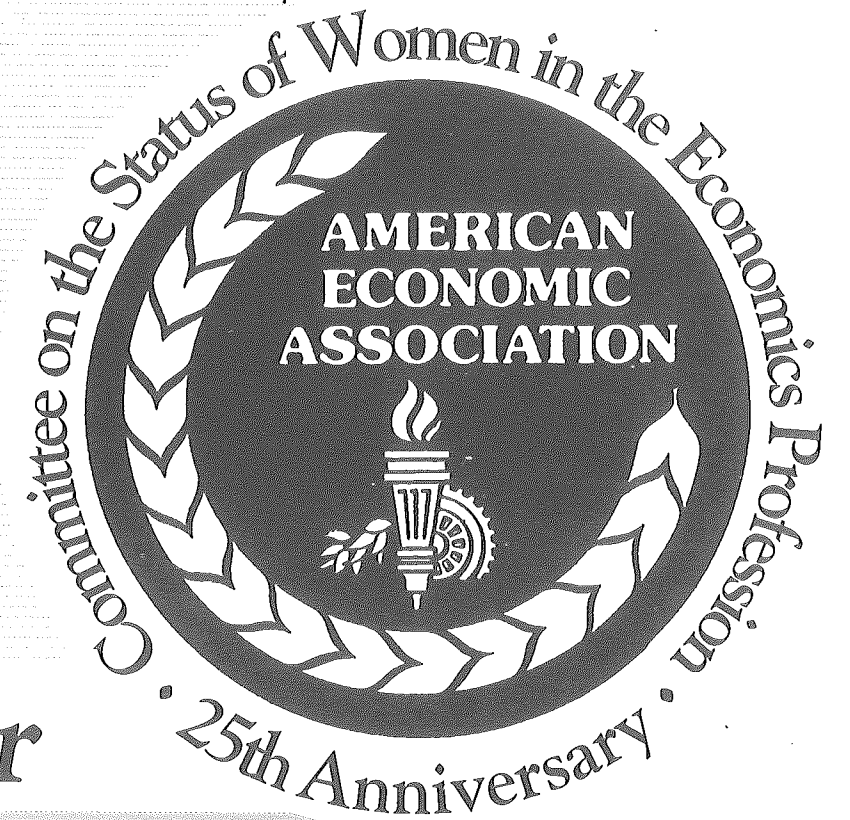


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Newsletter

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In this issue:

- Maternity Leave
- The Roles of Traditional Mentoring and Team Mentoring
- Notable Women: Maria Edgworth and Classical Political Economy
- CSWEP Annual Report
- 1998 AEA-CSWEP Summaries

CSWEP Newsletter

Winter, 1998

Maternity Leave ¹

Saranna Thornton, Ph.D. - Hampden-Sydney College

MATERNITY LEAVE MAKES balancing work and family responsibilities a little easier, but many women and their employers are misinformed about the laws governing maternity leave. Consequently, women forego benefits to which they are entitled. This article explains two key federal statutes ² governing maternity leave benefits and provides suggestions for negotiating leave with your employer.³

Pregnancy Discrimination Act (1978)

The Pregnancy Discrimination Act (PDA) amends Title VII of the Civil Rights Act of 1964. Enforced by the Equal Employment Opportunity Commission (EEOC), and upheld by the Supreme Court ⁴ in 1987, the PDA prohibits discrimination against women on the basis of pregnancy, childbirth, or related medical complications. The law applies to employers with 15 or more employees and addresses hiring, firing, and maternity leave.

The PDA defines maternity leave as a *medical disability* leave (granted to women only) covering the period during which a woman is physically unable to work as a result of childbirth or related medical complications (e.g. incompetent cervix, pregnancy-induced hypertension, etc.). Under the law, pregnancy alone, isn't considered disabling. The PDA mandates that covered employers must provide paid maternity leave – *if and to the extent* that they provide paid disability leave to similar employees for other non-work related medical conditions requiring a short-term (less than 6 months) absence. Employers who don't provide paid disability leave need not provide paid maternity leave. However, employers who provide *fully paid* medical disability leave for workers who are injured in an automobile accident, break a leg skiing, etc., must provide *fully paid* maternity leave. The medically recommended period of recovery for a normal vaginal delivery is 6 weeks while for a cesarean delivery it is 8 weeks.

Paid maternity leave must be granted by employers with either *formal* or *informal* paid disability leave policies. Some employers don't have formal short-term disability policies, but they have previously paid employees who were

temporarily disabled. The existence of an informal paid leave policy obligates the employer to provide paid maternity leave. Note, however, that employers can grant different benefits to different categories of employees. The existence of paid disability leave for clerical staff doesn't guarantee paid maternity leave for professional staff.

According to the EEOC, an employer may not require a pregnant woman to obtain her doctor's permission to continue working. If you choose to work throughout your pregnancy and can still perform your job, your employer can't stop you or assign you other duties against your preferences. On the other hand, when a woman begins maternity leave, her employer must hold her job open for her for as long as it holds open the jobs of other employees (in the same job category) on disability leave. If a woman wants to resume working before her maternity leave expires, and she can perform her duties, her employer must allow it.

Employers may grant maternity leave without providing paternity leave. Because maternity leave is a medical disability leave, and men don't suffer from pregnancy-related medical disabilities, employers may grant maternity leave only.

The EEOC has ruled that employers cannot fire or refuse to hire a woman because she is pregnant as long as she is able to perform the major functions of her job *during the pregnancy*. An employer also cannot fire or refuse to hire a pregnant woman because of its prejudices against pregnant women, or the prejudices of co-workers, clients, customers, or students. If a pregnant woman becomes unable to perform her primary job duties (e.g., during childbirth, etc.), her employer may fire her only if it also fires other employees who become medically disabled and temporarily unable to perform their primary job functions.

With an increased emphasis on "family values" some employers have illegally sought to restrict maternity benefits to married workers. It is also illegal to require women to use accumulated sick leave before taking paid maternity leave – unless the same demand is made of other temporarily disabled workers. Similarly, a university

can't require women faculty to substitute sabbatical leave for maternity leave – unless faculty members with other medical disabilities are required to use their sabbatical leaves to recover from those conditions.

Family and Medical Leave Act (1993)

Enforced by the U.S. Department of Labor, the Family and Medical Leave Act (FMLA) affects employers with 50 or more employees who work at least 20 weeks per calendar year. All federal, state and local government agencies, secondary and elementary schools are also covered by the FMLA. To qualify for leave an employee must have been employed for at least 12 months (which need not be consecutive) and must have worked 1250 hours in the year prior to the leave.

Among its various provisions, the FMLA mandates up to 12 weeks of job-protected, *unpaid* leave during any 12 month period for the birth or adoption of a child, for medical complications experienced by the mother, or to care for a newborn with a serious health condition. When the need for leave is foreseeable, as it is for childbirth, you must provide at least 30 days notice. When the need for leave is unforeseeable, as for medical complications, notice must be given as soon as practical.

The FMLA provides equal leave to *both* new mothers and fathers and also permits new parents to take the 12 weeks of leave on an intermittent basis. For example, a new parent employed in government or industry might take 8 weeks of unpaid leave following childbirth and then return to work part time until the remaining 4 weeks of leave expire. New, faculty parents might, for example, use the FMLA to negotiate course reductions – without pay. Intermittent leave, however, requires the employer's approval.

When medical complications are the reason for leave, the employer may require certification of the health condition from a medical professional. When an employee returns from Family and Medical Leave, he/she must be restored to the same job or a job with equivalent pay, benefits and responsibilities. Benefits received prior to the

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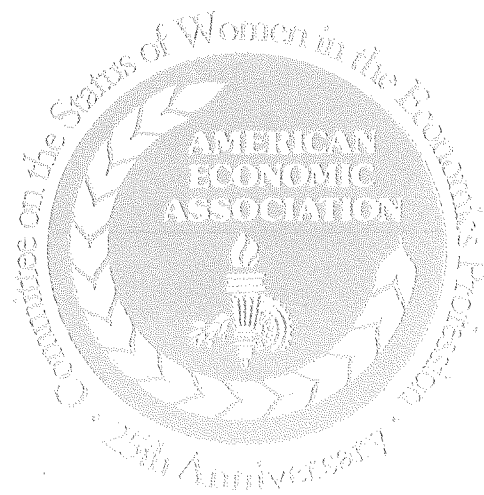
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CSWEP Newsletter

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commencement of leave (e.g., health insurance) must be continued by the employer throughout the leave. But, you are not entitled to accrue additional benefits while on leave. Employees applying for Family Leave may be required to first use accrued vacation, sick, and/or personal leave. This provision is more likely to affect women economists employed by government agencies or private sector firms rather than college or university faculty who often don't accrue vacation or sick leave.

The FMLA grants leave in more circumstances than the Pregnancy Discrimination Act. The FMLA typically grants longer leaves and makes leave available to new fathers. A downside is that leave taken under the FMLA is unpaid. Thus, family leave is less likely to be fully used by younger employees who typically have smaller savings and who often rely on the income of the covered family member.

Negotiating for Maternity Leave

If you are like many women, you may not concern yourself with your employer's maternity leave policies until you begin trying to conceive, or until you become pregnant. College or university maternity leave policies are usually explained in the faculty or staff handbooks. Governments and private firms also typically put their policies in writing. To learn how much leave your employer offers, check the appropriate handbook or contact your Human Resource Office.

If you are a job applicant and you can't obtain a comprehensive list of benefits prior to your on-site interview, ask for one when salary and benefits are discussed. Later, examine it to determine if the policy meets your anticipated needs.

It is best to ask for a *comprehensive* list of benefits — without mentioning maternity leave. Although employers cannot legally discriminate against you in hiring because you plan to have a baby, or because you are pregnant, some do. (Then, your primary means to enforce the law is to file a complaint with the EEOC and a civil law suit against the employer.) Because pregnancy discrimination cases are often hard to prove and expensive to fight, if you are a job applicant, it may be best to avoid talking about babies until after you have a *written* job offer.⁵

If the employer's maternity benefits don't meet your needs (or don't comply with the law), the best time to negotiate is often *after* you have accepted. This is usually the point in the job-search process that an employer is most willing to make accommodations. Unless you have highly demanded, specialized job skills, your negotiating position will decline somewhat after you sign an employment contract.

When negotiating, one of the most important preparations you can make is to know the law.⁶ Anticipate points of contention and be prepared to parry arguments made against your requests for leave.⁷ For example:

Employer: Why should we pay people who aren't working and who engaged in optional behavior (i.e., having babies)?

Response: Employers who provide maternity leave benefits often improve their bottom line. In 1990 a majority of employers with formal parental leave benefits reported to the U.S. Chamber of Commerce that the benefits aided in recruiting and retention.⁸ Higher retention can offset the costs of leave. Employers and co-workers already subsidize optional employee behavior. Male

and female co-workers engage in a *variety of optional* risky behaviors (e.g., smoking, poor diets, participation in risky sports, etc.) likely to cause costly absenteeism. A cigarette smoking colleague who is paid when absent due to smoking-related illness (e.g. emphysema, heart disease, etc.) is also engaged in subsidized, optional behavior.

Employer: Adopting a maternity leave policy will cause women employees to have more babies.

Response: Even paid leave doesn't substantially offset the enormous financial (and non-financial) costs of raising children. Susan Averett and Leslie Whittington found the presence of maternity leave benefits tended to increase first-births by just *one* per 1000 women aged 15-44.⁹

Employer: Adopting a maternity leave policy creates a disincentive to hire women.

Response: Employers already offer a variety of benefits (e.g., paying for moving expenses, finding a job for a spouse, paid course reductions, etc.) to desirable job candidates. Maternity leave is just another benefit to include in the mix. Moreover, refusing to hire women because they might get pregnant violates the law. Although lawsuits are hard for plaintiffs to win, employers may incur substantial legal costs, bad publicity and can be held liable for damages that far exceed the costs of maternity leave.

Employer: Why don't women faculty time their pregnancies to give birth early in the summer?

Response: Human physiology makes it impossible to exactly time a pregnancy.

Employer: Maternity leave is inconsistent with AAUP guidelines.

Response: In 1974, the AAUP adopted recommendations supporting maternity leave.

The Roles of Traditional Mentoring and Team Mentoring

Robin L. Bartlett and Andrea L. Ziegert - Department of Economics, Denison University

IN 1972 THE AMERICAN ECONOMIC ASSOCIATION (AEA) created the Committee on the Status of Women in the Economics Profession (CSWEP) to increase the number of women in the economics profession. The earliest available data on the number of women at the top 40 Ph.D.-granting departments in the US showed, that in 1978, there were only 38 female assistant professors (13.1%), 9 female associate professors (4.2%), and 9 female full professors (1.8%) (AEA CSWEP Newsletter, Winter 1983).

Despite CSWEP's continuous efforts to promote women as presenters and discussants on the AEA's program at its annual meetings, to suggest women for vacancies on editorial boards of major journals, to broaden the applicant pool by keeping a roster of female economists and their specialties, and to educate female economists through its newsletter with a series of "how to" articles, the gains have been small.

Last year CSWEP sent a questionnaire to its representatives at 120 Ph.D.-granting universities in the US. Data obtained from 98 reporting departments suggest that there are now 122.75 female assistant professors (23.8%), 75 female associate professors (15.3%), and 116 female full professors (8.4%). The percentage of all economics professors who are female is now 14.7 percent. At the top 20 schools (19 of 20 schools reporting), there are 29 assistant professors (18.2%), 9 associate professors (16.0%), and 20 full professors (5.4%) who are female. The percentage of all economics professors who are female at the top 20 schools is 11.1 percent.

While these numbers compare favorably with those of 1978, they still show a disproportionate decrease in the percentage of economics professors who are female as they move up in rank. These numbers are also disappointing when compared to those for all fields. According to the 1995 *Digest of Educational Studies*, 39.7 percent of assistant

professors, 27.7 percent of associate professors, and 14.7 percent of full professors were women — or 31.8 percent of all professors are female. Progress has been made, but not to the extent hoped for when CSWEP was founded 25 years ago.

While the efforts of CSWEP and the profession itself are commendable, they are not enough. A new concerted effort needs to be made by CSWEP and other concerned parties. Past, present, and future board members of CSWEP need to more effectively share their knowledge about how to succeed in the profession with up-and-coming female economists. While female economists currently make up 14.7 percent of academic economists, they are only 10 percent of the scholars on the latest list of NSF awards (NSF Awards List — <http://www.fastlane.nsg.gov>). In recent issues of the *American Economic Review*, (September, December, March, June 1995-1996) 10.3 percent of the major articles were authored by women. In terms of being an integral part of the profession, women are rare contributors to special area handbooks, are absent from many editorial boards, and have yet to receive a Nobel prize.

A traditional way to help both men and women advance in their careers, both in business and in the academy, has been the mentoring or sponsorship of young professionals by more mature members of their profession.

Though definitions of mentoring vary from study to study, a common definition is that of a person who takes a personal interest in a protégé's career, who acts as a guide or sponsor (Roche, 1979). In the business world, a mentor may serve any number of career and psychosocial functions. Career functions are primarily directed toward career advancement and can include providing sponsorship, exposure, visibility, coaching, protection, and challenging assignments. Psychosocial functions are primarily directed toward developing a sense of competence, iden-

tity and effectiveness in a professional role, and include serving as role models, providing friendship, counseling, acceptance and affirmation (Fagenson, 1989).

A mentor in the academy serves these functions, and in addition, helps mentees gain specific knowledge of both formal and informal organizational structures and decision making processes which are unique to economics. S/he can also provide access to both formal and informal networks within the profession.

As Hall and Sandler note (1983, p.2), "Academics, like other professionals, operate primarily through 'colleague systems.' Standards for professional behavior and criteria for evaluating teaching, research, and publications are largely determined by 'unwritten rules' handed down from one generation of scholars to the next, and communicated informally from one colleague to another."

Mentors in the academy act as gatekeepers and teachers for younger scholars. It is not enough to be bright and talented; junior faculty need to be socialized into these informal networks by senior colleagues.

While empirical evidence of the impact of such mentoring is scarce, most researchers have found mentoring to be an important factor in an individual's professional development and career advancement. Mentored individuals in business were found to receive higher salaries, bonuses, and total compensation and report having more job satisfaction, career mobility/opportunity, recognition and a higher promotion rate than non-mentored individuals (Burke, 1984; Fagenson, 1989; Kram 1983; and Roche, 1979). Mentorship is the most important contribution to the psychosocial development of young adult men (Levinson *et. al.*, 1978) and is an important device for influencing male commitment and self image (White,

Endnotes

¹ This paper benefited from comments provided by Sarah Hardy, Lowell Frye and Jana DeJong. Errors are the sole responsibility of the author.

² Federal statutes specify your minimum rights. Some states have adopted legislation providing more generous benefits.

³ The information in this article should not be used as a substitute for obtaining legal counsel.

⁴ *California Federal Savings and Loan vs. Guerra*.

⁵ Prospective employers can't legally ask about your plans to have children — although some will. Responding to these questions may be difficult. Mentioning that the question is illegal probably won't endear you to the interviewer and may negatively affect your chances of getting a job offer. Alternatively, you could change the subject or state that you haven't considered the issue.

⁶ Useful resources include: (1) *Pregnancy and Employment: The Complete Handbook on Discrimination, Maternity Leave, and Health and Safety*, The Bureau of National Affairs, 1987. (2) *Everything a Working Mother Needs to Know About Pregnancy Rights, Maternity Leave, and Making Her Career Work for Her*, Anne C. Weisberg and Carol A. Buckler, Main Street Books, 1994. (3) "EEOC Sex Discrimination Guidelines," 29 *Code of Federal Regulations* 1604.10 and Appendix.

⁷ Some arguments against granting leave may sound silly. Over the years, however, I have heard each one.

⁸ American Bar Association, *ALawyers and Balanced Lives: A Guide To Drafting and Implementing Workplace Policies for Lawyers*, p.6, Chicago: American Bar Association, 1990.

⁹ "Does Maternity Leave Induce Births?" Susan L. Averett (Department of Economics and Business, Lafayette College, Easton, PA, 18042) and Leslie A. Whittington (Georgetown University) Presented at the 1997 ASSA meetings, New Orleans, LA.

1970). Mentorship is particularly important for women who may face gender-related obstacles to advancement. Mentors can play an important role in protecting women from discrimination and ensure they move forward in their careers (Collins, 1983; George and Kummerow, 1981; Halcomb, 1980; Vertz, 1985). Indeed, research suggests that mentorship was a critical factor to the success of top level female managers (Henning and Jardim, 1977; and Roche, 1979).

While mentoring is considered as important for success in the academic world as it is in the business world, less empirical research has been done on the impact of faculty-faculty mentoring in the academy. A study of 430 faculty members found a higher level of career development and satisfaction for faculty with mentors than those without. With mentors they published more, received a larger number of competitive grants, and served as leaders of state, national and international organizations more often than did those without mentors (Queralt, 1982). In a study of 64 female and 69 male mentored faculty, women published less than men and were not included in networks that led to publications as frequently as were men. However, women who collaborated with others were as successful as men as measured by number of publications and number of grants received (Cameron, 1979).

All this suggests that mentoring is very important. Finding a mentor, however, is more difficult for female economists than it is for male economists for a variety of complex and related reasons. Junior male economists have more senior male colleagues to choose from a whole array of fields as potential mentors. At major research-oriented institutions there are few women in senior positions, and none in most fields to serve as role models or as dissertation advisers. As more university and national committees seek female representation, the pool of senior women available for mentoring is further limited because of these other demands. At times, successful senior women are lured away by higher paying positions in ad-

ministration, business, or government.

While men can and do serve as excellent mentors to women, relatively few of them do. Developing a male/female mentoring relationship can be problematic. A female mentee may hesitate to approach a potential male mentor on gender-related concerns. Requests by a female mentee may be misconstrued, not only by others, but also by the potential mentor. Even if a working mentor/mentee relationship is established, language differences may result in less than effective communication (Tannen, 1991).

Given the scarcity of appropriate potential mentors at research-oriented universities, particularly at the top economics departments, and the complex dynamics of one-on-one mentoring relationship, senior male and female economists must find new more effective ways to provide career information and guidance to junior female economists. There is, however, a promising alternative approach. Educational institutions and corporations successfully employ teams to improve classroom performance and productivity, respectively. Teams are a form of cooperative learning where each member of the team is equally responsible for the team's success and each member of the team shares equally in the rewards. In higher education, cooperative learning groups have been shown to be successful in a variety of ways (Bartlett 1995, 1996a, b and c; Belenky *et al.* 1986; Johnson, Johnson, and Smith 1991). Such groups have a common goal and share their resources and expertise to achieve that goal. The performance of individual group members is affected by the performance of the group as a whole. There is a growing literature on the effectiveness of high performance teams in academia, business and government (Senge, 1994).

The concept of cooperative mentoring is straightforward. Ideally, a small group of women faculty, say economists, with common research and teaching interests would be brought together under the guidance of a senior

economist in their field. Each member of the team is responsible for the mutual support and advancement of all its members. The senior economist brings her expertise and acts as a resource for the team. Each team member brings her expertise and willingness to work on everyone's projects, thus providing support for other members of the team. This commitment to shared goals provides junior female economists with the additional guidance, support, and confidence they need to be successful. In effect, the team serves all the career and psychosocial functions provided by a traditional mentor except those that can only be served by someone in a position of power. The role of the senior economist in a team differs from that of a traditional mentor, a "sage on the stage," who is primarily responsible for passing on the collective wisdom and know-how of the profession to the mentee by molding, protecting and promoting the protégé. By way of contrast, the team leader is a "guide on the side," who facilitates and directs team members' discovery of the secrets of professional success.

Developing teams, as distinct from relying solely on one-on-one mentoring relationships between junior and senior female economists, to improve the chances of junior female economists writing fundable grant proposals to NSF and publishing articles in major journals is attractive for several reasons. First, the education literature suggests that students at all levels of learning, learn best from their peers. The literature on how female students and people of color best learn confirms this observation (American Association of University Women, 1991; Arnold, 1992; Belenky *et al.*, 1986; Cohen, 1994; Cooper *et al.*, 1994; Davis, 1993; Light, 1990; Magolda, 1992; Maher and Tetreault, 1994; Tobias, 1990; Triesman, 1992). Second, teams share the responsibility of mentoring, and members have the opportunity to get to know each other. One of the reasons previous attempts by CSWEP to engage senior women in mentoring relationships were not more successful was that being responsible for a number of young scholars and really

getting to know them consumes a great deal of time and energy. The commitment was too open-ended. Teams, on the other hand, allow for mutual responsibility and facilitate the development of friendships, thus minimizing the problems caused by the dearth of female mentors, and alleviation the sense of isolation many junior faculty members feel.

The data suggests that there is one, maybe two women, in each of the Ph.D.-granting institutions. Team mentoring is

an efficient way to use the knowledge and resources of the relatively few senior members of the profession to promote the careers of their young colleagues. The team provides feedback and support and the mentor provides guidance and wisdom. The mentees take on more responsibility for peers and the mentor devotes less time to any one mentor. Once teams have met as a group, they can stay connected electronically.

While there is no evidence that

team mentoring will be superior to traditional mentoring, it can only help. Given the paucity of women economists and their isolation, any mentoring they receive from different sources can only add to their human and social capital. Team mentoring will not displace traditional mentoring, but it can certainly complement it and boost the probability that junior female economists will write successful grant proposals, publish significant research, and earn tenure.

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1997 CSWEP Annual Report

Robin L. Bartlett, Chair

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 1997.

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. 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. CSWEP sent out a questionnaire in September of 1996 and was able to obtain information from 98 of its 120 contacts in comparison to the UAQ which received responses from 62 Ph.D.-granting economics departments in 1995. [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 98 Ph.D.-granting departments. Column 1 provides information on all 98 departments, while Column 2 and 3 provide information from the top 10 and 20 schools.

Table 1 indicates that the share of women with academic appointments in 1996 at the Ph.D.-granting institutions decreases with rank. The growing group of non-tenured faculty in economics departments consists disproportionately women. Compared to the 24 percent of women receiving Ph.D.'s, of those faculty in non-tenure track positions, 50.2 percent are women. Untenured tenure-track assistant professors are 23.8 percent female. Untenured associate professors are 9.1 percent women. Tenured associate professors are 15.4 percent women and tenured full professors are 8.4 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 tenured associate professor ranks of which 16.1 percent are women. The top 10 departments have higher percentages of untenured assistant and tenured associate professors who are women. The percentage of tenured full professors is 5.3 percent.

Information from the CSWEP questionnaire 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 1996 questionnaire. For the academic year 1996-97 about 30.5 percent of the first year class are female. Slightly over 28 percent of those who are ABD are female. Yet only 24.1 percent of those receiving a Ph.D. in economics are female at the 98 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 30 percent of the entering class are women, 26 percent of the ABD's are women, and 22.7 percent of the Ph.D.'s are women. The percentage for the top 10 graduate programs is slightly less favorable for women. While the percentage of new Ph.D.'s who are women has improved since the inception 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.

Information from the CSWEP questionnaire on the job market facing women. Table 3 shows how women fared in the job market in 1996 relative to men. With approximately 24 percent of the Ph.D.'s going to women, only 20 percent of the of the academic jobs at Ph.D.-granting departments went to women and 26 percent of the jobs at non-Ph.D.-granting departments went to women. At the top 20 schools, women received 22.7 percent of the degrees and 19.2 percent of the jobs at Ph.D.-granting departments. These women received a disproportionate share of the jobs at non-Ph.D.-granting departments, 42.3 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. Moreover, a disproportionate share of women did not find jobs in 1996.

THE COMMITTEE'S ACTIVITIES

CSWEP On-going 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 1998 ASSA meetings, three on gender-related topics and three on women, risk, and the financial markets. In addition, we organized a roundtable discussion on Social Security Reform: How will Women Fare? to highlight the important effect that recent changes will have on the economic position of women. CSWEP also holds a business meeting at the annual meetings to report to 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.

New CSWEP Initiatives. This year's meetings are particularly important for CSWEP. We celebrate the 25th anniversary of its founding. To honor the occasion several new initiatives came on line. First, a newly formatted newsletter was designed and produced, and debuted with a special anniversary edition Fall 1997. The newsletter contained articles on the progress of women in academe and business. A new mission statement was passed by the Committee during its September meeting and was published, reiterating its commitment to the original goals of CSWEP. The newsletter also contained an article about the past, present, and future goals of CSWEP. CSWEP's website has been redesigned from the pilot effort of last year. Visitors to the new site will find navigating the options more user-friendly and the contents more informative.

At this year's meetings is the first NSF/AEA-CSWEP workshop to team mentor junior women economists. CCOFFE: Creating Career Opportunities For Female Economists is a two-day workshop that brings together eight senior women economists and 40 junior women economists from the top universities in the country to cooperatively work on each others projects as teams. In addition, there are sessions on publishing, grant-writing, networking, and balancing life choices. Similar workshops will be conducted at the regional meetings this year. By the end of the year NSF/AEA-CSWEP will have increased the chances of 200 women getting tenure within the next six years.

CSWEP's Regional Activities. To assist women in the profession who cannot make it to national meetings, CSWEP organizes sessions at the Eastern, Southern, Midwest, and Western Economic Association meetings. As at the national meetings, sessions are on gender-related research and non-gender-related field to showcase younger women economists. CSWEP is increasing its efforts to broaden the base of its organization by encouraging a closer liaison between the regional governing boards and the formation of regional CSWEP committees to attend to the work of the region associations. In addition, CSWEP will conduct regional adaptations of the CCOFFE workshops at these meetings this year.

CSWEP's Network. CSWEP has maintained its recently organized network of representatives at 120 Ph.D.-granting schools in the country. 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. This year we assisted the Committee on the Status of Minorities in the Economics Profession by expanding CSWEP's survey to include questions about race and ethnicity.

A FEW WORDS OF THANKS

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 listings for potential employer. In addition this year they have helped us redesign the website to bring their operation on line for us.

Two members left the Committee at the end of 1997: Maureen Cropper (The World Bank) and Kenneth Small (University of California - Irvine). Both of these members of the Committee did more than their fair share of the work over the past three years. They organized sessions at the national meetings, hosted the Committee in Washington, and co-edited the newsletter with me. Both members always did more than they needed to do and were always happy to do so.

Finally, CSWEP thanks Sally Scheiderer for keeping the Committee and all of its paper and cyber work on track. Denison University, and in particular the Department of Economics, the Department of Women's Studies, and the Laura C. Harris Chair, has contributed to the work of CSWEP with space, paper, telephones, and postage. Finally, CSWEP thanks Mary Winer and her staff at the AEA offices for their help and assistance. Marlene Height also has been a tremendous help with the logistics of setting up the CCOFFE workshop. All of these people have been wonderful to work with and the Committee could not have done its work without their commitment too.

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.

TABLE 1

Share of Women By Rank, Ph.D.-Granting Departments, Fall 1996

Rank	All Ph.D.-Granting	Top 10	Top 20
Non-Tenure Track	50.2	45.5	50.0
Assistant Professor (Untenured)	23.8	21.1	18.2
Associate Professor			
Untenured	9.1	0.0	0.0
Tenured	15.4	20.0	16.1
Full Professor (Tenured)	8.4	5.3	5.5

Source: Data collected by CSWEP, 98 of 120 Ph.D.-granting schools reporting in column 2, 9 out of 10 reporting in column 3 and 19 out of 20 reporting in column 4.

TABLE 2

Share of Women Among Ph.D. Students At Different Points of Academic Progress, 1996-1997 School Year

Academic Progress	All Ph.D.-Granting	Top 10	Top 20
First year	30.5	26.5	30.2
ABD	28.3	23.9	26.4
Ph.D.	24.1	18.6	22.7

Source: Data collected by CSWEP, 98 of 120 Ph.D.-granting schools reporting in column 2, 9 out of 10 reporting in column 3 and 19 out of 20 reporting in column 4.

TABLE 3

Share of Women Placed in Job By Type of Job, Among Students on the Job Market, Winter and Spring 1996

Rank	All Ph.D.-Granting	Top 10	Top 20
US Ph.D.-Granting	20.2	19.6	19.2
US Other Academic	26.4	30.8	42.3
US Public Sector	20.5	21.1	32.5
US Private Sector	28.0	25.0	25.9
Non-US Academic	21.1	12.0	9.8
Non-US Non Academic	16.7	20.0	20.0
No Job Found	28.0	28.9	31.2

Source: Data collected by CSWEP, 98 of 120 Ph.D.-granting schools reporting in column 2, 9 out of 10 reporting in column 3 and 19 out of 20 reporting in column 4.

Maria Edgeworth and Classical Political Economy

William Kern - Western Michigan University

AMONGST ECONOMISTS THE name Edgeworth is a familiar one owing to the significant contributions of the British neoclassical economist Francis Ysidro Edgeworth. But what is less well known is that F. Y. Edgeworth was not the first in the Edgeworth family to have a considerable interest in economics. His aunt, the Victorian author, Maria Edgeworth (1767-1849), could claim the title of the first political economist in the Edgeworth family.

Maria was born in England, though she lived most of her life in Ireland. The family had owned property in Ireland for nearly two centuries when on Maria's fifteenth birthday her father, Richard Edgeworth, moved his family to the family mansion at Edgeworthstown. Edgeworthstown was her home until her death in 1847.

The family estate was a large one involving a myriad of activities including the assignment of leases, the collection of rents, and the improvement of the land. In addition, as the most significant property owner in the hamlet, her father also had a degree of political influence and obligations. As one of the eldest of the twenty-two children which Richard Edgeworth fathered, considerable responsibility fell to Maria both in conducting the affairs of the estate and in educating her siblings. She was, in the words of one of her biographers, "his right hand." As a result, she acquired a familiarity with economic and political matters rare for a woman of her age.

Education had long been a particular interest of Richard Edgeworth's and the large number of children he fathered turned the estate into a laboratory of educational experimentation. In his attempt to mold his children into useful members of civilized society he enlisted Maria by encouraging her to write children's stories. These "moral fictions" were stories designed to inculcate the

proper virtues. Values such as prudence, honesty, loyalty, and adherence to proper manners were emphasized in *Practical Education* (1798), *The Parents' Assistant* (1800), *Early Lessons* (1801) and *Moral Tales for Young People* (1801). The stories were instantly popular, exerting considerable influence on educational practice in the first half of the nineteenth century and earning Maria a significant literary reputation.

In 1800 Maria began a new literary enterprise as a novelist. Her first, and best known novel, *Castle Rackrent*, quickly established her reputation as a writer of adult fiction. Between 1800 and 1817 she published fifteen books and their success brought her widespread recognition and entry into the fashionable circles of London and Paris.

Her entry into fashionable society afforded Maria the opportunity to make the acquaintance of the leading figures of the literary, political and scientific world. Though Maria was a writer, she seemed naturally drawn to non-literary figures. The persons for whom she expressed the greatest admiration were persons of accomplishment in politics, engineering, and economic and scientific knowledge. Her friends included industrialists, scientists, politicians, artists, and political economists.

As a result of a visit to England in 1821, Maria made the acquaintance of David Ricardo, who she described as "exceedingly agreeable." Their mutual admiration and friendship continued until his death in September of 1823. In addition, Maria was also to make the acquaintance of other of the leading figures of classical economics including Thomas Malthus, James Mill, Jean Marcet, Francis Horner, Henry Brougham, and J.C. Sismondi. Maria made several visits to Ricardo's estate, Gatcombe Park, which afforded her the opportunity to interact socially with the

Ricardo family as well as discuss political economy. We know from her letters that they had their differences of opinion regarding several matters, though she much enjoyed their debates. Of Ricardo she said she "had never argued or discussed a question with any person who argues more fairly or less for victory than for truth."

One of the "truths" they debated was Ricardo's theory of rent. In Ricardo's system, rents were the result of diminishing returns resulting from the decreasing quality of the soils brought under cultivation due to the pressure of population growth. Population pressures also induced the more intensive cultivation of previously farmed lands again producing diminishing returns. Since wages were determined by the cost of subsistence, and agricultural prices by the cost of producing grains on the least fertile lands, nominal wages and rents would rise, and profits would fall due to diminishing returns. Ricardo therefore deduced that the interests of landlords and labor and capitalists were opposed. Rising rents were indicative of the declining economic fortunes of the rest of society.

But Maria was not convinced that rising rents were explained by diminishing returns or that the interests of landlords and the rest of society were opposed. She accepted the views of one of Ricardo's critics, the Reverend Richard Jones, who had demonstrated that rents came into being independently of and rose without resort to diminishing returns. Furthermore, he had argued that improvements in agriculture, rather than diminishing returns, explained most of the increase in rents.

Edgeworth's diagnosis of the problems besetting Irish agriculture pointed in the direction of mismanagement in the agricultural sector rather than di-

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Book Review:

Economics & Feminism: Disturbances in the Field

by Randy Albelda. New York: Twayne Publishers, 1997.

Daphne A. Kenyon - Department of Economics, Simmons College and
Ana Kravitz - Department of Economics, Wesleyan University.

This richly detailed and thought-provoking book is part of a series on the impact of feminism on various disciplines in the arts and sciences. Because as Albelda says, "[e]conomics holds the dubious distinction of being the most male-dominated discipline among the social sciences and the humanities in the United States today," she was convinced at the outset that this volume would be the slimmest in the series. To her surprise, and our benefit, Albelda's research quest was very productive.

The first part of the book focusses on the role of women in the economics profession from 1865 to 1990. Albelda turns to this topic because she reasons that a necessary precondition for a feminist voice in economics is a sufficient number of female economists. Although Albelda concludes that economics has always been male-dominated, she discovers that a number of women were active in the economics profession in its early years. At that time, economics was not yet defined as an apolitical science, and instead was seen as a promoter of social change. Because of women's interest in social reform, economics was seen as an appropriate, and appealing, topic for women to study.

By 1900, five women had received their Ph.D.s in economics, and over 10 percent of the economics doctorates awarded from 1920 to 1924 went to women. From about the 1930s on, however, there was a decline in the role women played in the economics profession. For example, the proportion of economics doctorates awarded to women fell after 1920-1924, and women did not regain that proportion until 1975-1979. How did this decline happen? Albelda offers these reasons:

severe discrimination by potential employers; the establishment of social science experts in graduate departments in universities, which were effectively barred to women; the adoption of an economics methodology incompatible with feminist analysis; and the move towards specialization, which tended to segregate women in particular fields and to move questions concerning women out of the economics profession.

The last chapter of Part I documents the relatively small proportion of women currently in the economics profession and the slow increase in the representation of women in economics relative to other disciplines over the last two decades. For example, in 1992, the percentage of doctorates awarded to women was lower in economics than in business and management, mathematics, chemistry, biological sciences, and health sciences. Only computer science and chemistry & astronomy had lower percentages of doctorates awarded to women than did economics. Albelda notes that in its 110 years of existence, the American Economic Association (AEA) has had only two female presidents, and the three journals of the AEA have never had a female editor. Despite this lack of women in the economics profession, "[t]here are no scholarships to promote female graduate students or distinguished awards for women in the profession nor have there been any formal statements from the AEA concerning the position of women in the profession or in the curriculum." Furthermore, a 1991 blue-ribbon report on economics graduate education included no discussion of the under representation of women.

Part II presents the results and

interpretations of Albelda's 1992 random survey of four hundred AEA members. Most of the questions pertain to the respondents' views on the impact of feminism on economics, but the survey also provides interesting information about the age, gender, sexual orientation, family size and composition, personal and family income, type of employment and teaching responsibilities of this sample of economists.

The survey reveals a near-consensus that feminism has had little impact on most aspects of economics, and that most economists have little desire to see more feminist economic analysis. At the same time that the survey respondents were generally resistant to feminist analysis in economics, they were generally supportive of the women's movement and goals, more so than the general population. This highlights the perceived incompatibility of feminism and economics, where women's rights and feminist perspectives are seen as valuable but not appropriate in this "objective" field.

Part III concerns economics methodology, which Albelda turns to in order to shed some light on why feminism has not had a greater impact on economics. Chapter 7 looks at neoclassical economics and feminism, and Chapter 8 explores Marxian economics and feminism. Albelda finds that both neoclassical economics and Marxian economics contain antifeminist explanations of women's unequal status. For example, neoclassical economics promotes "blame the victim" explanations of women's inferior status by arguing that "women receive lower wages than men and perform more unpaid labor than men largely out of

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Letters to the Editors

Dear Editor:

I have just received the last issue of the CSWEP newsletter with reflections on the last 25 years. I would like to share anecdotal evidence of how CSWEP has touched my life.

I knew of the existence of this organization as a student, when the newsletter arrived just as a consequence of becoming a member of the AEA. Its effects then were of information and persuasion. News of job openings and calls for papers were especially important. Encouragement and information about the ASSA meetings had the greatest impact. As a result I was better informed than my male colleagues on deadlines and procedures and less negative about the probabilities of being in the program. It was in the middle '80s when I started passing our newsletter to other graduate students regardless of gender, age, race or national origin. The result was that I was in the AEA program the first year out of graduate school and it was not through the CSWEP sessions but as a regular contributed paper. Since then I make it a regular activity the submission of my research to be considered for presentation at the AEA meetings. I have been in the program six out of eight years of my academic career.

The second instance when CSWEP came to the rescue was as support at the meetings' site. I started my academic ca-

reer in 1989 as an assistant professor in the department of economics at Iowa State University, and I was a single mother of a two-year-old boy. That December I had a paper accepted for presentation and no babysitting. For three months I agonized about a decision to present or not the paper. Where would I leave him for the two-hour session? The CSWEP newsletter came along with information about on-site babysitting at the meetings. The problem was solved, I presented my work, and he has been a regular of the child and infant program. My son has enjoyed the program picking it as the best among a number of other programs he has sampled! I encourage CSWEP to continue support for this program even when the numbers of users sometimes is not overwhelming. It is also important that the program is located at the convention site.

The third occasion in which I found direct CSWEP support was as a user of the hospitality room. There are not many places in a convention where you can look at your notes before a presentation while a child play at your feet and feel welcomed. This is exactly what the hospitality room has meant for me. I know that I can come around alone or with my child and there would be no annoyed looks or harsh words at the presence of a child in an adult environment. I have done this often, and I have counted it as a real resource if I am presenting work at the meetings.

My child now is ten years old, I have attained tenure, and I have been promoted. I am not a single mother anymore, and I have moved to the University of Nebraska as a result of a dual career household decision (my partner is also an economist). My circumstances are different, my needs are different, and as I think of a presentation in Chicago, I do not agonize anymore about babysitting. I still read the newsletter with the same interest as before still finding in its articles a source of information (about advances and prospects for women in the field) and support and encouragement (when other women economists share their career experiences).

I join the rest of the profession in congratulating CSWEP in its 25th anniversary and take this opportunity to thank all of you involved in its existence. CSWEP has made a difference in my professional advancement and in my life.

Thanks CSWEP!

Lilyan E. Fulginiti, Associate Professor
University of Nebraska

The Newsletter encourages letters to the editor that comment on material we have published. Please indicate on your letter that it is intended for publication. We reserve editorial judgment whether or not to publish a letter, and if necessary to shorten it to meet space needs.

Book Review

(continued from page 10)

women's and men's own rational choices and desires." Albelda concludes that feminism has had only a minimal impact on either methodology. Albelda concludes with a look at the future of feminist analysis in economics. She is cautiously upbeat, arguing that:

• Feminist economists are stretching the boundaries of economic analysis by recognizing and integrating gender differences into economic models, by spanning disciplines, and by employing a variety of analytical tools and paradigmatic approaches, and

• Feminist economists have the potential to push the economics profes-

sion to new theoretical and analytical insights as they work to make women's economic roles more visible.

Albelda herself has performed an important service for the economics profession. Any economist reading her book will be granted new insights into the nature of the economics profession and his or her role in that profession.

Summaries of CSWEP-Organized Sessions at the 1998 AEA Meetings

GENDER-RELATED TOPICS

"Women and Retirement Issues"

Olivia Mitchell

University of Pennsylvania

The four papers in this session explored labor market and demographic determinants of older women's wellbeing, focusing on behavioral patterns of women in their 50s and 60s. Two of the studies used to good advantage the interesting new Health and Retirement Study (HRS), a longitudinal survey of Americans age 51-61 in 1992 and their spouses. In her research, Marjorie Honig from Hunter College evaluated whether and how earnings, pensions, social security, and health insurance affect older married women's expectations of working after age 62. This paper, entitled "Married Women's Retirement Expectations: Do Pensions and Social Security Matter?", concluded that married women who work full time plan on remaining employed longer when their pay and health benefits are better. Conversely, factors inducing them to retire earlier include having a pension and higher levels of family income. Tastes also play a role, not surprisingly: wives whose husbands expect to keep working also plan to remain on the job longer, while women valuing joint leisure anticipate earlier retirement. The second HRS analysis, by Melinda Pitts and Michelle Trawick from Salisbury State University, asked how wives' work patterns are influenced by their husbands' poor health. In their paper, entitled "Married Women's Retirement Decision: Does Husband's Health Matter?", the authors evaluated which factors might induce working women to reduce their work hours over time. The richness of the health measures captured in the HRS permitted the authors to assess whether having a husband with a life-threatening health problem has a differential effect than would having a spouse with chronic and/or emotional health problems. In addition they explored responses to health practices including smoking, exercise, and drinking.

Understanding how government pensions influence women's retirement was the focus of Nabanita Gupta and Bent Christensen from the University of Aarhus, in their paper "The Effects of Pension Systems Reform on Female Retirement: Evidence from Denmark." Ostensibly to reduce unemployment, the Danish government permits workers as young as age 60 to take early retirement. This early retirement option is quite attractive to many, inasmuch as government pensions are normally available only at age 67. The authors estimated a hazard model using data on older married couples, and use the estimated parameters to simulate benefit rule changes. The evidence suggested that reducing benefit amounts saves the underfunded pension system more money than does raising the age of eligibility, and keeps women in the labor market longer. Government pensions also were the topic of the final paper in this session, an analysis by Sharmila Choudhury and Michael Leonesio from the Social Security Administration. These authors showed that American women's eventual social security benefits depend not only on the women's work histories, but also on their spouses' earnings patterns and how long they were married. Therefore dramatic changes in women's employment, pay, and marriage/divorce patterns in the last forty years will have long-lasting – and still not fully understood – effects on women's eventual social security retirement payments. Interim results were summarized in a paper entitled "Marital Status and Lifetime Earnings: Outlook for American Women". The authors suggested that younger women now have spent many more years in the paid labor market than did their precursors, but these additional work years do not necessarily translate into benefits that exceed what they could have received as spouses.

Excellent discussion of the papers was afforded by Pamela Loprest of the Urban Institute; Liliana Pezzin of the

Agency for Health Care Policy and Research at HHS; Rebecca Luzadis from Miami University, and Richard Johnson from Rutgers University.

"Developments in the Labor Market for Women"

Joyce P. Jacobsen

Wesleyan University

Donna Ginther (Washington University) and Chinhui Juhn (University of Houston) presented "Employment of Women and Demand-Side Forces," which examines the relationship between female employment growth and changes in labor demand. Using the 1964-95 March Current Population Surveys and the 1940-1990 Censuses, they find that female employment growth accelerated in the 1970s and 1980s and that growth was biased in favor of more skilled women. They are able to account for the pattern of biased growth using labor demand proxies, but are unable to account for the overall accelerating growth trend with their demand proxies.

Elizabeth Brainerd's (Williams College) paper, "Women in Transition: Changes in Gender Wage Differentials in Eastern Europe and the Former Soviet Union," uses household survey data from three former Soviet republics and six East European countries to consider whether women have maintained their relative positions in the wage distribution since the reforms of the early 1990s. She reported a substantial increase in female relative wages in the Eastern European countries, but a substantial decline in female relative wages in Russia and Ukraine. In all the studied countries, women have been negatively affected by the tremendous widening of the wage distribution, but in Eastern Europe the losses were offset by gains in returns to observed skills and an apparent decline in discrimination against women.

Dean Dudley (US Military Academy), Deborah Viola (New York Medical College), and Casey Wardynski

(RAND) gave the third paper, "The Incidence of Military Service on Married Household Earnings." They reported preliminary results from 1990 Census data and Department of Defense data contrasting earnings of spouses in civilian and military households. The data supported the expected finding of an earnings penalty related to being a spouse in a military household.

The final paper, by Karen Mumford and Peter N. Smith (both University of York), was titled "Men, Women and the Hiring Function." They use Australian quarterly data from 1980:4 through 1991:4 to characterize worker flows between the states of unemployment, employment, and not in the labor force. Using log-linear regression equations to relate the flow rates, they find evidence supporting the ranking of men over women in the hiring process. Among men, employed job seekers are ranked above those unemployed, and in turn, those not in the labor force. Among women, the unemployed and employed did not appear to be competing with each other, while those not in the labor force are ranked below the unemployed.

Discussants Theresa Devine (Congressional Budget Office), Katherine Terrell (University of Michigan), Leslie Stratton (Virginia Commonwealth University), and Amy Aukstikalis (Welch Consulting) provided thoughtful contributions.

"Gender and Risk Aversion"

Kathryn Shaw

Carnegie Mellon University

The general question raised by this session was, are women more risk averse than men? If so, this could imply, for example, that women will have lower levels of wealth in the long run if they allocate their wealth to assets that are too conservative. This is particularly important as Congress debates whether to create retirement accounts in Social Security that would give people the right to allocate their wealth across alternative assets. This session was remarkably cohesive in content and very well attended. Catherine Eckel (National

Science Foundation), Philip Grossman (University of Texas at Arlington), and Nancy Lutz (Virginia Polytechnic) presented "Playing It Safe: Men, Women, and Risk Aversion" (joint with V. Padmanabhan of Stanford University). Using data on men's and women's decisions to purchase extended warranties for computers, the authors find that women are more risk averse than men—they are more likely to purchase warranties, all else constant (including their perceptions of risk). The remaining three papers look at the allocation of pension wealth. In "Women, Risk Taking, and Pensions Decisions," Nancy Jianakopulos (Colorado State University) uses data from the 1989 Survey of Consumer Finances to examine women's allocation of wealth between defined contribution plans and other assets (in joint research with Vickie Bajtelsmit and Alexandra Bernasek also of Colorado State). They find that women allocate a smaller proportion of their wealth to DCP plans, and that the difference arises from a number of factors—older women, single women, and women with kids allocate less to these plans than do men. Using more recent data from the SCF (for 1992 and 1995), Annika Sunden (Federal Reserve Board of Governors) presented results on how women and men allocate their pension wealth, given that they have a defined contribution plan (from "Gender Differences in the Allocation of Assets in Retirement Savings Accounts," with Brian Surette). They find mixed results: single women are more likely than all others to allocate wealth to stocks and married men and women are least likely to do so. Thus, there is no clear gender effect in risk aversion. Leslie Papke (Michigan State University) also looks at how people allocate the wealth that is in their defined contribution plans, but uses data from the NLS mature women sample for 1992 in "How are Participants Investing Their Accounts in Participant-Directed Individual Account Pension Plans?." Assuming that those who invest in "mostly stocks" are taking greater risk, she finds no difference in gender for this sample of older women. Thus, overall, the effects are a bit mixed, though previous evidence has tended to find

some greater risk aversion among women. The discussants were Kip Viscusi (Harvard Law School), Andrea Kusko (Federal Reserve Board), John Turner (International Labour Organization) and Annamaria Lusardi (Dartmouth College). One issue that was noted is that using data on wealth allocation and warranty purchase, it is difficult to separate out the effects of the husband's risk preferences, thus authors need to turn to data for single-headed households, which are smaller in number.

NON-GENDER-RELATED TOPICS

"Economic Fluctuations: Savings, Investment, and Wages"

Susan Pozo

Western Michigan University

Annamaria Lusardi (Dartmouth College) estimates a precautionary saving model using an improved measure for income risk in "On the Importance of the Precautionary Saving Motive." Using data from the Health and Retirement Survey she finds that financial and total net worth are increased when individuals perceive an increase in the variance of earnings. Nancy Jianakopulos (Colorado State University) offered suggestions for extensions of the paper; separating out bequests and precautionary saving motives, getting at early retirement issues through Social Security and pension wealth, and controlling for risk aversion and health status.

Joanne Doyle (James Madison University) and Toni M. Whited (University of Maryland and University of Delaware) present evidence against representative-agent models in explaining industry-level investment in, "Fixed Costs of Adjustment, Coordination, and Industry Investment." They find that deviations of the actual and optimal capital stock are more persistent for low idiosyncratic (relative to aggregate uncertainty) industries. This finding lends support to the proposition that smooth industry-level investment results from lumpy, asynchronous firm-level investment. Jane Ihrig (University of Virginia) noted that the results are very

strong given the use of more aggregated and lower frequency data than called for in this situation. She suggested looking into the newer and better capital stock data, employ subperiod tests, and reconsider whether idiosyncratic shocks are i.i.d.

Rather than estimate the average correlation of wages and employment, Marcello Esteveao and Beth Anne Wilson (Board of Governors of the Federal Reserve System) depart from common practice and attempt to identify both the labor supply and labor demand curves to differentiate among macroeconomics models. In "Nominal Wage Rigidity and Real Wage Cyclicalities," nominal wage rigidity is tested by identifying movement along the labor supply and labor demand curves using appropriate instruments. They conclude that nominal wage rigidity is an important channel for transmission of aggregate demand shocks to the real side of the economy. Janice Eberly (University of Pennsylvania) suggested reconsidering whether innovations in the real federal funds rate is the appropriate instrument to use in identifying the labor demand equation; close the model by specifying price determination; rule out alternative interpretations of the results.

Erica L. Groshen (Federal Reserve Bank of New York and Mark Schweitzer (Federal Reserve Bank of Cleveland) presented "Inflation's Grease and Sand Effects in the Labor Market." Using a 40-year panel of wage changes they sort out inflation-induced deviations among employers' mean wage-changes (disruptive or sand effects) from inflation-induced, inner-occupational wage-changes (beneficial or grease effects). They find that the grease and sand effects tend to coexist, but cancel at low levels of inflation. At high levels of inflation, the sand effect dominates. Shulamit Khan (Boston University) was convinced that the authors have indeed identified the two effects with the grease being limited and the sand effect unlimited. She offered several technical suggestions.

"Banking and Financial Crises"

Hali J. Edison
Federal Reserve Board

Hali Edison (Federal Reserve Board) chaired the CSWEP session on "Banking and Financial Crises." Victoria Miller (University of Montreal) presented "The Double Drain with Cross-Border Twist: More on the Relationship Between Banking and Currency Crises." The paper discusses the possible links between currency and banking crises and looks at the transmission of financial crises. It gives a cross-border twist by providing examples of how a banking (currency) crisis in one country can give rise to a currency (banking) crisis in another. In an empirical paper — "Financial Crises in Asia and Latin America: Then and Now" — Graciela Kaminsky (Federal Reserve Board) and Carmen Reinhart (University of Maryland) examine the behavior of fifteen indicators to identify behavior of economies prior to a crisis. In general, they find that financial crises are more severe in Latin America than elsewhere, but that these differences, especially compared to the current Asian crisis, are narrowing.

Nancy P. Marion (Dartmouth College) and Robert P. Flood (International Monetary Fund) delivered a paper that provided a more general overview of the literature on currency crises. Their paper entitled "Some Perspective on the Present Currency Crisis Literature," provides a review of the new theoretical and empirical literature. It goes on to extend the existing models by deriving a model that incorporates the optimal commitment to a fixed exchange rate. Finally Liliana Rojas-Suarez (Inter-American Development Bank) gave the paper "Early Warning Indicators of Banking Problems: What Works for Latin America?" This paper shows that bank-based early warning systems developed for industrial countries are not effective for detecting banking problems in Latin America. The paper proposes and tests an alternative set of indicators, which is quite robust.

The discussants were Linda Goldberg

(Federal Reserve Bank), Angela Redish (University of British Columbia), Caroline Betts (University of Southern California), and Sara Calvo (World Bank).

"Human Capital Accumulation and Growth"

Daniel H. Newlon
National Science Foundation

Four papers were presented at this session. Anne Owen of Hamilton College and Murat F. Iyigun of the Federal Reserve explored the implications for growth of the existence of more than one type of human capital, showing how the choice between entrepreneurship and professional employment evolves as an economy develops and examining how individuals' decisions to accumulate different types of human capital affect the economy's long-run potential.

Ruth Judson of the Federal Reserve Board measured human capital in value rather than person-years and then used this new measure in cross-country panel regressions to show that human capital accumulation yields a positive and significant, but relatively small (about ten percent) elasticity with per-capita GDP and that the stock of human capital as a share of GDP increases with GDP.

Mary Lovely and Douglas Holtz-Eakin of Syracuse University found that an aging population could increase government spending on education despite shifts toward voters with a lower preference for educational spending because elderly voters also favor policies that increase growth rates and a higher steady-state level of output per person provides a larger tax base for government investment in education.

Jane Ihrig of the University of Virginia and Karine S. Moe of Macalester College showed that government policies of taxation and enforcement significantly affect the size of the informal sector across regions of the world as well as in individual Asian miracles and that the size of the informal sector significantly and negatively affects real GNP per worker.

Lant Pritchard of the World Bank, Patricia Pollard of the Federal Reserve Bank of St. Louis, Gerhard Glomm of Michigan State University and Shohreh Majim of Western Michigan University provided extensive and very helpful comments on the papers. There were also questions and comments on each paper from the audience in this productive session.

CSWEP Roundtable on "Social Security Reform: How Will Women Fare?"

Cordelia W. Reimers
Hunter College and the
Graduate School of CUNY

Teresa Devine of the Congressional Budget Office led off the CSWEP Roundtable on "Social Security Reform: How Will Women Fare?" with an overview of the financing problem facing Social Security and key features of the existing system and major reform proposals, some of which involve partial privatization. She pointed out that Social Security currently is the most important source of income for older women, but still leaves many of the oldest old who live alone on a one-person benefit — most of whom are women — in poverty. In addition, because the current tax-benefit structure favors one-earner couples, married women may not see a direct return on their payroll taxes. Because most women marry and earn less than their husbands, the future economic security of most older women will depend on what reform does to their Social Security benefits based on their spouse's earnings. Decisions about how much to allocate to the "social" defined-benefit income security program versus the "private" individual pension accounts, the size of spouse and survivor benefits in the social program, and the rules governing distribution of individual accounts (e.g., mandatory joint and survivor annuities, spouses' and ex-spouses' ownership and inheritance rights) will affect women significantly. Teresa was applauded at the end of her

brief but information-packed summary of the issues.

Because Edith Fierst, Washington attorney and member of the 1994-96 Advisory Council on Social Security, could not be present in person, excerpts from an article she had written for the May 5, 1997 issue of Tax Notes, "Privatization of Social Security — A Threat to Women," were read by Cordelia Reimers of Hunter College-CUNY, who chaired the roundtable. Ms. Fierst emphasized the importance to women of a legal right to widows' and spouses' benefits that do not reduce their husbands' own benefits. She predicted that under privatization many wives would lose their rights to retirement income, due to divorce or to unilateral decisions by their husbands, and many people would outlive their incomes because private annuities are too expensive and lack inflation protection. She advocated increasing the survivor benefit, with money being saved by reducing the spouse benefit and increasing the benefit computation period from 35 to 38 years.

Karen Holden of the University of Wisconsin-Madison described the income consequences of widowhood among women in the U.S. and the protection provided by the current Social Security program and employer-provided pension plans. She presented data on the correlates of election of survivor benefits by husbands and emphasized the importance of federal laws governing pension distributions in increasing the percentage of women receiving survivor pension benefits. She concluded by urging that any proposals for individual accounts include mandates for default annuitization, a default survivor pension offer, and spousal consent if the survivor pension is rejected.

Steven Sandell of the Social Security Administration reported the

results of research by Howard Iams and himself concerning the effects of certain proposed reforms on poverty among the older population. They examined the effect on poverty rates of reducing the spouse benefit to one third of the retiree's benefit, and increasing the survivor's benefit to 75 percent of the couple's total benefit.

Marjorie Honig of Hunter College-CUNY argued that a shift away from the redistributive and insurance aspects of the present Social Security system to individual accounts is not an issue particular to women, because women's labor force participation, earnings, private pensions, savings, and investment behavior will become more like men's over the next 30 years. She observed that due to rising divorce and falling remarriage rates, women know they must take care of their own financial futures, and that therefore their labor force participation and financial expertise will continue to increase. Individual accounts need not be more risky for women than for men, provided the default distribution is a joint and survivor annuity and any alternative requires spousal consent. As women gain experience with defined-contribution employer pension plans and as investors generally, their investments will become less conservative and therefore earn higher returns, as well.

Marilyn Moon of the Urban Institute, who is a public trustee of the Social Security and Medicare Trust Funds, emphasized that privatization and rates of return are not the only issues. In making changes to Social Security, it is essential to consider what is likely to happen to Medicare and Medicaid, since retirement income needs depend in part on medical expenses and all three programs must be financed. She observed that women have a greater stake in a more progressive, redistributive system because they are likely to continue to have lower benefits than men.

From the Chair ...

CSWEP Chair, Robin L. Bartlett - Denison University

The annual meetings in Chicago marked the 25th Anniversary of CSWEP. To commemorate its creation the original committee members were invited back for a special reception and reunion. Walter Adams, Carolyn Shaw Bell (the first chair), Francine Blau, Colletta Moser, Barbara Reagan, and Myra Strober were all present to reminisce about the early years. Phyllis Wallace and Kenneth Boulding who were also members of the original committee are deceased and were remembered. John Kenneth Galbraith was the first ex officio member of the committee by virtue of his Presidency of the AEA. He was unable to attend because of health reasons. Most of the previous CSWEP chairs were present as were over 40 of the previous committee members. Joan Haworth was recognized for her many years of service as Membership Secretary.

Two prizes were announced: The Carolyn Shaw Bell Prize and the Elaine Bennett Prize. The Carolyn Shaw Bell prize is intended to honor women and men who have successfully mentored young women economists and the Elaine Bennett prize is to recognize outstanding research by young women economists. The AEA executive committee gave CSWEP the go ahead to plan and institute both of these prizes. There was a huge

birthday cake, punch, and champagne punch for all.

In addition, Joni Hersch, Stacy Dickert-Conlin, and Shelia Murray organized the first Women on the Run/Walk event. The inaugural three mile run had eleven male and female runners and two walkers. The weather was wet and the wind was strong, but everyone returned safely and had a good time.

The three gender-related and three non gender-related sessions were well-attended and the roundtable on the effects of Social Security changes on women drew a crowd. The hospitality suite served as a meeting place for persons interested in joining CSWEP and for associates to meet and discuss the job market and network over coffee and tea.

The crowning event was the "Creating Career Opportunities For Female Economists: CCOFFE" workshop sponsored by CSWEP and funded by the National Science Foundation. Beth Allen (University of Minnesota), Rebecca Blank (Council of Economic Advisors), Elizabeth Hoffman (University of Illinois - Chicago), Beth Ingram (University of Iowa), Kala Krishna (University of Pennsylvania), Valerie Ramey (University of California - San Diego), and Michelle

White (University of Michigan) provided guidance and expertise to 40 junior women from across the country. Kathryn Anderson (Vanderbilt University), Hali Edison (Federal Reserve Board), Barbara Fraumeni (Northeastern University), Joni Hersch (University of Wyoming), Joyce Jacobson (Wesleyan University), Daphne Kenyon (Simmon College), Arleen Liebowitz (UCLA), and Susan Pozo (Western Michigan University) served as facilitators. Catherine Eckel (University of Virginia and NSF) served as a resource person. Marianne Ferber and Mariam Chamberlain were recognized for their pioneering work in bringing women into the field and Dan Newlon gave a talk on how to write the perfect NSF grant proposal. The two day workshop provided time for the senior and junior women to work on their projects and to discuss issues around research, grant-writing, networking, and balancing life choices. We owe a great deal of thanks to all who volunteered their efforts and to Andrea Ziegert and Sally Scheiderer (Denison University), both of whom helped me with the details of the workshop.

There will be four more CCOFFE workshops at the regional meetings over the next year. Contact your regional CSWEP representative for additional information.

The living original members of CSWEP gather in Chicago to celebrate the 25th Anniversary of CSWEP.

Left to right, they are: Myra Strober, Barbara Reagan, Carolyn Shaw Bell, Francine Blau, Colletta Moser, Martha Blaxall and Walter Adams.



Regional Meetings

CSWEP-Sponsored Sessions at the Midwest Economics Association
March 19-21, 1998
Chicago, Illinois

• **Gender-Related Issues**
Chair: Kristen Keith, Univ. of Toledo
Saturday, March 21, 1998
10 - 11:45 a.m.

Papers: "Gender Ratio and Dowry Inflation in India: 1881-1981," Sonia Dalmia (Iowa State University); "The Trends in Occupational Segregation," Emily Hoffman (Western Michigan Univ.); "Fertility Timing and Transition Into and Out of Poverty," Annie Georges (Pennsylvania State Univ.); "Gender Gaps in Demand and Supply of Contingent Workers," Suman Kharbanda (Vanderbilt Univ.)

Discussants: Kristen Keith (Univ. of Toledo), Catalina Amuedo-Dorantes (Western Michigan University)

• **The Economics of Information**
Chair: Virginia Shingleton, Valparaiso Univ.
Thursday, March 19, 1998
1:30 - 3:30 PM

Papers: "The Economics of Scientific Data," Beth E. Allen (Univ. of Minnesota); "Asymmetric Information and the Quality of Care in the U.S. Renal Dialysis Industry," Renee A. Irvin (Univ. of Nebraska at Omaha); "Limited Liability Companies and Technology Transfer," Kathy Combs (Univ. of Minnesota); "The Informational Value of Sequential Fund Raising," Lise Vesterlund (Iowa State Univ.)

Discussants: Virginia Shingleton (Valparaiso Univ.), Carolyn Evans (Harvard Univ.)

The CSWEP Business meeting will be held Thursday, March 19, from 5 to 6 p.m. in PDR17 (5th floor). The CSWEP

reception will be held Friday, March 20, from 5 to 6:30 p.m. in the Crystal Room (3rd floor). All interested persons are invited to both the business meeting and the reception.

CSWEP-Sponsored Sessions at the Western Economics Association
June 28 - July 2, 1998
Harvey's Resort Hotel
Lake Tahoe, Nevada

CSWEP plans to sponsor three sessions at these meetings. Contact Helen Popper, CSWEP Western Representative at HPopper@mail.scu.edu for more information or watch the web site at <http://www.weainternational.org/annual.htm>.

The Carolyn Shaw Bell Award

Description: This award is given annually to an individual who has furthered the status of women in the economics profession, through example, achievements, increasing our understanding of how women can advance in the economics profession, or mentoring of others.

Eligibility: Any individual who has been trained in economics is eligible for the award, whether they are a practicing economist or not. For example, an individual is eligible to receive the award if they were an undergraduate economics major.

Prize: The first award will be made in January 1999 at the CSWEP reception at the ASSA/AEA Convention. A "master" plaque that lists all award winners, in addition to the furthering the status of women citation will also bear Carolyn's words: "We need every day to herald some woman's achievements, to tout a woman's book or painting or scholarly article, to brag about a promotion or prize and to show admiration for the efforts and influence of women, in their professional and technical and social and human endeavors of all kinds." (CSWEP Newsletter, Fall 1997, p. 4). The award requires that the "master" plaque be displayed prominently in a public place in the winner's local area so that others can see the achievements of the winner.

Procedure:

- Candidate is nominated by one person, with two additional supporting letters.
- The nominations should contain the candidate's CV as well as the nominating letter.

- Nominations will be judged by the CSWEP Carolyn Shaw Bell Award Committee.
- The award will be announced in Fall preceding the annual ASSA/AEA meetings.
- Nominating letters, including the supporting letters and the candidate's CV, are due by July 1st of each year and should be sent to the Chair of the Carolyn Shaw Bell Award Committee.

For 1998, the chair is:

Dr. Barbara Fraumeni, Department of Economics
Lake Hall, Room 301
Northeastern University
360 Huntington Avenue
Boston, MA 02115
bfraumen@lynx.neu.edu
(617)373-2252; FAX (617)373-3640

Other committee members are:

Sara Johnson, Chief Regional Economist
Standard & Poor's DRI
Vice Chair and Business Representative
Alicia Munnell, Professor, Boston College
Vice Chair and Government Representative

Contributions to the CSWEP Carolyn Shaw Bell Award will be gratefully accepted and can be sent to Barbara Fraumeni at the above address.

Regional Meetings

CSWEP-Sponsored Sessions at the Eastern Economics Association
February 28
Crown Plaza Manhattan
New York, New York

• **Women and Wages, Poverty and Borrowing**

Chair: Daphne Kenyon, Simmons College (Tentative)

CSWEP Paper Session
9 to 10:40 a.m.

Papers: "Differential Human Capital Investment: Borrowing by Women for College," Jane Sjogren (Johnson & Wales Univ.); "Gender Gaps In Demand and Supply and Demand for Contingent Workers," Suman Kharbanda (Vanderbilt Univ.); "Changes in the Gender Wage Gap: A Comparison between the U.S. and Denmark," Nabanita Datta Gupta (Aarhus School of Business & Center for Labor Market & Social Research, Aarhus, Denmark), Ronald X. Oaxaca, and Nina Smith; "Poverty Transitions: Effects of Education, Labor Markets, and Fertility," Annie Georges (Pennsylvania State Univ.)

• **Current Issues In Health Economics**

Chair: Daphne Kenyon, Simmons College (Tentative)

CSWEP Paper Session
11 a.m. to 12:40 p.m.

Papers: "Changes In Age-Specific Mortality Rates: Gender and International Comparisons," Yaffa Machnes (Bar-Ilan University, Israel); "A Cost-Benefit Analysis of the Resources Required for Medically Ventilated Patients," Diane M. Dewar (School of Public Health, SUNY at Albany); "Cigarette Smokers as Job Risk Takers," Joni Hersch (Univ. of Wyoming) and W. Kip Viscusi (Harvard Univ.)

• **Creating Career Opportunities for Female Economists at the 1999 Eastern Economic Meetings**

CSWEP Business Meeting
2 to 3:40 p.m.

Presenters: Daphne Kenyon (Simmons College), Barbara Fraumeni (Northeastern University)

• **CSWEP Reception**

4 to 5:30 p.m.

This reception is to welcome all those who are curious about CSWEP or who belong to CSWEP. Please bring a friend or arrange to meet a friend at the reception. There will be complimentary *hor d'oeuvres* and drinks (non-alcoholic).

If you have any questions about these events, please contact Daphne Kenyon, CSWEP Eastern Representative, at (617) 521-2587, fax: (617) 521-3199 or dkenyon@vmsvax.simmons.edu

For information about registering for the Eastern Economic meetings, contact Mary Acker, Executive Director at (914) 633-2215, fax: (914) 633-2549 or macker@iona.edu

New England Women Economists Association

Spring 1998 Meeting

Friday, April 3

Simmons College (Main College Bldg.)

300 The Fenway

Boston, Massachusetts

5-6 p.m. Hospitality - Staff Lounge, First Floor

6:15-7:15 p.m. Speaker Program - Room C101, First Floor

7:15-9 p.m. Buffet Dinner and Discussion - Special Functions Room, Fens Level

Program: M. Susan Elliott, Executive Vice President, Federal Home Loan Bank of Boston, "Perspectives on the Banking Industry and its Future," An Examination of Current Issues Facing Banks in a Rapidly Changing Competitive Environment.

At the Federal Home Loan Bank of Boston, Susan Elliott oversees sales and business development, credit services, and market research. She also directs the Bank's community investment programs. Ms. Elliott has 22 years of experience in the banking industry. Prior to joining the Federal Home Loan Bank of Boston in 1981, she held positions at Bank of New England and at First Mutual Bank of Boston. Ms. Elliott is a member of New England Women in Real Estate and is also active in several non-profit organizations serving the homeless.

For further information, call Dr. Barbara Sawtelle at (617) 521-2582.

Call for Papers

Gender Issues is a quarterly journal edited by Rita J. Simon and published by Transaction. It is dedicated to publishing basic and applied research on the relationships between men and women; on the similarities and differences in socialization, personality and behavior, and on the changing aspirations, roles, and statuses of women in industrial and urban societies as well as in developing nations. To submit an article for consideration, send three copies of each manuscript, with title page and abstract, to:

Rita J. Simon, Editor
Gender Issues
American University
School of Public Affairs
4400 Massachusetts Avenue, NW
Washington, DC 20016-8043

Include a brief biographical note and an address for correspondence. Articles must not have been previously published or currently be under review for publication elsewhere. For more information, phone 202-885-2965 or fax 202-885-2907.

News and Notes

Darlene C. Chisholm has been promoted to Associate Professor of Economics at Lehigh University. She has also written "Profit-Sharing Versus Fixed Payment Contracts: Evidence From the Motion-Pictures Industry," which appeared in *The Journal of Law, Economics, & Organization*, April 1997.

Bijou Yang of the Department of Economics and International Business at Drexel University, co-authored with David Lester, "The Economy and Suicide: Economic Perspectives on Suicide," published by Nova Science in 1997.

The book surveys sociological theories of suicide and the economy. It also introduces economic theories of suicide which include those developed by Hamermesh and Soss, Yang and Lester, McCain, Huang and others. Empirical studies of suicide and the economy are also examined in the book.

Maria Edgeworth ...

(continued from page 9)

minishing returns. The interests of landlords had often lay elsewhere than in the improvement of their estates. They were often lazy, short-sighted, or absent, and therefore failed to provide adequate supervision or make sufficient investment in agricultural improvements.

Maria's most famous novel, *Castle Rackrent*, was a satire on Anglo-Irish landlords. Based in part on the history of her own family, it chronicles the history of the Rackrent estate. In the course of the novel, Maria demonstrates a variety of means by which mismanagement of Irish estates had occurred. The Rackrent estate passes through the hands of a succession of incompetent, greedy and uncaring absentee owners who ultimately succeed in completely dissipating the Rackrent family fortune. The moral of the story was the need for more responsible management by the Irish landowning class.

Richard Edgeworth, and subse-

quently Maria, were the epitome of the sort of responsible landlords they hoped would one day characterize Ireland. They were fair and forgiving in their dealings with tenants and were actively involved in the management of the estate. They eschewed the common practice of the day of hiring a middleman to manage the estate who in turn would attempt to squeeze maximum rent from the tenants. Maria and her father believed that better management and the further application of science to agriculture would raise food production and lower prices, ameliorating the conditions of the Irish countryside and thereby mitigating political unrest. In contrast to Ricardo, Maria felt the interests of the different social classes need not be opposed to those of landlords.

A second point of contention between Maria Edgeworth and Ricardo concerned the wisdom of Ireland's excessive devotion to the raising of potatoes, particularly in the face of the ongoing potato famine. Maria inquired of Ricardo as to his opinion on this matter, for she considered it "of vital consequence to this country," and because

she found herself unconvinced by the criticisms of the practice offered by Malthus and J.R. McCulloch. In a series of letters, they debated the relative merits of the potato versus wheat as the primary basis of Ireland's food supply.

The issue, both finally agreed, was the relative security or risk associated with heavy reliance upon either crop. Ricardo offered the "risk averse" opinion that potatoes were subject to a much greater degree of possible crop failure than was wheat, and that he was unwilling to risk the possibility of watching his family suffer for a single year, even if potatoes were abundant in the other six or seven. Maria countered by arguing that reliance on potatoes had permitted Ireland to support a larger population than if it had relied upon wheat or other grains. She cited evidence from local agricultural experts that potatoes were no more likely to fail than grains. Protection against famine might be afforded by the newly discovered possibility of storing potatoes in the form of flour. Discussion concluded without either seeming convinced of the other's point of view or harm to their warm friendship.

How to Become an Associate

CSWEP

THE COMMITTEE ON THE STATUS OF WOMEN IN THE ECONOMICS PROFESSION

CSWEP depends on all of its dues-paying associates to continue its activities. In addition to publishing the Newsletter, we maintain a Roster of women economists that is used by associates, 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, 1997 - June 30, 1998), we urge you to do so. Questionnaires and dues reminders were mailed in September to associates.

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 ASSOCIATES DUES!!!
JUST SEND IN THIS APPLICATION WITH A NOTE FROM A
FACULTY MEMBER VERIFYING YOUR STUDENT STATUS

To become a dues-paying associate 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

Name _____

Mailing Address _____

City _____ State _____ Zip _____

Check here if currently an AEA member _____

Check one: Renewal of CSWEP associate _____ New CSWEP associate _____ Student _____

If you checked student, please indicate what institution you attend _____

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

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