



The 2022 Report of the Committee on the Status of Women in the Economics Profession December 14, 2022

By Anusha Chari, Chair

I. Introduction

Since its founding as a standing committee of the American Economic Association in 1971, the Committee on the Status of Women in the Economics Profession (CSWEP) has served women economists by promoting their careers and monitoring their progress through the profession. CSWEP's has a myriad of regular activities. In 1972, CSWEP conducted the first survey of economics departments regarding the gender composition of faculty and, since 1993, surveys approximately 250 departments annually with findings reported in the *American Economic Association: Papers & Proceedings* and reprinted in the CSWEP Annual Report. CSWEP organizes mentoring programs that serve several hundred economists annually. These include our flagship CeMENT Mentoring Workshops for junior women, shown in randomized control trial studies to improve performance metrics. CSWEP also offers a CeMENT workshop designed for faculty in PhD-granting institutions or research-oriented non-academic positions and a second for faculty in non-PhD-granting institutions. At the annual AEA/ASSA Meetings, we typically host three Mentoring Breakfasts and additional career development roundtables and panel discussions. These were held virtually in 2022. CSWEP also hosts career development panels and mentoring events at each of the four regional economics association meetings. In 2022, these were a mix of virtual and in-person events.

CSWEP provides professional opportunities to junior women through competitive entry paper sessions at the Annual AEA/ASSA Meetings and the regional economic association meetings. CSWEP also endeavors to raise awareness among men and women of the challenges unique to women's careers in economics and best practices for increasing diversity in economics. To recognize and celebrate the accomplishments of women, CSWEP awards the Carolyn Shaw Bell Award annually for furthering the status of women in the

economics profession and the Elaine Bennett Prize biennially for fundamental contributions to economics by a woman within seven years of the Ph.D., adjusted for leaves.

CSWEP disseminates information on women in economics, professional opportunities, and career development through the CSWEP website and the *CSWEP News* (which successfully moved from 3 annual issues to 4 in 2020). The *CSWEP News* articles offer valuable career development advice for men and women, and subscriptions have grown to over 3600 subscribers. Our website provides and tracks resources for women economists and economists seeking to create a more inclusive profession.

During 2022, we continued many initiatives launched in 2020 and 2021. First, we hosted several career development webinars, including our extremely popular "Fireside Chats: Publishing in Finance Journals" series, launched in 2020. Following last year's mentoring event for graduate students, we hosted two graduate student mentoring workshops. Amanda Agan, Vellore Arthi, Marianne Bitler, Rowena Gray, Erin Hengel, Elaine Hill, Bhagyashree Katare, Maya Rossin-Slater, Carolyn Sloane, Jenna Stearns, Lucy Xiaolu Wang, Sabrina Young organized the first one. It was held virtually, 120 women and nonbinary graduate student participants attended, and 35 mentors volunteered. The workshop focused on graduate students pursuing economics and economic-adjacent Ph.D. programs. The second, organized by Celeste Carruthers, Melanie Guldi, Catherine Maclean, and Orgul Ozturk, was held in person in Fort Lauderdale, Florida, in association with the Southern Economics Association meetings. Thirty-four graduate student mentees and 14 mentors attended the session. We are pleased to report that CSWEP obtained a two-year travel grant (~\$50,000) from the Sloan Foundation to fund mentee travel to increase participation, especially amongst graduate students whose home departments may lack such funds.

In addition to continuing our innovative and important networking initiatives, we held the second annual Econopalooza Summer Networking event. In June of 2022, we hosted seven individual meetings of economists divided by field over three days. Roughly seventy-six junior economists and 30 senior economists participated in this event.

The centerpiece of this Annual Report of CSWEP's activities is the summary of the 2022 Annual Survey in Section IV. The CSWEP data are available to individual researchers via ICPSR.

The remainder of this report is organized as follows. Section II reports on the administration of CSWEP. Section III describes CSWEP activities. Associate Chair Margaret Levenstein of the University of Michigan directed the 2022 CSWEP Annual Survey, analyzed the results, and wrote the report on the status of women in the economics profession in Section IV. Appendix A lists the 2022 Board members.

II. CSWEP Administration

A. CSWEP Office

I, Anusha Chari of the University of North Carolina at Chapel Hill, entered my first year as CSWEP chair. In September 2018, CSWEP began a new model of administration. CSWEP coordinates with the AEA's Nashville office to house CSWEP's Committee Coordinator rather than at the home institution of the Chair as had been done previously. The change has improved communication between CSWEP and the AEA administration, in the hope of also easing future leadership transitions. In the summer of 2019, the Committee Coordinator for CSWEP undertook a similar role assisting CSMGEP. The Committee Coordinator divides their time between CSWEP duties, CSMGEP duties, and occasional tasks as needed for the Association. Rebekah Loftis assumed this role in December 2019.

A central goal of the staffing reorganization was to facilitate smoother and more efficient chair transitions. This year, we experienced a smooth transition when I stepped in as Chair. Similarly, a central goal of establishing the submission portals for CeMENT was to facilitate smoother and more efficient transitions of the CeMENT program directors. Martha Bailey stepped down as CeMENT program director following the 2022 program, and Lori Beaman from Northwestern University took over the role.

B. CSWEP Communications

The success of CSWEP programs depends on the ability to communicate broadly and effectively to members of the profession inside and outside academia. Our main communications tools are our subscriber email list, Twitter account, website, webinars, and newsletters.

Our subscriber list remains our primary form of communication. To receive communications from CSWEP, members of the profession must send an email to info@cswep.org. We currently have 3,681 subscribers. A subset of our subscribers are CSWEP Liaisons. The CSWEP Liaison Network (created in 2014) recruits an individual at each institution who is willing to ensure that their department completes our annual survey and is ready to distribute CSWEP newsletters, announcements, and professional development opportunities to potentially interested individuals. Our goal was to recruit a tenured faculty liaison in every economics department, including, where appropriate, economics groups in business, public policy, and environmental schools. In 2019, we began an effort to establish a CSWEP liaison in every branch of government that employs Ph.D. economists and to appoint a liaison within each of the major foundations that conduct economic research.

We worked with the AEA office to improve our website and make it easier to navigate. We have also made a substantial effort to enhance the professional development resources available on our website. For example, we keep a list of

conferences, workshops, and events focused on mentoring or professional development. We list resources for job-seekers, chairs looking to hire diverse talent, etc. on our website at <https://www.aeaweb.org/about-aea/committees/cswep/programs/resources>. Our website also archives recordings of our webinar series.

Our Twitter account, @AEACSWEP, was launched in 2017, and we have been tweeting prize announcements, calls for papers, and information about our board members since that time. Our Twitter account has been instrumental in building awareness of our webinar series and advertising our mentoring opportunities. We also use our Twitter account to flag non-CSWEP professional development resources of interest to our followers and point our followers to the more extensive resources available on our webpage. As of this writing, our Twitter followers totaled 7,505, more than doubled over the last two years.

III. CSWEP Activities in 2022

A. CSWEP and AEA Initiatives on Equity, Diversity, and Professional Climate

The CSWEP Board continues to support AEA efforts on Equity, Diversity, and Professional Climate. Past board member, Petra Moser from New York University, serves on the committee to design and confer the departmental diversity awards. Former CSWEP Chair Chevalier also serves on the AEA's outreach committee. Our board continues to stand ready to assist the Executive Committee and Officers in diversity and inclusion efforts that the AEA may launch, including hosting a joint panel at the ASSA meetings on exploring new frontiers in diversity and inclusion with CSQIEP.

B. Mentoring Programs

The effective mentoring of women economists is central to CSWEP's mission. Our CeMENT Mentoring Workshops are a crucial part of this endeavor. The CSWEP Mentoring breakfasts at the AEA/ASSA meetings (virtual in 2022), mentoring events at five regional economic association meetings, our graduate student mentoring workshops, and our new Econopalooza initiative are all critical components of our mentoring work. CSWEP also coordinates the AEA Summer Fellows Program, which provides mentoring and research support for Ph.D. students and junior faculty.

1. CeMENT Mentoring Workshop for Faculty in Doctoral Programs and CeMENT Mentoring Workshop for Faculty in NonDoctoral Programs.

Our CeMENT Mentoring workshops are the cornerstone of CSWEP's mentoring efforts. Evidence from a randomized controlled trial shows that the workshop is effective in helping

junior scholars earn tenure.¹

Responding to the enormous demand for our mentoring workshops, CSWEP increased the number of mentees accommodated in our workshops for Faculty in Doctoral Programs and for Faculty in Non-doctoral Programs. In early 2020, we also received permission from the Executive Committee to increase the frequency of our workshops devoted to faculty in non-doctoral programs from every other year to an annual cadence. In 2021, the Executive Committee approved funding for both workshops through January 2026. Both programs were held virtually in 2021 and 2022. The workshops will continue immediately following the AEA meetings in January 2023.

The 2022 CeMENT Mentoring Workshop for Faculty in Doctoral Programs was held virtually after the ASSA meetings on January 10 – 12, 2022. The workshop consisted of large panel discussions on career development topics, smaller breakout sessions, and small group mentoring sessions that paired junior mentees with senior mentors in their fields (see agenda appended). The smaller groups had four to five junior economists with similar research interests.

Based on informal and formal feedback we received, the workshop was a great success. The evaluations were comparable to last year (6.65 vs. 6.63) when the workshop was remote and slightly better than two years ago when the workshop was in person (6.65 vs. 6.53) (on a scale of 1-7 where 1 is "not at all helpful" and 7 is "extremely helpful"). The average mentor rating of the workshop was 6.82 (vs. 6.65 last year and 6.56 two years ago). Among all of the sessions, junior participants rated the "Getting Tenure" and "Getting Published" panels the most valuable, with the average rating of 6.54 and 6.33, respectively (vs. 6.56 and 6.47 last year and 5.98 and 5.96 two years ago)—"Getting Published" was co-hosted with the non-doctoral program.

In keeping with past practice, junior participants submitted applications starting June 2021 with a deadline of August 15, 2021. AEA built the centralized application portal for both doctoral and non-doctoral workshops. We received 90 applications in total, 62 of which were considered and reviewed as doctoral workshop applications—a smaller than usual number, likely because the workshop was virtual or because the COVID pandemic has made it difficult for many to create the time required to participate. Two mentees withdrew their applications. We created a pool of eligible applicants who have or will soon start a tenure-track job in a department offering a doctoral degree or research institution with comparable requirements for career success.

¹ See Donna K. Ginther, Janet M. Currie, Francine D. Blau, and Rachel T.A. Croson. "Can mentoring help female assistant professors? Evaluation by randomized trial" working paper (2019) and Francine D. Blau, Janet M. Currie, Rachel TA Croson, and Donna K. Ginther. "Can mentoring help female assistant professors? Interim results from a randomized trial." *American Economic Review* 100, no. 2 (2010): 348-52.

These criteria created a pool of 43 individuals, three of whom had deferred their attendance from January 2021. Among 40 individuals, 13 in the control group and randomized out of participation in previous years received priority. The applicants were sorted into groups based on research areas (Development, Environmental, Health, Labor, Macro, and Public Finance) and randomly assigned within the area. Martha Bailey, CeMENT director randomized the applications. We initially offered spots to 38 applicants, and one deferred their attendance to next year (January 2023). We then offered the vacated spot to one applicant on the waitlist. One rejected attendance. We also deferred spots for two randomized applicants whose research area did not closely overlap with mentors in their fields. Thirty-seven junior participants were matched with 16 senior economists by field for the workshop. Below is some feedback from junior participants.

I would appreciate it if CSWEP organizes a follow-up in-person CeMENT gathering for us in the future when AEA resumes in-person meetings since I like an in-person format.

Thank you so much for organizing! It was a wonderful experience.

Getting written comments on our papers would be very helpful.

What a bunch of awesome, smart, generous, kind mentors and mentees!! We are SO HAPPY that CEMENT exists and it should 100% continue. It does so much to help women/minorities in the profession, and more than anything it was amazing to look at a sea of allies on the screen and suddenly not feel as isolated or alone.

Thank you so much for organizing this amazing event and thanks all the mentors who gave so much good advice! If I tenure successfully, I will definitely come back and be a mentor myself!!

Thank you to the organizers and funder for an awesome workshop! It means a lot to me.

THANK YOU so much for the hard work organizing, keeping us on schedule, and finding excellent mentors! It's fantastic to connect with others, especially in these isolating times.

I can't thank you and all the mentors and volunteers enough! This workshop was a turning point in my career. Thank you! You are awesome!

I loved this workshop! It feels very isolating to go from grad school and having formal advisors to having to seem confident and independent. This was a wonderful way to get a bit of advice and feel like I could ask for support again.

Thank you! Words are not enough - this was a life changing experience.

Thank you so much for organizing, and thank you to the mentors for volunteering their time!

I really enjoyed getting to know the mentors and mentees in my group session and everyone was so

supportive and encouraging. While I think it makes sense to organize groups by topic, I felt like one of the mentors discounted me because I'm in a policy/multidisciplinary department (not econ department). Maybe it would be helpful to have a group of people from more policy/multidisciplinary departments, but the tradeoff would be less subject expertise and I did find the subject expertise to be helpful.

This was fantastic. Thank you so much!

Only thank you so much to the organizers!

Thank you very much to everyone who contributed to organizing and running this workshop! I am extremely grateful to have had the opportunity to attend and am starting the year 2022 with a much clearer mindset and a big mental health boost!

This workshop was all I needed and more! It went above and beyond my expectations - which were already high. It gave me the push I needed to start the semester. I have high hopes that this workshop will be career (and life) changing for me. I am very thankful for this opportunity.

It was an amazing experience, thank you Martha, Gwyn and all the mentors for your time. This was such an amazing workshop, thank you so much for doing this! After starting my job during a pandemic, this gave me such a confidence boost that I really need it.

Thanks so much for organizing the workshop! It was really helpful and I would recommend it to anyone!

It was a great workshop. I would recommend this to any junior faculty.

Great workshops! Would have loved the opportunity to know more about other mentees apart from those in my groups.

It is lovely! Amazing to be guided by other women

*Thanks to all the mentors for taking the time out the sessions!
My only frustration with the workshop is that most of the mentoring was coming from economists who have never been at a lower ranked department with limited resources. A good portion of the advice was not applicable to my situation because of this and it was discouraging at times.*

Participating in CeMENT was one of the most affirming and positive professional experiences I have had to date. I am so grateful to the organizers and mentors for their time and dedication.

Was so so wonderful!!! Seriously amazing workshop. So incredibly grateful to have had the opportunity to participate.

Thank you so much for all the hard work spent putting this together. It was a really nice workshop and the hard work was evident.

The CeMENT workshop for faculty at institutions that do not offer a Ph.D. in Economics was

also held online on January 10-12, 2022. The workshop is designed to support faculty who are at institutions that emphasize both research and undergraduate teaching. Participants at the 2022 workshop received advice about publishing, grant writing, teaching, networking, the tenure process, goal setting, and achieving a work/life balance. Small group sessions allowed each participant to receive detailed feedback on research papers. Overall, the workshop rating was "extremely helpful," with a mean overall rating of 6.7/7 (1 being "not at all helpful" and 7 being "extremely helpful"). Many participants commented on the support they received and the usefulness of the network that they started at the workshop. Below are some quotes from the participants:

Thank you for all the work put into this! I really feel so grateful to have been a part of it and I really, really enjoyed my experience and gained sooooo much!!!!

Despite the craziness that came from the workshop being online, I truly enjoyed every session and learned so much. I want to thank everyone who made this workshop possible - you've certainly made a significant change on my career and life!

This workshop was a great experience and I'm so glad I attended! Thank you to everyone involved in organizing CeMENT!

Thank you so much! I am really grateful to have been able to participate and got a lot out of the workshop!

LOVED it. Thanks to everyone involved for organizing it!

For the 2023 workshop, Lori Beaman of Northwestern University will begin her directorship of the program for faculty in PhD-granting institutions (and for researchers outside academia with similar research expectations). Jessica Holmes of Middlebury College will continue as director of the program for faculty from institutions that do not grant PhDs. In 2021, we announced that the 2022 workshop would be virtual; we made this announcement before receiving applications. The 2021 applications for the 2022 workshop represent the first time in recent years that we have seen a substantial drop-off in applications. We received 62 applications from faculty in PhD-granting institutions and 28 from faculty in non-PhD-granting institutions. We informally received feedback that junior faculty were very reluctant to participate virtually (despite the high ratings from the 2021 session) due to general fatigue with virtual events. We also informally received feedback that the late timing of the program (following later-than-typical meetings) made the workshop impossible for economists who had to return to teaching obligations.

2. Mentoring "Breakfasts" for Junior Economists

CSWEP held a virtual mentoring event for junior economists during the AEA meetings in place of our typical mentoring breakfasts. This event was organized by Kasey Buckles of Notre Dame and Anusha Chari of the University of North Carolina at Chapel Hill, at the

time swerving as Associate Chair and Director of Mentoring. Approximately 148 junior economists participated in the breakfasts. Sixty-one senior mentors staffed topics tables on Research/Publishing, Teaching, Tenure/Promotion, Non-Academic Careers/Grant-Writing, Work/Life Balance, Job Market, Networking, and Getting Involved in Policy. Junior participants rotated between the virtual tables at 20-minute intervals based on their interests and research fields. The median rating was 90 out of 100 in a post-event survey of participants.

3. Peer Mentoring Breakfast for Mid-Career Economists

CSWEP held a virtual mentoring event for mid-career economists during the AEA meeting in place of our typical Mid-Career mentoring breakfasts. Petra Moser of New York University organized this event at the 2022 ASSA meetings. Approximately 30 mid-career women attended the event with 12 senior mentors. The breakfast was devoted to informal discussions within 12 breakout rooms using Zoom. Each breakout room consisted of 2-4 mid-career participants and one senior mentor who moderated the discussions about promotion to full professor, whether to accept administrative roles, managing research time, work/life balance, career transitions, and negotiating with department and university administrators.

4. AEA Summer Economics Fellows Program

The AEA Summer Economics Fellows Program began in 2006 with National Science Foundation (NSF) funding. Designed and administered by a joint AEA-CSMGEP-CSWEP committee, the program aims to enhance the careers of underrepresented minorities and women during their years as senior graduate students or junior faculty members. Fellowships vary from one institution to the next. In general, senior economists mentor the fellows for two months, and fellows, in turn, work on their research and have a valuable opportunity to present it. The sponsoring institutions are predominantly government agencies. Many fellows have reported this experience as a career-changing event.

Dan Newlon directs the summer fellows program. Our Committee Coordinator manages incoming applications. Two members of our board (Anna Paulson and Shahina Amin) were a part of the committee to assess applicants.² 2022 was an outstanding year for the AEA Economics Summer Fellows Program, despite the pandemic-related freeze on hiring

² Many thanks to the 2022 committee for screening and matching fellows to sponsors: Daniel Newlon the past AEA (chair), CSWEP Board member Anna Paulson of the Federal Reserve Bank of Chicago, CSWEP Board member Shahina Amin of University of Northern Iowa, Lucia Foster of the Center for Economic Studies at the U.S. Bureau of the Census, CSMGEP board member Perry Singleton of Syracuse University, and finally, CSMGEP board member Neil Ericsson of the Federal Reserve Board. More information on the AEA Fellows Program is available at <https://www.aeaweb.org/about-aea/committees/summer-fellows-program>

by some government agencies that have previously hired fellows. Twenty-five fellows were hired in 2022, a substantial increase from the seventeen hired last year. Of these 25, none were from disadvantaged minority groups. And the hiring was spread across fourteen different sponsors.

Twenty-five fellows were hired this year, representing an almost 50% increase from the 17 fellows hired last year. The number of applications also increased from 105 applications last year to 159 applications this year. Unfortunately, none of the hires were from underrepresented minority groups, which is incredibly disappointing since last year, there were five minority hires. The number of minority applications slumped from 17 last year to 10 this year, which was probably a significant reason for no minority hires. The overall success rate was 16%, the success rate for female applicants was 20%, and the success rate for minority applicants was zero.

5. Workshops for Graduate Students

The first workshop, organized by Amanda Agan, Vellore Arthi, Marianne Bitler, Rowena Gray, Erin Hengel, Elaine Hill, Bhagyashree Katare, Maya Rossin-Slater, Carolyn Sloane, Jenna Stearns, Lucy Xiaolu Wang, Sabrina Young, was held virtually on September 30, 2022. In most economics and economics-adjacent Ph.D. programs, students will have completed their coursework and chosen their fields by the end of their second year. Then, students face the daunting and exciting task of conducting independent research, sometimes for the first time in their lives. Students can feel overwhelmed and lost at this juncture in their studies and may not always have access to support and resources to help them navigate graduate school successfully and make the most out of their Ph.D. experience. They may therefore miss out on valuable "hidden curriculum" information and feel unsupported. The goal of this workshop was to begin to address this need. Given the workshop's virtual nature and the volunteer mentors' willingness, we could accept all 134 women and nonbinary graduate student participants who applied. There were 54 volunteer mentors.

Celeste Carruthers, Melanie Guldi, Catherine Maclean, and Orgul Ozturk organized and hosted the second workshop in association with the Southern Economics Association meetings in Fort Lauderdale, Florida. This workshop was held in person on November 18, 2022. Organizers divided participants into small groups based on shared research interests and matched them with two mentors. Mentors were women/non-binary economists in the early stages of their careers – assistant and associate professors in economics and other departments, as well as those employed outside academia (e.g., research think tanks, government positions). The workshop focused on various issues, including generating research ideas, finding advisors, collaborating and co-authorship, finding opportunities to present research and get feedback, networking, and work-life balance. We accepted 35 mentees out of the overall 115 applicants who all attended and were paired with 14 mentors.

6. Econopalooza

Throughout 2020 and early 2021, CSWEP noticed a recurring concern from the participants in our mentoring events--a lack of opportunities to meet others in one's field during the COVID-19 pandemic. As a result, CSWEP organized a virtual networking event in the summer of 2021 called "Econopalooza." The event, organized by board member Kasey Buckles, and held June 14-16, 2022 consisted of seven field-specific sessions featuring breakout rooms, each breakout group led by a senior facilitator. Each junior researcher prepared a one-minute "elevator pitch" to introduce themselves and their research.

The event's goal was to provide a low-time-commitment opportunity for individuals to meet others in their field. As we wrote in the instructions, "the event will be a success if it facilitates any new connections, for example (1) one person in your group follows up with another about an idea or data after the event (2) one person adds another person to a seminar invitation list (3) one person thinks of another person when organizing a session to submit to a conference (3) one person in your group seeks out another at a subsequent in-person or virtual conference break to talk about work." Overall, we had 30 senior facilitators participate and 76 junior participants. We solicited feedback from both the senior facilitators and the junior participants. When asked if this virtual event should continue even after in-person events resume, 75% of respondents replied that it should continue.

7. Professional Development Webinar

After the 2022 AEA meetings, on January 28, 2022, CSWEP co-hosted with CSMGEP, CEE, and CSQIEP a panel discussion entitled "Helping Graduate Students Get into Economics Graduate School." Organized by Dick Startz, the panelists consisted of John List, University of Chicago; James Peoples, University of Wisconsin-Milwaukee; Nancy Rose, MIT; Sandile Hlatshwayo, International Monetary Fund; and Dick Startz, University of California-Santa Barbara. After presentations, panelists split into individual breakout rooms to take questions from the audience. Overall, 140 people attended the webinar.

We also continued our successful "Fireside Chats with Journal Editors" series, organized by CSWEP and co-sponsored by AFFECT, in the spring of 2022. We hosted five interviews with the JFQA (Journal of Financial and Quantitative Analysis) editor, the editors from the Review of Asset Pricing Studies, the Review of Corporate Finance Studies, the Review of Finance journals, and the editor of Management Science. All in all, 333 people attended our fireside chat webinar series from a diverse set of institutions.

C. Awards

1. Carolyn Shaw Bell Award

The Carolyn Shaw Bell 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 others. The Carolyn Shaw Bell Award was created in January 1998 as part of the 25th Anniversary celebration of the founding of CSWEP. Martha Bailey, Professor in the Department of Economics, and affiliate at the California Center for Population Research at the University of California-Los Angeles, is the 2022 Carolyn Shaw Bell Award recipient. Professor Bailey also serves as a Research Associate at the National Bureau of Economic Research, CEPR, CESifo, and IZA. Her research focuses on labor economics, demography, and health issues in the United States within the long-run perspective of economic history. Her work has examined the implications of the diffusion of modern contraception for women's childbearing, career decisions, and the convergence in the gender gap. Recent projects focus on the 1960s, including evaluations of the shorter and longer-term consequences of War on Poverty programs and the labor-market effects of equal pay legislation in the United States. She directs the LIFE-M project, which links millions of vital records with census data for the early 20th-century United States.

Her work has appeared in the American Economic Review and Quarterly Journal of Economics. The National Institutes of Health, the National Science Foundation, the Laura and John Arnold Foundation, the Ford Foundation, and the Russell Sage Foundation have funded her research. She has also won several awards for outstanding teaching, including the 2017 John Dewey Teaching Award at the University of Michigan and the 2022 Berck and Lisa Cheng Award at UCLA. She currently serves as an editor at the Journal of Labor Economics and on the American Economic Review editorial board. Professor Bailey is a phenomenal advocate for women in the profession and has advised many women students.

2. Elaine Bennett Research Prize

CSWEP awards the Elaine Bennett Research Prize every other year to recognize, support, and encourage outstanding contributions by young women in economics. The first Elaine Bennett Research Prize was awarded in 1998. Rebecca Diamond, Professor of Economics at Stanford Graduate School of Business, is the recipient of the 2022 Elaine Bennett Research Prize. Established in 1998, the Elaine Bennett Research Prize recognizes and honors outstanding research in any field of economics by a woman not more than seven years beyond her Ph.D. (adjusted for family responsibilities). Her research focuses on the causes and consequences of housing regulations, geographic segregation of households, and local labor market inequality. Her housing policy work has quantified the effects of rent control on renters, the impact of foreclosure on homeowners, renters, and landlords, and how affordable housing developments act as place-based policies. Her work on labor inequality has studied the importance of on-the-job experience in explaining the gender wage gap and how skill-biased local labor demand changes can induce local amenity changes and widen inequality over and above wage inequality. Her methods combine causal inference with structural models to quantify the distribution of welfare effects. Professor Diamond is the founder and director of the Cities, Housing, and Society Lab and

received a Sloan Fellowship and an NSF CAREER grant in 2019. She is currently a Research Associate at the National Bureau of Economic Research. She received her Ph.D. in Economics from Harvard University in 2013 and her B.S. in Physics, Economics, and Mathematics from Yale University in 2007.

D. CSWEP's Presence at the Annual Association Meetings and Regional Economic Association Meetings

1. The 2022 American Economic Association Meeting

In addition to mentoring activities, the presentation of the Annual Report, and the presentation of awards, CSWEP sponsored seven competitive-entry paper sessions at the virtual AEA/ASSA Meetings. For the 2022 meetings, Jonathon Guryan of Northwestern University, Petra Moser of New York University, and Marta Murray of the Census Bureau organized four sessions on the economics of gender, including one on gender in the economics profession. Terry-Ann Craigie of Smith College, Jesse Rothstein of the University of California, Berkeley, and Delia Furtado of the University of Connecticut organized one session on labor economics. Kate Silz-Carson of the U.S. Air Force Academy, Austan Goolsbee of the University of Chicago, and Eva Defrancisco from the Bureau of Economic Analysis organized two sessions on public economics. These committees selected six papers for publication in two pseudo-sessions in the *AEA: P&P*. For consideration in these sessions, papers must have at least one junior author, and in the non-gender-related sessions, at least one author must be a junior woman.

The submissions process for these sessions is highly competitive—there were 126 abstract submissions for the 2022 sessions. Women consistently report that these sessions, which put their research before a broad audience, are professionally valuable.

2. Five 2022 Regional Economic Association Meetings

CSWEP maintains a strong presence at all four Regional Economic Association Meetings and, through our D.C. rep, intends to have a presence at the Association for Public Policy Analysis and Management annual conference. Our pre-pandemic practice was to host a networking breakfast or lunch, paper sessions, and career development panels at the regional meetings. These events are typically well-attended by people of all genders and provide an informal opportunity for CSWEP representatives and senior women to network and mentor one-on-one. We are grateful to the Regional Representatives who organize and host CSWEP's presence at the Regionals.

The 48th Annual **Eastern Economic Association (EEA) Conference** was held in person this year from May 5 – 7, 2022, at the Hilton Rose Hall Hotel, Montego Bay, Jamaica. Although our EEA Representative, Terry-Ann Craigie, could not attend in person, Judy Chevalier deputized in her stead. On all accounts, the conference and CSWEP-sponsored sessions were a success. In addition to the CSWEP networking breakfast, we had four sessions on

various applied topics, including Covid-19 and vaccine compliance, migration & remittances, health, and labor. Attendance at the breakfast and the sessions was high.

The **Midwest Economic Association (MEA) Conference** was held in person in March 2022. The CSWEP Sessions were on Friday, March 25, 2022. The first session was on Advice for Job Seekers. The panelists covered job market do's and don'ts from a regional comprehensive university, liberal arts college, R1 university, and non-academia. Panelists also shared their own experiences. There were about 35 people in the room, and there were many questions from the attendees. The second session was on Academic Career Challenges and Opportunities. The four panelists covered research, teaching, and service from regional universities to liberal arts colleges to R1 universities. This session was also well attended. A very informal, lively discussion continued until the end of the session.

Between the two sessions, a Networking Luncheon was a sold-out event. There were lively, informal chats at every table. People seemed pleased to return to an in-person conference and exchange ideas.

For the **Western Economic Association International (WEAI) Meetings** (June 29-July 3, 2022), Francisca Antman (CSWEP Board Western Representative) organized and chaired one in-person paper session featuring four papers on "Innovation, Immigration, Productivity, and Intergenerational Transfers" and organized two virtual paper sessions on "Labor Market Disparities" and "Health Inputs and Outcomes," each featuring three papers. These sessions offered researchers an opportunity to present their work, meet other academics and researchers, and get valuable feedback on their research. Antman also organized a panel with Dick Startz (UCSB) on "Helping Faculty Help Students get into Ph.D. programs in Economics," which was co-sponsored by the AEA Committee on the Status of Minority Groups in the Economics Profession (CSMGEP) and the AEA Mentoring Program (AEAMP). This panel was organized as a hybrid session in which panelists attended in person, but audience members could participate in person or online. The panel included six panelists from a diverse set of institutions, including AEA and WEAI President Christina Romer, AEAMP Co-Director Trevon Logan, and AEAMP Co-Director Francisca Antman. In addition, Antman organized the CSMGEP/CSWEP Networking Breakfast, which AEAMP Co-Directors Antman and Logan hosted. About 70 people attended this networking event to learn more about CSMGEP, CSWEP, and AEAMP and form connections.

CSWEP DC Representative, Stephanie Aaronson, organized two sessions for the 2021 **Association for Public Policy Analysis and Management (APPAM) Meeting**. The 2021 APPAM meeting was scheduled for Fall 2021 but postponed to March 2022. CSWEP hosted two panels: one Employment and Training panel titled "Economic Recovery from the Coronavirus Pandemic" and one Social Equity and Race panel titled "Equitable Data/Advancing Racial Equity and Support for Underserved Communities." Each panel featured research from women in the academic and policy communities, including junior and minority scholars as presenters and discussants.

The 2022 APPAM meeting was held in Washington DC on November 17-19. Stephanie

Aaronson. DCSWEP Rep, organized two panels for the APPAM Fall Research Conference, which was held in Washington, DC November 17-19. The first panel, organized by Julie Carlson, was on “Interdisciplinary Approaches to Understanding Innovation Incentives.” There were three presenters, all graduate students, and they had the opportunity to receive feedback from 3 expert discussants. About eight people attended the session. The second session, organized by Misty Heggeness was “Interdisciplinary Research and Approaches Towards Creating More Gender-Aware, Gender-Equal Economic Policies.” There were five papers presented and 20 attendees. One of the discussants, Kathryn Edwards, made sure to praise CSWEP in her discussant presentation, which was well received.

DCSWEP also held a networking holiday happy hour on December 8th, 2022. About 35 people attended—a mix of women from various federal agencies and nonprofits in DC, as well as some graduate students. It was a success. DCSWEP would like to thank Stephanie Holzbauer for her help in coordinating the panels for the APPAM conference and for organizing the happy hour.

The **Southern Economics Association (SEA)** Meeting was held in Fort Lauderdale, Florida, in November. As already discussed, CSWEP co-sponsored a mentoring session for graduate students the day before the meeting, organized by Catherine Maclean along with several others. Jen Doleac, the Southern Representative organized three research sessions and a cocktail reception. Attendance at all of the events was very high. The research sessions were standing-room-only, with 30-40 attendees each. The reception drew about 200 attendees.

E. CSWEP News: 2022 Focus and Features

Under the able direction of *CSWEP News* Oversight Editor Kate Silz-Carson of the U.S. Air Force Academy and with the graphic design expertise of Leda Black, CSWEP published four newsletter issues in 2022.⁵

Kate has served as Oversight Editor for two terms. She has worked tirelessly to help deliver superb content on topical issues to help advance the careers of women in economics, demystify the hidden curriculum in economics, and allowed the newsletter to go from strength to strength. A very heartfelt thank you to Kate for her service, and we are sad to see her term end. CSWEP is delighted to introduce Gina Pieters from the University of Chicago, who is taking over from Kate and has been working closely to ensure a seamless transition into the new year.

The year's first issue contains the CSWEP annual report and an interview with the CSWEP prize winners. The other three issues of the year each feature a *Focus* section of articles with a theme chosen and introduced by a guest editor who solicits the featured articles. The quality of these *Focus* articles is consistently high, with many proving to be enduring career resources for junior economists. The CSWEP Board extends our thanks to the authors and other contributors.

Issue 2: A Guide for Non-Tenure Track Faculty

While non-tenure-track (NTT) faculty numbers rise across universities accounting for one-third of entry-level academic postings, career paths within these ranks have received relatively little systematic attention. This issue's Focus section addresses this gap. Shreyasee Das and Seth Gitter organized a stellar panel discussion at the 2021 SEA meetings on NTT academic careers. Based upon this session, they have curated a collection of five essays for this issue of the News on different aspects of professional development for NTT faculty.

Issue 3: Navigating the Ph.D. Admissions Process

Entry into U.S. economics Ph.D. programs is highly selective, with candidates from all over the world competing for prized spots, especially at top doctoral programs. This issue presents a guide for helping students gain admission into economics Ph.D. programs. Kasey Buckles, Associate Chair and Director of Mentoring, collected resources, articles, and tips for our website as a resource for students trying to gain admission to graduate programs.

Issue 4: Economics Seminar Dynamics

Our Oversight Editor of the *CSWEP News*, Kate Silz-Carson, put together a collection of articles that originated from a CSWEP online webinar on seminar culture that also showcased the work of the [Seminar Dynamics Collective](#).

CSWEP wishes to extend our thanks to all who took the time to write contributions to newsletters during 2022. Professional development features of these and past issues of *CSWEP News* are now more easily accessible at CSWEP.org, where one can find them archived by year as well as by target audience and topic.

IV. Status of Women in the Economics Profession¹

A. Women's Status in the Economics Profession: Summary

This report presents the results of the 2022 CSWEP survey of U.S. economics departments. It compares the top ranked economics departments – which produce the vast majority of faculty in PhD granting departments – to all PhD and non-PhD granting departments. It examines gender differences in outcomes in the PhD job market and the progress (and attrition) of women through the academic ranks. After three years of small, but positive, progress in the representation of women in economics, this year's survey has much more mixed news. Both the share and the absolute numbers of women entering PhD programs

¹ This survey report is written by Margaret Levenstein, CSWEP Associate Chair and Survey Director. We gratefully acknowledge the assistance of Michael Shove, Aneesa Buageila, and Erin Meyer in the administration and analysis of the survey.

and serving in the faculty of PhD-granting departments decreased last year (Table 1). The number of top-twenty departments that have first year classes that are at least 35% female also fell (Table 7), so the experience of those women entering the profession is more often one of relative isolation. On the brighter side, for the first time, there are no top-twenty departments with fewer than 20% women, and the share of the female share of assistant professors reached new highs of 33.2% (PhD-granting departments) and 42.6% (non-PhD departments).

The share of women among undergraduate economics majors at PhD-granting departments increased (from 34.4% last year to 36.0% in 2022), but fell in non-PhD departments from 37.8% to 37.0% (Tables 1 and 3). In both types of departments, the female share is still well below parity and does not approach the 55% share of women in the undergraduate population.²

In 1971 the AEA established CSWEP as a standing committee to monitor the status and promote the advancement of women in the economics profession. In 1972 CSWEP undertook a broad survey of economics departments and found that women represented 7.6% of new PhDs, and 8.8% of assistant, 3.7% of associate, and 2.4% of full professors. In the two decades after CSWEP's first survey, there was significant improvement in women's representation in economics. By 1994, women made up almost a third of new PhD students and almost a quarter of assistant professors in economics departments with doctoral programs. The share of associate and full professors who were women had almost tripled. Progress at increasing the representation of women continued through the early 2000s and then essentially stopped for nearly two decades. The declines in representation seen in this year's report, after three years of progress, suggest that individual departments and schools, as well as the discipline as a whole, need to strengthen and innovate their efforts to attract and advance women. Commitment at the department and discipline level to make the field inclusive and equitable are critical to continuing this progress so that the field is more representative of the people it studies.

B. The CSWEP Annual Surveys, 1972-2022

In fall 2022 CSWEP surveyed 128 doctoral departments and 126 non-doctoral departments. We have received responses from 123 doctoral and 107 non-doctoral departments.³ The

² According to the National Center for Science and Engineering Statistics report on *Women, Minorities, and Persons with Disabilities in Science and Engineering*, 55% of full-time undergraduates are female (National Science Foundation, National Center for Science and Engineering Statistics. 2019. *Women, Minorities, and Persons with Disabilities in Science and Engineering: 2019. Special Report NSF 19-304*. Alexandria, VA. Available at <https://www.nsf.gov/statistics/wmpd>).

³ We have not received responses from the following PhD-granting departments: Temple, Nebraska, USC, Utah State, and Wayne State. We handle missing data as follows. We impute responses for missing items or non-responding departments. In years when non-responders to the CSWEP survey did respond to the AEA's Universal Academic Questionnaire (UAQ), we use UAQ data to impute missing responses. When the department responded to neither CSWEP nor UAQ, we use linear interpolation from survey responses in other years. Table 8 and appendix figures provide more detail on response rates and the impact of imputation on

non-doctoral sample is based on the listing of “Baccalaureate Colleges – Liberal Arts” from the *Carnegie Classification of Institutions of Higher Learning* (2000 Edition). Starting in 2006 the survey was augmented to include departments in research universities that offer a Master’s degree but not a PhD degree program in economics. We have harmonized and documented the departmental-level data from the 1990s to the current period to improve our analysis of long-run trends in the profession. Department-level longitudinal reports are provided to all responding departments; these reports are shared with department chairs and CSWEP liaisons on an annual basis. Previous years of survey data are accessible as ICPSR study [37118](#).

C. 2022 Survey Results

In 2022 the share of faculty in PhD-granting economics departments who are women was constant at 26.2%, Table 1). The number of women in *non-tenure track positions* fell by over 10% (Table 1). The shares of women at the assistant and full professor levels reached all-time highs (Figure 1), but the number of associate professors fell. After increasing for the past four years, the share of women in the entering PhD class fell last year. Women make up barely over a quarter of all faculty in PhD-granting departments, and over a quarter of all female faculty in PhD-granting departments are in non-tenure track positions (Table 1). Turning to the 21 economics departments that make up the “top twenty” and produce the vast majority of faculty who teach in PhD-granting departments, we see a very thin pipeline (Tables 2a and 2b). There are a total of eight female associate professors in the top ten departments, and a total of 21 in the top twenty. There are 22 female assistant professors in top ten departments, a slight increase from last year, but still below the average for the early 2000s. The share of women in the entering PhD classes in top ten departments fell last year, though there was an increase in the number and share of women in the first year classes of the top twenty.

Turning to an examination of non-doctoral departments, we see a similarly mixed pattern (Figure 2 and Table 3).⁴ The share of faculty who are women is higher than in PhD-granting departments, at every level of the professoriate, but it fell in 2022 (to 36.2%). The female share of both assistant professor and associate professors is a little higher (42.6 and 37.9%, respectively). Both doctoral and non-doctoral programs rely on women to teach, with women making up 37.0% of all non-tenure track faculty in the former and 37.7% in the latter (Tables 1 and 3).

At every level of the academic hierarchy, from entering PhD student to full professor, women have been and remain a minority. Moreover, within the tenure track, from new PhD to full professor, the higher the rank, the lower the representation of women (Figure 1). In

reported results. We are very grateful to Charles C. Scott and the American Economic Association for sharing the UAQ data with us.

⁴ We report data on non-PhD departments beginning in 2006. The sample changed considerably in that year, expanding to include departments in universities that give masters. Figure 2 and Table 3 use a consistent panel of departments over time.

2022 new doctorates were 34.3% female, falling to 33.2% for assistant professors, to 26.5% for tenured associate professors, and 17.8% for full professors. This pattern has been characterized as a “leaky pipeline.” Our reliance on this leaky pipeline for any progress in women’s representation in the profession requires growth in entry, which has not occurred in this century.

To provide a visual representation and estimates of this leaky pipeline, this report presents a simple lock-step model of typical academic career advancement (Figures 3 and 4). We track the gender composition of younger cohorts from when they enter graduate school and older cohorts from receipt of their degree. We compare the share female as the cohort progresses through academic ranks. CSWEP’s model has long shown that women complete their PhDs and enter into assistant professor positions at proportions roughly equal to their share as new graduate students for each cohort. While women continue to complete their PhDs at the same rate as men (compare the blue and red lines in Figure 3), they disproportionately exited (or perhaps never entered) the assistant professor ranks prior to coming up for tenure (compare the red and green lines in Figures 3 and 4). The convergence of the red and green lines in the last few years (in both Figures 3 and 4) suggests that women are now entering the ranks of tenure track professors at about the expected given their representation among new PhDs. The estimated leakage of associate professors was also decreasing (note the convergence of the green and purple lines for the graduating classes of 2005 and 2006 in Figure 4), but appears to have reemerged for the graduating classes of 2007 and 2008. One step forward, two steps back.

Figure 5 shows the trend for women undergraduate senior majors over time. The female share of undergraduate majors seems have been flat, at around 35%, since 2015. The share female increased slightly in 2022, driven by increases in undergrads in PhD-granting departments, despite decreases in women undergrads in non-PhD departments.

Tables 4, 5, and 6 provide snapshots of the job market experiences of women from different types of PhD programs. Women made up 30.5% of job candidates from the top 20 schools last year (Table 4) and almost 35.6% of all PhD students on the market (Table 5). Table 6 presents placement data slightly differently, showing where last year’s job market candidates placed, by the rank of the originating department. The most striking change in placement patterns is the growing number of students from top ranked departments who are taking jobs in the private sector. This seems to be equally true of new female and male economists.

D. Conclusions

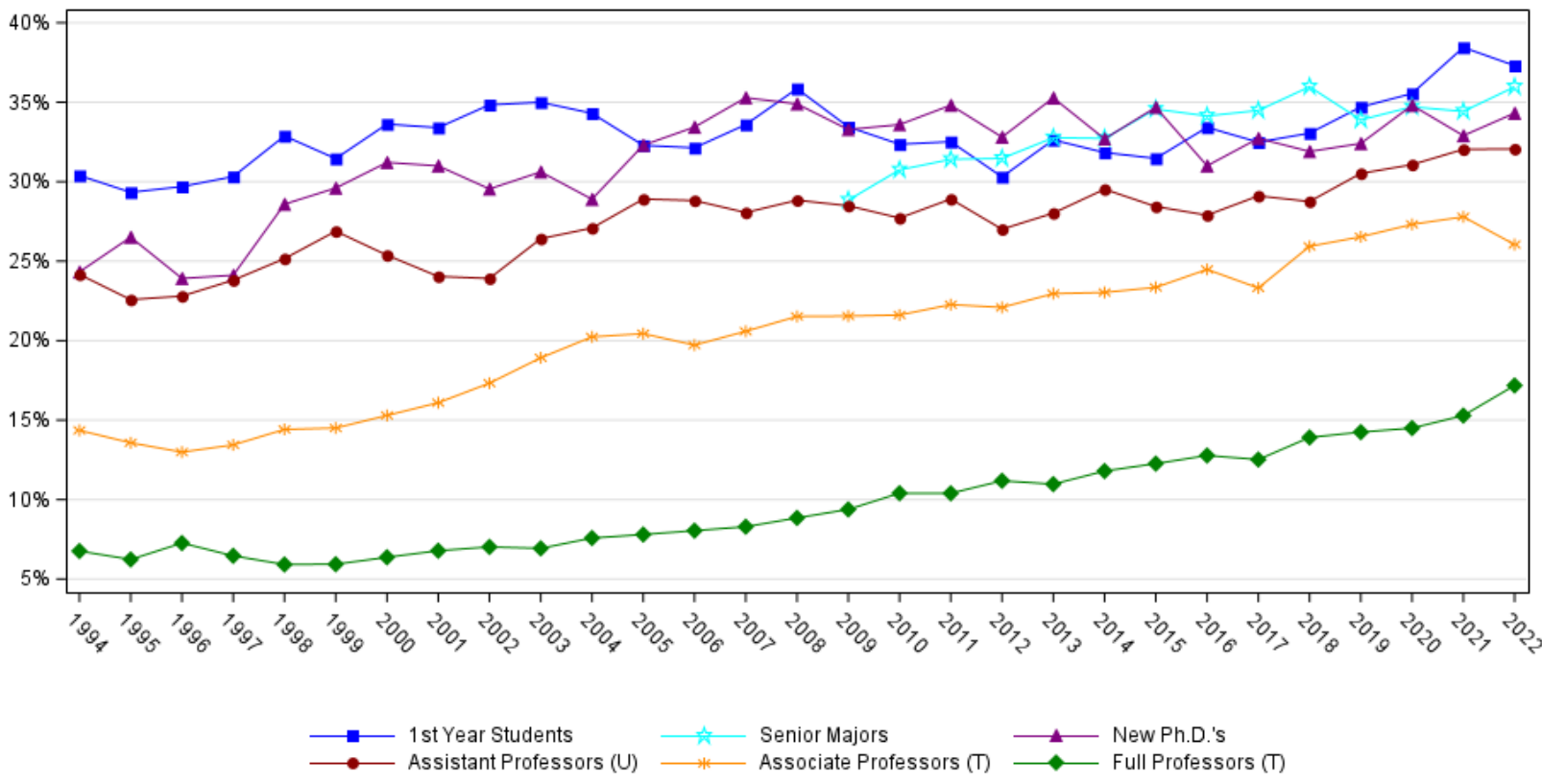
This report is disappointing. After three years of at least some progress in women’s representation in economics, we have returned to the pattern of the first twenty years of the century: stagnation and even backsliding. The share of women in first year PhD programs fell last year. The share of women in undergraduate economics majors remains well below parity and does not show any increasing trend. Women are over-represented in non-tenure-track

teaching jobs. The number of women in such positions declined last year, much more than any increase in women's representation in tenure-track positions, leading to overall declines in women's representation.

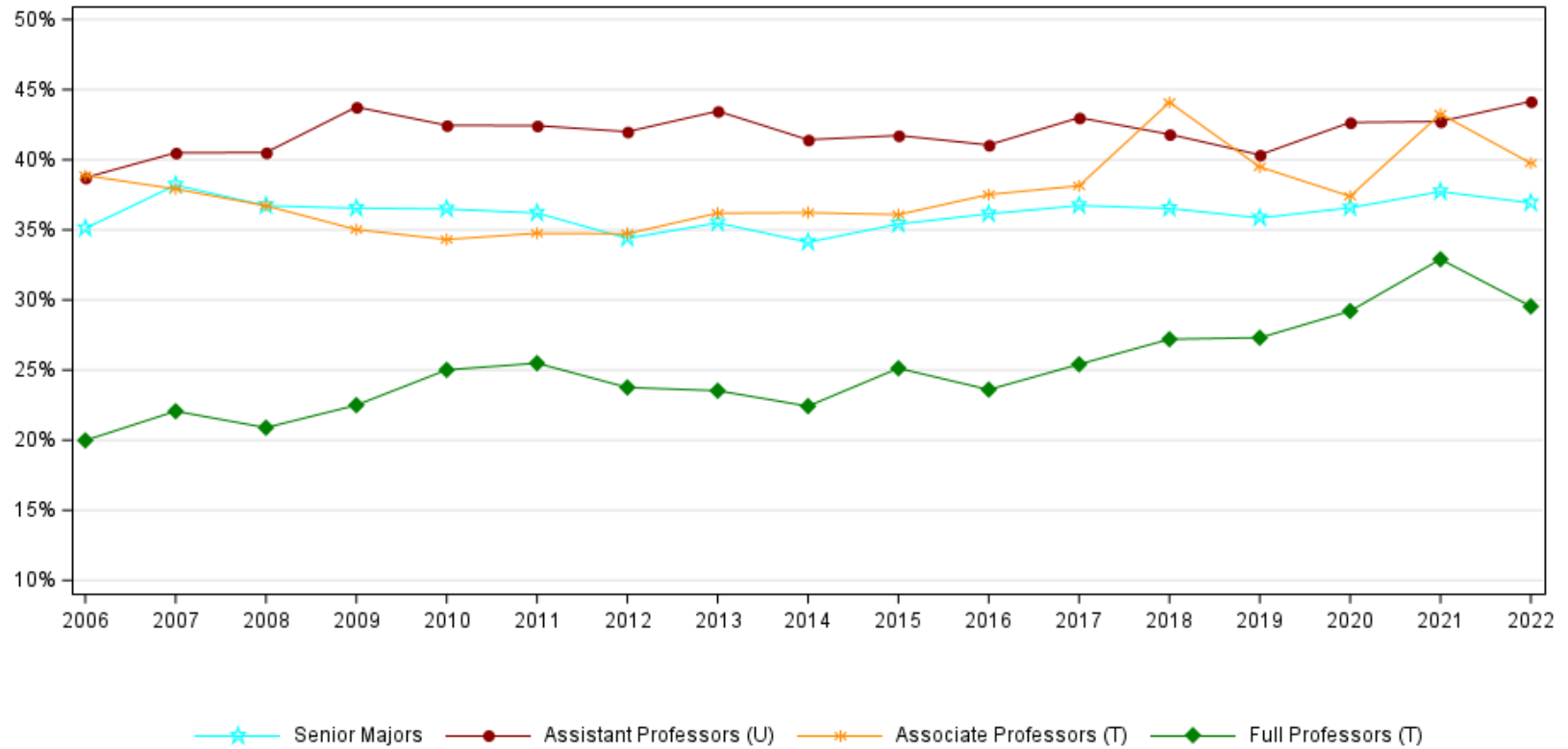
Efforts to address these continued disparities are critical, both for fairness and for the quality and relevance of the economics research that is undertaken in this country. With support from the Sloan Foundation, CSWEP and the Social Science Research Council are launching the [Women in Economics Research Consortium](#) to support research on interventions and policy changes designed to increase women's representation and success in economics, particularly those that are scalable and can therefore have a broad impact on the profession. This kind of research is critical to improving our understanding of effective changes. Ongoing, explicit support of the American Economic Association for diversity and respect within the profession, which was coincident with increases in representation seen in previous years, is critical for sustained progress.

CSWEP's many years of data on the evolution of faculty composition at the department level are unique in the social sciences and beyond. CSWEP now makes department-level longitudinal data available to individual departments so that they have this information to determine appropriate steps to achieve gender equity. Annual aggregate data and departmental-level data are available for research purposes in a manner that protects the confidentiality of the responding departments through the Inter-university Consortium for Political and Social Research and will be updated annually.

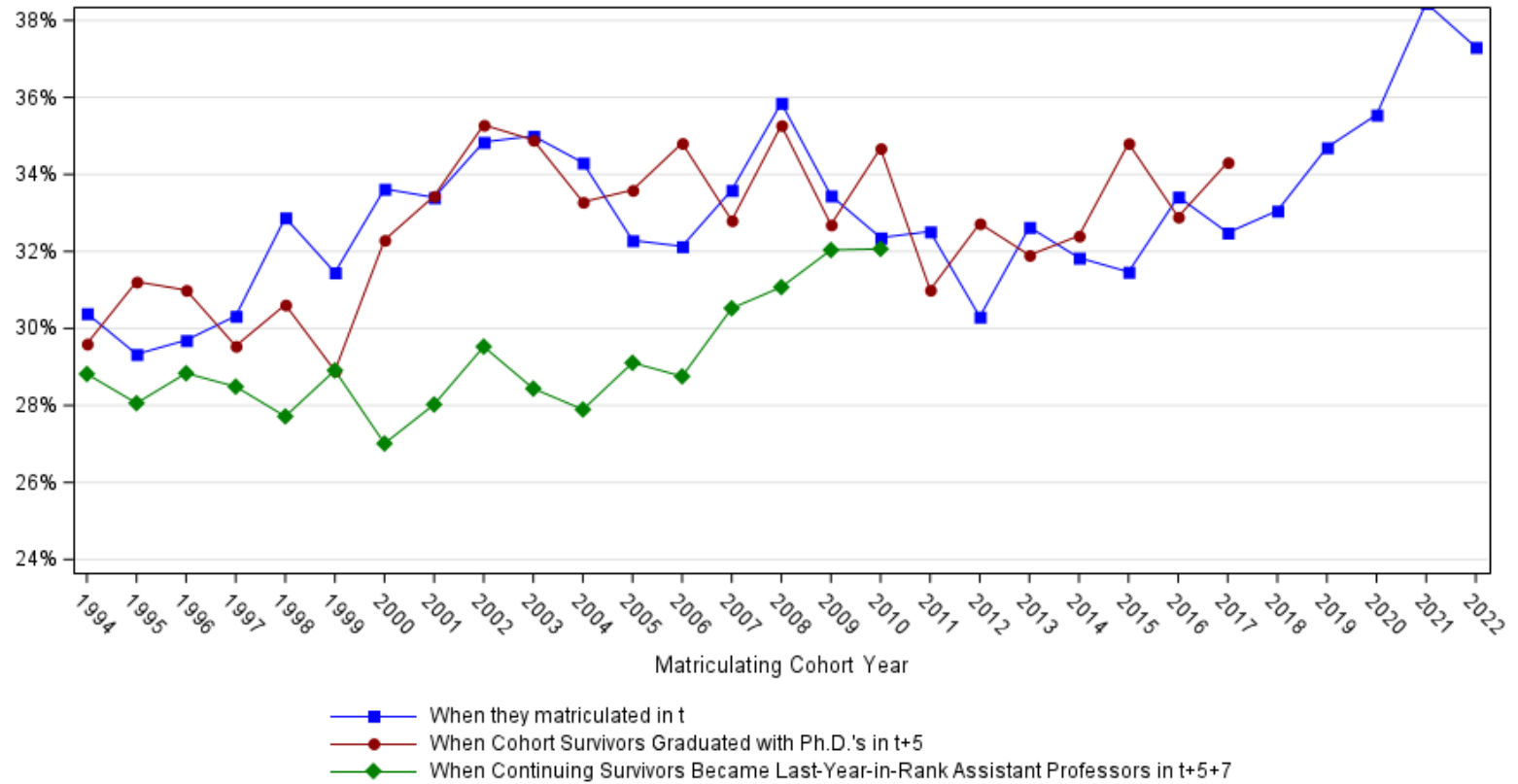
**Figure 1. Pipeline for Departments with Doctoral Programs:
Percent of Doctoral Students and Faculty who are Women, 1994-2022**



**Figure 2. Pipeline for Departments without Doctoral Programs:
Percent of Students and Faculty who are Women, 2006-2022**



**Figure 3. Lock-Step Model: Percentage of women, by entering PhD cohorts:
Matriculation, graduation and entry into first-year assistant professorship**



**Figure 4. Lock-Step Model: Percentage of women, by receiving-PhD cohort:
Graduation, last year-in-rank assistant professorship, and last year-in-rank associate professors**

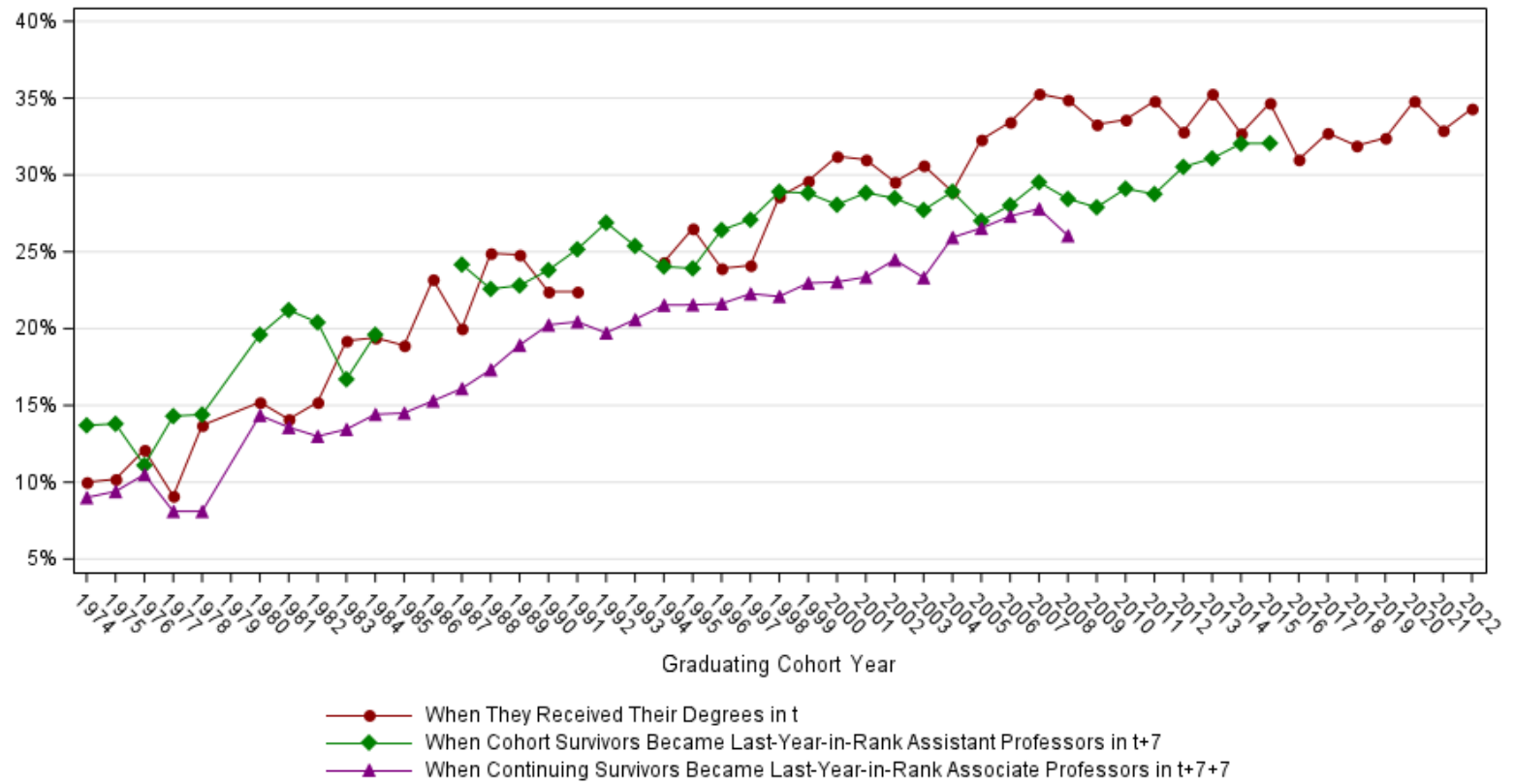
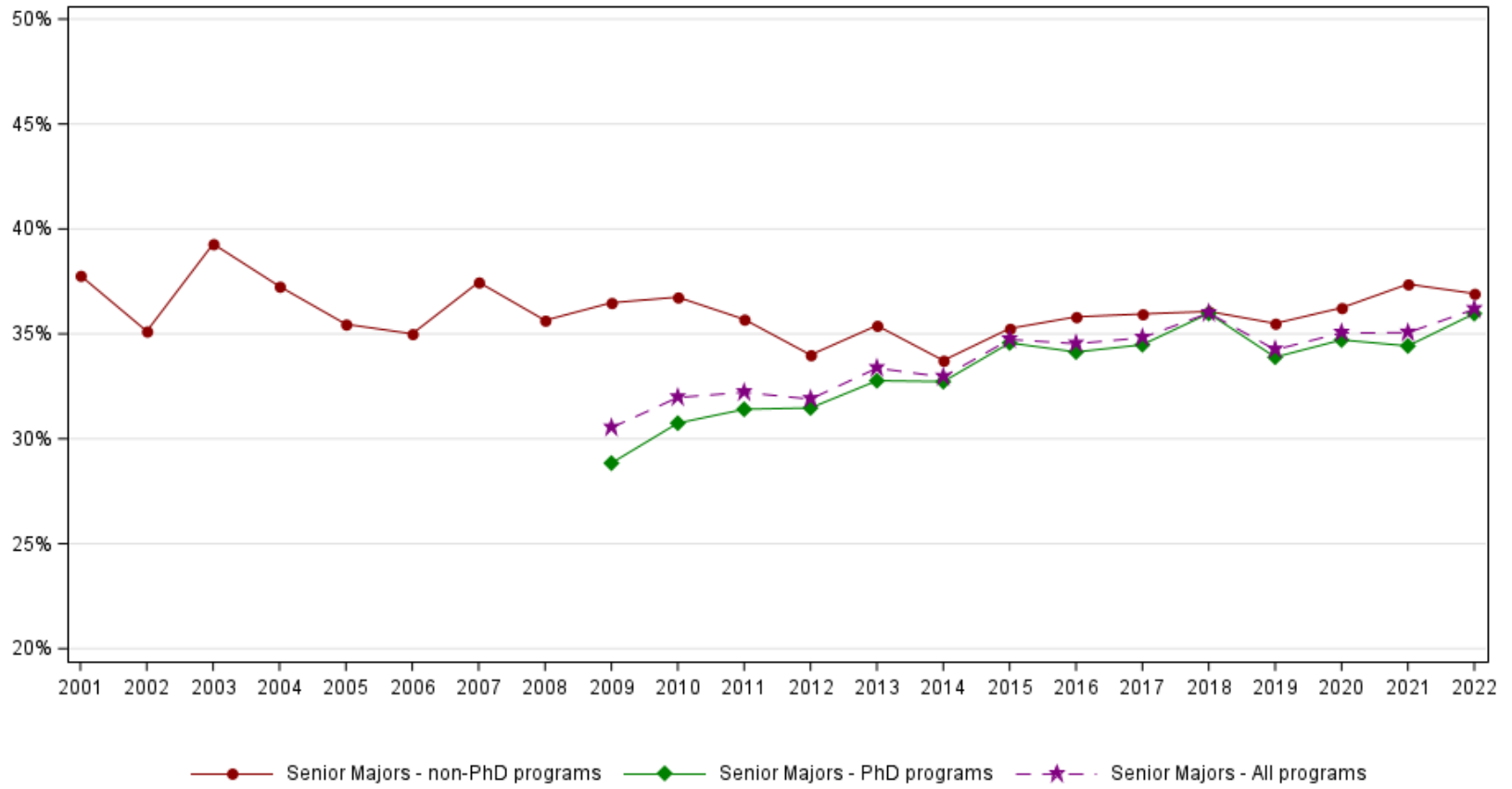


Figure 5: Undergraduate senior economics majors



*Note: CSWEP PhD survey began collecting senior major counts in 2009

Table 1. The Pipeline for Departments with Doctoral Programs: Percent and Number of Doctoral Students and Faculty who are Women

	1994-1997	1998-2002	2003-2007	2008-2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Faculty														
Full Professor														
Percent	6.7%	6.4%	7.7%	10.1%	10.9%	11.8%	12.2%	12.9%	12.6%	14.0%	14.3%	14.7%	15.5%	17.8%
Number	93.7	94.9	122.7	160.8	169.2	185.5	194.2	204.0	193.0	221.0	229.0	234.0	248.0	283.0
Associate Professor														
Percent	13.4%	15.5%	20.2%	22.4%	23.2%	23.2%	23.8%	25.2%	23.5%	26.0%	26.1%	27.2%	28.0%	26.5%
Number	74.5	85.4	113.6	136.0	139.8	150.9	155.9	173.5	157.0	174.0	184.0	190.5	195.0	189.0
Assistant Professor														
Percent	23.6%	24.4%	27.9%	28.3%	27.8%	29.0%	28.3%	27.9%	28.5%	28.6%	30.2%	31.4%	32.8%	33.2%
Number	137.2	146.6	199.7	223.8	212.2	228.5	233.7	233.0	246.5	237.0	248.0	255.0	274.5	260.3
All Tenure Track (Subtotal)														
Percent	12.1%	12.4%	15.2%	17.4%	17.9%	18.7%	19.0%	19.6%	19.5%	20.5%	21.1%	21.9%	22.9%	23.7%
Number	305.4	326.9	436.0	520.7	521.3	564.8	583.9	610.5	596.5	632.0	661.0	679.5	717.5	732.3
All Non-Tenure Track														
Percent	33.2%	30.8%	33.2%	34.4%	35.1%	37.8%	34.7%	35.1%	34.9%	37.0%	37.9%	39.3%	40.2%	37.0%
Number	39.2	91.0	150.7	209.0	180.0	222.0	295.5	311.0	325.0	234.0	285.3	263.0	298.0	258.0
All Faculty														
Percent	13.0%	14.2%	17.7%	20.3%	20.5%	21.8%	22.4%	23.1%	23.1%	23.3%	24.4%	25.0%	26.2%	26.2%
Number	344.7	418.0	586.7	729.6	701.3	786.8	879.4	921.5	921.5	866.0	946.3	942.5	1015.5	990.3
Ph.D. Students														
Ph.D. Granted														
Percent	24.7%	30.0%	32.1%	33.9%	35.3%	32.7%	34.7%	31.0%	32.7%	31.9%	32.4%	34.8%	32.9%	34.3%
Number	214.0	265.9	326.1	367.1	390.7	358.0	404.0	372.0	359.0	368.0	349.0	378.0	352.0	399.3
ABD														
Percent	27.4%	30.7%	33.9%	33.9%	32.1%	32.2%	31.7%	31.7%	33.0%	32.8%	32.9%	32.6%	34.7%	35.4%
Number	647.2	850.4	1219.8	1317.7	1227.5	1346.0	1324.5	1430.0	1469.0	1469.0	1454.3	1464.5	1581.0	1450.5
First Year														
Percent	29.9%	33.2%	33.5%	32.9%	32.6%	31.8%	31.5%	33.4%	32.5%	33.1%	34.7%	35.5%	38.4%	37.4%
Number	445.4	518.2	568.4	557.6	481.0	508.0	500.0	517.0	498.0	474.0	542.0	452.0	476.0	458.5
Undergraduate Economics Majors Graduated														
Percent	32.0%	32.1%	31.6%	30.5%	32.1%	33.6%	33.2%	32.9%	34.0%	34.1%	33.4%	34.9%	34.7%	35.8%
Number	2498	3281	5114	5785	5733	6998	7756	7577	7894	8225	8336	9202	8311	8129
Undergraduate Senior Majors*														
Percent	missing	missing	missing	30.6%	32.8%	32.7%	34.6%	34.1%	34.5%	36.0%	33.9%	34.7%	34.4%	36.0%
Number	missing	missing	missing	7603	5767	6687	7247	7534	7774	8417	8356	8084	7985	7973

*Notes: Entry and exit change the population universe. Any known Ph.D. programs are considered members of the population. Any non-respondents were imputed first with UAQ survey responses and, if those are unavailable, with linear interpolation. All programs responded to the 2021 survey. For five year intervals, simple averages are reported.

Table 2a. The Pipeline for Top Departments: Percent and Numbers of Faculty and Students who are Women

	All Top 10 Schools													
	1994-1997	1998-2002	2003-2007	2008-2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Faculty														
Full Professor														
Percent	4.7%	7.1%	8.3%	8.9%	9.6%	9.7%	9.6%	9.2%	9.1%	10.7%	12.2%	12.5%	12.7%	13.6%
Number	10.8	17.8	21.5	25.8	28.0	27.0	27.0	26.0	27.0	33.0	39.0	39.0	34.0	40.0
Associate Professor														
Percent	12.5%	21.1%	16.4%	22.5%	23.3%	21.9%	25.0%	28.9%	30.8%	26.3%	21.2%	22.2%	31.2%	19.5%
Number	4.5	6.1	4.8	7.7	7.0	7.0	8.0	13.0	12.0	10.0	7.0	8.0	10.0	8.0
Assistant Professor														
Percent	20.4%	18.0%	22.7%	23.1%	17.0%	20.0%	21.6%	18.0%	20.2%	17.9%	19.8%	22.4%	21.1%	24.7%
Number	20.8	19.0	23.7	23.0	15.0	18.0	21.0	18.0	22.0	17.0	19.0	22.0	19.0	22.0
All Tenure Track (Subtotal)														
Percent	9.9%	11.1%	12.7%	13.3%	12.2%	13.0%	13.6%	13.3%	13.7%	13.6%	14.5%	15.5%	16.2%	16.5%
Number	36.0	42.9	50.0	56.5	50.0	52.0	56.0	57.0	61.0	60.0	65.0	69.0	63.0	70.0
All Non-Tenure Track														
Percent	34.7%	31.4%	40.0%	35.9%	35.2%	33.9%	44.3%	39.3%	33.3%	34.4%	35.7%	34.2%	32.9%	28.4%
Number	5.3	7.6	15.2	20.0	19.0	20.0	43.0	35.0	29.0	22.0	30.3	25.0	24.0	27.0
All Faculty														
Percent	10.8%	12.3%	15.1%	15.8%	14.8%	15.7%	19.5%	17.8%	16.9%	16.2%	17.9%	18.1%	18.8%	18.7%
Number	41.3	50.5	65.2	76.5	69.0	72.0	99.0	92.0	90.0	82.0	95.3	94.0	87.0	97.0
Ph.D. Students														
Ph.D. Granted														
Percent	24.6%	24.8%	28.6%	26.7%	31.3%	25.9%	25.9%	26.4%	28.4%	23.6%	29.9%	23.6%	23.6%	26.4%
Number	51.3	51.0	57.0	54.0	67.0	51.0	52.0	58.0	57.0	49.0	64.0	49.0	49.0	47.0
ABD														
Percent	22.9%	24.4%	28.0%	26.1%	30.4%	25.4%	25.1%	25.4%	24.6%	26.9%	25.2%	24.7%	27.0%	30.3%
Number	134.8	184.0	240.2	218.8	255.0	217.0	225.0	247.0	221.0	264.0	234.0	233.0	265.0	281.0
First Year														
Percent	24.5%	28.1%	26.3%	24.4%	27.9%	24.0%	23.9%	29.8%	25.8%	26.1%	32.1%	32.6%	36.2%	34.9%
Number	69.3	72.5	66.8	61.0	65.0	62.0	52.0	68.0	66.0	59.0	71.0	71.0	68.0	67.0
Undergraduate Economics Majors Graduated														
Percent	31.1%	34.1%	35.7%	35.5%	39.6%	37.2%	36.9%	36.0%	39.6%	36.3%	37.1%	36.5%	40.7%	40.7%
Number	372	668	777	744	866	849	895	907	990	866	965	944	1051	1122
Undergraduate Senior Majors*														
Percent	missing	missing	missing	38.7%	38.0%	38.6%	37.3%	36.6%	38.3%	39.0%	37.1%	37.7%	38.8%	41.0%
Number	missing	missing	missing	967	994	1003	898	924	984	959	1014	1023	1066	1331

*Notes: For each category, the table gives women as a percentage of total. For the five-year intervals, simple averages of annual percentages are reported.

Table 2b. The Pipeline for Top Departments: Percent and Numbers of Faculty and Students who are Women

	All Top 20 Schools													
	1994-1997	1998-2002	2003-2007	2008-2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Faculty														
Full Professor														
Percent	4.3%	6.4%	7.7%	8.8%	9.6%	10.0%	10.1%	11.3%	10.2%	11.6%	12.7%	13.1%	13.4%	14.5%
Number	17.3	29.5	36.5	42.8	49.0	49.0	50.0	58.0	53.0	62.0	69.0	72.0	69.0	79.0
Associate Professor														
Percent	11.9%	17.1%	16.3%	22.5%	19.1%	20.4%	19.6%	20.2%	20.6%	20.6%	16.8%	16.4%	21.2%	19.9%
Number	9.8	11.6	10.1	19.9	17.0	19.0	19.0	22.0	20.0	20.0	16.0	15.0	19.0	21.0
Assistant Professor														
Percent	18.0%	18.2%	24.5%	22.9%	18.7%	21.3%	21.5%	21.2%	20.7%	21.5%	22.3%	25.0%	22.7%	24.6%
Number	31.8	35.3	50.6	49.4	37.0	43.0	44.0	44.0	43.0	45.0	43.0	50.0	48.0	52.3
All Tenure Track (Subtotal)														
Percent	9.0%	10.6%	13.1%	14.1%	12.9%	14.1%	14.2%	14.9%	14.0%	15.1%	15.4%	16.3%	16.7%	17.7%
Number	58.8	76.4	97.2	112.1	103.0	111.0	113.0	124.0	116.0	127.0	128.0	137.0	136.0	152.3
All Non-Tenure Track														
Percent	37.3%	32.3%	41.5%	34.3%	38.9%	39.6%	42.8%	39.3%	38.2%	33.1%	39.0%	40.4%	39.5%	33.9%
Number	11.5	16.7	30.2	46.5	44.0	57.0	83.0	70.0	72.0	48.0	75.3	70.5	73.0	64.0
All Faculty														
Percent	10.2%	12.0%	15.6%	17.0%	16.1%	18.1%	19.8%	19.2%	18.5%	17.7%	19.8%	20.4%	20.9%	20.6%
Number	70.3	93.1	127.4	158.6	147.0	168.0	196.0	194.0	188.0	175.0	203.3	207.5	209.0	216.3
Ph.D. Students														
Ph.D. Granted														
Percent	25.0%	24.9%	29.5%	28.2%	33.2%	29.3%	28.4%	26.2%	26.9%	25.3%	32.0%	27.7%	26.3%	32.9%
Number	84.3	84.1	102.1	100.6	124.0	102.0	110.0	112.0	98.0	98.0	123.0	103.0	94.0	113.0
ABD														
Percent	23.4%	26.2%	29.9%	28.2%	30.3%	26.5%	25.7%	26.7%	27.0%	27.3%	25.9%	26.9%	31.6%	30.8%
Number	218.9	297.4	407.1	401.5	444.0	427.0	390.0	451.0	444.0	447.0	396.0	439.0	521.0	447.0
First Year														
Percent	25.8%	29.3%	28.4%	27.6%	28.4%	27.4%	24.9%	29.5%	26.0%	29.9%	32.5%	34.4%	35.3%	36.8%
Number	124.1	142.5	135.4	129.2	121.0	123.0	112.0	130.0	116.0	126.0	167.0	128.0	129.0	137.0
Undergraduate Economics Majors Graduated														
Percent	32.2%	33.9%	35.5%	35.5%	39.3%	37.4%	37.2%	37.3%	38.8%	37.0%	36.9%	37.6%	41.2%	40.2%
Number	866	1362	1906	1943	2241	2290	2494	2502	2512	2431	2324	2385	2430	2715
Undergraduate Senior Majors*														
Percent	missing	missing	missing	36.1%	39.1%	37.8%	38.3%	37.9%	37.8%	38.6%	37.7%	38.1%	37.8%	39.5%
Number	missing	missing	missing	2326	2627	2676	2643	2601	2602	2699	2590	2522	2626	2679

*Notes: For each category, the table gives women as a percentage of total. For the five-year intervals, simple averages of annual percentages are reported.

Table 3. Percent Women Faculty and Students: Economics Departments without Doctoral Programs

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Faculty																	
Full Professor																	
Percent	19.7%	21.5%	20.3%	21.8%	24.4%	25.0%	23.4%	23.3%	22.8%	24.2%	23.4%	25.2%	27.6%	27.5%	28.4%	32.7%	29.5%
Number	73.1	83.1	84.7	97.3	107.3	111.2	101.8	97.3	94.0	101.0	95.0	104.5	110.0	117.7	121.3	132.5	128.4
Associate Professor																	
Percent	37.6%	36.4%	35.3%	33.8%	33.1%	33.4%	33.9%	36.4%	35.2%	36.3%	37.7%	38.9%	44.5%	39.9%	37.6%	41.3%	37.9%
Number	87.4	88.5	89.8	87.8	90.9	88.6	86.5	86.2	88.2	88.3	87.6	93.8	100.5	103.0	93.0	108.0	118.3
Assistant Professor																	
Percent	38.7%	39.9%	40.2%	43.4%	41.3%	41.4%	40.1%	40.4%	41.5%	42.6%	40.2%	42.2%	40.6%	40.2%	42.1%	42.1%	42.6%
Number	88.5	95.9	102.4	109.7	114.4	114.6	111.7	102.6	107.3	118.7	116.1	120.0	120.5	131.8	140.7	125.5	132.5
All Tenure Track (Subtotal)																	
Percent	29.9%	30.7%	29.9%	30.8%	31.5%	31.8%	30.9%	31.5%	31.4%	32.8%	32.2%	33.8%	35.9%	34.8%	35.2%	37.9%	35.8%
Number	249.0	267.5	276.9	294.8	312.5	314.3	300.0	286.0	289.5	308.0	298.7	318.3	331.0	352.5	355.0	366.0	379.2
All Non-Tenure Track																	
Percent	33.2%	35.6%	38.2%	30.5%	36.5%	34.6%	30.7%	33.2%	33.2%	32.8%	33.2%	30.9%	27.1%	31.4%	25.0%	39.2%	37.7%
Number	72.5	81.7	94.2	80.3	84.6	80.2	89.2	58.3	80.0	111.5	94.7	84.8	46.0	74.2	49.3	95.0	97.6
All Faculty																	
Percent	30.6%	31.8%	31.6%	30.7%	32.5%	32.4%	30.9%	31.8%	31.8%	32.8%	32.5%	33.2%	34.5%	34.1%	33.5%	38.2%	36.2%
Number	321.5	349.3	371.2	375.0	397.1	394.5	389.2	344.3	369.5	419.5	393.3	403.2	377.0	426.7	404.3	461.0	476.8
Students																	
Undergraduate Economics Majors Graduated																	
Percent	34.7%	34.3%	34.1%	35.1%	35.8%	34.9%	33.9%	34.8%	35.2%	33.4%	35.6%	35.7%	35.4%	35.5%	37.0%	36.5%	37.0%
Number	1345.0	1388.8	1495.4	1555.3	1572.9	1559.6	1397.4	1393.0	1869.1	1858.3	2120.6	2060.3	2159.5	2074.8	2064.3	1885.8	2077.8
Undergraduate Senior Majors																	
Percent	35.2%	38.3%	36.8%	36.5%	36.4%	36.0%	34.3%	35.4%	34.0%	35.3%	36.0%	36.6%	36.4%	35.8%	36.5%	37.8%	37.0%
Number	1460.0	1709.1	1699.6	1792.8	1830.6	1801.2	1600.9	1480.6	1717.8	2000.8	2114.8	2136.2	2032.5	2232.8	2160.7	2173.5	2200.7
M.A. Students Graduated																	
Percent	29.2%	45.4%	32.6%	38.3%	36.7%	37.8%	35.1%	35.1%	39.4%	36.5%	33.5%	41.6%	33.6%	33.2%	37.4%	31.5%	43.7%
Number	14.0	56.0	66.7	78.5	72.7	61.5	51.1	43.0	54.5	46.0	32.5	52.0	21.0	62.0	34.0	28.0	60.6
M.A. Students Expected to Graduate																	
Percent	missing	missing	missing	missing	missing	missing	missing	44.1%	38.7%	31.3%	46.0%	42.9%	52.8%	34.0%	33.7%	43.0%	45.6%
Number	missing	missing	missing	missing	missing	missing	missing	26.0	51.5	33.7	32.3	39.0	19.0	88.0	41.0	63.0	69.4
N respondents																	
Number	96.0	96.0	97.0	97.0	99.0	99.0	99.0	99.0	99.0	99.0	100.0	100.0	100.0	100.0	98.0	99.0	107.0

*Notes: For each category, the table gives women as a percentage of women plus men. For the five-year intervals, simple averages of annual percentages are reported.

Table 4. Percent Women in Job Placements of New Ph.D.s from the Top Economics Departments

		All Top 10 Schools									
		1994-1997	1998-2002	2003-2007	2008-2012	2013-2017	2018	2019	2020	2021	2022
U.S.-based. All Types											
Percent		24.9%	29.7%	30.1%	26.2%	27.7%	20.7%	37.7%	25.9%	24.7%	27.1%
Number		35.8	39.1	45.3	35.6	38.2	31.0	52.0	42.0	38.0	42.0
Faculty. PhD Granting Department											
Percent		22.1%	25.9%	29.8%	24.5%	28.0%	17.6%	42.6%	23.0%	27.5%	28.3%
Number		16.0	18.9	26.8	17.8	19.4	13.0	29.0	14.0	11.0	15.0
Faculty. Non-PhD Granting Department											
Percent		42.1%	50.1%	26.5%	35.1%	34.4%	14.3%	0.0%	20.0%	100.0%	33.3%
Number		6.8	5.3	2.4	2.5	2.0	1.0	0.0	1.0	2.0	1.0
Non-Faculty. Any Academic Department											
Percent		missing	missing	missing	missing	35.4%	26.7%	28.6%	33.3%	33.3%	27.3%
Number		missing	missing	missing	missing	3.4	4.0	2.0	5.0	6.0	3.0
Public Sector											
Percent		24.1%	30.3%	31.4%	29.9%	27.2%	10.0%	36.4%	32.3%	12.0%	30.4%
Number		6.5	8.5	7.3	6.9	4.6	1.0	8.0	10.0	3.0	7.0
Private Sector											
Percent		22.4%	30.8%	28.6%	24.1%	25.7%	27.3%	34.2%	24.0%	23.2%	24.6%
Number		6.5	6.4	8.8	8.4	8.8	12.0	13.0	12.0	16.0	16.0
Foreign-based. All Types											
Percent		17.8%	14.5%	23.1%	22.9%	20.2%	27.7%	24.2%	25.9%	16.7%	25.0%
Number		5.8	4.3	9.1	12.3	8.4	13.0	15.0	15.0	11.0	9.0
Academic											
Percent		24.5%	13.4%	25.3%	23.0%	23.1%	27.3%	25.0%	28.3%	27.8%	25.8%
Number		5.3	3.0	7.1	9.3	6.8	9.0	11.0	15.0	10.0	8.0
Non-Academic											
Percent		6.1%	17.7%	18.1%	22.6%	11.6%	28.6%	22.2%	0.0%	3.3%	20.0%
Number		0.5	1.3	2.0	3.1	1.6	4.0	4.0	0.0	1.0	1.0
Unknown Placement											
Percent		missing	missing	missing	missing	missing	missing	100.0%	50.0%	0.0%	0.0%
Number		missing	missing	missing	missing	missing	missing	1.0	1.0	0.0	0.0
No Placement											
Percent		19.6%	31.7%	6.7%	0.0%	6.7%	50.0%	0.0%	0.0%	100.0%	0.0%
Number		6.5	2.5	0.6	0.0	0.2	1.0	0.0	0.0	1.0	0.0
Total on the Market											
Percent		23.3%	27.1%	28.0%	24.8%	25.9%	22.6%	33.3%	26.0%	22.6%	26.3%
Number		48.0	45.9	55.0	47.9	46.8	45.0	68.0	58.0	50.0	51.0

All Top 20 Schools										
	1994-1997	1998-2002	2003-2007	2008-2012	2013-2017	2018	2019	2020	2021	2022
U.S.-based. All Types										
Percent	26.7%	29.1%	31.6%	29.3%	28.3%	23.8%	35.6%	28.8%	26.9%	31.9%
Number	58.9	59.9	80.0	66.1	71.0	64.0	88.0	78.0	67.0	83.0
Faculty, PhD Granting Department										
Percent	24.0%	26.3%	30.9%	27.8%	27.3%	20.2%	40.9%	24.4%	30.8%	32.1%
Number	27.0	29.5	44.4	33.2	29.4	22.0	38.0	22.0	16.0	25.0
Faculty, Non-PhD Granting Department										
Percent	41.8%	50.2%	30.8%	41.2%	33.0%	14.3%	28.6%	10.0%	80.0%	28.6%
Number	8.8	7.3	6.6	6.9	6.0	1.0	4.0	1.0	4.0	2.0
Non-Faculty, Any Academic Department										
Percent	missing	missing	missing	missing	28.9%	28.6%	19.2%	34.8%	34.5%	28.6%
Number	missing	missing	missing	missing	6.0	8.0	5.0	8.0	10.0	6.0
Public Sector										
Percent	28.3%	28.8%	33.6%	28.9%	26.4%	23.1%	37.5%	32.7%	16.7%	39.5%
Number	12.3	12.9	14.2	11.5	9.8	9.0	15.0	16.0	9.0	15.0
Private Sector										
Percent	25.2%	28.9%	31.7%	28.5%	29.7%	27.9%	35.1%	31.3%	25.7%	30.2%
Number	10.9	10.2	14.8	14.5	19.8	24.0	26.0	31.0	28.0	35.0
Foreign-based. All Types										
Percent	17.8%	19.6%	22.7%	24.4%	24.8%	26.7%	28.8%	25.4%	20.0%	26.7%
Number	10.8	11.2	18.4	26.8	22.0	28.0	34.0	29.0	23.0	23.0
Academic										
Percent	19.8%	19.9%	25.2%	22.3%	26.5%	26.7%	32.2%	27.3%	25.4%	28.4%
Number	8.5	8.2	13.6	17.7	16.8	20.0	28.0	27.0	17.0	19.0
Non-Academic										
Percent	13.2%	17.7%	17.6%	29.6%	20.6%	26.7%	19.4%	13.3%	12.5%	21.1%
Number	2.3	3.0	4.8	9.1	5.2	8.0	6.0	2.0	6.0	4.0
Unknown Placement										
Percent	missing	missing	missing	missing	missing	missing	33.3%	50.0%	100.0%	50.0%
Number	missing	missing	missing	missing	missing	missing	1.0	1.0	1.0	1.0
No Placement										
Percent	18.5%	34.7%	23.4%	18.1%	25.7%	50.0%	33.3%	16.7%	50.0%	16.7%
Number	9.0	4.0	3.5	1.2	0.8	2.0	2.0	1.0	1.0	1.0
Total on the Market										
Percent	24.1%	27.2%	29.4%	27.5%	27.4%	24.9%	33.4%	27.7%	25.1%	30.5%
Number	78.6	75.1	101.9	94.1	93.8	94.0	125.0	109.0	92.0	108.0

*Notes: For five year intervals, simple averages are reported.

Table 5. Percent Women in Job Placements of New Ph.D.s from All Other Economics Departments

		All Other Schools									
		1994-1997	1998-2002	2003-2007	2008-2012	2013-2017	2018	2019	2020	2021	2022
U.S.-based. All Types											
Percent		29.4%	33.5%	35.6%	38.8%	37.6%	36.8%	34.7%	36.2%	37.2%	37.1%
Number		91.2	120.2	169.5	210.8	171.1	174.0	160.0	141.0	162.0	201.3
Faculty. PhD Granting Department											
Percent		31.4%	30.5%	31.7%	36.8%	33.3%	39.0%	36.9%	35.7%	39.7%	45.6%
Number		28.2	32.7	50.9	65.7	36.5	30.0	31.0	25.0	28.0	47.0
Faculty. Non-PhD Granting Department											
Percent		29.1%	35.8%	40.9%	38.9%	38.6%	35.7%	35.7%	40.0%	45.8%	42.4%
Number		29.4	33.4	57.4	62.7	49.0	50.0	41.0	29.0	41.0	36.0
Non-Faculty. Any Academic Department											
Percent		missing	missing	missing	missing	30.8%	41.4%	34.8%	31.5%	32.6%	43.0%
Number		missing	missing	missing	missing	15.4	29.0	23.0	17.5	29.0	32.3
Public Sector											
Percent		30.8%	35.6%	36.5%	36.9%	35.5%	28.0%	31.1%	31.9%	38.5%	22.9%
Number		18.9	27.0	28.8	37.1	22.5	14.0	19.0	23.0	25.0	19.0
Private Sector											
Percent		25.0%	32.9%	33.3%	44.4%	45.1%	37.5%	34.1%	39.1%	32.0%	34.1%
Number		14.6	27.1	32.4	45.3	47.7	51.0	46.0	46.5	39.0	67.0
Foreign-based. All Types											
Percent		17.7%	27.3%	26.5%	30.2%	31.9%	29.3%	24.6%	35.8%	30.4%	29.3%
Number		23.8	30.5	42.9	69.2	58.1	66.0	42.0	66.5	51.0	42.4
Academic											
Percent		21.1%	30.7%	29.9%	32.4%	34.6%	30.6%	26.0%	34.6%	30.4%	30.4%
Number		17.6	19.1	27.0	44.1	42.7	49.0	33.0	46.5	35.0	28.4
Non-Academic											
Percent		12.1%	22.9%	22.3%	26.9%	26.2%	26.2%	20.5%	39.2%	30.2%	27.2%
Number		6.2	11.4	16.0	25.0	15.4	17.0	9.0	20.0	16.0	14.0
Unknown Placement											
Percent		missing	missing	missing	missing	missing	missing	7.7%	48.7%	36.1%	30.4%
Number		missing	missing	missing	missing	missing	missing	1.0	9.5	13.0	7.0
No Placement											
Percent		21.7%	26.0%	35.3%	37.1%	42.7%	53.7%	35.9%	29.6%	40.0%	44.0%
Number		21.1	13.8	19.7	35.6	15.3	51.0	14.0	17.0	12.0	11.0
Total on the Market											
Percent		25.1%	31.3%	33.4%	36.4%	36.3%	36.7%	31.7%	35.9%	35.5%	35.6%
Number		136.0	164.5	232.2	315.5	244.5	291.0	217.0	234.0	238.0	261.8

*Notes: For five year intervals, simple averages are reported.

Table 6. New Ph.D. Job Placement by Gender and Department Rank, Current Year

2021-2022	Top 10		Top 11-20		All Others	
	Women	Men	Women	Men	Women	Men
U.S.-based, All Types (Share of all individuals by gender)	82.4%	79.0%	71.9%	62.1%	76.9%	72.0%
Faculty, PhD Granting Department	35.7%	33.6%	24.4%	23.4%	23.3%	16.4%
Faculty, Non-PhD Granting Department	2.4%	1.8%	2.4%	4.7%	17.9%	14.4%
Non-Faculty, Any Academic Department	7.1%	7.1%	7.3%	10.9%	16.1%	12.6%
Public Sector	16.7%	14.2%	19.5%	10.9%	9.4%	18.8%
Private Sector	38.1%	43.4%	46.3%	50.0%	33.3%	37.9%
Foreign-based, All Types (Share of all individuals by gender)	17.6%	18.9%	24.6%	35.0%	16.2%	21.6%
Academic	88.9%	85.2%	78.6%	69.4%	67.0%	63.4%
Non-Academic	11.1%	14.8%	21.4%	30.6%	33.0%	36.6%
Unknown Placement (Share of all individuals by gender)	0.0%	0.7%	1.8%	0.0%	2.7%	3.4%
No Placement (Share of all individuals by gender)	0.0%	1.4%	1.8%	2.9%	4.2%	3.0%
Total on the Market	51	143	57	103	262	474

Table 7. Distribution of Top 20 Departments by Female Share of First Year PhD class, 2018-2022

	Number of Programs				
	2018	2019	2020	2021	2022
Share of women in 1st year PhD class					
40% or above	7	9	7	6	7
35-39%	0	0	5	6	2
30-34%	2	5	3	5	4
25-29%	3	5	1	1	5
20-24%	3	0	4	2	2
Below 20%	6	2	1	1	0

**Note to Table 7: This table classifies departments by the unweighted average share of women in their entering class over the period 2018-2021. This differs from the average share of women entering PhD programs, each year, because of differences in the size of different programs.*

Appendix Figures and Tables on Data Quality and Reporting

Figure 6: Comparison of self-reported and imputed data from Figure 1

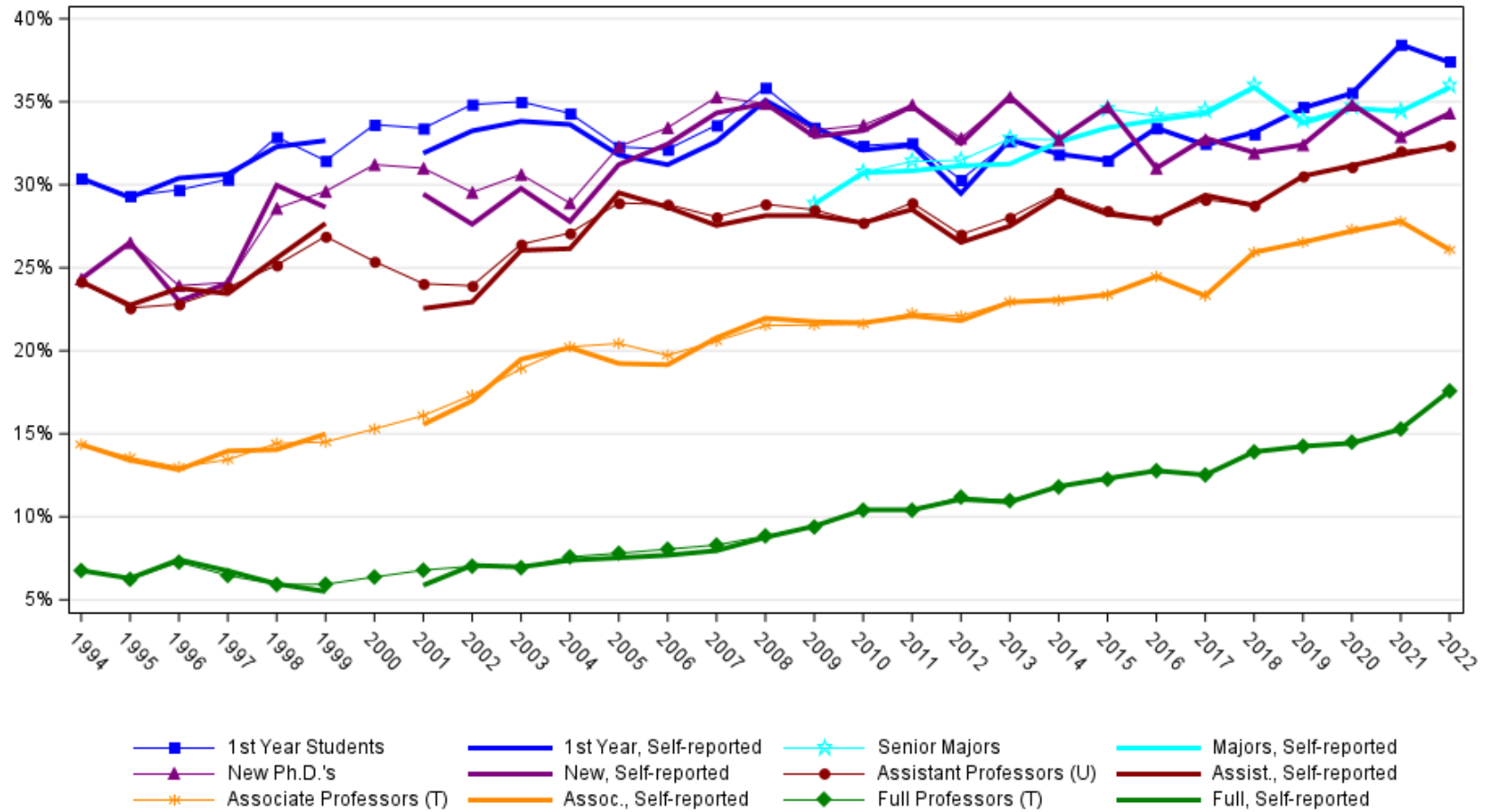


Figure 6a: Comparison of self-reported and imputed data from Figure 2

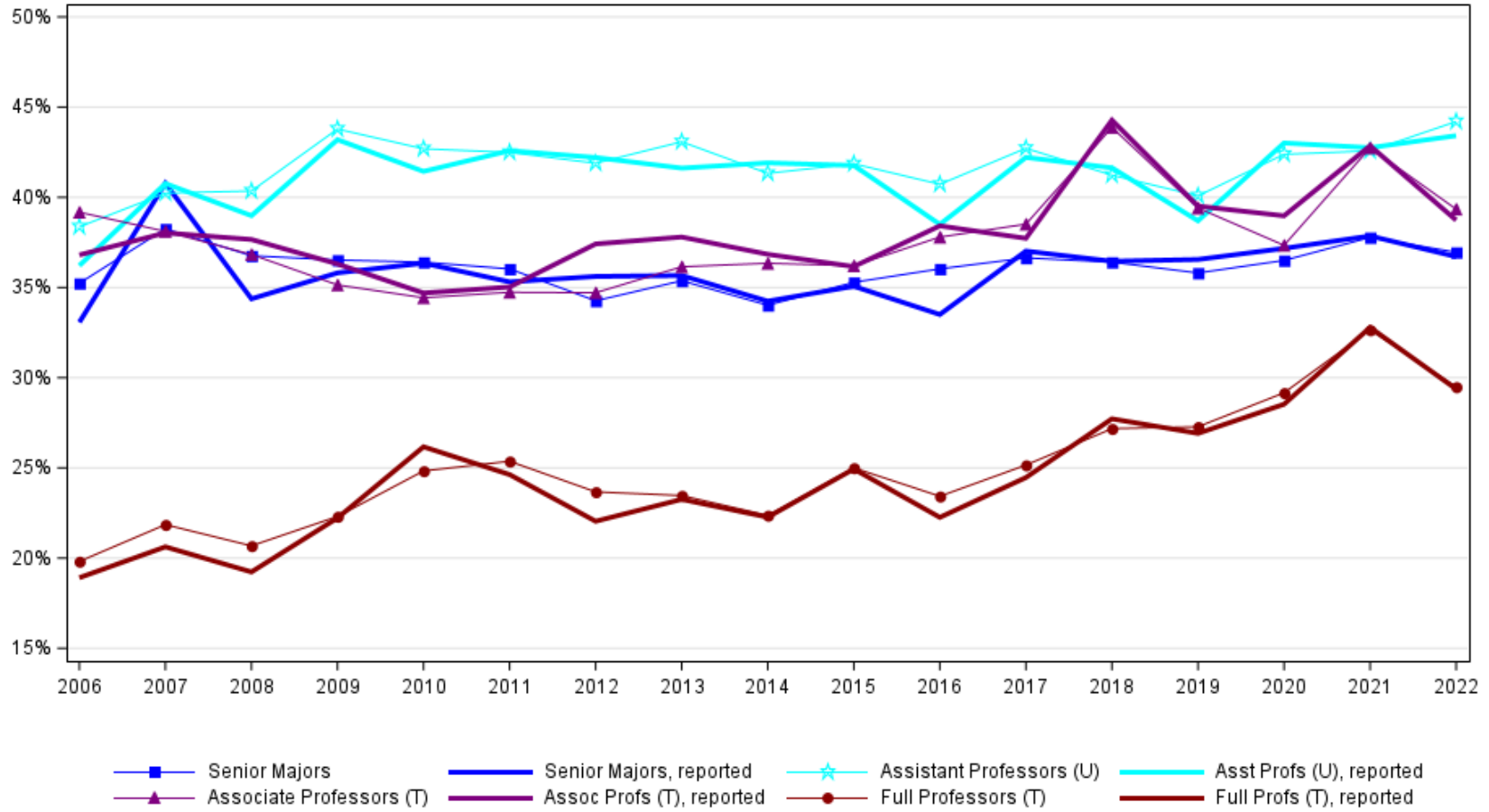


Table 8. Number of Economics Departments in the CSWEP Survey, by Year and Type of Program

	Year of survey																					
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
With Doctoral Programs																						
Number responded CSWEP	68	77	92	98	91	93	100	109	120	122	122	117	122	124	125	126	127	127	127	125	127	123
Number of programs surveyed	95	104	106	106	100	110	108	119	123	124	123	121	125	126	127	126	127	127	127	125	127	128
Without Doctoral Programs																						
Number responded CSWEP	47	31	46	53	57	60	58	60	57	67	72	54	86	90	91	75	92	93	89	81	92	107
Number of programs (UAQ or CSWEP)	65	54	67	68	68	72	72	82	82	80	82	74	92	94	95	90	98	97	95	81	92	126

**Notes: To minimize entry and exit changes to the population universe, all Ph.D. programs surveyed are considered members of that population. Non-Ph.D. programs with two or more responses since 2006 and at least one in the last two years are included. Any non-respondents in a given year are imputed first with UAQ and then with linear interpolation.*

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