



American Economic Association

1993 Committee on the Status of Women in the Economics Profession

NEWSLETTER

WINTER ISSUE - February 1993

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IN THIS ISSUE:

Annual Report	...2
Data on Women's Progress in the Economics Profession	...8
CSWEP and Women Economists in the New York Times	...11
Childcare Update	...14
Responding to Referees and Editors	...15
Women in Science	...17
Notable Women in Economics	...19
Biographical Sketches of CSWEP Board Members	...21
Summaries of CSWEP-Organized Sessions on Gender-Related Topics at the 1993 AEA Meeting	...23
Summaries of CSWEP-Organized Sessions on Financial Markets and Macroeconomics...	...26
CSWEP at the Southern Economic Association Meeting...	...29
CSWEP at the Eastern Economic Association Meeting	...31
CSWEP at the Midwest Economic Association Meeting	...32
News and Notes	...33
Calls for Papers	...34
Opportunities for Research on Women	...35
Job Openings	...37
Membership Information	...39

►►► Congratulations to New Board Member ◀◀◀

Irene Lurie, SUNY Albany

COMMITTEE ON THE STATUS OF WOMEN
IN THE ECONOMICS PROFESSION
ANNUAL REPORT, 1992

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. CSWEP held its first official meeting at the December 1972 AEA Annual Meetings. Thus, this year marks the 20th anniversary of CSWEP's activities. This report compares the actual advancement of women economists in academia over the past 20 years with cohort projections, and describes the Committee's activities during 1992.¹

CHANGES IN THE STATUS OF WOMEN IN ECONOMICS OVER TWENTY YEARS

For the last two years CSWEP has reported a summary of results from the AEA Universal Academic Questionnaire.² Figure 1 summarizes those data for the period 1974 to 1991.³ The long-term trend indicates that women have made substantial gains at the assistant professor level and modest gains at the associate professor level. The percentage of women assistant professors in Ph.D. granting institutions rose from 7.6% in 1974 to 19.6% in 1991. The percentage of women associate professors rose from 2.6% to 8.1%. However, the percentage of women full professors only rose from 1.6% to 3.8% over the same time period. As we see below, some of this difference is due to the long period of absorption from assistant to full professor. However, CSWEP continues to be concerned about the progress of women through the profession and the potential for a "glass ceiling" at the senior faculty ranks.

RECENT HIRING AND PROMOTION OF WOMEN IN ECONOMICS

In the last two annual reports we concluded that the proportion of women assistant professors generally reflected the proportion of new women Ph.D.'s. We also presented evidence to suggest

¹ The Committee thanks Charles Scott for his contribution to this report.

² Nancy M. Gordon, "Report of the Committee on the Status of Women in the Economics Profession," *American Economic Review*, May 1991 (*Papers and proceedings*), 81, 409-12; Elizabeth Hoffman, "Report on the Committee on the Status of Women in the Economics Profession," *American Economic Review*, May 1992 (*Papers and Proceedings*), 82, 610-614.

³ Data in Figures 1-3 and 6 are based on Ph.D. granting economics departments that have responded to the Universal Academic Questionnaire in any one year since 1973. Data in Figures 4-5 are based on all economics departments that have responded to the Universal Academic Questionnaire. Actual data for Figures 1-6 are given in Tables 1-6, pp. 8-10. Agricultural Economics departments are excluded from the data.

that women have not progressed through the academic ranks as rapidly as might be expected.⁴ 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, correct and sharpen these conclusions.

Figures 1-6 extend the data presented in the 1990 and 1991 Annual Reports to include the data for 1991. Figure 1 shows that, between 1990 and 1991, the percentage of women increased at the assistant and full professor and fell at the associate professor ranks. Figure 2 shows that there continues to be little difference in the status of women by type of academic institution (public or private). Figure 3 shows that there also is little difference in the percentages of women faculty by rank of institution. This is in contrast to last year's data which suggested a higher percentage of women at the associate professor level at lower ranked graduate institutions.⁵

Figure 4 shows a dramatic new development in the status of women. While 22.1% of new Ph.D.'s in the 1991-92 academic year were women, 31.8% of faculty hired at the new assistant professor level were women. Moreover, this trend is even more pronounced at Ph.D. granting institutions, where nearly 50% of the new assistant professors hired were women. Figure 5, on the other hand, shows a sharp decline between 1990 and 1991 in the percentage of women among new hires at the associate and full professor ranks. Thus, women are being hired more than in proportion to new women Ph.D.'s; but the proportion of new hires at the senior levels appears to have fallen.⁶

Figure 6 extends the simulation model presented in the previous two Annual Reports. In both reports 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 6 confirms that prediction for associate professors, but not full professors, for 1991. Despite the jump in the percentage of women at the associate professor level at lower-ranked departments in 1990, the gap at the associate professor level continued to grow; the gap at the full professor level narrowed slightly. These estimates continue to cause concern about the status of women as they progress through their academic careers.

Using longitudinal data from the National Science Foundation Survey of Earned Doctorates, Shulamit Kahn studies the trends identified above in more detail.⁷ Starting at the new assistant

⁴ This conclusion was based on a simulation model of 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 gender.

⁵ See Hoffman, *supra*, note 2 at 610.

⁶ Among the institutions which responded to the Universal Academic Questionnaire for the 1991-92 academic year, only 3 of 142 new hires at the associate and full professor levels were women.

⁷ Shulamit Kahn, "Gender Differences in Academic Career Paths of Economists," *American Economic Review*, May 1993 (*Papers and Proceedings*), 83.

professor level, she finds that only 58.1% of women entering academia enter tenure-track jobs, as compared to 73.3% of men. Using a non-parametric Kaplan Meier hazard rate analysis, she finds that men in tenure-track jobs have been more likely to achieve tenure after 7 years as assistant professors than women. Women have eventually "caught up" to men; but the median time to tenure was 10 years for women and 7 years for men for all academics in 1989. Recent data suggest this gap is narrowing, but there are too few data points for confirmation. Conditional on receiving tenure and promotion to associate professor, however, Kahn finds no significant difference in the likelihood and median years to promotion to full professor. She concludes that the major hurdle for women in academia is tenure.

To summarize, in 1991-92 women were hired at the new assistant professor level at a higher rate than they earned 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. Women have not been achieving tenure as rapidly as men. The simulation data suggest they are still lagging behind. CSWEP is also concerned that women are more likely to enter non-tenure-track positions than men. Since full professor is generally considered to be the highest status position in the economics profession, and women are more likely to enter non-tenure-track positions and take longer to achieve tenure than men, CSWEP continues to be concerned about the status of women in the economics profession.

THE COMMITTEE'S RECENT ACTIVITIES

CSWEP was involved in several activities designed to help women advance in the economics profession during 1992. 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 seven sessions for the January, 1993 Meetings: three on gender-related topics, three on macro-finance, and a roundtable discussion on women's progress in the profession. CSWEP also sponsored a hospitality suite, and a 20th Anniversary Party and 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 1992. 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.

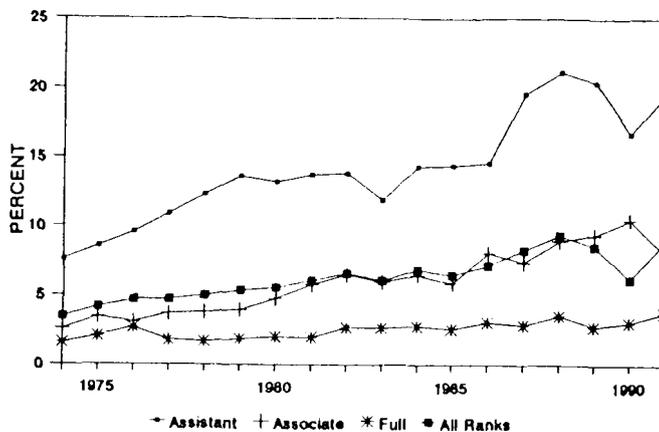
The CSWEP Board wishes to thank a number of people who served the Committee. Joan Haworth, the Committee's Membership Secretary, and her staff make it possible for the Committee to maintain contact with the membership and the profession as a whole. They maintain the Roster, prepare special mailings, and create customized listings from the Roster, just to name a few activities.

The terms of three members of the Board expired in 1992: Marjorie Honig, Barbara Wolfe, and Myrna Wooders. Marjorie served the Board as the Newsletter Coordinator; Barbara served as representative to the Midwest Economic Association, co-edited an issue of the Newsletter, and helped organize sessions at both the MEA and the AEA meetings. Myrna started a Newsletter series on Notable Women in Economics, co-edited an issue of the Newsletter, and helped organize sessions at the AEA meetings.

Finally, the Board thanks Christina O'Bannon, who works with Elizabeth Hoffman and serves as Assistant Editor of the Newsletter. Her contribution made it possible for the Chair to maintain the activities of the Board and produce the Newsletter in addition to other professional and scholarly activities.

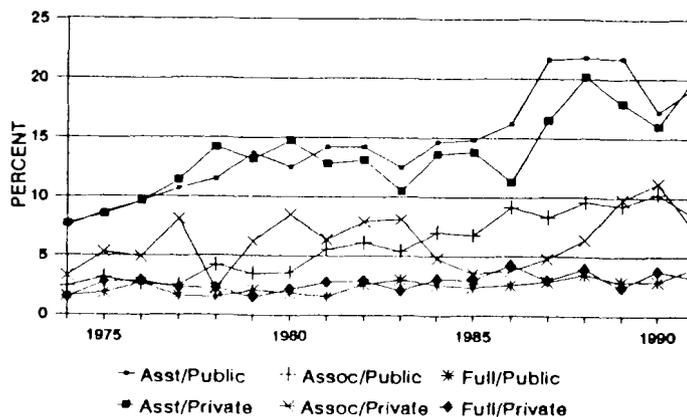
Elizabeth Hoffman
Chair

FIGURE 1. FEMALE FACULTY IN GRADUATE DEPARTMENTS, PERCENTAGES OF TOTAL FACULTY BY RANK: 1974-1991



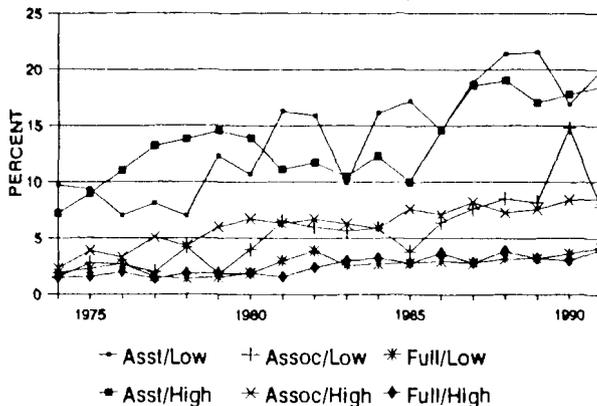
SOURCE: American Economic Association, Universal Academic Questionnaire, 1974-1991
NOTE: Graduate Departments are those that award Ph.D.s

FIGURE 2. FEMALE FACULTY IN GRADUATE DEPARTMENTS, PERCENTAGES BY RANK AND TYPE OF INSTITUTION, 1974-1991



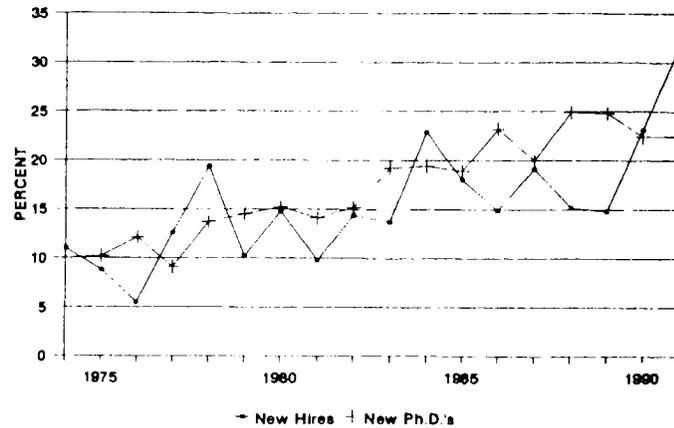
SOURCE: American Economic Association, Universal Academic Questionnaire, 1974-1991
NOTE: Graduate Departments are those that award Ph.D.'s

FIGURE 3. FEMALE FACULTY IN GRADUATE DEPARTMENTS, PERCENTAGES BY RANK AND QUALITY OF DEPARTMENT, 1974-1991



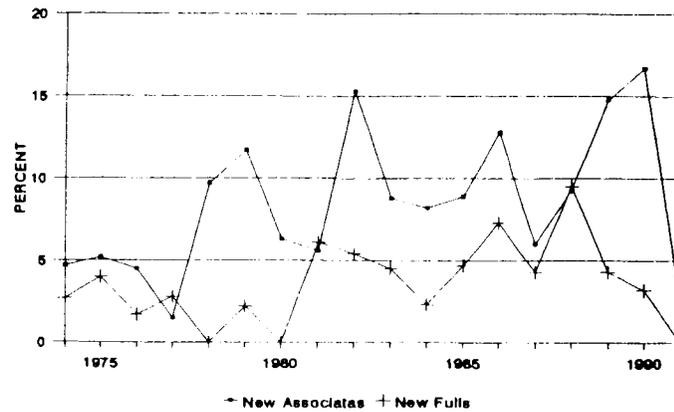
SOURCE: American Economic Association, Universal Academic Questionnaire, 1974-1991
NOTE: Graduate Departments are those that award Ph.D.'s
 Rankings by National Research Council (88 Departments)

FIGURE 4. FEMALE NEW PH.D.'S AND NEW ASSISTANT PROFESSORS AS PERCENTAGES OF NEW PH.D.'S AND NEW ASSISTANT PROFESSORS, 1974-1991



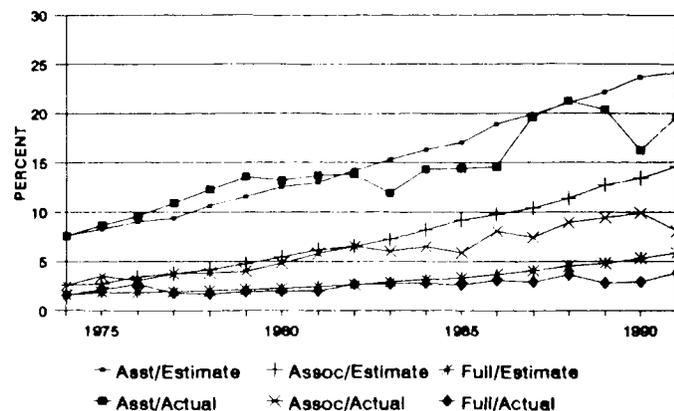
SOURCE: American Economic Association, Universal Academic Questionnaire, 1974-1991
National Research Council

FIGURE 5. NEW FEMALE ASSOCIATE AND FULL PROFESSORS, PERCENTAGES OF FACULTY BY RANK, 1974-1991



SOURCE: American Economic Association, Universal Academic Questionnaire, 1974-1991

FIGURE 6. ACTUAL AND ESTIMATED PERCENTAGES OF FEMALE FACULTY IN GRADUATE DEPARTMENTS BY RANK, 1974-1991



SOURCE: American Economic Association, Universal Academic Questionnaire, 1974-1991
NOTE: Graduate Departments are those that grant Ph.D.'s

DATA TO ACCOMPANY FIGURES 1-6

TABLE 1
Female Faculty in Graduate Departments
Percentages of Total Faculty by Rank: 1974-1991

Date	Assistant	Associate	Full	All Ranks
1974	7.6	2.6	1.6	3.5
1975	8.6	3.5	2.1	4.2
1976	9.6	3.1	2.7	4.7
1977	10.9	3.7	1.8	4.7
1978	12.3	3.8	1.7	5.0
1979	13.6	4.0	1.9	5.4
1980	13.2	4.8	2.0	5.6
1981	13.7	5.8	2.0	6.1
1982	13.8	6.5	2.7	6.6
1983	11.9	6.0	2.7	6.1
1984	14.3	6.5	2.8	6.9
1985	14.4	5.9	2.6	6.5
1986	14.6	8.1	3.1	7.2
1987	19.6	7.4	2.9	8.3
1988	21.2	9.0	3.6	9.4
1989	20.4	9.4	2.8	8.6
1990	16.7	10.5	3.1	6.2
1991	19.6	8.1	3.8	8.9

TABLE 2
Female Faculty in Graduate Departments
Percentages by Rank and Type of Institution, 1974-1991

Date	Assistant Public	Associate Public	Full Public	Assistant Private	Associate Private	Full Private
1974	7.5	2.4	1.6	7.7	3.3	1.5
1975	8.7	3.2	1.9	8.5	5.3	2.8
1976	9.6	2.6	2.7	9.6	4.9	2.9
1977	10.7	2.5	1.6	11.4	8.1	2.3
1978	11.5	4.2	1.5	14.2	2.2	2.3
1979	13.7	3.5	2.1	13.2	6.2	1.5
1980	12.5	3.6	1.9	14.7	8.5	2.2
1981	14.2	5.6	1.6	12.8	6.4	2.8
1982	14.2	6.1	2.6	13.1	7.9	2.9
1983	1.5	5.4	3.0	10.5	8.1	2.1
1984	14.6	7.0	2.6	13.6	4.8	3.1
1985	14.8	6.8	2.4	13.8	3.6	3.0
1986	16.2	9.2	2.6	11.3	3.8	4.3
1987	21.6	8.3	2.9	16.5	4.8	3.0
1988	21.8	9.6	3.5	20.2	6.4	4.0
1989	21.7	9.3	2.9	17.9	9.8	2.4
1990	17.2	10.3	1.9	16.0	11.2	3.8
1991	19.4	8.3	4.1	20.3	7.1	3.2

TABLE 3
 Female Faculty in Graduate Departments
 Percentages by Rank and Quality of Department, 1974-1991

Date	Assistant Low	Associate Low	Full Low	Assistant High	Associate High	Full High
1974	9.7	1.5	1.9	7.2	2.3	1.5
1975	9.4	2.8	2.3	9.0	3.9	1.6
1976	7.0	2.7	2.7	11.0	3.3	2.0
1977	8.1	2.0	1.6	13.2	5.1	1.4
1978	7.0	4.2	1.4	13.8	4.3	1.9
1979	12.3	1.8	1.5	14.5	6.0	1.8
1980	10.7	4.0	1.9	13.9	6.7	1.9
1981	16.3	6.5	3.0	11.1	6.3	1.6
1982	15.9	6.0	3.9	11.7	6.7	2.4
1983	9.9	5.7	2.6	10.5	6.3	3.0
1984	16.1	5.9	2.7	12.3	5.9	3.2
1985	17.2	3.8	2.8	10.0	7.6	2.8
1986	14.6	6.4	3.0	14.6	7.1	3.7
1987	18.9	7.6	2.8	18.6	8.2	2.8
1988	21.4	8.5	3.2	19.0	7.3	3.9
1989	21.5	8.2	3.2	17.0	7.6	3.2
1990	16.9	14.8	3.6	17.8	8.4	3.0
1991	20.0	7.8	4.2	18.5	8.5	4.0

TABLE 4
 Female New Ph.D.'s and New Assistant
 Professors as Percentages of New Ph.D's
 and New Assistant Professors, 1974-1991

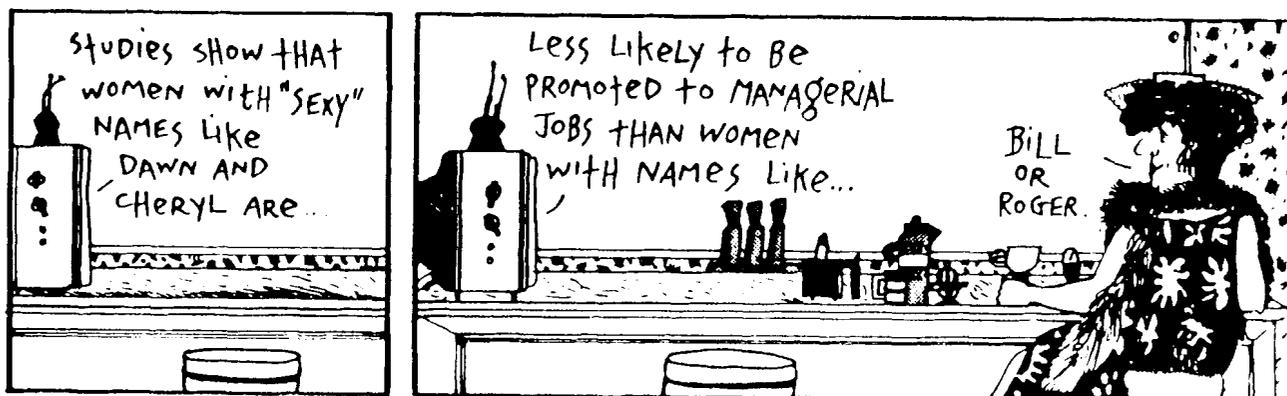
Date	New Hires	New Ph.D's
1974	11.0	10.0
1975	8.8	10.2
1976	5.5	12.1
1977	12.6	9.1
1978	19.4	13.7
1979	10.2	14.5
1980	14.8	15.2
1981	9.8	14.1
1982	14.4	15.2
1983	13.7	19.2
1984	22.9	19.4
1985	18.0	18.9
1986	14.9	23.2
1987	19.1	20.0
1988	15.2	24.9
1989	14.8	24.8
1990	23.1	22.4
1991	31.8	22.4

TABLE 5
 New Female Associate and Full Professors
 Percentages of Faculty by Rank, 1974-1991

Date	New Associate	New Full
1974	4.7	2.7
1975	5.2	4.0
1976	4.5	1.7
1977	1.5	2.8
1978	9.7	0.0
1979	11.7	2.2
1980	6.3	0.0
1981	5.6	6.1
1982	15.3	5.4
1983	8.8	4.5
1984	8.2	2.3
1985	8.9	4.7
1986	12.8	7.3
1987	6.0	4.3
1988	9.3	9.5
1989	14.8	4.3
1990	16.7	3.2
1991	2.6	0.0

TABLE 6
Actual and Estimated Percentages of Female Faculty
in Graduate Departments by Rank, 1974-1991

Date	Assistant Estimate	Assistant Actual	Associate Estimate	Associate Actual	Full Estimate	Full Actual
1974	7.58	7.58	2.57	2.57	1.55	1.55
1975	8.27	8.64	2.74	3.52	1.84	2.12
1976	9.00	9.56	3.44	3.07	1.85	2.72
1977	9.37	10.92	3.76	3.74	1.96	1.81
1978	10.64	12.28	4.15	3.82	2.03	1.71
1979	11.55	13.55	4.76	3.98	2.16	1.93
1980	12.55	13.21	5.45	4.82	2.26	1.97
1981	12.96	13.69	6.19	5.81	2.45	1.99
1982	14.22	13.79	6.50	6.50	2.64	2.66
1983	15.32	11.93	7.22	5.99	2.92	2.74
1984	16.30	14.31	8.18	6.50	3.13	2.77
1985	17.05	14.40	9.20	5.88	3.35	2.62
1986	18.90	14.60	9.75	8.08	3.70	3.07
1987	19.89	19.58	10.42	7.43	4.06	2.92
1988	21.05	21.23	11.38	8.95	4.51	3.63
1989	22.14	20.39	12.73	9.43	4.79	2.79
1990	23.66	16.25	13.42	9.91	5.32	2.92
1991	24.17	19.63	14.58	8.10	5.88	3.84



More Sylvia by Nicole Hollander

CSWEP AND WOMEN ECONOMISTS FEATURED IN THE NEW YORK TIMES

January 11, 1993

In Economics, a Subtle Exclusion

by Louis Uchitelle¹

Anaheim, Calif., Jan. 8 - The glass ceiling for women in economics is rather thick. Only a handful are tenured professors at the nation's top-ranked universities. Men dominate the prestigious specialty of theorizing about how economies work. And whenever women ask the American Economic Association to set up a child-care center for the group's annual three-day meeting, their request is turned down.

How to break into the top ranks is a subject of endless discussion among women in the field. Lacking female mentors in the best graduate schools, burdened with child rearing and generally less interested than the men in becoming high priests of theory, the women view themselves as subtly excluded from the mainstream of their profession.

"I actually see young women being discouraged by men from trying to become top-ranked theorists," said Elizabeth Hoffman, an economics professor at the University of Arizona's business school and the chairman of the Committee on the Status of Women in the Economics Profession. "Their work is never considered by the men to be quite good enough."

THE GENDER GAP

Economics graduates and professors at universities with the top 30 graduate economics programs, compiled by the American Economic Association.

1992 Graduates	Professors
Economics Ph.D's awarded:	Of economics, full tenured:
Women 22.1%	Women 3.3%
Men 77.9%	Men 96.7%

School by School

Full tenured professors	♀		♂		
	♀	♂	♀	♂	
Brown	0	15	Calif-Berkley	2	28
Caltech	0	6	UCLA	0	20
Carnegie-Mellon	0	10	Calif-San Diego	0	16
Chicago	1	17	IL @ Champaign Urbana	3	27
Columbia	2	13	Maryland	2	21
Cornell	0	20	Michigan	1	36
Duke	2	16	Minnesota	1	15
Harvard	1	31	No. Carolina	0	17
Johns-Hopkins	0	7	Pennsylvania	0	16
M.I.T.	0	21	Virginia	1	11
Michigan State	0	22	Washington at Seattle	1	11
N.Y.U.	0	15	Wisconsin	3	20
Northwestern	0	19	Virg. Polytech	0	4
Princeton	0	27	Yale	0	30
Rochester	0	10			
Stanford	0	25			

Source: Ivy Broder, American University

Over the last decade, 22 percent of the Ph.D.'s in economics have gone to women. They move easily into entry-level jobs. At the 80 universities with graduate-level economics programs, 20 percent of the assistant professors hired soon after graduate school are women. But women account for only 8 percent of associate professors at these schools, and less than 4 percent of the tenured professors.

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Even outside academia, there are barriers for women in economics, said Carol Carson, who heads the Commerce Department's Bureau of Economic Analysis. Though women are hired as often as men for entry-level economics jobs in the Federal Government, studies show that after five years, women receive fewer promotions than men, she said during a discussion of women's issues at the American Economic Association, which ended Thursday.

Changes Noted

Now the discussions are moving beyond the economists themselves to a broader national audience. President elect Bill Clinton's selection of Laura D'Andrea Tyson as the first woman to head the President's Council of Economic Advisers focused attention on how few women there are at the top of the profession. Women in economics, having congregated in what they refer to as the less prestigious people-oriented specialties -- the economics of labor, health care, trade, industrial organization and the like - are finding these specialties to have gained new stature lately.

These specialties in economics have been pushed toward center stage because the theorists have so far failed to come up with effective solutions to the nation's intractable economic problems.

Ms. Tyson, an economist at the University of California at Berkeley, is herself a specialist in trade and industrial issues. Partly for that reason, her appointment drew criticism from some theorists that she lacked the broad grasp of economics that a council head should have.

"What they really were saying is that women are not as good at serious economics as men are," said Sylvia Lane, a professor emeritus in agricultural economics at Berkeley.

Government Posts

After the criticism of Ms. Tyson, Mr. Clinton invited a top-ranked male theorist, Alan Blinder of Princeton University, to work under Ms. Tyson as a council member. Professor Blinder's specialty, macroeconomics, tries to determine how the economy might respond to particular government policies or other economic developments. In the process, theory is translated into complicated mathematical formulas, and computers are used to simulate how the economy might behave. Often in recent years, this process has been inaccurate.

The theorists "are correct to be afraid of people like Laura Tyson," said Representative David R. Obey, Democrat of Wisconsin and chairman of Congress's Joint Economic Committee, adding, "People like her know how to translate policy into effective action."

Increasingly, professional economists talk of melding theory and applied economics, Zvi Griliches, a Harvard economist and the incoming president of the American Economic Association - representing mainly academic economists but also some in government and business - made this point at the meeting here last week. Addressing a luncheon, he argued that some top theorists - and he named a half-dozen men - are also engaged in practical economics.

"It is just wrong to say that the major economics departments are not engaged in policy and are not interested," Mr. Griliches said.

Fewer people, in fact, are specializing in pure theory, said Robert M. Solow, a Nobel laureate in economics and a professor at the Massachusetts Institute of Technology, where Ms. Tyson earned her Ph.D. in the early 1970's. And as theory and applied economics merge, women should advance more easily, he said.

The Next Generation

"It is my very strong impression that as you come down the age level, among economists under 35 years old, you cannot tell the men from the women," Mr. Solow said. "You don't find today's crop of women Ph.D.'s clustering in the people-oriented subfields nearly to the extent that you did 20 years ago."

The women disagree. The Committee on the Status of Women surveyed 30 universities that have what the American Economic Association considers top-ranked graduate programs in economics. Of 572 tenured professors, 19 are women. Most of those, like Ms. Tyson, are not theorists.

The men do not dispute any of the figures. "Women have made gains thus far mostly at the entry level," said C. Elton Hinshaw, a Vanderbilt University economist who is also secretary of the association. "One obvious possible explanation is that they are discriminated against."

At the roundtable discussion at the association meeting, which was attended by more than 50 women, Beth Allen, one of the few theorists and mathematicians to have reached tenured professor at a top-ranked school, the University of Minnesota, said: "There is the feeling that everyone is watching for you to make a mistake. And you feel you have to be on university committees to prove yourself, rather than concentrate on theory."

Tenured professors serve on committees that recruit and promote teachers, and Ms. Allen and others at the session argued that until there are more tenured women professors, the men will not move women into the top ranks in great numbers. "We must work to protect our junior colleagues from death by committee," Ms. Allen said.

Beyond discrimination, women in economics said that rearing children was an obstacle to specializing in theoretical economics, the avenue that often wins full professorships for men by their early 30's. Because of the prestige in being a theorist, the competition is considerable, and the men often put in workaholic hours. What's more, theory involves long periods of concentration to work out complex mathematical equations, and child-rearing makes this difficult, the women said.

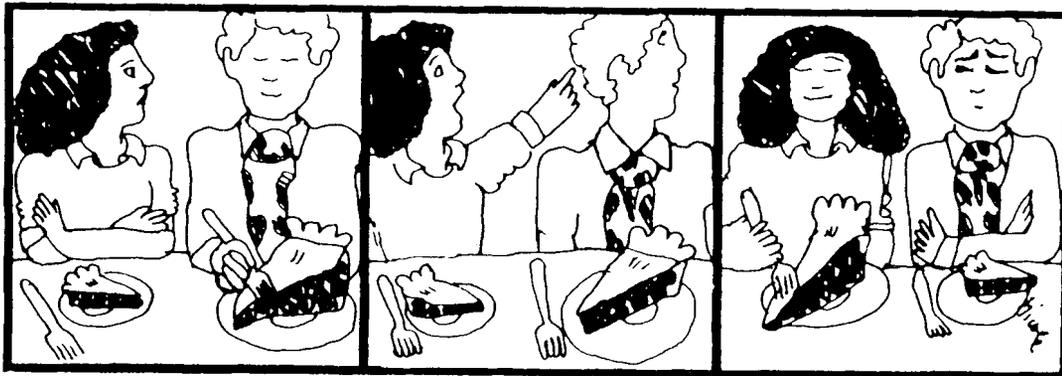
It even gets in the way of attending the American Economic Association's three-day annual meeting. Women have periodically asked for child-care support, so they can bring their children and attend the day long sessions undistracted. The association has turned them down, saying it does not have adequate liability insurance.

Some women at the roundtable suggested that child-rearing should be postponed, until after women gain tenure. Other favored entering graduate school after children are a few years old. Ann O. Krueger of Duke University, a theorist and trade expert, took the latter course. Her only child, a daughter, was 18 months old-when Ms. Krueger began graduate work at the University of Wisconsin, earning her Ph.D. in 1958.

But the course she took, more by accident than design, was not really a solution, she said in the interview. "As long as the allocation of labor in the household is going to remain with the woman," she said, "I do not know what the economics profession can do about it."

CHILDCARE UPDATE

Organized childcare will be available at the January 1994 AEA meetings in Boston. KiddieCorp, a national firm that specializes in providing childcare services at professional meetings, will offer licensed childcare services at the main conference hotel to participants at the AEA/ASSA meetings for about \$5 per hour per child. You will be able to sign up for childcare services when you submit your advance reservations for the meetings, just as you sign up for luncheons and placement services. The AEA Executive Committee has made a commitment to continue the service for at least 3 years, even if it is undersubscribed. After that, it is up to you to make it work.



More Sylvia by Nicole Hollander

Responding to Referees and Editors
by
Roger Noll¹

Receiving referees' reports is unnerving. Even secure scholars fret over how anonymous peers will react to a paper. And, after trembling fingers open the envelope, the usual reaction is perplexity and anger. Referees never like anything, finding flaws in the most carefully crafted article.

My purpose here is to provide guidance about responding to a critical editorial decision. Because few articles are accepted without revision, an essential ingredient to academic success is learning to respond effectively to critical referees, which requires understanding the hermeneutics of editorial review. Simply put, fatter envelopes are better! They imply long referees' reports, signalling that good scholars took your paper seriously. Few reviewers go to great length trashing bad papers. If the referees' reports and rejection letter are brief, you need to rethink the paper. The paper either fails to communicate your ideas or makes no major contribution.

Suppose you receive a detailed report on an article that avoids the stylistic causes of negative reviews: verbosity, poor organization, unclear syntax, inaccurate placement in the literature, and incomplete explanations of motivation, method and results. Nevertheless, despite dazzlingly polished prose, the referees are lukewarm, and the editor has not said yes.

The standard first reaction is to consider giving up economics. Don't -- it happens to us all. Ask a distinguished colleague for a personal story about a deflating editorial experience. At least, read this guide before seeking other employment. Most likely, your career still has hope.

The typical second reaction is to question the sanity of the referees. Editors do occasionally pick referees who are not in the field, lack familiarity with your methods, are irresponsible, or just had bad days when they read your paper. Hence, you can ask for a new review. But do not attack the integrity of the referees, regardless of what you think; instead, state objectively and precisely why they are incorrect. And do not expect to win this argument.

The principal cause of incorrect reviews is that the paper is so poorly written that a good scholar in the same field cannot understand it. Referees usually represent the target audience for the paper. If they do not like or understand it, you need to know why so that your revisions will enable your audience to take it seriously.

Responding adequately to referees requires an understanding of editorial processes at journals. Rejection rates are higher in economics than in most disciplines. Consequently, editors cannot eliminate enough papers by rejecting only those with fatal errors. If you have circulated your

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Morris M. Doyle Professor of Public Policy, Stanford University. The author gratefully acknowledges useful advice from Tim Bresnahan, Shane Greenstein and Frank Wolak, all of whom deserve kinder, gentler refereeing.

paper to some colleagues, given it at a few seminars, and responded to the comments you have received, it probably has no outrageous mistakes. But depressingly many rejected articles have no major errors. An author must prove not just that an article is original and correct, but that it is of significant interest to other scholars.

Revising a paper is a process of justifying publication by sharpening its exposition. Usually this is accomplished by eliminating unimportant details, digressions, and extensions, and explaining the methods and insights precisely. Inevitably, establishing that a paper is sufficiently novel and important to be accepted is somewhat subjective. Importance lies in the elegance of the argument as well as in the substance. But regardless of elegance, some will not be convinced until your masterpiece is cited extensively, and you win the John Bates Clark Award.

The first step in the revision process is to decide whether to switch journals or to resubmit. In making this decision, an author should give relatively little weight to the editor's cover letter -- unless it contains an unequivocal acceptance or rejection. When a paper is first reviewed, the editor probably will not devote much time to it, instead reading just enough to decide whether to reject or to invite resubmission. If the choice is resubmission, the editor's letter is usually discouraging. Editors do not want to mislead authors about the possibility of acceptance, and cannot be certain that a paper will be reviewed favorably even if it responds to all the referees' comments.

The decision whether to try another journal should be based on the referees' reports. The author, not the editor, is best positioned to ascertain whether satisfying a critical referee is realistic. This assessment has two components: (1) Given the referee's reaction, is any equally good journal likely to accept the paper, or should you lower your target; and (2) If you take another shot at a leading journal, do you stand a better chance with these referees, given their comments, or a fresh set elsewhere?

If you switch journals, still revise the paper in response to the first review. Even resolutely negative reviews usually contain useful suggestions, and upon reflection you may be able to rewrite your paper to avoid so negative a reaction. Also, you might get the same referee again. She will not be pleased if you have not tried to respond to previous criticisms.

You should consider a less prestigious journal if the referees attack the core of your paper's research program: the research is narrow and specialized, or yields a variant of a well-known result. Attacks on the method -- an econometric model, a theoretical assumption, etc. -- call for more work or better explanations, but not necessarily for the Journal of Economic Rejects.

If you can address the referees' criticisms, resubmission is a good idea. The advantage of resubmission is that the review process is more predictable. New referees will make new criticisms that require another resubmission. The issue is whether you are more likely to satisfy the known criticisms of these referees or the unknown complaints of another group.

To maximize the chance of success in resubmission, you must show that you took all criticisms seriously. Change the text in response to every reasonable comment (and even some that are stupid), and write a cover letter that refers to literally every comment by the referees and the

editor. For criticisms that are accepted, cite where the manuscript has been changed. If a criticism is invalid, explain why. Moreover, consider adding, perhaps in a footnote, an indirect response to each incorrect criticism that clarifies your argument.

When the revision is finally resubmitted, resist overconfidence. The probable outcome is rejection or another invitation to revise. Your next response should be based on the same decision process as the first. Editors do not invite multiple revisions if the prospects for acceptance are hopeless, but the most useful data are still the referees' reports. If the referees raise new issues, or claim that you are making the same mistakes, ultimate acceptance is unlikely. If the comments are fewer, narrower, and less negative, acceptance has become more likely and you should resubmit.

Academic life brings two terrible duties: serving on faculty committees and responding to referee's reports. Remember no one sails through unscathed, and no one enjoys revising papers. Getting published is like a Medieval siege -- keep at it until they surrender. non illegitimus carborundum.

Review of "Women in Science,"
a special section in the March 13, 1992 issue of Science.
by
Linda N. Edwards

Science, the journal of the American Association for the Advancement of Science, devoted a 23 page section of its March 13th issue to the topic "Women in Science." In a series of articles, this special report assesses the status of women in the physical and natural sciences, and, in particular, in the fields of neuroscience, chemistry, and mathematics. As I read "Women in Science," I was impressed by how similar the problems and complaints of women scientists are to those aired by women economists. At the same time, I was gratified to discover that women economists have come further in their quest for equal treatment and opportunity than have women in some of the physical and natural sciences, in part perhaps because of the efforts of CSWEP. In what follows I review this special report in order to highlight the commonality of problems faced by women in academia.

Neuroscience. Neuroscience has solved the problem of attracting women into graduate study - for the past decade women have comprised about 45% of students in graduate programs. Nonetheless, surveys have documented that relatively few women have moved to the top of the profession. For example, only 18% of tenure-track positions are held by women. Further, although women are widely represented in large democratic groups like the Society for Neuroscience, where they account for 28% of the membership and have held positions as officers, they have been much less successful in gaining positions on powerful foundation boards or on university committees that allocate funding and space (both of which are important to scientists who need laboratories to conduct their research). To help understand why the pipeline of women neuroscientists in "leaking -- like a sieve", the author of the Science article interviewed dozens of women. The explanations provided by these women are familiar to us

all: "the attitude, held by men -- and often internalized by women -- that women don't have what it takes to be top achievers;" "the double burden of being a wife and mother;" "women in general have more self-doubt;" and, finally, "it's difficult to find two [tenure-track] positions together unless you're both superstars."

Chemistry. A similar picture emerges in chemistry. The percentage of B.S. degrees awarded in chemistry to women has increased dramatically -- from 18% in 1970 to 40% in 1988 -- but "most women don't flow smoothly through the pipeline from school to the top levels of academia or industry." Note that the same image is used to characterize women's progress in neuroscience as is used (by a different author) to describe the difficulty women face in rising to the top of the chemistry profession. At the present, most major chemistry departments have just one woman in a tenure-track position, and that woman is usually the first one to hold such a position. Similarly, in industry one woman out of fourteen is in a managerial position, while the corresponding ratio for men is one in five. The obstacles to women's advancement cited in the article are sexism and the double burden of family and career. In fact, 38% of women chemists are unmarried, compared to 18% of the men. It appears that to both raise a family and have a successful career in chemistry "demands an almost superhuman effort," at least until women and men more equally divide homemaking responsibilities.

Mathematics. Women in mathematics face much more overt discrimination than in the other two fields studied. Most of the women interviewed for the article on mathematics report that they had faced a "climate of hostility" through which they had to fight to achieve professional success. Despite this, 38% of undergraduate mathematics majors and 22% of Ph.D.'s are women, the latter up from 10% twenty years ago. The rampant sexism in mathematics is best exemplified by the following quote from Jerry Marsden of Berkeley, winner of the 1990 Norbert Wiener prize, the top prize in applied mathematics: "I had a female graduate student who wrote a fine thesis. Around the time it was being completed, a graduate student told me that it was "common knowledge" that I wrote her thesis for her in exchange for sexual favors -- which of course was not true." Exacerbating the problems raised by this blatant sexism is the fact that many female mathematicians are married to male mathematicians, so that it is difficult for both of them to find equally attractive positions in the same locale. Nevertheless, there is some optimism that as women rise in the field's hierarchy, the next decade could be a "golden decade" for women in mathematics. Of course, this may simply mean that the explicit discrimination that is currently the main obstacle to women mathematicians will be replaced by the more subtle obstacles that hold women back in other fields.

The problems faced by women in science are familiar to women in the economics profession. Foremost among these is the challenge of combining a successful career with the responsibilities of homemaking and motherhood, especially in a society that expects women, but not men, to put family ahead of career. Other important barriers are the scarcity of good job opportunities for two married professionals in the same locale, negative expectations about women's performance, women's own lack of self-confidence, and overt discrimination. "Women in Science" also cites the difficulty that women scientists have had in finding supportive mentors, and underscores the importance of mentoring for advancing the careers of young professionals. Despite the similarity of the barriers encountered by women in economics and in the sciences, it is my impression that these barriers are somewhat less formidable in economics. The overt

discrimination described in the mathematics profession is no longer acceptable in economics. Women have been successful in getting tenure-track positions, though perhaps not at the same rate as men.

We continue our series on Notable Women in Economics
with a tribute to Nan Friedlander, who died October 19, 1992.

Remarks on Nan Friedlander at December 7, 1992
MIT Memorial Service
by
Ernst R. Berndt

Nan Friedlander took on a number of roles during her professional career. I would like to talk about Nan the economist, and Nan the public policy analyst.

Nan's scholarly contributions were focussed in the fields of public finance and industrial organization, and in particular, on the economics of transportation.

A reading of her research reveals three basic convictions: (i) economic analysis is critically relevant to fundamental policy issues in transportation; (ii) these issues can best be dealt with by developing formal mathematical models that highlight the central economic forces at work; and (iii) that econometric and empirical implementations are an essential ingredient of the modeling process. Many economists and public policy analysts expose these commitments in principle. But Nan actually carried them out.

In her Ph.D. dissertation, later published as a book, Nan evaluated the interstate highway system as a public infrastructure investment. Although a great deal of funds had already been invested in the system, Nan was the first to ask pointedly, "Are the benefits sufficiently great to justify the considerable costs?" Her analysis revealed that while the urban interstate system was cost-justified, the rural interstate system was not. Nan didn't stop here. Ever the realist -- after all, she would eventually become a dean -- Nan recognized that the rural interstate was the quid pro quo for construction of the urban interstate system. Within this imperfect framework, she concluded that the overall system was cost-justified since the net benefits of the urban system in terms of reduced freight and automobile costs outweighed the losses from the rural system. She ended with two prescriptions that are still relevant today -- that additions to capacity be cost-justified, and that all capacity be optimally priced.

Nan's next major publication was a 1969 Brookings Institution book entitled The Dilemma of Freight Transport Regulation, in which she looked at conflicts between equity and efficiency and mapped out a path from regulated to deregulated markets. In later joint work with Richard Spady, she made a number of important methodological innovations in the econometric modeling of freight transport. Then in 1978 she authored a very influential book, Equity and Efficiency in the Surface Freight Market in which she made a convincing quantitative analysis of the benefits of deregulation. Nan's estimates formed the basis of testimony by the U.S. Department of Transportation in support of the Staggers Act of 1980, and helped overcome opposition by

coal and agricultural interests, as well as by some of the railroads.

Nan became head of the economics department in 1983, and dean in 1984, but her scholarly work continued. Having contributed to policies of deregulation, she now began analyzing its effects. About a year ago she presented at Brookings a study on the relationship between governance structure, managerial characteristics and railroad performance -- a "pioneering" study, according to one discussant. And just several months ago Nan published a Rand Journal article on the long-run viability of the U.S. rail freight industry, arguing that under deregulation a feasible rate structure would emerge that would ensure revenue adequacy while still fulfilling generally held views of equity. In another piece that will soon be published, she reports results indicating that in the U.S. rail industry, deregulation had a much stronger impact on reducing costs and increasing productivity growth than did mergers and acquisitions.

I could continue talking for some time about Nan's other accomplishments as an economist -- for example, her joint article with Elizabeth Bailey on multiproduct cost functions is, I conjecture, the most cited article in our profession coauthored by two women (both of whom later became deans). But time is limited and there is something even more important about Nan that I will always cherish.

Over the last decade I, along with Judy Wang Chiang, Debbie Nungester, Chris Velluro, Mark Showalter, Gerard McCullough and Jerry Lumer, have had the privilege of collaborating with Nan on research. I know I speak for all of us when I say that this collaboration was a privilege. Nan has enriched our lives immensely, not only with her stimulating intellectual presence and tenacity, but also with her warmth, her graciousness and her extraordinary courage in battling cancer, and living with cancer. Although cancer finally killed her body, Nan did not succumb. She was tough and graceful to the end.

The public has lost a strong ally in Nan the economist, and so have we as her colleagues. We here at MIT have benefited enormously -- we have been graced by her presence, we have been enlightened, strengthened and inspired from observing her battle with cancer, and we have been humbled by one who dedicated her professional career as an economist to contributing thoughtful, rigorous and timely analysis to public policy.

Nan has made a difference in the lives of many. We should all leave such a legacy.



BIOGRAPHICAL SKETCHES OF CSWEP BOARD MEMBERS

We continue a series of biographical sketches of CSWEP Board members.

Rebecca Blank

I chose economics as my undergraduate major because I was both interested in the social sciences and good in math. After graduation, I accepted a job with Data Resources, and spent three years working as a consultant to manufacturing firms in the midwest. While this was great fun, it soon became clear that business wasn't my long-term career. I was increasingly involved with several organizations in Chicago that were working on hunger and housing issues. I went to MIT for a Ph.D. in economics, firmly intending to get my degree and go to work for a public policy/community organizing agency.

Of course, I got caught by the academic world, which I've never regretted. I found that I really liked research. I came out of MIT as a labor economist and was hired by the Department of Economics and the Woodrow Wilson School of Public Policy at Princeton University. This position provided me with excellent research colleagues in economics, particularly in labor economics. But I also had colleagues in the Woodrow Wilson School who encouraged my interest in real-world policy issues. This was occasionally schizophrenic. Not all of my economics colleagues thought my policy interests were serious enough. And my policy colleagues didn't understand why I wanted to keep writing these dense economics journal articles. But my years at Princeton provided exactly what I needed: A solid base of publications, training in good empirical economic research, and exposure to interesting policy issues.

After five years at Princeton, I went to MIT as a visiting faculty member under the NSF Visiting Professorships for Women program. While there, I accepted a tenured job at Northwestern University, involving a joint appointment between the Economics Department, the Human Development and Social Policy Program, and the Center for Urban Affairs. I postponed this job, however, accepting a one-year appointment as a Senior Staff Economist with the Council of Economic Advisors during the first year of the Bush Administration. This was a great way to experience the policy world of Washington, D.C. and is an opportunity I'd recommend to anyone with policy interests.

Since coming to Northwestern, I've again been fortunate to find myself with both first-rate economics colleagues, as well as colleagues from across the social sciences who are interested in domestic social policy issues. And it's a lot easier to cross disciplinary and policy/research boundaries as a tenured faculty member than it was as a junior faculty member. I've been able to put more time into the policy/research world, while still continuing to publish "serious" economics. I've also been the director of an NSF-funded program at Northwestern, designed to encourage graduate students in the social sciences to write dissertations on poverty-related issues.

I've been truly fortunate in the mix of career opportunities that I've had. A variety of colleagues have served as mentors throughout my career. I've been hired by schools who

wanted me because of my topical interests. It will be 10 years ago this Spring since I received my Ph.D. in economics, and it's been a good 10 years.

Leigh S. Tesfatsion

I attended Carleton College in Northfield, Minnesota, graduating in 1968 with a major in history and a panoply of informal minors ranging from anthropology to music. I married right out of college and worked for a year and a half, helping to support my husband in graduate school.

In the Fall of 1969 I took the graduate school plunge myself, entering the economics Ph.D. program at the University of Minnesota. As is expected of all theoretically-oriented economics graduate students, I ended up taking a broad range of graduate courses in mathematics, probability, and statistics, in addition to my coursework in economics. Although my intended major field was econometrics, I worked as a research associate for Cliff Hildreth on a theoretical study of investment that greatly stimulated my interest in decisionmaking under uncertainty. When an apartment fire in 1973 destroyed the materials for my first dissertation, a time series study of pre-whitening and re-coloring under Chris Sims, I switched my dissertation topic to the study of boundedly rational decisionmaking. Hildreth and Leo Hurwicz became my thesis co-advisors.

I received my Ph.D. in August of 1975, with a major in economics and a minor in mathematics, and became an Assistant Professor of Economics at the University of Southern California in Los Angeles. In subsequent years I was promoted to Associate and Full Professor at USC. Although my husband was very supportive of my career, our changed work situation proved to be disruptive; we eventually divorced in 1981.

At USC, I continued working on boundedly rational decisionmaking. In addition, I had the good fortune to work with Bob Kalaba, a professor of economics who also happened to be a professor of electrical and biomedical engineering and a well-known expert in dynamic systems. This stimulating and productive research collaboration has resulted in over thirty joint publications on topics ranging from multicriteria estimation to nonlocal automated sensitivity analysis. In 1988 I also began joint work with Mark Pingle on the pivotal role of financial intermediation in overlapping generations economies.

Herman Quirnbach and I, having met at USC, moved together to the Economics Department at Iowa State University in the Fall of 1990. I was appointed Professor of Economics, with a courtesy appointment as Professor of Mathematics.

My time at ISU has been both enjoyable and productive. In addition to continuing with my previous research interests and collaborations, I have begun collaborations with my ISU colleagues from both Economics and Mathematics. With Peter Orazem, I am studying the impact of local neighborhood characteristics on the extent and effectiveness of investment in the education of children. With two math colleagues - a (female!) math biologist and a combinatorialist - I am studying the effects of partner selection on the evolution of cooperation in the iterated prisoner's dilemma game. More generally, encouraged by our association with

the "artificial life" group at the Santa Fe Institute, my math collaborators and I have started an interdisciplinary artificial life group at ISU. Artificial life is a field of study that attempts to understand life by abstracting basic principles underlying dynamic processes in biological and socio-economic systems and recreating these principles in other physical media such as computer programs or robots, thus making these processes accessible to new kinds of controlled experimentation and testing.

What advice would I give to young women economists? I have no advice for successfully entering mainstream academic economics, since I have never been there myself. My principal struggle has been to find a niche where I can carry out my varied research interests without pressure to conform to artificial discipline boundaries. To those who believe, as I do, that economists would benefit from increased interaction with researchers in other disciplines, my advice is to hang in there. The economics profession does seem to be moving to a greater acceptance of interdisciplinary work. A key concern at Santa Fe Institute, for example, is to understand the emergence of social coordination from the repeated interactions of individual agents, whether these agents be function-strings, microbes, ants, or people. Surely Adam Smith would approve.

SUMMARIES OF CSWEP-ORGANIZED SESSIONS ON GENDER-RELATED TOPICS AT THE 1993 AEA MEETING

Gender Differences in Careers by Joseph F. Quinn

This session included 4 papers, with comments by William Dickens (Berkeley), Joseph Quinn (Boston College) and John Bound (Michigan). In addition to the panelists, there were about 25 people in attendance.

Peter Mattila and Peter Orazem (Iowa State University) discussed "The Impact of Comparable Worth on State Government Employment," using detailed budgetary data from Iowa and a system of input demand equations on 30 major divisions of state government. Although the overall impacts were small, they were large for some individual groups, like service workers.

Shulamit Kahn (Boston University) compared "Gender Differences in Academic Career Paths of Economists," using NSF Survey data from the past two decades. She found that female Ph.D. economists were slightly less likely than men to begin their careers in academia, and that those who did were significantly less likely to enter tenure track jobs. When they did, they were slower to attain tenure, but no slower, once tenured, to be promoted to full professor. The most recent data suggest that these differences by sex may be disappearing.

In the "Probabilities of Job Choice and Employer Selection and Male-Female Occupational Differences," Nabanita Datta Gupta (NJ Institute of Technology) modeled occupational status as the interaction between workers' preferences and employers' choice. Using NLS data on about 3500 individuals, she found evidence that both of these factors were important, but that the relative magnitudes differed by occupation.

Finally, Susan Taylor (University of Maryland) discussed the "Changing Returns to Occupational Skills and Their Contribution to Wage Growth Inequality," using establishment level data during the 1980's. She found, in contrast to the conventional wisdom about the importance of math, that only language skills earned significantly higher wage premia during this decade of accelerating wage inequality. The next step of the research is to estimate the impact of these changing returns to the growth in inequality.

Cross-Country Comparisons of Women's Labor Market Experience
by Lynn Karoly

Mary C. King (Portland State University) provided an analysis of the occupational distribution of women in the U.S. and Great Britain, with a focus on the extent of occupational segregation of minority women in both countries. Using microdata from the 1988 U.S. Current Population Survey and the 1989 British Labor Force Survey, King shows that, compared to men, women in both countries are disproportionately represented in clerical and service occupations. Compared to native women, immigrant women in the U.K. are more concentrated in health and personal service occupations. King further examines the differences in occupational distributions by comparing Duncan Indexes of Dissimilarity for white and black women in the U.S., and white, black, and S. Asian women in the U.K. In both countries, there is less occupational segregation by race/ethnicity among younger women. While occupational differentiation among women declines with schooling in the U.S., there is no clear pattern for British women.

Susan N. Houseman (Upjohn Institute) and Katherine G. Abraham (University of Maryland) presented a comparison of employment adjustment of Japanese men and women in the manufacturing sector during the 1970's and 1980's, disaggregated by occupation and industry. Using monthly data on employment and production, Houseman and Abraham estimated employment adjustment elasticities, total and disaggregated into the contributions of changes in accession and separation rates. In both decades, Japanese women's employment elasticities were larger and often significantly different from their male counterparts, although the data do not indicate that female employment became more volatile as their share of temporary and part-time employment grew in the 1980's. A comparison of employment elasticities for male and female workers in the U.S. and Japan showed that, even though Japanese women appear to serve as a buffer for male employment, women in Japan enjoy more stable employment compared to either U.S. men or women.

The third paper, by Iulie Aslaksen (Central Bureau of Statistics, Norway) and Charlotte Koren (Institute of Applied Social Research, Norway), incorporated measures of the value of unpaid household production into an analysis of income distribution in Norway. Based on time use data and the wage rate for home helpers, Aslaksen and Koren impute a value of household work to create a measure of "extended income." A comparison of summary measures of inequality (the Gini coefficient and A-coefficient) shows that inequality in extended income is lower than inequality in pre-tax or after-tax income, in total and for several different family types. A decomposition of inequality by income source demonstrates that the value of household production is positively correlated with extended income for all family types, but that marginal changes in this income source will reduce inequality except for single women.

Lynn A. Karoly (RAND) and Pamela Loprest (Urban Institute) served as discussants for the session.

Decision Making Within Families
by Marjorie B. McElroy

The decisions made by families and the mechanisms by which these decisions are made are of fundamental importance. In this session, two papers dealt with the distribution of resources to children. Butcher and Case offered a provocative finding: women with only sisters have received significantly less education on average than have women with brothers. Curry and Tiefenthaler cautioned that parents may hold numerous concepts of equity. Two additional papers dealt with women's decisions to marry and work. Winkler found no discernible effects of state AFDC-UP Programs on the marital status of women with children. Levine and Zimmerman found little if any effect of the sex-typed aspirations of teenage girls on the sex-typing of their subsequent adult employment.

Kristin Butcher and Anne Case (Princeton) used the panel Study of Income Dynamics (PSID), the Current Population Survey, and the National Longitudinal Survey of Women to investigate the effects of sibling sex composition on the educational attainment of men and women. Each source showed that women with only brothers receive significantly more education than those with only sisters; e.g., a half a year more for women from two-child families in the PSID. Although the mechanism for these effects is unclear, their evidence constitutes a piece of the unassembled puzzle of family decision making. Butcher and Case also proposed the use of sibling composition as a dual instrumental variable in regressions of log-wages on schooling. This instrument would correct for both missing ability measures and also for errors in measurement in schooling. They speculate that the use of family composition as an instrumental variable may generalize to other decisions such as marriage and child bearing. Linda Datcher Loury would like to see a more detailed investigation of the effects of the timing and spacing of siblings by sex on educational attainment.

Amy Farmer Curry (University of Arkansas) and Jill Tiefenthaler (Colgate University) applied several concepts from the growing game-theoretic literature to the distribution of household resources to children. For nutrition, they laid out three fairness concepts based on inputs (e.g., food) and three more based on outputs (e.g., health). Each allocation results in a different allocation of food among the children and a different allocation of the resultant health outcomes. Their work highlighted the difficulties involved in trying to untangle the roles of parental concepts of fairness for their children from parental investment strategies in children.

Prior to October 1990, the Aid to Families with Dependent Children (AFDC) program offered aid to single-parent families in all states, but aid to two-parent families in only 22 states that had AFDC-Unemployed Parent (UP) programs. To see if the UP Program promotes marriage Ann Winkler matched state level data on Aid to Families with Dependent Children (AFDC), including generosity levels and presence of an unemployed parent (UP) program, to March 1990 Current Population Survey Data to obtain a sample of over 11,000 women with at least one child. Her profit analysis found no evidence that AFDC-UP programs increased the probability

that a woman is married. Her findings do not augur well for the efficacy of the Family Support Act of 1988 mandating UP programs in all 50 states as of October 1990. Maria Hanratty cautioned that the small scale of the UP caseload makes the effects of UP programs difficult to detect. She would like to see the study expanded to distinguish cohabitation from legal marriage and repeated using state effects on panel data spanning the mandated adoption of UP programs.

Phillip B. Levine (Wellesley College) and David J. Zimmerman (Williams College) used the National Longitudinal Surveys to follow women from their teen years in 1968 and 1979 through their subsequent employment through 1989. If socialization influences occupational choice, then teens with sex-typed occupational aspirations would wind up in sex-typed jobs. They classified the sex-typicality of the occupations aspired to by their sample women in their teens. This turned out to be, however, an insignificant predictor of the sex-typicality of their subsequent adult occupations. They concluded that market forces intervened and offset the socialization of these women. Andrea Beller pointed out a possible cob-web effect. In the earlier (1968) cohort more women held male occupations by their mid twenties than had aspired to them as teens. In the later (1979) cohort, while more of these women aspired to male occupations as teens, fewer women in this cohort held male occupations by their mid twenties than had aspired to them. Might this reversal send a negative signal to younger cohorts, reducing their aspirations?

SUMMARIES OF CSWEP-ORGANIZED SESSIONS ON FINANCIAL MARKETS AND MACROECONOMICS TOPICS AT THE 1993 AEA MEETING

Financial Markets and the Real Sector: International Studies by Beth Ingram

The three papers in this session each analyzed the effect of financial institutions and monetary policy on the real side of the economy. The papers provided an interesting mix of empirical and theoretical work on a set of diverse countries.

Magda Kandil (Southern Illinois University), in "Asymmetric Nominal Indexation and Economic Fluctuations," argued that the nominal wage adjusts asymmetrically to monetary shocks. If wages adjust flexibly to positive monetary shocks and do not adjust to negative shocks, the supply curve for the economy will be kinked. The author specifies a model in which the wage contract allows wages to adjust in one direction, but not the other. The economic impact of this is a reduction in the average growth of real output. The author analyzes evidence from 19 industrial countries in order to test the implications of the model. The discussant, Ellen Meade, pointed out that the empirical results were not always consistent with the theory. In addition, she argued that the theoretical section could be strengthened if the author could provide a better justification for the type of wage contract that was assumed. The asymmetric contract does not appear to be in the interest of the labor demander, the firm.

Ann Sternlight (University of Richmond), "What Happens When the Butcher Owns the Bank?," analyzes the effect of economic liberalization in Chile under alternative financial structures. In the period after the 1973 coup, the Chilean government attempted to privatize its economy. The

banking sector, however, was controlled by a few conglomerates who determined the destination of credit. Using a computable general equilibrium model, the author compares the economic performance of the economy under two alternative assumptions, that the banking sector is competitive and that the banking sector is controlled by a few agents. Her conclusion is that liberalization can actually harm an economy if the banking sector is not liberalized simultaneously. The discussant, Alfredo Pereira, questioned the robustness of the results. He argued that in a fully dynamic model the benefits of liberalization may outweigh its costs even in the presence of a non-competitive financial sector.

The final paper, "Germany's Role in European Monetary Integration: Evidence from the Term Structure," was presented by A.M. Kutan (Southern Illinois University). The authors test for the effect that German monetary policy has had on the rest of the European Monetary System (EMS), using the spread between long and short-term interest rates to proxy for monetary policy. The authors test for cointegration between long and short term rates, then estimate the common stochastic trend in the term structure. The estimated trend data are then analyzed in order to determine the interdependence between the trend for Germany and the rest of the EMS. For the pre-EMS period, the authors find no evidence that German monetary policy influenced the monetary policy of other EMS countries. In the post-EMS period (1979:4 - 1992:3), the German term-structure is causal for the term structure of the other countries. The discussant, Ellis Tallman, pointed out that the results rely on "incredible identifying assumptions" that the authors do not make explicit. It is not clear that monetary policy can be equated with the trend in the term structure.

Depository Insurance and Regulatory Reform in Banking by Leigh Tesfatsion

Anjan Thakor (Indiana University) presented a paper co-authored with Arnoud Boot (Northwestern University), entitled "Self-Interested Bank Regulation." The authors set out a two-period model in which a regulator imperfectly monitors the first period asset portfolio choice of a fully insured bank. The regulator's ability is not directly observable, hence a decision to close the bank at the end of period 1 adversely affects the reputation of the regulator by signalling others that he might have failed to monitor adequately the bank's asset portfolio choice at the beginning of period 1. The regulator is assumed to care about his reputation as well as the net social surplus resulting from the bank's asset choices. The authors show that, in a reputational (subgame perfect) Nash equilibrium, the regulator's privately optimal bank closure policy is more lax than the socially optimal closure policy, in the sense that weaker capital requirements are imposed. The authors use this and other implications of their model to generate a variety of policy prescriptions for banking reform.

Kristine Chase (St. Mary's College of California) presented a paper entitled "Game Theory and Banking: Deposit Insurance as a Money-Back Guarantee." Using an informal game-theoretic model, she explores the potential behavior of depositors and banks in banking systems both with and without deposit insurance. This hypothetical behavior is then related to evidence from game simulation studies and from historical studies of insured and uninsured banking systems. She concludes that banking systems can be stable without deposit insurance if they are structured

around relatively small, self-regulating groups that provide substantial public information about finances. These small units must be able to act as a group when necessary to forestall depositor panic based on uncertainty. Insurance, if provided, can (and perhaps should) be private and mutual. The current FDIC-based system is too large and unwieldy, does not provide enough current information usable by depositors and other banks, and is still subject to bank runs if banks face competition from non-bank financial intermediaries.

Cara Lown (Federal Reserve Bank of New York) presented a paper co-authored with Allen Brunner (Board of Governors of the Federal Reserve System), entitled "The Effects of Lower Reserve Requirements on Money Market Volatility." The authors use a short-term model of the money market to examine the effects of reserve requirements on market volatility, and on the central bank's ability to achieve short-run policy objectives. They then present an econometric model of the U.S. money market based on their theoretical model, with demand for transactions deposits reformulated within an error-correction framework; and they use this econometric model to provide empirical estimates of the likely effects of lower reserve requirements on volatility of reserves over the period 1984:2 through 1992:3. The authors conclude that lower reserve requirements are unlikely to have much impact on volatility in the reserve market.

Discussants: Pierre Regibeau (Northwestern University) and Stacey Shreft (Federal Reserve Bank of Richmond)

Money and the Real Sector
by Jo Anna Gray

The session included three papers that explore the relationship of money to real activity. In her paper on "Estimating the Deep Parameters of Money Demand When Institutions Change," Beth Ingram (University of Iowa) develops a general equilibrium model in which money is demanded in order to reduce transactions costs. Simulation of the model produces a serially correlated money demand "shock" which Ingram interprets as a proxy for transactions costs. Her analysis suggests that transactions costs have generally declined over the 1980's.

In "Budget Deficits, Monetary Policy, and Financial Markets," Paula McLean (University of Prince Edward Island) explores the joint effects of monetary and fiscal policies on the real rate of return earned on a diversified portfolio of financial assets. She finds that anticipated monetary and fiscal policies have no effect on the real rate and interprets this finding as supportive of policy neutrality and market efficiency.

Finally, Christina Romer (Berkeley) offers an answer to the question "What Ended the Great Depression?." She argues that nearly all of the observed recovery of the U.S. economy prior to 1942 was due to monetary expansion created by large gold inflows during the mid and late 1930's. She interprets her findings as evidence that self-correction played little role in the growth of real output between 1933 and 1942.

The discussants were Magda Kandil (Southern Illinois U), Carol Bertaut (Brookings Inst.) and Martha Schary (Boston U).

CSWEP AT THE SOUTHERN ECONOMIC ASSOCIATION MEETING
Washington, D.C.
November 22-24, 1992

Economics of the Firm
by Amy Farmer Curry

The session focused on issues in micro theory. The first paper, by Pamela Peele from Virginia Polytechnic Institute and State University was entitled "Price Discrimination in Retail Car Negotiations: Why do White Males Drive Away with the Deals?" She offered two plausible explanations for previous findings that white males pay lower prices for automobiles than do women and blacks. If women and blacks value cars at a higher level than do white males, then price discrimination provides a likely explanation. However, it is also possible that buyers have identical valuations for the product, but owners believe incorrectly that their valuations differ. Consequently, the dealer's optimal offers will result in higher prices for members of these groups.

The second paper in this session, "Entry and Economic Welfare in Bertrand Competition" by Torsten Schmidt from the University of New Hampshire, analyzed the welfare effects of entry in a discrete model. By considering a discrete number of firms entering a market with entry costs, he found that a suboptimal level of entry will occur for a Bertrand competing industry with increasing marginal costs. This finding is in contrast with previous, continuous entry models in which excess entry occurs if price exceeds marginal costs, and entry is precisely optimal when price equals marginal cost.

The final paper, "Insolvency and Division of Cleanup Costs" by Alison Watts of Duke University, compared the social efficiency of two primary hazardous waste cleanup liability laws when the offender is insolvent at the time of cleanup. She found that non-joint liability (NJL), in which taxpayers bear the costs, always results in a greater level of dumping than does joint and several liability (JSL) in which the solvent firms share the burden. When firms have identical probabilities of becoming insolvent, NJL also results in a lower overall wealth level for the society and is therefore socially dominated by JSL. However, if these probabilities differ, NJL produces a higher level of wealth, and the optimal rule depends upon the specific social welfare function.

Two discussants, Rajashree Agarwal from SUNY-Buffalo and Craig Schulman from the University of Arkansas, offered insightful comments.

Work and Family: Where are We Headed?
by Ana Maria Turner Lomperis

The topic for this CSWEP panel was the brain-child of a number of informal discussions at the 1991 SEA Convention with many young female economists who were agonizing over the question: How can you balance an academic career with a family and succeed in both -- or can you? Although the session presentations spoke to the broader theme of the work-family conflicts

faced by all working women, the discussion which followed refocused on academia.

Patrice Flynn, of the Urban Institute, in "Women Walking the Human Capital Tightrope," noted the familiar literature concerning the observed difference in the amount of on-the-job training (OJT) accumulated by men and women over their working lives. Based on an analysis of data primarily from the Survey of Income and Program Participation (SIPP), she reported that the rate of return to employer-provided training (measured as a wage effect) for women is approximately twice that for men. For Flynn, this suggests the potential of underinvestment in firm-specific training for women. To compensate, women acquire and pay for off-the-job training (e.g., formal schooling). Women walk a "human capital tightrope" because by being willing to pay they hope to signal to employers their understanding of the relationship between human capital investment and labor market outcomes. But until employers are more willing to invest in their female and male workers equally, the clear benefits of employer provided training will continue to be enjoyed disproportionately by men. For her discussion of the Flynn paper, Ethel Jones, Auburn University, suggested that the rate of return to OJT to women may be higher than that for men precisely because women have less to begin with and because of the different occupations men and women tend to pursue.

In a very provocative "think-piece," "How Should the Costs of Child Rearing Be Distributed?" Shirley Burggraf, Florida A & M University, argued that young families today are facing the impossible dilemma of having to choose between their children and their jobs. The "rational" market place values the contributions individuals make there -- potentially \$200/hour as lawyers -- but places no value on the time they devote to nurturing the generation of tomorrow's workers. The result is that women either underinvest in themselves (i.e., become school teachers rather than high powered lawyers) to accommodate the demands of doing a good job in rearing their children, or they underinvest in their children (i.e., become high powered lawyers and transfer their child-rearing responsibilities to the market).

According to Burggraf, the stark alternatives of women concentrating only on home responsibilities or socializing the family's traditional responsibility for child rearing through massive government investment in day care centers, foster homes, etc. are both undesirable. Burggraf argues for financial incentives to those who are "most interested and qualified" to rear their kids -- parents themselves. Burggraf concludes by proposing the creation of a "parental dividend system," on the scale of the Social Security System, which would collect from and rebate monies to parents according to the value of their children's future earnings -- thereby spreading the cost of child rearing over a wider time horizon. Burggraf's discussant, Howard Hayge, U.S. Bureau of Labor Statistics, noted a timing difficulty for this approach. Children are expensive to rear and unpaid parental time at home does not buy the market goods of house, car, schooling, or vacations.

Ronald Ehrenberg, Cornell University, talked on "Tenure and Family Responsibilities." He observed that the increased number of women in Ph.D. programs results from the increased number of women earning B.A.s and not an increased likelihood of their going on for the Ph.D. In contrast, for alternative professional careers (law, medicine, and business administration) increases have come also from a higher likelihood of earning a Ph.D. He suggested that a deterrent for the Ph.D. are the long periods both to the degree and to tenure. The conventional

academic professional clock pits itself against women's biological clocks -- a serious problem for women who want to have children.

Ehrenberg provided reasons for faculty both to work harder at persuading bright young undergraduates to pursue academic careers and to do a better job in making academic life more attractive to women, especially those who want to have families. He described options to consider for accomplishing the latter such as increasing the number and availability of part-time tenure track faculty positions, for which the same quality but lower quantity of output would be expected over a specific period of time, and making these convertible to full-time tenure track/tenured lines down the road. Also helpful would be greater flexibility in job aspects important to parents of young children such as class scheduling adaptable with child rearing responsibilities and parking spaces nearer office buildings to lower travel time. Although such changes might create "equity problems" for non-parents, these individuals could be offered similar benefits such as time off to care for aging parents or an ill spouse.

Barbara Bergmann of American University, in discussing Ehrenberg's presentation, criticized tenure changes in order to accommodate family responsibilities. Men would be able to move up their career ladders faster as long as they did not equally share in rearing children. Tenure adaptations would also, in Bergmann's view, create undesirable competition between those who choose to become parents and those who do not.

CSWEP AT THE EASTERN
ECONOMIC ASSOCIATION MEETING
Washington, D.C.
March 19-21, 1993

CSWEP will sponsor one gender-related session organized by Linda N. Edwards.

Saturday, March 20, 02:00PM

Women in the Production Process

Chair: Linda N. Edwards (Queens College and Graduate Center, CUNY)

Papers: William J. Carring (Johns Hopkins University) and Kenneth Troske (U.S. Bureau of the Census), "Gender Segregation in Small Firms;" Elizabeth Field-Hendrey (Queens College & Graduate Center, CUNY), "What Does 'Labor' Mean: Aggregation of Male and Female Labor in Manufacturing, 1850-1890;" Janet Perry and Mary Ahearn (U.S. Department of Agriculture), "Women and Farm Work."

Discussants: Erica Groshen (Cleveland Federal Reserve Bank), Matthew Goldberg (Institute for Defence Analysis), Alexandra Bernasek (Colorado State University)

CSWEP will host a cash-bar cocktail party in honor of women Saturday, March 20, 6:00 PM. Check your program for location.

CSWEP AT THE MIDWEST
ECONOMIC ASSOCIATION MEETING
Hyatt Regency Hotel
Indianapolis, Indiana
April 1-3, 1993

CSWEP will sponsor one gender-related session and one health related session organized by Robin Bartlett. CSWEP will host a cash-bar cocktail party in honor of women from 5-6 p.m., Thursday, April 1, 1993. Check program for location.

Friday, April 2, 10:00AM

Gender Related Economic Issues

Chair: Janet Goulet (Wittenburg University)

Papers: Alexandra Bernasek (Colorado State University), "The Effects of Increasing Women's Health on the Welfare of Children and the Provision of Other Household Public Goods;" Anne E. Winkler (University of Missouri), "The Determinants of Family Structure: Labor Market Conditions, AFDC Policy or Community Mores?;" Lori F. Gerring and Nancy E. Bertaux (Xavier University), "Cincinnati Public School Teachers & the Gender Gap, Then and Now;" Mary L. Williams (Widener University), "Gender and Business Survival."

Discussants: Robin Bartlett (Denison University)
Zohreh Emami (Alverno College)

Saturday, April 3, 08:00AM

Health Related Issues

Chair: Barbara L. Wolfe (University of Wisconsin-Madison)

Papers: Kathleen W. Possi (Wayne State University), "Organ Transplantation Regulation: Correction of Market Failure, or Protection of Monopoly Profits;" C.A. Meifi and D.A. Freund (Indiana University), and J.E. Paul and E. Wong (Research Triangle Institute), "Analysis of Costs of HMO and Fee For Service Plans for Ohio Medicaid Recipients Adjusting for Biased Selection;" Joy Newcomb (Washington University), "Impact of Medicare Reimbursement Policy Changes on Innovation in the Medical Device Industry;" Mary Anne Pevas (Winona State University), "Estimation of the Demand for Long-Term Care Insurance Within the Context of a Public-Private Partnership at the State Level."

Discussants: Susan Feigenbaum (University of Missouri)
Partho Deb (Indiana University-Purdue University at Indianapolis)

NEWS AND NOTES

Congratulations on Appointments and Promotions!

Andrea H. Beller has been promoted to Full Professor at the University of Illinois at Urbana-Champaign.

Patricia M. Flynn has been appointed Dean of the Graduate School of Business (and Professor of Economics) at Bentley College, Waltham, MA.

Elizabeth Hoffman has been appointed Dean of the College of Liberal Arts and Sciences, and Professor of Economics, at Iowa State University, Ames, Iowa, effective July 1, 1993.

Laura D'Andrea Tyson was appointed Chair of the President's Council of Economic Advisors.

Nancy A. Williams has been promoted to Associate Professor with tenure at Loyola College in Maryland.

NSF Visiting Professorships for Women

Linda Goldberg, New York University, and Joni Hersch, University of Wyoming were awarded NSF Visiting Professorships for Women for the 1992-93 academic year. Linda is visiting at the University of Pennsylvania, and Joni is visiting at CALTECH.

Other news...

Best wishes to our new northern sister, the **Women Economist Network** of Canada (WEN). WEN was formed under the leadership of Lorraine Eden and with the assistance of the Canadian Economic Association, the CEA. The purposes of the organization are to:

- 1) provide an opportunity for women economists to meet and discuss issues of common interests;
- 2) to facilitate input by women into the CEA;
- 3) to help improve employment opportunities for women economists;
- 4) to link with other women's caucus groups;
- 5) to prepare a directory of Canadian Women Economies.

If you are interested in becoming a WEN member, please contact Jane Friesen, Department of Economics, Simon Fraser University, Burnaby, British Columbia V6K 1B3. Membership is \$25.00 for institutional members, \$20.00 for regular members, and \$10.00 for students. Membership includes a copy of the WEN Directory of Women Economists in Canadian Universities 1991-1992, edited by Roberta Robb.

The officers of WEN for the current academic year are Myrna Wooders (Toronto) President, Lorraine Eden (Carleton) Past-president, Tanis Day (Queen's University) Vice President,

Frances Woolley (Carleton) Secretary, Nancy Olewiler (Simon Fraser) WEN representative to the CEA Executive, Judy Alexander (Copyright Board of Canada WEN representative to CABB and SSFC).

Aysit Tansel, Economic Growth Center, Department of Economics, P.O. Box 1987 Yale Station, New Haven, CT 06520-1987 (203/432-3610, 203/432-3898 fax) is organizing a letter campaign to protest the treatment of women in Bosnia Herzogovina. Contact her for further information.

CALLS FOR PAPERS

The Women Economists Network is sponsoring two sessions at the Canadian Economic Association Meetings to be held June 4-6 at Carleton University. The titles of the sessions are "Economic Models of Household Decision Making" and "Common Property and the Environment." Please send abstracts for consideration for presentation before March 5th to Frances Woolley, Department of Economics, Carleton University, Ottawa, Ontario K1S 5B6 (e-mail f_woolley@Carleton.ca, FAX: 613/788-3906) for the session on Household Decision Making and to Myrna Wooders, Department of Economics, University of Toronto, Toronto, Ontario, M5S 1A1 (email mwooders@epas.utoronto.ca, fax 416/978-6713) for the session on the Environment.

The Regional Science Association International is now accepting proposals for its 40th Annual North American meeting November 11-14, 1993 at the Four Seasons Hotel in Houston, Texas. The conference will feature sessions on such topics as the economics of location, urban and regional economics, state and local public finance, housing, labor, migration and international trade. Potential paper presenters should submit two copies of a 200-word abstract by June 1, 1993. Those interested in organizing invited paper sessions should submit a tentative outline of the session by June 1, 1993. Also indicate willingness to be a discussant and/or to chair sessions. Send to: Janet Kohlhase and David Plane, Co-Chairs Organizing Committee, Department of Economics, University of Houston, 4800 Calhoun, Houston, TX 77204-5882; FAX: 713/743-3798; e-mail ECONH@UHUPVM1.

The 21st Telecommunications Policy Research Conference (TPRC) will hold its annual meeting in Solomons, Maryland, October 2-4, 1993. The TPRC is a forum for dialog between scholars and decisionmakers concerning issues in telecommunications research and policy. The TPRC is now soliciting abstracts for papers based on current research on theoretical and/or empirical topics in the fields of economics, law, engineering, and public policy. Submit abstracts by March 30, 1993, to Conference Coordinator, TPRC, Inc. P.O. Box 19203, Washington, D.C. 20036. The TPRC is also offering cash prizes for the best graduate student papers in these fields.

GRANTS AND FELLOWSHIPS

Carnegie Mellon University, Professor Dennis Epple, Graduate School of Industrial

Administration, Schenley Park, Pittsburgh, PA 15213. GSIA Postdoctoral Fellowship in Political Economy. The GSIA postdoctoral fellowship provides a unique opportunity for a researcher with a strong commitment to the use of mathematical or quantitative analysis in the study of politics and the interdependence of political and economic decision-making. Fellows are to devote a twelve month period of residence to research. There are no teaching duties. Fellows may also take advantage of GSIA's doctoral program to obtain additional training in advanced topics.

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Council for International Exchange of Scholars (CIES), 3007 Tilden Street, N.W., Suite 5M NEWS, Washington, D.C. 20008-3009. Telephone: 202/686-7877. 1994-95 Fulbright Scholar Awards for U.S. Faculty and Professionals; 1994-95 Advanced Research Fellowships in India. All applicants must be U.S. citizens and hold the Ph.D. or comparable professional qualifications. Application deadline: August 1, 1993.

Opportunities for Research on Women

Two enterprising economists have written to CSWEP, inviting women to participate in research projects on women.

William S. Brown, School of Education, University of Alaska, Southeast, 11120 Glacier Highway, Juneau, Alaska 99801, writes that Anne Randmer, the Director of the Center for Balanced Economic Development in Estonia is interested in making contact with women economists in the U.S. who might be interested in studying women's issues in the newly independent Estonian economy. Anne Randmer's address is Research and Consulting Department, Estonian Management Institute, 21 Sütiste Street, EE0108 Tallinn, Estonia. She is Associate Professor and Department Head. If you are interested, Bill Brown recommends sending her a fax at (7-0142-521-625), as letters take at least a month! If you have questions, he invites you to call him at (907-789-6398/789-2448). He writes, "I learned a great deal in the hour I spent talking with Dr. Randmer: Women have, on average more education than do men in Estonia, over 60 percent of all university students are women - yet the glass ceiling and wage discrimination is just as prominent in Estonia as in the U.S."

Vijaya Ramachandran, Center for International Development Research, Duke University, Durham, NC 27708-0237 (919/684-4632) writes that she and Lisa Misol are studying trends in female undergraduate enrollment in economics over the last 5 years. They are also interviewing current majors and students who have left economics to see if they can identify reasons why there has been a decline in female enrollment in economics. They are interested in comparing their results with data on female enrollment in economics at other undergraduate institutions, and invite interested scholars to contact them. Vijaya's fax number is 919/684-2861.

RECENT PUBLICATIONS OF INTEREST

Larry Alan Bear and Rita Maldonado-Bear, Free Markets, Ethics, Finance and Law (Prentice Hall, 1994). A foundation of Finance Series book. It will be available for the Fall '93 semester.

Laura S. Nowak (ed.), Monetary Policy and Investment Opportunities, published by Quorum Book, Greenwood Publishing Group, Inc. 88 Post Road West, Box 5007, Westport, CT 06881 (1-800-225-5800) \$45.00.

Andrea H. Beller and John W. Graham (eds.) Small Change: the Economics of Child Support, Yale University Press, forthcoming (Spring 1993).

Marianne A. Ferber and Julie A. Nelson (eds.) Beyond Economic Man: Feminist Theory and Economics, The University of Chicago Press, (312)702-7748, forthcoming (June 1993).

Obituary

This is to advise of the recent death of Dr. Alicia Mullor-Sebastian. Alicia was employed as Senior Economist with the International Monetary Fund, Washington, D.C. She died at George Washington University Medical Center, January 15, 1993 from complications of lupus.

HELP! HELP!

All readers are invited to send notes, articles, and information for possible inclusion in the Newsletter. Please also send news about yourself and others; job moves, promotions, awards, books, and changes in family composition are all of interest to your friends and colleagues. For those who would like to make contributions, we publish three issues each year -- Winter, Spring, and Fall. Our schedule is:

	<u>Copy Deadline</u>	<u>Mailing Date</u>
Winter Issue	January 10	February 15
Spring Issue	April 10	May 15
Fall Issue	September 10	October 15

JOB OPENINGS

For academic positions, the information is usually presented in the following order: University and person to contact; level of position (such as associate or visiting professor); specialization; whether the position is tenure-track/tenured or not; whether a Ph.D. is required; and deadline for applications. NA means that the information is not available.

Editors's Note: You may notice some vacancy announcements whose deadlines have recently passed. They are included intentionally because deadlines are often extended and such announcements can provide information about the general state of the job market. There is no charge for advertising in the Newsletter.

ACADEMIC

Harvard Institute for International Development, Ellen Seidensticker, Director of Recruitment, One Eliot Street, Cambridge, MA 02138; project assistant: trade and industrial policy, Indonesia; works closely with HIID's resident advisors on the analysis of macroeconomic trade and industrial policy in Indonesia; master's degree in public policy or equivalent graduate study in economics.

Rockland Community College, Affirmative Action Office, 145 College Road, Suffern, NY 10901; Director of Human Resources; manage the personnel/HR function, develop services for 1,000 full and part-time employees, and assist in HR planning and policy development; February 1993.

Southern Arkansas University-Magnolia, Personnel Office, SAU Box 1288, Magnolia, AR 71753-5000; assistant/associate; macroeconomics/microeconomics, labor economics, money and banking and insurance; yes; yes; March 1, 1993.

SUNY - College of Technology at Alfred, Director of Personnel, Alfred, NY 14802-1196; faculty positions in many areas; April 1, 1993; no; no.

University of Maryland, Professor H. Peyton Young, Chair, Search Committee, School of Public Affairs, College Park, MD 20742; Full; health policy, labor market policy, family policy, drug policy, and criminal justice; candidate should have a distinguished national reputation in a field of expertise relevant to the social policy curriculum; yes; March 15, 1993.

University of Massachusetts-Boston, Chair, McCormack Institute Search Committee, c/o Provost's Office, 100 Morrissey Blvd., Boston, MA 02125-3393; Director; responsible for overall management and supervision of the Institute; yes.

University of Minnesota, Professor Timothy Kehoe, Search Committee Chair, Humphrey Institute of Public Affairs, 300 Humphrey Center, 301 19th Ave. S., Minneapolis, MN 55455; Orville and Jane Freeman Chair in International Trade and Investment Policy; position will be filled at either the tenured associate or full professor level; January 31, 1993.

The University of Tulsa, Roger P. Bey, Chair, Search Committee for the Dean of the College of Business Administration, 202 McClure Hall, 600 S. College Ave., Tulsa, OK 74104-3189; Dean; April 1 or until the position is filled.

University of Wisconsin-Madison, Professor Rima D. Apple, FRCS, 1300 Linden Dr., Madison, WI 53706; health policy specialist: tenured (associate/full professor) or tenure-track (assistant) 12-month faculty appointment to provide leadership in addressing health policy issues; health policy development, planning, analysis; March 15, 1993.

NON-ACADEMIC

International Food Policy Research Institute (IFPRI), Ms. Jodie Marino Nachison, Personnel Manager, 1200 Seventeenth Street, N.W., Washington, D.C. 20036-3006. Division Director, Food Consumption and Nutrition Division; Division Director is responsible for the overall planning and implementation of the Division's work plans, staff guidance and supervision, administration of the Division's budget, and for raising special project funding; fully participates in the research activities and is expected to continue to publish; April 30, 1993.

The Madison Group, David Soloway, 342 Madison Avenue, Suite 1060, NY, NY 10173. Sr. Economist/Practice Manager-Transfer Pricing; Client, with worldwide consulting revenue of \$500+ million, is seeking a senior level principal/manager-transfer pricing economist to manage and build its Northeast practice. The position, headquartered in New York, requires 10-15 years economic analysis/managerial experience and knowledge of IRS sec. 482. Advanced degree in Economics.

National Economic Research Associates, Inc., Ms. Judith Greenman, 50 Main Street, White Plains, NY 10606. Seeking Senior Economists in the areas of: utility regulation, antitrust, telecommunications and environment. Ph.D. in economics or graduate training with 5 to 10 years' work experience.

U.S. Department of Treasury, Randy Blake, IET - MT Rm. #4138, 1500 Pennsylvania Avenue, N.W., Washington, D.C. 20220. Seeking experts in tax policy, tax law and tax administration for both short and long-term assignments in Central and Eastern Europe and the Former Soviet Union. Economists should have a Ph.D. and relevant experience in applied tax policy. Lawyers should have experience in a policy environment. Administrators should have an MBA, CPA or compensating experience.

The World Bank/IFC/M.I.G.A, Carol Heron, 1818 H Street, N.W., Washington, D.C. 20433; Ph.D. in economics, 10-15 yrs of post-doctoral experience, management, analytical and communication skills; knowledge of Spanish/Portuguese desirable (for the LA1DR position).

- ▶ Economic Advisor, Development Policy Group (DPG)
- ▶ Lead Economics, Dept. I, Latin American and Caribbean Region, LA1DR
- ▶ Division Chief, Policy and Research Department, Environment, Infrastructure and Agriculture Division (PRDEI)

CSWEP

The Committee on the Status of Women in the
Economics Profession

CSWEP depends on all of its dues-paying members to continue its activities. In addition to publishing the Newsletter, we maintain a Roster of women economists that is used by members, employers, organizations establishing advisory groups, and the like. We also organize sessions at the meetings of the AEA and the regional economics associations and publish an annual report on the status of women in the profession.

If you have not paid your dues for the current member year (July 1, 1992 - June 30, 1993), we urge you to do so. Questionnaires and dues reminders were mailed in September to members.

If you have paid, please pass this newsletter page on to a student, friend, or colleague and tell them about our work. Thank you!

**NOTICE: STUDENTS DO NOT HAVE TO PAY MEMBERSHIP DUES!!!
JUST SEND IN THIS APPLICATION**

To become a dues-paying member of **CSWEP** and receive our Newsletter and Roster, send this application, with a check for \$20 payable to:

CSWEP, c/o Dr. Joan Haworth
4901 Tower Court, Tallahassee, FL 32303

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Check here if you wish a copy of the Special Reprint Issue _____

The Special Reprint Issue of the newsletter contains reprints of ten articles designed to help women economists advance in the profession. The cost for non-paying members is \$8.00.

CSWEP: PEOPLE TO CONTACT

General Policy Matters	Elizabeth Hoffman, Department of Economics, University of Arizona, Tucson, AZ 85721
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