

# American Economic Association

1993 Committee on the Status of Women in the Economics Profession

## NEWSLETTER

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►►► 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.<sup>1</sup>

CHANGES IN THE STATUS OF WOMEN IN ECONOMICS OVER TWENTY YEARS

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For the last two years CSWEP has reported a summary of results from the AEA Universal Academic Questionnaire.<sup>2</sup> Figure 1 summarizes those data for the period 1974 to 1991.<sup>3</sup> 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

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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

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<sup>1</sup> The Committee thanks Charles Scott for his contribution to this report.

<sup>2</sup> 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.

<sup>3</sup> 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.<sup>4</sup> 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.<sup>5</sup>

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.<sup>6</sup>

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.<sup>7</sup> Starting at the new assistant

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<sup>4</sup> 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.

<sup>5</sup> See Hoffman, *supra*, note 2 at 610.

<sup>6</sup> 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.

<sup>7</sup> 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

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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.

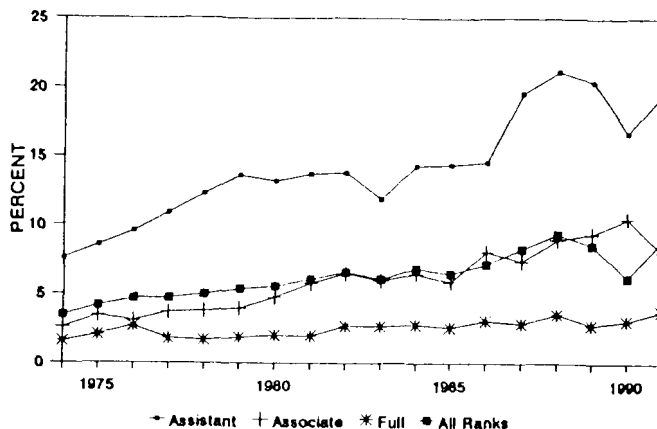
The CSWEP Board wishes to thank a number of people who served the Committee. Joan Haworth, the Committee's Membership Secretary, and her staff make it possible for the Committee to maintain contact with the membership and the profession as a whole. They maintain the Roster, prepare special mailings,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

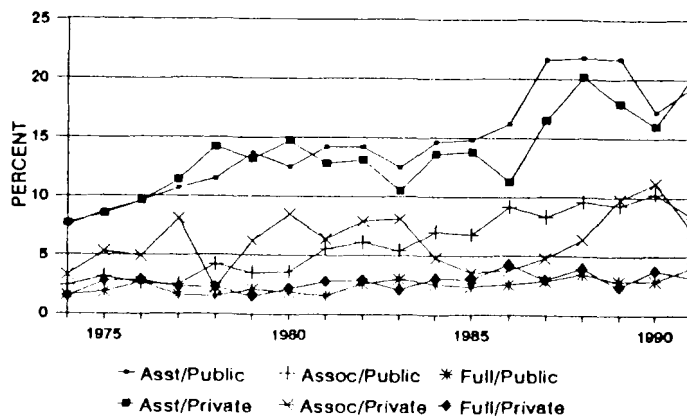
Elizabeth Hoffman  
Chair

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



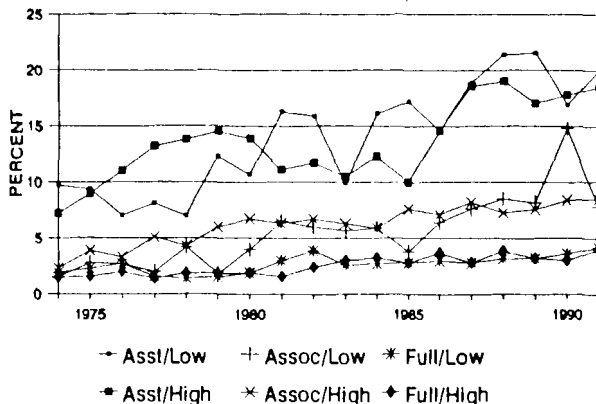
**SOURCE:** American Economic Association, Universal Academic Questionnaire, 1974-1991  
**NOTE:** Graduate Departments are those that award Ph.D.s

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



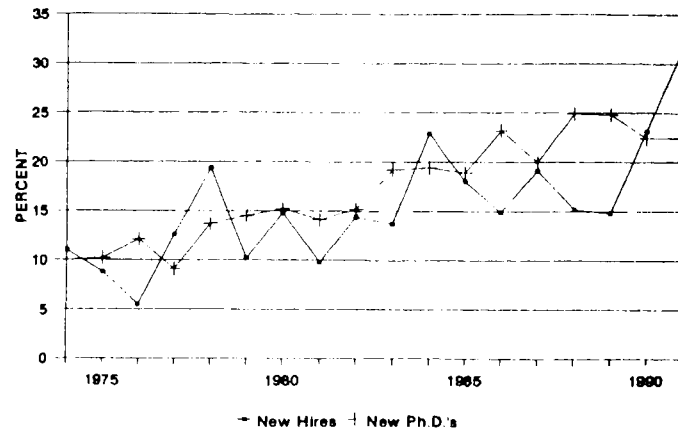
**SOURCE:** American Economic Association, Universal Academic Questionnaire, 1974-1991  
**NOTE:** Graduate Departments are those that award Ph.D.'s

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



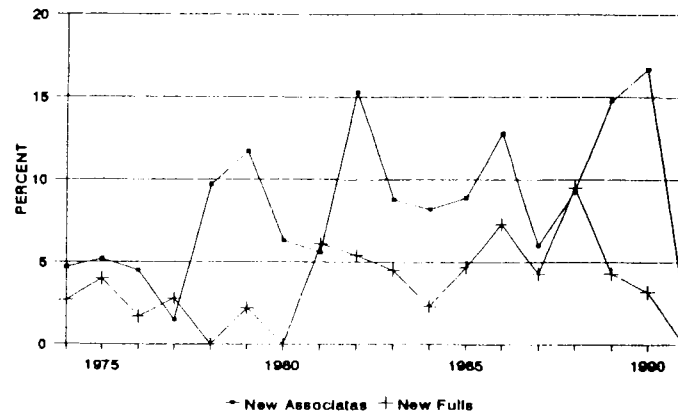
**SOURCE:** American Economic Association, Universal Academic Questionnaire, 1974-1991  
**NOTE:** Graduate Departments are those that award Ph.D.'s  
 Rankings by National Research Council (88 Departments)

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



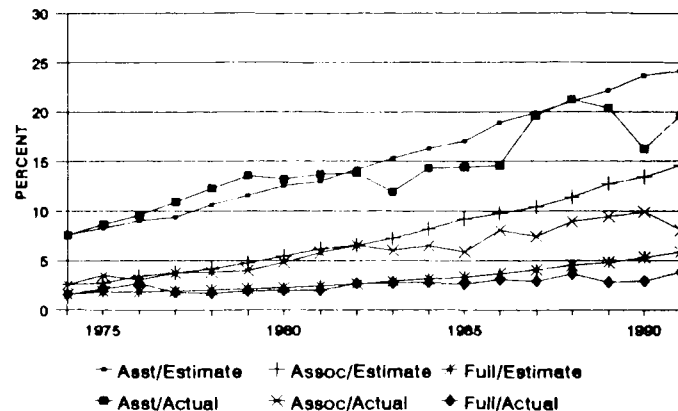
SOURCE: American Economic Association, Universal Academic Questionnaire, 1974-1991  
National Research Council

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 Uchitelle<sup>1</sup>

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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