



# American Economic Association

1992 Committee on the Status of Women in the Economics Profession

## NEWSLETTER

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## COMMITTEE ON THE STATUS OF WOMEN IN THE ECONOMICS PROFESSION ANNUAL REPORT, 1991

The American Economic Association (AEA) charges the Committee on the Status of Women in the Economics Profession (CSWEP) with monitoring the position of women in the profession and with undertaking activities to improve that position. This report compares the actual advancement of women economists in academia with cohort projections, and describes the Committee's activities during 1991.

### HIRING AND PROMOTION OF WOMEN IN ECONOMICS

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Last year CSWEP reported<sup>1</sup> a summary of results from the AEA Universal Academic Questionnaire.<sup>2</sup> At that time, we concluded that the proportion of female assistant professors generally reflected the proportion of new female Ph.D.'s. We also presented evidence to suggest that women have not progressed through the academic ranks as rapidly as might be expected. Moreover, it appeared there was a higher percentage of women at lower-ranked departments than at higher-ranked ones. This year, we present data that extend and sharpen these conclusions.

Figures 1-5 extend the data presented in the 1990 Annual Report to include the data for 1990.<sup>3</sup> Figure 1 shows that, between 1990 and 1991, the percentage of women increased at the associate, fell at the assistant, and did not change at the full professor ranks. Figure 2 shows that there is little difference in the status of women by type of academic institution (public or private). Figure 3 indicates that women continue to be hired at the new assistant professor level approximately in proportion to the percentage of new female Ph.D.'s.

However, Figure 4 shows a sharp increase, between 1990 and 1991, in the proportion of women at the associate professor rank at lower-ranked graduate departments.<sup>4</sup> In fact, the percentage of female associate professors at lower-ranked institutions is now nearly twice as high as the percentage of female associate professors at higher-ranked institutions. Moreover, this result accords with results presented in a recent paper by Kolpin and Singell<sup>5</sup>; with data

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<sup>1</sup> The Committee thanks Ivy Broder, Shulamit Kahn, and Charles Scott for their contributions to this report.

<sup>2</sup> Nancy M. Gordon, "Committee on the Status of Women in the Economics Profession Annual Report, 1990," American Economic Review, May, 1991.

<sup>3</sup> Data are based on Ph.D. granting economics departments that have responded to the Universal Academic Questionnaire in any one year since 1973. Agricultural Economics departments are excluded.

<sup>4</sup> The scholarly quality of economics departments is based on data for 93 graduate departments reported in, National Research Council, An Assessment of Research-Doctoral Programs in the United States: Social and Behavioral Sciences (Washington, D.C.: National Academy Press, 1982). Figure 4 presents data on 88 of those 93 departments.

<sup>5</sup> Van Kolpin and Larry D. Singell, Jr., "Strategic Discrimination, Scholarly Performance, and the Gender Composition of Economics Departments," Unpublished Manuscript.

collected by Ivy Broder<sup>6</sup> on women at top-tier economics departments; and with data on new hires by rank from the 1990 Universal Academic Questionnaire.

Kolpin and Singell find, over the last two decades, that women were less likely to be hired and promoted at top-ranked departments and more likely to be hired and promoted at lower-ranked departments. They go so far as to suggest that a number of lower-ranked departments may have strategically hired women in order to improve their average scholarly outputs.

Broder has identified every female professor at every economics department in the top three tiers. The following information is based on her data for either the 1990-91 or the 1991-92 academic year. No individual is counted twice, even if she changed departments. Broder finds that only 3 out of 148, or 2%, of full professors at Tier 1 departments<sup>7</sup> are women. Only 15 out of 232, or 6.5%, of all economists at Tier 1 departments are women. Her data suggest that women have not risen to the very top of the economics profession, even in proportion to their low representation in the general population of economists at the full professor level. Moreover, at the Ph.D. granting departments which answered the Universal Academic Questionnaire in 1990, there were 25 males hired at the full professor level in 1990 and 0 females.<sup>8</sup> While this is a small sample, it provides further cause for concern about the status of women in the economics profession.

Figure 5 extends the simulation model presented as Figure 6 in last year's Annual Report.<sup>9</sup> At that time we suggested that the gaps between actual and predicted percentages of women at the associate and full professor levels were likely to increase over time. Figure 5 confirms that prediction for 1990. Despite the jump in the percentage of women at the associate professor level at lower-ranked departments, both gaps continued to grow. These estimates provide further cause for concern about the status of women as they progress through their academic careers.

Using data from the National Science Foundation Survey of Earned Doctorates, compiled by Shulamit Kahn, Figure 6 shows that the percentage of all Ph.D. economists who are women has risen steadily, from less than 6% in 1973, to more than 11% in 1989. This compares with an increase from 4% of graduate faculty in 1974 to 8% of graduate faculty in 1989.

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<sup>6</sup> Tiers are based on the AEA ranking of graduate programs. Data are part of Ivy Broder's ongoing research project on the status of women at top tier economics departments.

<sup>7</sup> Tier 1 is defined as Chicago, Harvard, MIT, Princeton, Stanford, and Yale.

<sup>8</sup> This does not necessarily mean that no women were hired at the full professor level by any Ph.D. granting department, as not all departments answer the Universal Academic Questionnaire every year.

<sup>9</sup> The simulation model is based on the flow of faculty into and out of different ranks. New Ph.D.'s are assumed to become new assistant professors; assistant professors are promoted to associate professors after 5 years; associate professors are promoted to full professors after 7 years; full professors retire after 20 years in rank. In addition, the model assumes that the probability of being hired and promoted is independent of gender.

However, Kahn also finds that the percentage of all female economists employed in business and industry has risen faster than the percentage of all male economists employed in business and industry. Between 1973 and 1989, the percentage of all female economists employed in higher education fell from 73% to 61%, while the percentage employed in business and industry rose from 7% to 18%. During the same time period, the percentage of all male economists employed in higher education fell from 74% to 67%, while the percentage employed in business and industry rose from 10% to 15%. Thus, a lower proportion of both male and female economists are working in higher education and a higher proportion are working in business and industry. But, the change has been more pronounced for women. If these trends turn out to be significant and consistent, they raise research questions for CSWEP regarding 1) the reasons for women choosing business and industry over academia; and 2) the status of women economists in business and industry.

To summarize, women continue to be hired at the new assistant professor level at about the same rate as they earn new Ph.D.'s. This is encouraging, especially in light of the recent poor job market. However, CSWEP continues to be concerned about the progress of women through the academic ranks, and about the status of women at the highest ranks of the profession. Women are not achieving the rank of full professor as rapidly as expected and they are not being employed by top-tier departments even in proportion to their representation at various ranks. CSWEP is also concerned that women may be leaving academia at a faster rate than men, for reasons as yet unexplored. Since employment as a full professor at a top-tier department is generally considered to be the highest status employment in the economics profession, CSWEP continues to be concerned about the status of women in the economics profession.

#### THE COMMITTEE'S RECENT ACTIVITIES

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CSWEP was involved in several activities designed to help women advance in the economics profession during 1991. As part of its ongoing efforts to expand the participation of women economists on the program of the AEA Annual Meetings, the CSWEP Board organized six sessions for the January, 1992 Meetings: three on gender-related topics and three on public finance. CSWEP also sponsored a hospitality suite and a reception following the annual business meeting. These facilitate networking among economists at the annual meeting.

CSWEP has also been actively involved in the regional economic associations. Members of the CSWEP Board include representatives to the Eastern, Southern, Midwest, and Western Economic Associations. These Board members organize sessions and receptions at the regional meetings, facilitating the participation and networking of women economists at these meetings.

Another major activity was the publication of three issues of the CSWEP Newsletter, the contents of which are designed to help young economists advance. Each issue contains information about sources of research funding and calls for papers, as well as articles on such topics as the annual job market and advice on publishing papers. In 1990 the Board reprinted a number of popular past articles on how to get ahead on the profession in a special issue available free to all dues paying members, and for \$8 to the general public. The Board continues

to give copies to new members.

CSWEP maintains a Roster of Women Economists, including information on employers, educational backgrounds, fields of specialization, and publications. It is used, for example, by employers searching for job candidates and by organizations seeking members for advisory committees. The entire Roster, or selected portions, is available either on disk or as mailing labels. In addition, the Roster appears in a printed volume every other year. It was completely updated and printed in 1990. The Board also continues its recent practice of informing advertisers in Job Openings for Economists and the CSWEP Newsletter about the Roster and how to use it.

CSWEP wishes to thank the editorial board of the American Economic Review (AER) for its decision to institute a double-blind referee policy for the AER. Double-blind refereeing has been a CSWEP agenda item for many years. Rebecca Blank, a current CSWEP Board member, undertook the AER's study of double-blind refereeing.

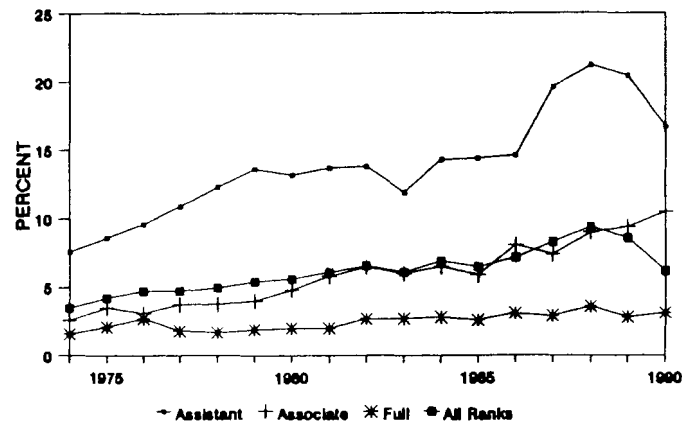
The CSWEP Board wishes to thank a number of people who served the Committee. Joan Haworth, the Committee's Membership Secretary, and her staff make it possible for the Committee to maintain contact with the membership and the profession as a whole. They maintain the Roster, prepare special mailings, and create customized listings from the Roster, just to name a few activities. Nancy Gordon retired from the Board in August, after seven years of tireless service as Editor of the Newsletter and four years of service as Chair. During Nancy's term as Chair, the Committee greatly expanded its activities in support of women in the economics profession. Shulamit Kahn continued to work for the Committee, even though her term on the Board expired in 1990. She continues to coordinate information about the availability of child care at the AEA Annual Meetings and she contributed the data from the National Science Foundation Survey of Earned Doctorates for the Annual Report.

The terms of three other members of the Board expired in 1991: Shelly Lundberg, June O'Neill, and Dan Newlon. Shelly served the Board as the representative to the Western Economic Association, co-edited an issue of the Newsletter, and helped organize sessions at both the WEA and the AEA meetings. June served as the representative to the Eastern Economic Association, co-edited an issue of the Newsletter, and helped organize sessions at both the EEA and the AEA meetings. Dan served the Board in many ways. He opened contact between CSWEP and the National Science Foundation, calling for more research on the status of women in the economics profession and greater representation of women at NSF and in other prestigious positions. He also wrote articles for the Newsletter on research support, co-edited an issue of the Newsletter, and helped organize sessions at the AEA meetings.

Finally, the Board thanks Jill Bury, who works with Nancy Gordon, and Christina O'Bannon, who works with Elizabeth Hoffman. Their contributions made it possible for each Chair to maintain the activities of the Board and produce the Newsletter, in addition to other professional and scholarly activities.

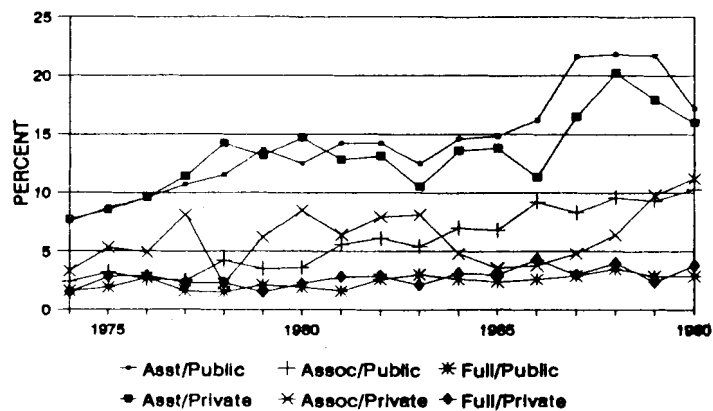
Elizabeth Hoffman  
Chair

FIGURE 1. FEMALE FACULTY IN GRADUATE DEPARTMENTS, PERCENTAGES OF TOTAL FACULTY BY RANK: 1974-1990



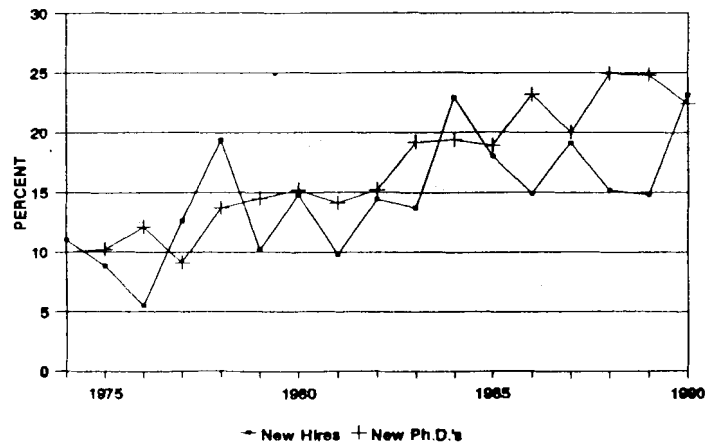
SOURCE: American Economic Association, Universal Academic Question, 1974-1990  
 NOTE: Graduate Departments are those that award Ph.D.'s

FIGURE 2. FEMALE FACULTY IN GRADUATE DEPARTMENTS, PERCENTAGES BY RANK AND TYPE OF INSTITUTION, 1974-1990



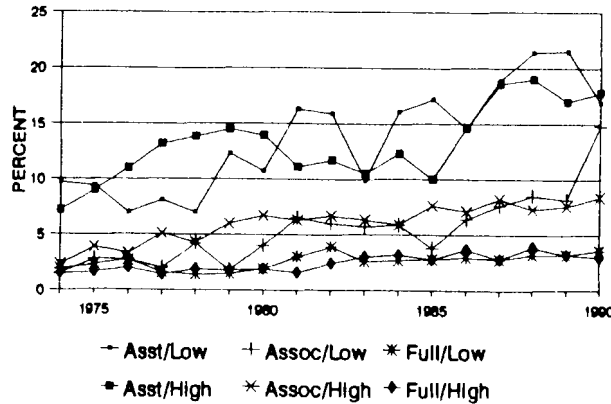
SOURCE: American Economic Association, Universal Academic Questionnaire, 1974-1990  
 NOTE: Graduate Departments are those that award Ph.D.'s

FIGURE 3. FEMALE NEW PH.D.'S AND NEW ASSISTANT PROFESSORS AS PERCENTAGES OF NEW PH.D.'S AND NEW ASSISTANT PROFESSORS, 1974-1990



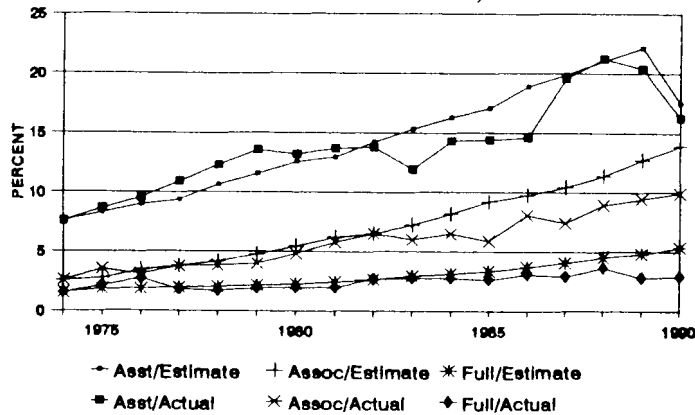
SOURCE: American Economic Association, Universal Academic Questionnaire, 1974-1990

FIGURE 4. FEMALE FACULTY IN GRADUATE DEPARTMENTS, PERCENTAGES BY RANK AND QUALITY OF DEPARTMENT, 1974-1990



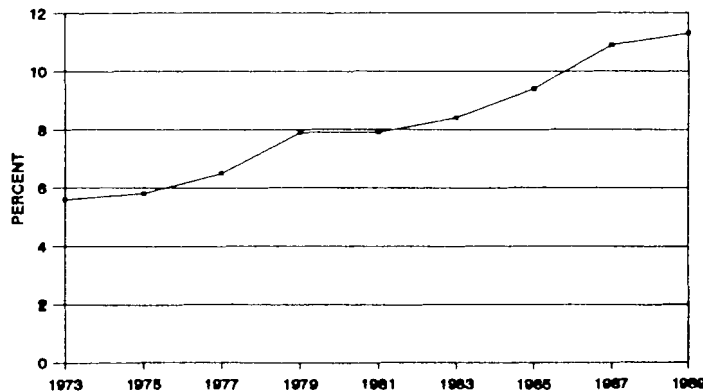
SOURCE: American Economic Association, Universal Academic Question, 1974-1990  
 NOTE: Graduate Departments are those that award Ph.D.'s  
 Rankings by National Research Council (88 Departments)

FIGURE 5. ACTUAL AND ESTIMATED PERCENTAGES OF FEMALE FACULTY IN GRADUATE DEPARTMENTS BY RANK, 1974-1990



SOURCE: American Economic Association, Universal Academic Questionnaire, 1974-1990  
 NOTE: Graduate Departments are those that grant Ph.D.'s

FIGURE 6. FEMALE PH.D. ECONOMISTS AS A PERCENTAGE OF ALL PH.D. ECONOMISTS, 1973-1989



SOURCE: American Economic Association, Universal Academic Questionnaire, 1974-1990

Are Women "Working" More Relative to Men  
as Women's Hours of Paid Work Increase?

by  
Joyce Manchester<sup>1</sup>

In a recent article in the Journal of Human Resources, David Stapleton and I investigate the following question: As women have increased their hours of paid work over the past three decades, have their total hours of work (defined to include paid work, housework and childcare) increased relative to the total hours of work of men? We find no substantive change in the total work ratio, contrary to other published estimates.

Our finding of no change in the total work ratio is based on three observation points during the last thirty years: 1965, 1975 and 1981. There is no single set of data on hours of paid work and unpaid work covering a representative sample of the population over the 1960s, 1970s and 1980s, so we analyze two pairs of samples from three time-use surveys conducted in 1965-66, 1975-76, and 1981.<sup>2</sup> The first pair of samples is representative of comparable subpopulations in 1965-66 and 1975-76, while the second pair is representative of comparable subpopulations in 1975-76 and 1981.

The samples are not representative of the full U.S. population, but they do cover very large segments of the population. The first pair represents white urban households in which at least one person was employed for 10 or more hours per week. Respondents are between 25 and 64 years old. The second pair of samples consists of persons aged 25 to 64 who responded to both the 1975-76 survey and the 1981 follow-up and their spouses if they also responded. All samples include both single and married persons and have comparable definitions for the various types of work.

During both subperiods, it appears that the total work ratio remained essentially unchanged for the large segments of the population represented by these samples. The table shows sample means from the surveys. Women increased their weekly hours of paid work from 15.2 to 16.2 over the 1965 to 1975 period; men decreased their weekly hours of paid work from 43.1 to 37.0. However, women decreased their unpaid work hours over this same period from 43.1 to

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<sup>1</sup> For more detail on this study, see "On Measuring the Progress of Women's Quest for Economic Equality," The Journal of Human Resources 26, No. 3, 562-580. The view expressed in the published paper and in this brief article are those of the authors and are not necessarily those of the Congressional Budget Office.

<sup>2</sup>The data sets are: Americans' Use of Time, 1965-66 and Time Use in Economic and Social Accounts, 1975-76, Merged Data; Time Use in Economic and Social Accounts, 1975-76; and Time Use Longitudinal Panel Study, 1975-81.



35.6, while men increased their unpaid work hours from 11.7 to 12.1. The total work ratio remained constant at 1.06. From 1975 to 1981, the sample shows an increase in women's paid work hours from 17.1 to 19.5, while men's paid work hours declined from 39.0 to 37.2. The total work ratio declined only slightly, from 1.00 to 0.99.

Why do these findings of no change in the relative number of hours worked differ from conclusions reached by Victor Fuchs in his widely cited book, Women's Quest for Economic Equality<sup>3</sup>? Fuchs estimates an increase in the total work ratio of 0.13 over the period 1960 to 1986. The major difference is that we use observed work hours while Fuchs uses a regression to predict hours of unpaid work both back in time and out into the future. Fuchs used data from the 1975-76 survey to estimate regressions of unpaid work on changes in paid work and various demographic characteristics. He then used the estimated regression to predict hours of unpaid work given hours of paid work and demographic characteristics in 1960 and 1986. When we estimated comparable regressions, the coefficient on paid work in all our samples turned out to be about -.5 for women and about -.25 for men. This implies that when women increase their hours of paid work by one hour, their unpaid work is reduced by one-half hour. When men reduce their paid work by one hour, their unpaid work increases by one quarter of an hour. These regressions will always predict increases in the total work ratio when the paid work ratio increases, provided that the other variables in the regressions remain roughly constant.

In fact, our evidence suggests that the regressions for women shifted down relative to the regressions for men over the 1960 to 1986 period. Since predictions from a single cross-section ignore these shifts, they are biased toward finding an increase in the total work ratio. We then investigate the size of the bias by using the regressions from each sample to predict the mean of unpaid work by sex in the other sample in its pair. The results suggest that the magnitude of the bias in Fuchs' predictions could easily be equal to, if not greater than, his estimated increase.

Of course, our samples do not cover the whole period 1960-86 and they are not representative of the entire population. These problems potentially could account for differences in our estimates and those of Fuchs. Our estimates cover the periods of slowing growth and recession between 1965 and 1981 and omit the expansionary periods of 1960-65 and 1981-86. This might help explain the large divergence in the estimates of women's paid work: Fuchs estimates an increase of 74 percent over 1960-86; in contrast, our studies show only a 7 percent increase between 1965 and 1975, followed by a larger 17 percent increase from 1975-1981. Nevertheless, we are confident that the true total work ratio changed very little over this period, if at all. Additional support for our confidence comes from international evidence on this question, which is reviewed in our article. That evidence yields results that are strikingly consistent with our own.

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Cambridge, MA: Harvard University Press, 1988.

Table. Estimates of Weekly Hours Worked

	Urban, employed whites	Urban, employed whites	Panel	Panel
	1965	1975a	1975b	1981
<b>Women</b>				
Paid	15.2	16.2	17.1	19.5
Unpaid	43.1	35.6	35.1	32.5
Housework	36.7	30.2	29.1	27.0
Childcare	6.5	5.4	6.0	5.5
Total	53.8	51.8	52.2	52.0
<b>Men</b>				
Paid	43.1	37.0	39.0	37.2
Unpaid	11.7	12.1	13.1	15.1
Housework	10.2	10.3	11.4	13.0
Childcare	1.6	1.8	1.6	2.1
Total	54.9	49.0	52.1	52.3
<b>Women/men ratio</b>				
Paid	.35	.44	.44	.52
Unpaid	3.68	2.94	2.68	2.15
Housework	3.60	2.93	2.55	2.08
Childcare	4.06	3.00	3.75	2.62
Total	1.06	1.06	1.00	.99

Note: See Manchester and Stapleton, *op. cit.*, for details of samples.

























































