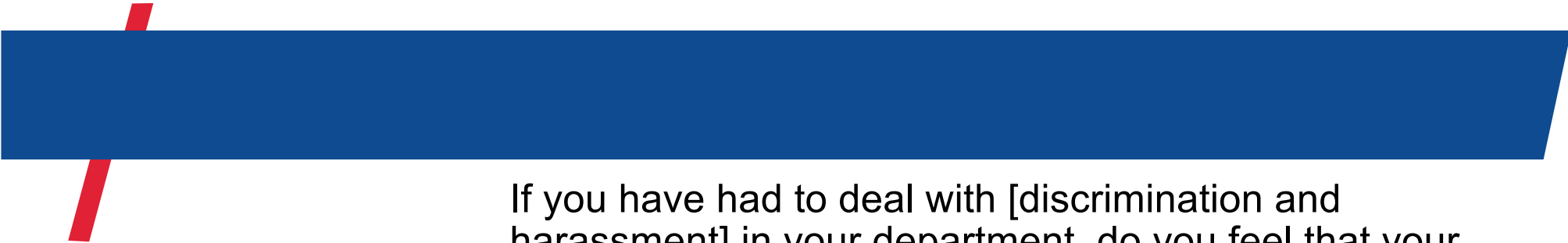
How frequently have you personally...
referred to the AEA's Best Practices Recommendations?



- Most departments have not referred to the AEA's Best Practices Recommendations.
- 50 departments have reviewed the AEA's Best Practices about once per year.



Results from Open Responses



AEA Survey Open Ended Questions

If you have had to deal with [discrimination and harassment] in your department, do you feel that your university adequately prepared you? Please elaborate.

If your department has taken deliberate steps to assess and improve the department's climate for women and members of underrepresented groups, please describe.

Do you have suggestions for how the AEA could support department chairs?

Adequacy of Preparation to Handle Issues of Discrimination and Harassment

- **Reporting requirements and institutional procedures are clear.**
- **Institutional infrastructure is generally adequate.**
 - Chairs report access to support from university counsel, the Provost's office, HR representatives, Title IX offices, minority affairs offices, and the ombudsperson.
- **Critiques focus on the inadequacy of training and institutional processes:**
 - Training not provided proactively.
 - Lack of support for navigating difficult interpersonal situations.
 - Title IX processes are cumbersome and primarily concerned with legal protection.
 - Inadequate guidance on situations that don't meet Title IX criteria.
 - Even when formal processes are followed, perpetrators face minimal consequences.



 Formal DEI Role or Committee DEI Focused Events Climate Surveys/Data Collection Affinity Group Organizations Hiring/Evaluation Policy Changes Mentoring/Consultation DEI Policy Statement

What steps have departments taken to assess and improve the department's climate for women and members of underrepresented groups?



Support Needed from the American Economic Association

Consider establishing a standing committee on departmental administration

Provide a forum for chairs to meet, share problems and discuss with peers

Consider providing additional training events and resources for new chairs, particularly those at small colleges and BA only programs.

Coordinate with other professional associations on fostering more inclusive departments.

Provide job-market insights to facilitate student advising

More Robust Communication about AEA resources and events

Thank You!

Thank
You

Mahalo

Kiitos

Tack

Grazie

Obrigado

Toda

Thanks

Takk

Danke

Gracias

Merci

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