

Robin L. Bartlett (Chair)
Department of Economics
Denison University
Granville, Ohio 43023
614/587-6574

Maureen Cropper
The World Bank, N10-031
1818 H. Street, N.W.
Washington, D.C. 20433
202/473-1277

Catherine Eckel
National Science Foundation
Economics Program
4201 Wilson Boulevard
Suite 995
Arlington, VA 22230
703/306-1753 EXT: 6981

Hali Edison
International Finance
Federal Reserve Board
Washington, D.C. 20551
202/452-3540

Henry Farber
Industrial Relations Section
Firestone Library
Princeton University
Princeton, NJ 08544-2098
609/258-4044

Joyce Jacobsen
Department of Economics
Wesleyan University
Middletown, CT 06459
203/685-2357

Daphne Kenyon
Department of Economics
Simmons College
300 The Fenway
Boston, MA 02115
617/521-2587

Arleen Leibowitz
Department of Policy Studies
UCLA, School of Public
Policy
Box 951656
5268 Public Policy Building
Los Angeles, CA 90095-1656
310/206-8653

Olivia Mitchell
Department of Insurance and
Risk Management
307 CPC-3641 Locust Walk
University of Pennsylvania
Philadelphia, PA 19104
215/898-0424

Susan Pozo
Department of Economics
Western Michigan University
Kalamazoo, MI 49008
616/387-5553

Nancy Rose
MIT
Sloan School of Management
50 Memorial Drive, E52-434
Cambridge, MA 02142-1347
617/253-8956

Kenneth Small
Department of Economics
University of California-
Irvine
Irvine, CA 92697
714/824-5658

Ex Officio, AEA President
Arnold C. Harberger
8283 Bunche Hall UCLA
405 Hilgard Avenue
Los Angeles, CA 90024-1477

Membership Secretary
Joan G. Haworth
Economics Research Services,
Inc.
4901 Tower Court
Tallahassee, FL 32303
904/562-1211



American Economic Association

1997 Committee on the Status of Women in the Economics Profession

Newsletter **Winter Issue, February 1997**

Robin L. Bartlett, Co-Editor
614/587-6574

Ron Ehrenberg, Co-Editor
607/255-3026

Sally Scheiderer, Assistant Editor
614/587-6559

In this Issue:

1996 Annual Report	..2
Enhancing the Attractiveness of Research to Female Faculty	..8
Confessions of a Late Starter	..16
Life as a Newspaper Reporter	..18
Notable Woman Economist Dies	..21
News and Note	..21
How to Write an Abstract	..22
Frances Perkins, Madam Secretary	..23
Biographical Sketches of CSWEP Board Members	..25
Summaries of CSWEP-Organized Sessions at the 1997 AEA Meetings	..26
From the Chair	..32
Summaries of 1996 Southern Economic Association Meeting	..33
CSWEP-Sponsored Sessions:	
Mid-West Economic Association Meeting	..34
Eastern Economic Association Meeting	..35
Western Economic Association Meeting	..36
Missouri Valley Meeting	..37
Call for Papers	..38
Associate and Dues Information	..39

**COMMITTEE ON THE STATUS OF WOMEN IN THE
ECONOMICS PROFESSION
1996 ANNUAL REPORT**

The American Economics Association (AEA) has charged the Committee on the Status of Women in the Economics Profession (CSWEP) with monitoring the position of women in the profession and with undertaking activities to improve that position. This report presents information on the position of women graduate students and faculty in academic economics departments and reports on the committee's activities during 1995.

THE HIRING AND PROMOTION OF WOMEN ECONOMISTS IN PH.D.-GRANTING DEPARTMENTS

For the past three years, CSWEP has worked on developing its contacts in all of the Ph.D.-granting departments in the US. One of the tasks of the CSWEP representatives in these institutions is to report on the status of women in their departments.

Rank	All Ph.D.-Granting Departments	Top 20 Departments Only
Non-Tenure Track	39.2	57.1
Assistant Professor (Untenured)	24.2	17.5
Associate Professor Untenured	14.2	5.9
Tenured	12.9	12.1
Full Professor (Tenured)	7.5	5.4

Source: Data collected by CSWEP. 94 of 114 Ph.D.-granting schools reporting in column 2 and 19 out of 20 reporting in column 3.

CSWEP has been able to acquire more complete and accurate data than is available currently through the AEA Universal Academic Questionnaire (UAQ) which is mailed to all department chairs each fall. In Fall 1995, CSWEP was able to obtain information from 94 of its 114 contacts in comparison to the UAQ which received responses from 62 Ph.D.-granting economics departments. [1]

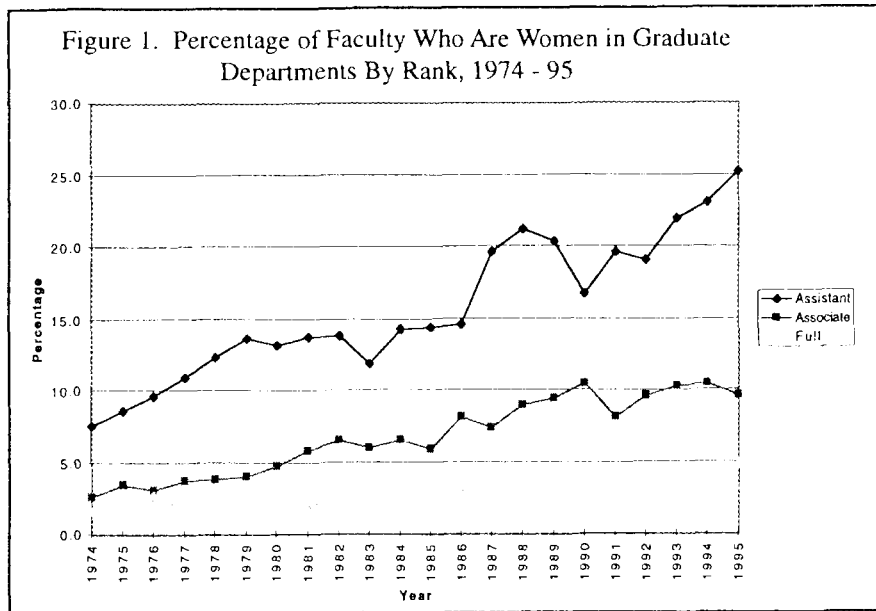
Information from the CSWEP questionnaire on the status of women faculty.

Table 1 provides information on the share of women faculty at various ranks in the 94 Ph.D.-granting departments. Column 1 provides information on all 94 departments, while Column 2 provides a comparison to information from the top 20 schools.

Table 1 indicates that the share of women in academic appointments decreases with rank. The growing group of non-tenured faculty in economics departments consists disproportionately of women. Compared to the 23 percent of women receiving Ph.D.'s, of those faculty in non-tenure track positions, 39 percent are women. Untenured tenure-track assistant professors are 24 percent female. Untenured associate professors are 14 percent women. Tenured associate professors are 13 percent women and tenured full professors are 7.5 percent female. Among the top 20 schools, the numbers are lower at every rank, indicating less representation of women on the faculty in the very top-ranked departments, except in the non-tenure track positions of which 57 percent are women.

Information from the AEA UAQ on the status of women faculty over time. While the UAQ data

are less reliable, because of both a smaller sample size and high variability in which schools report over time, they do provide a time series on women's representation by rank over the years. Figure 1 shows the patterns from 1974 to 1995 in Ph.D.-granting departments. The 1995 numbers from the UAQ are similar to those collected by CSWEP representatives. The percentage of



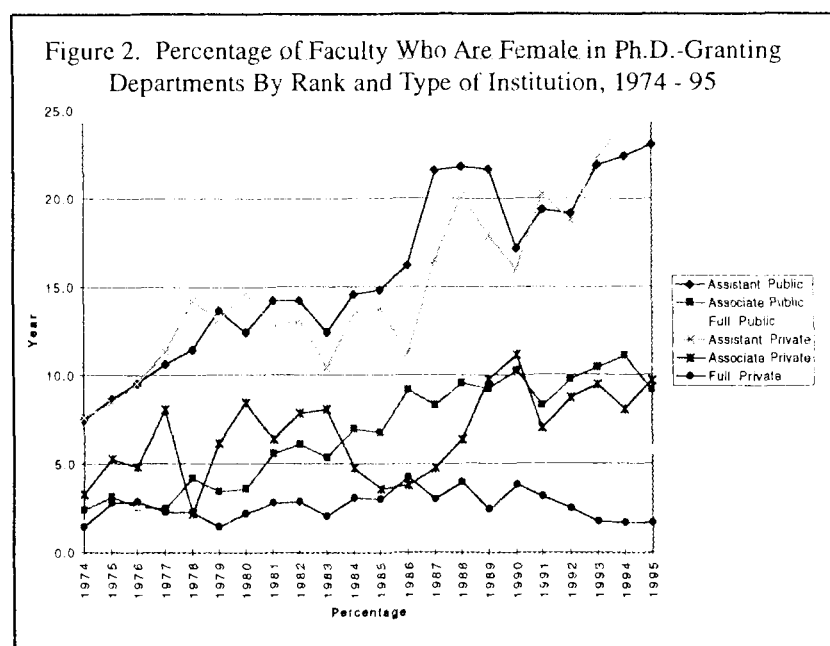
women at each rank continues to increase over time in both the assistant and full professor ranks. Last year there was a slight drop in the assistant professor ranks.

Figure 2 compares public and private Ph.D.-granting departments. The share of women at each rank is slightly higher in public institutions than in private ones. This is most noticeable in 1995 at the full professor rank where only 1.7 percent of the reported faculty are women in

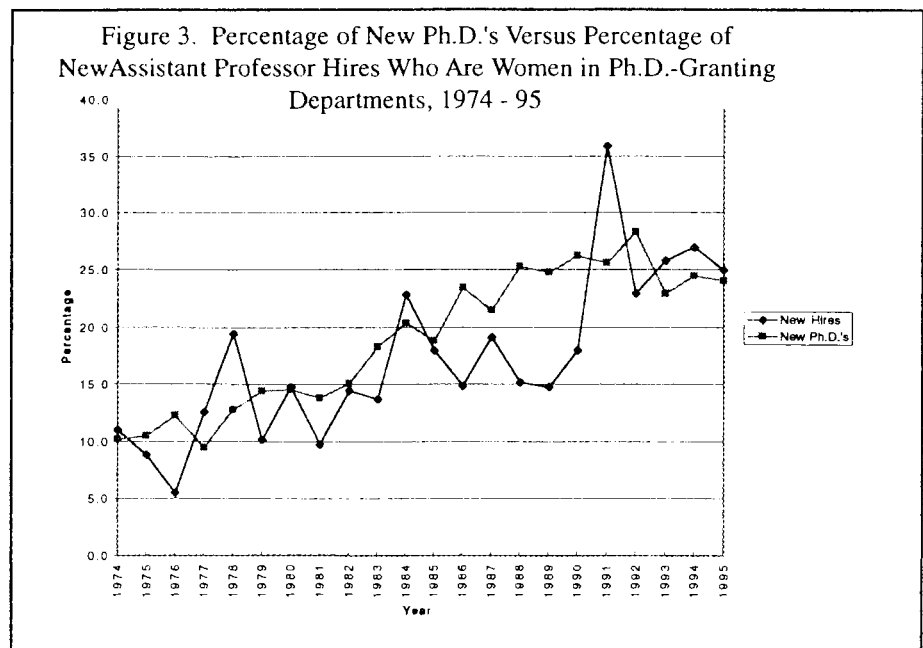
private institutions, while 5.8 percent of the full professors are women in public institutions.

Figure 3 looks at the advancement of women through the ranks. Figure 3 compares new Ph.D.'s to new assistant professor hires. The number of new Ph.D.'s who are women has been relatively constant, averaged 24.7 percent for the last 10 years. [2] The percentage of new assistant professors hired into Ph.D.-granting departments over the last ten years has been increasing and averaged 21.2 percent.

Figure 4 looks at the next point of the career progression, comparing the percentage of newly hired or promoted associate professors to the percentage of women among the stock of assistant professors. In 1995, the percentage of newly hired or promoted associates was well below the percentage of female assistant professors. Over the last ten years, the females share of new hires or promotions at the associate level has averaged 13.4 and the percentage of

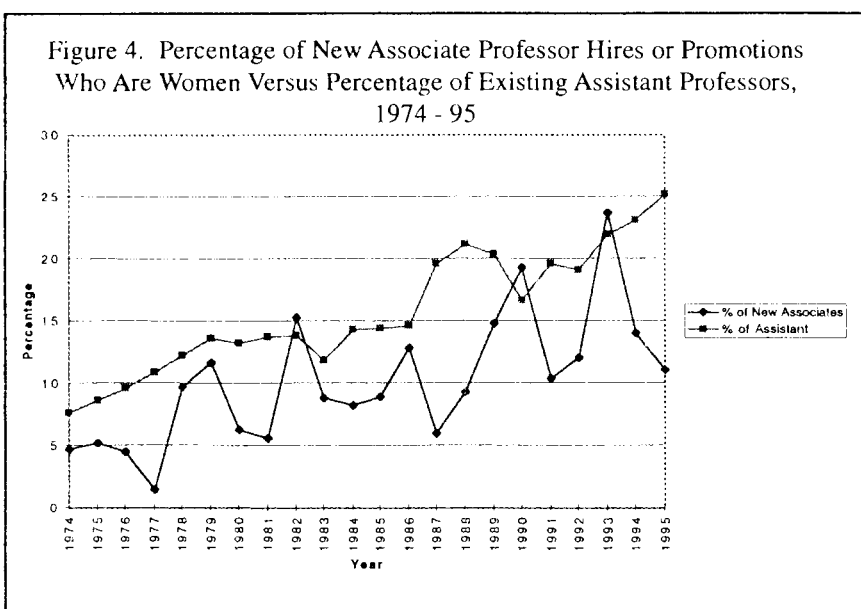


assistant professors who are women has averaged 20.2 percent. Figure 5 presents a similar comparison between the percentage of new full professor hires or promotions with the pool of associate professors who are female. In 1995 the percentage of new full professor hires or promotions was 7.5 percent female and that of the pool of associate professors was 9.3 percent.



The data presented in Figures 3-5 suggest that there is a gap between the rate at which women are being hired and promoted and their share in the rank below. Efforts to stimulate the progress of women through the ranks of the profession have not been as effective as expected.

Information on the status of women graduate students in economics. The availability of women to the economics profession depends on the pipeline of women being trained in economics. Table 2 reports information on women in graduate programs in economics, taken from the CSWEP 1995 questionnaire. For the academic year 1995-96 about 30 percent of the first year class are female. Nearly 28 percent of those who are ABD were female. Yet only 23 percent of those



receiving a Ph.D. in economics are female in the 94 Ph.D.-granting departments reporting. [3] The representation of women at the top 20 departments is very similar to that for all graduate departments. Approximately 26 percent of the entering class are women, 27 percent of the ABD's are women and 22 percent of the Ph.D.'s are women. While the percentage of new Ph.D.'s who are women has improved since the incep-

tion of CSWEP in 1972, the percentage of new Ph.D.'s in economics is relatively low when compared to the 22 fields reported by the National Science Foundation in 1995. Fifteen of the fields have a noticeably higher percentage of women receiving Ph.D.'s and one field Business and Management about the same - 28.4 percent. The fields of Physics and Astronomy, Computer Science, and Engineering are noticeably lower. The other three fields of Earth, Atmospheric, and Marine Sciences, Mathematics, Agricultural Sciences, are slightly lower.

Table 2
Share of Women Among Ph.D. Students At Different Points of Academic Progress, 1995-1996 School Year

<u>Points of Academic Progress</u>	<u>All Ph.D.-Granting Departments</u>	<u>Top 20 Departments Only</u>
First Year Students	30.5	26.1
ABD Students	27.8	26.6
Ph.D.'s Granted in 1994-95	23.2	21.8

Source: Data collected by CSWEP, 94 of 114 Ph.D.-granting schools reporting in column 2 and 19 out of 20 reporting in column 3.

Table 3 shows how women fared in the job market in 1995 relative to men. With approximately 23 percent of the Ph.D.'s going to women, 26 percent of the academic jobs at Ph.D.-granting departments went to women and 35 percent of the jobs at non-Ph.D.-granting departments went to women. At the top 20 schools, women received 22 percent of the degrees and 19 percent of the jobs at Ph.D.-granting departments. These women received a disproportionate share of the jobs at non-Ph.D.-granting departments, 57 percent. These data suggest that women from the top schools are going to smaller private or state institutions rather than continuing their careers at Ph.D.-granting departments.

THE COMMITTEE'S ACTIVITIES

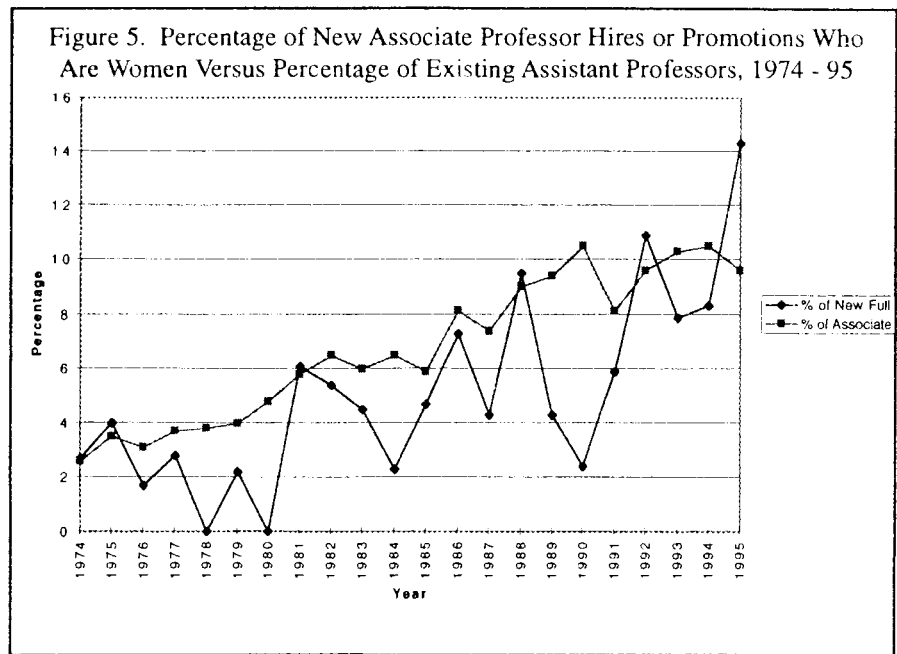
CSWEP is involved in a wide range of activities to help bring women into the profession and to increase the rates at which women are promoted at various stages of their careers. As part of its ongoing efforts to increase the participation of women on the AEA program, CSWEP organized six sessions for the January 1997 ASSA meetings, three on gender-related topics and three on public finance. CSWEP also holds a business meeting at the annual meetings to report to its associates about its activities and to hear from the AEA membership suggestions for future activities. To support junior women meeting senior women, a hospitality suite is staffed by members of the committee.

Table 3
Share of Women Placed in Job By Type of Job, Among Students on the Job Market, Winter and Spring 1995

<u>Type of Job</u>	<u>All Ph.D.-Granting Departments</u>	<u>Top 20 Departments Only</u>
US Ph.D.-Granting Departments	25.9	19.4
US Other Academic Departments	34.7	57.1
US Public Sector	28.7	20.4
US Private Sector	20.5	23.5
Non-US Academic Job	19.7	15.2
Non-US Non Academic	11.9	11.8
No Job Found	15.6	11.8

Source: Data collected by CSWEP, 94 of 114 Ph.D.-granting schools reporting in column 2 and 19 out of 20 reporting in column 3.

To assist women in the profession who cannot make it to national meetings, CSWEP organizes sessions at the Eastern, Southern, Mid-West, and Western Economic Association meetings. As at the national meetings there is one session on gender-related research and one on a non-gender-related field. CSWEP is increasing its efforts to broaden the base of its organization by encouraging the formation of regional



CSWEP committees to attend to the work of the region associations. The committee is discussing ways to set up CSWEP representatives in small state and private schools to increase its ability to be responsive to the needs and concerns of all women in the profession.

One of CSWEP's most important activities is the publication of the CSWEP Newsletter three times a year. Each issue contains "How To" articles to help inform its readers about grant-writing, the tenure process, balancing family and job, among other topics. The "How To" articles have been so popular that last year CSWEP published its second Special Reprint Issue which contained a selection of the most informative articles from the past six years. No doubt the interest in the Special Reprint Issue is a tribute to how timely and relevant these articles are. The newsletter contains biographical sketches of current committee members to illustrate that there is more than one way to be an economist. The newsletter also contains historical sketches of women economists to showcase the contributions of women to the field of economics. Since the newsletter comes out three times a year, timely calls for papers and announcements are also provided.

CSWEP has maintained its recently organized network of representatives in the Ph.D.-granting schools. These representatives help the Committee monitor the progress of women at these schools and collect the information upon which elements of this report are based.

CSWEP established a WEB site this year. The site contains information on the mission of CSWEP, a list of committee members, a select list of associates by state and field, information on how to join, and connections to other web sites of interest to economists. The announcement section keeps interested AEA members informed of upcoming CSWEP activities.

The Committee would like to thank several people who have made major contributions to its effort. Joan Haworth, the Membership Secretary, and her staff maintain the Roster, send out annual membership reminders, and create customized listing for potential employers.

Four members left the Committee at the end of 1996: Kathy Anderson (Vanderbilt University) who served as the Southern Economic Association representative and who did an excellent job reestablishing its regional base, Ronald Ehrenberg (Cornell University) who ended his tour of duty with an excellent report on policies to make universities more female-friendly, and Joni Hersch (University of Wyoming) who shepherded the vast Western region and provided encouragement on several initiatives. And finally, Nancy Marion who helped me co-edit the most recent edition of the newsletter. Since it was my first her help and diligence was invaluable.

Finally, CSWEP thanks Helen Goldblatt and Yolanda Wales, Rebecca Blank's staff at Northwestern University, who provided administrative support for the first half of 1996 and who made the transfer of the records to Denison University smooth and efficient. CSWEP would also like to thank Rebecca Blank for her efforts to keep CSWEP on task. Under her guidance, the CSWEP representative network was established and child care was provided for the first time at ASSA meetings. CSWEP also thanks Sally Scheiderer for her help in establishing the new administrative headquarters of CSWEP at Denison University. Her commitment to the effort has made the transition enjoyable and possible. CSWEP thanks the Department of Economics and Denison University for their support and for providing the necessary resources to give CSWEP a new home for the next three years. Finally, CSWEP thanks Mary Winer and her staff at the AEA offices for their patience in answering the hundreds of questions that were asked and for making the financial transition easy.

Respectfully submitted,

Robin L. Bartlett
Chair

Notes

1. CSWEP's sample contains only US economics departments, while that of the AEA UAQ includes a few non-US economics departments.
2. A consistent series on the share of women Ph.D.'s in economics is obtained from the National Science Foundation's Annual Survey of Earned Doctorates.
3. The National Science Foundation reports that 24.1 percent of the doctorates granted in economics in 1995 went to women, slightly more than CSWEP identifies. Information on one of the top 20 schools, however, is missing from the CSWEP data.

Check this NSF website: <http://www.nsf.gov/sbe/sber/econprog.htm> to see what grant possibilities exist particularly for women

Enhancing the Attractiveness of Research to Female Faculty

Ronald G. Ehrenberg
Cornell University¹

I. Introduction

CSWEP has long been concerned about the underrepresentation of women in faculty positions at major research universities. I have been charged by the committee with enumerating a set of policies that might enhance the attractiveness of research universities to female faculty. After presenting some data that suggest the magnitude of the underrepresentation problem, I do so below. In each case, I sketch the pros and cons of the policy. Although the focus is on increasing the attractiveness of research universities to female faculty, many of the policies would increase the attractiveness of academic careers per se to new female Ph.D.s if implemented in academia more broadly.

The CSWEP Board's plan is to distribute a revised version of this document to all CSWEP representatives and chairs of economics departments, as well as to present it to the AEA Executive Committee. Before doing so, however, the Board would like to hear any reactions that you have to these proposals, as well as your views as to other policies that you believe would be desirable. Reactions should be directed to the Chair of the Committee - Professor Robin Bartlett, Department of Economics, Denison University, Granville, OH 43023 (bartlett@denison.edu).

II. The Data

Table I presents data on the proportion of female faculty nationwide, by rank and institutional category in 1995-96. These data come from the annual AAUP institutional survey and span all disciplines. They show quite clearly that at each rank, the proportion of faculty that is female is higher at the general baccalaureate (undergraduate) institutions than it is at the comprehensive (masters level) institutions, which in turn is higher than it is at the doctoral level institutions. Furthermore, at each type of institution, the proportion of faculty that is female progressively declines as one moves from the assistant professor to associate professor to full professor level.

The latter result is partially attributable to the changing demographic distribution of new doctorates. As Table 2 indicates, the proportion of new Ph.D.'s that is female has steadily increased over the last 20 years. However, data collected by CSWEP for doctoral level economics departments over a recent five year period suggests that this is not the only explanation.

In particular, the CSWEP data suggest that the proportion of assistant professors promoted to associate professor is lower for females than it is for males at Ph.D.-granting departments. Similarly, the proportion of associate professors promoted to full professors is lower for females than it is for males at these institutions. Since, the proportion of newly hired assistant professors that is female at these institutions is slightly lower than the

