CSWEP NEWS
Published four times annually by the American Economic Association's Committee on the Status of Women in the Economics Profession.
2023 ISSUE IV

From the Chair

Anusha Chari

2023 is rapidly drawing to a close, and we are gearing up to meet for the ASSA meetings in San Antonio. CSWEP has many offerings on the program that I will highlight below. But first, I turn to our Focus section on the troubling and painful subject of sexual harassment in economics.

To address ongoing issues regarding the climate for women in economics and the distressing and widespread accounts of sexual harassment, the AEA and CSWEP jointly convened a panel discussion on "Sexual Harassment in the Economics Profession: Lessons Learned and the Way Forward" at the 2023 ASSA Meetings in New Orleans. Moderated by Judy Chevalier, former CSWEP chair, the conversation at the meeting was highly productive and thought-provoking. In the spirit of more broadly disseminating the ideas and resources shared on the panel, we thank Donna Ginther, the guest editor for this issue's Focus section. Donna has put together a collection of articles written by the distinguished speakers who participated on the panel.

As a former president of the AEA, Ben Bernanke sets the stage by summarizing what he sees as three interrelated problems in economics today: representation, culture, and harassment and discrimination. He advocates for the AEA's multi-pronged strategy to help make the economics profession open and inclusive. Christy Romer, the 2022 president of the AEA, reminds us that the 2019 Climate survey was a wake-up call for the economics profession. Her article takes stock of the many measures the AEA has undertaken to improve the climate and how the profession can make further progress as we move forward.

Audrey Anderson, counsel on the AEA's legal team, provides an overview of the AEA's policies and procedures for addressing harassment, discrimination, filing complaints, and other tools available to harassment victims. Notably, she delineates the differences between the processes involved in AEA investigations and those in Title IX complaints. In a fourth piece, Billy Williams, the American Geophysical Union's executive vice president for ethics, diversity, and inclusion, provides insights and lessons from the AGU's efforts centered around the key theme of what professional societies can do to address the culture of harassment in STEM fields. He cites two significant organizational factors that contribute to higher rates of harassment: male-dominated leadership and an organizational climate that tolerates harassment.

The articles offer thoughtful guidance and a framework for undertaking the difficult task of affecting long-term institutional change in our discipline. I also hope

continues on page 2

IN THIS ISSUE

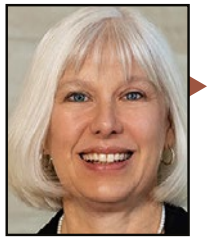
Focus on What the AEA Is Doing About Sexual Harrassment

Regular Features

Contributors

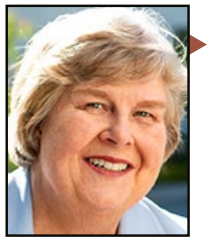
Anusha Chari, Professor of Economics, University of North Carolina at Chapel Hill

Donna K Ginther, Roy A. Roberts & Regents Distinguished Professor of Economics, University of Kansas



Audrey Anderson, Counsel, Bass, Berry & Sims, PLC. Bass, Berry & Sims serves as outside legal counsel for the AEA.

Ben Bernanke, Distinguished Senior Fellow, The Brookings Institution, Economic Studies and past President of the American Economic Association



Christina Romer, Class of 1957-Garff B. Wilson Professor Emerita of Economics, University of California–Berkeley and past President, American Economic Association

Billy Williams, American Geophysical Union Executive Vice President for Ethics, Diversity and Inclusion

From the Chair

our readers will find the resources for navigating sexual harassment that we list in this issue helpful. We also provide information about the AEA's newly revised ombuds process.

This issue also contains important information about CSWEP-sponsored sessions at the upcoming ASSA meetings. We have sessions on gender and the economy, gender in the economics profession, heterogeneity and macroeconomics, and health economics. I am grateful to Stephanie Aaronson, Nina Banks, Corina Boar, Kasey Buckles, Cristina Fuentes-Albero, Eva Janssens, Orgul Ozturk, Gina Pieters, and Yana Rodgers for serving on the paper selection committees that put these sessions together.

The announcements section also has information about our business meeting and award ceremony, where we will present the Carolyn Shaw Bell Award and the Elaine Bennett Research Prize to Kaye Husbands Fealing (Georgia Tech) and Maya Rossin-Slater (Stanford). We hope you can register and join us to celebrate them. In addition, please see information about our junior mentoring breakfast, CeMENT reunion, and the CSWEP receptions. We are excited to announce that we will host our first-ever reception for senior women. We look forward to meeting you in San Antonio!

Please also see calls for submissions to CSWEP-organized sessions at the Western Economic Association meetings and for Summer Economics Fellows applications. CSWEP is also looking for additional liaisons in academic departments, government, business, and non-profit organizations in the United States and worldwide. Please see our call for liaisons for information about the liaison responsibilities and how to apply. The issue also features a Brag Box highlighting significant honors received by women in economics. Please send us information about promotions and other honors! Finally, the issue lists 16 (!) CSWEP paper sessions at the Eastern Economic Association meetings in Boston in March 2024—we thank Yana Rodgers for organizing the sessions.

The year comes to an end with the world in turmoil. Albert Camus said, "Peace is the only battle worth waging." With this sentiment in mind, I wish you rest and healing over the holidays.

Please check our website and @aeacswep on X (Twitter) for information about upcoming events and opportunities. To sign up for our mailing list or volunteer as a mentor or CSWEP liaison, please email **info@cswep.org**. As always, we invite feedback and ideas for new initiatives.

Links in this article

CSWEP website:
https://www.aeaweb.org/about-aea/committees/cswep/programs/resources

CSWEP on X:
https://x.com/AEACSWEP?s=20

CSWEP News Staff

Anusha Chari, Editor
Gina Pieters, Oversight Editor
Donna Ginther, Co-editor
Leda Black, Graphic Designer

Introduction: What the AEA Is Doing About Sexual Harassment, Bullying, and Discrimination

Donna Ginther

In response to the outcry about sexual harassment in the economics profession in the fall of 2022, the AEA convened a well-attended panel discussion on sexual harassment and the climate in the profession at the AEA annual meetings in 2023. While only the responses to the 2023 AEA Climate Survey will determine whether the efforts thus far have been successful, this issue of CSWEP *News* features reflections from those panelists on the processes that have been put into place thus far, and what is yet to come.

Ben Bernanke, former president of the AEA, discusses AEA's significant response to the findings in the 2019 AEA Climate Survey as well as the lessons learned from the AEA's actions.

Christina Romer, former president of the AEA, provides her perspective on AEA's actions to address the climate in the profession and how the lessons learned have shaped future interventions to improve the climate.

Audrey Anderson, AEA attorney, provides an overview of the difference between Title IX investigations and AEA Ethics complaints.

Billy Williams, the American Geophysical Union Executive Vice President for Ethics, Diversity and Inclusion, provides a broader perspective on how other professional associations such as the American Geophysical Union (AGU) have addressed harassment, bullying, and discrimination. Of note, AGU has defined harassment, bullying, and discrimination as scientific misconduct.

Taken together, the four articles in this issue provide an overview of AEA resources designed to address what Ben Bernanke calls "three interrelated problems" in economics: representation, culture, and harassment and discrimination." As these contributions make clear, that while many actions have been taken, addressing these three challenges requires the concerted and ongoing effort of AEA leadership and members, as the recent revelations about *Economic Job Market Rumors* underscore. However, the AEA is committed to addressing these challenges and facing the continuing challenge of confronting harassment, bullying, and discrimination in the economics profession.

Links in this article

AEA annual meetings in 2023:
https://www.aeaweb.org/webcasts/2023/harassment-lessons-learned

Some AEA Policy Updates

In November 2023, the AEA unveiled updates to several policies and programs introduced in 2018 with the benefit of the several years of experience with members' use of these resources.

The Policy on Harassment, Discrimination, and Retaliation has been updated to specifically prohibit retaliation. (https://www.aeaweb.org/about-aea/aea-policy-harassment-discrimination)

The AEA has further revised and simplified the Procedures for the Ethics Committee and Board review and/or investigation of Complaints under the Policy (https://www.aeaweb.org/about-aea/aea-policy-harassment-discrimination/procedures).

The Ombuds program has been expanded and updated to keep pace with evolving best practices. Specifically, the new Ombuds program features an independent team of professionals (https://www.mwi.org/aea-ombuds) with a range of experiences and specialties, such as sexual harassment and mediation of conflicts, where a member can select the Ombuds who best meets their needs. In addition, the new Ombuds Team will provide regular educational sessions throughout the year on topics of interest. The Ombuds resource will continue to serve as a confidential resource for members, for example by helping answering questions about AEA policies and procedures and discussing options to address and resolve conflict. We think members will find it helpful to have such a resource available to them as they evaluate their options. In keeping with best practices for Ombuds, the Ombuds Team will be independent, and will not engage in investigations or fact-finding.

The AEA also introduced an additional resource called the Reporting Lockbox, that will enable AEA members not yet willing to file a formal complaint and who want to report circumstances or conduct that may violate the AEA's policy against harassment, discrimination, and retaliation. In summary, if two or more AEA members report alleged incidents of harassment, discrimination, or retaliation perpetrated by the same person by making entries in this digital archive, both members who filed the report will be contacted separately to determine if each would consider communicating with the other member, or to otherwise simply keep the report active or withdraw it. A mutual decision to make contact with the other members filing a report about the same person of concern could lead to their filing a formal complaint with the AEA Ethics Committee or pursuing other options outside of the AEA. The AEA will not have access to the Reporting Lockbox, and therefore will not know the identities of reporters or persons of interest until action is taken by the reporters.

Sexual Harassment in the Economics Profession: the Context and the AEA's Approach

Ben S. Bernanke

We know from the 2019 American Economic Association's Committee on Equity, Diversity, and Professional Conduct (CEDPC) survey that harassment and discrimination remain extremely serious problems in economics. These problems not only harm the victims but also limit the range of voices and insights from which both economists and society at large might otherwise benefit.

In reponse to the survey's findings I worked as president of the AEA, along with the Executive Committee, on a number of initiatives. It's important to emphasize though that the AEA and others involved in this effort are certainly not satisfied with what has been done so far. Responding to problems of harassment and discrimination is an ongoing effort, and we are still learning what works and what doesn't. I leave discussion of future AEA initiatives to this issue's article written by the former president, Christina Romer.

If I may step back a bit, what I took from the survey and other feedback I have received is that the profession faces not one but at least three interrelated problems: the problem of representation, the problem of culture, and the problem of both subtle and overt harassment and discrimination. Tackling all three issues simultaneously is crucial, both because they are individually important and because progress on any one of the three is likely to be helpful in addressing the other two.

The under-representation of women and minorities in economics is an issue on which the AEA has been focused for a long time, reflecting the tendency of economists to study the phenomena for which good data are available. The Committee on the Status of Women in the Economics Profession (CSWEP)—as well as the Committee on the Status of Minority Groups in the Economics Profession (CSMGEP)—have been collecting and publishing data on representation for many years. The number of women in economics, especially at the most senior levels, is disappointingly low. According to CSWEP, about 38% of new economics PhD students are female as well as about 38% of assistant professors and about 27% of faculty overall, numbers which are a bit better than seen in previous years but are still far from parity. These low numbers are despite that women make up the majority of college graduates and have becoming well-represented in professional schools. The limited female presence in economics adversely affects the field's culture and isolates women who do choose to pursue careers in economics.

The AEA has been aware of the under-representation problem for a long time and has been providing resources for outreach, mentoring, and support of women and under-represented minorities. For example, the AEA's summer program has provided talented undergraduates, mostly minorities, with intensive exposure to economics research since 1974. CSWEP's CeMENT program has mentored hundreds of junior female economists. The AEA's mentoring and outreach programs over the years have been largely successful in one sense, in that they tend to be very popular and the feedback from participants is generally quite positive. But they are unsuccessful in the more important sense that they have not made a significant

continues on page 5

The AEA's mentoring and outreach programs over the years have been largely successful in one sense, in that they tend to be very popular and the feedback from participants is generally quite positive. But they are unsuccessful in the more important sense that they have not made a significant dent in our representation problem.

dent in our representation problem. Particularly telling is that twenty years ago economics had similar female representation as so-called STEM fields like physics, engineering, and mathematics, but even as those fields have made notable progress on this dimension, in the past two decades the ratios of women and minorities in economics has remained largely stagnant.

Why haven't the AEA's efforts over the years been more successful at increasing representation? One possibility is that programs aimed primarily at graduate students and junior faculty don't reach potential economists early enough, in their high school and college years, when they are sampling a range of fields and making career choices. In 2019, the Executive Committee created a new task force, headed by Sam Allgood of the University of Nebraska, charged with outreach to students at earlier stages. The goal is to help younger students understand that economics is interesting, socially useful, and can provide a rewarding career.

That brings me to the second of the three interrelated issues: the negative aspects of our profession's culture. Culture is admittedly an amorphous concept, but, as the CEDPC survey and other feedback have made abundantly clear, there are aspects of how we conduct our seminars, how we teach and mentor, how we interact informally with other economists, and how we evaluate ability and research quality that discourage and effectively discriminate against women and minorities. There is nothing intrinsic to economics that underpins the culture we have, in my opinion. Most likely, it reflects a form of hysteresis—we run seminars the way we do because that's what we saw in graduate school, and our professors in graduate school were following the examples of their own mentors, probably all the way back to Keynes and Schumpeter. The culture can and should be changed to be more attractive and welcoming to a broader range of people. Most economists, like fish who are unaware of the water in which they swim, don't give the negative aspects of our culture much thought, which suggests that consciousness-raising is important. To do that effectively, committed leadership from deans, chairs, senior faculty, and others who set the tone in their departments is needed. More departments are setting out guidelines, providing training, and having regular reminder meetings to make people more aware of and more attentive to these issues.

Again, the AEA has been trying to help. Another step in 2019 under the leadership of Amanda Bayer was to create an extensive document describing best practices in areas like seminar invitations and practices, mentoring, admissions, promotion, research collaboration, and others, further discussed in Romer's article. The AEA has also developed a broad code of conduct (put together by a committee led by John Campbell) that is aimed at making the field more inclusive and welcoming. To reiterate a point I made earlier, making economics more welcoming serves two important purposes: First, it is only fair to people who would like to be economists, but are put off because the economics culture creates barriers to their participation and success. Second, when talented people who otherwise might choose economics decide, because of culture, not to do so, the field loses as well.

Let me turn now finally to the central topic of this panel, and the most difficult one, which is harassment and discrimination. The 2019 survey was especially concerning, as many respondents reported experiencing or witnessing incidents of harassment or discrimination in the workplace and in other settings. Better representation (reducing the sense of isolation) and better culture (establishing norms for professional interactions) could help here, but more action is needed. During my presidency the AEA took a number of steps, recognizing that this would be an ongoing project and only experience would reveal

continues on page 6

Most economists, like fish who are unaware of the water in which they swim, don't give the negative aspects of our culture much thought, which suggests that consciousness-raising is important.

which approaches are most effective. First a set of formal policies on harassment and discrimination was added to supplement the Association's code of conduct, which at least made explicit its strong view that certain behaviors are not acceptable. Second, we introduced a process for vetting potential officers, journal editors, and award recipients to screen out potential offenders and to emphasize, once again, how seriously the AEA takes this issue. Third, we proposed and membership approved a change in the bylaws to allow the expulsion of a member who violates the code of conduct. Fourth, we created a committee led by John Cawley to oversee the job market for new faculty, to monitor practices and outcomes. One aspect of the job market effort (although one less relevant now given the growing reliance on online interviews) was to eliminate job interviews in hotel rooms at the ASSA meetings, a complex logistical project expertly handled by Peter Rousseau and the AEA staff.

In addition to these steps, the AEA took two substantial actions that have been and will continue to be the subject of debate and discussion among the membership. First, we created the position of ombudsperson. Our second substantial action was to create a three-member Ethics Committee to evaluate formal complaints. An indicator of the seriousness with which the AEA takes this committee is that the AEA president serves ex officio, with the Committee's liaison to the ombudsperson generally taking a second spot. As with the role of the ombudsperson, establishing the appropriate role for the Ethics Committee has been a learning experience.

I want to be very frank about this. Early ideas that the Committee could effectively resolve many cases of harassment throughout the field of economics have come into contact with hard reality. What the Executive Committee has learned is that the AEA has neither the financial resources nor the legal powers to be the go-to adjudicator for cases of harassment and discrimination throughout the profession. The legal constraints and hazards are the most difficult problem. The AEA has no ability to issue a subpoena, to compel testimony, to force victims or third parties to come forward (in many cases, there is a surprising degree of reticence on this count), to impose financial or other penalties other than loss of AEA membership, or to gain access to previous investigations (e.g., most Title IX investigations conducted by universities are strictly confidential). Investigations also open the AEA to countersuits that could prove expensive to defend even if won. My sense is that the Executive Committee has been coming to the view that, to be effective, the Ethics Committee needs to be more tightly focused when choosing the cases it pursues.

For example, it makes sense that the Ethics Committee should prioritize cases that occur in the context of AEA activities, such as conferences, or that involve AEA personnel, and for which there is at least one witness who is willing to talk to the committee. The majority of cases would be better handled by other adjudicators, such as an employer or the police, with whom the AEA will collaborate if appropriate. I stress that this more focused approach in no way signals that the AEA has become less concerned about issues of harassment and discrimination. Rather, the goal is to make the best possible use of the Association's finite resources and powers, while remaining committed to attacking these problems in every way possible.

In summary, I see three interrelated problems in economics today: representation, culture, and harassment and discrimination. Improvement on any of these three fronts is likely to result in improvement in the others. Accordingly, the AEA's strategy is to take a multi-pronged approach, making the best use of its resources and powers to help make the economics profession as open and welcoming as possible.

What the Executive Committee has learned is that the AEA has neither the financial resources nor the legal powers to be the go-to adjudicator for cases of harassment and discrimination throughout the profession.

The Current State of the AEA's Professional Climate Measures and Ideas for Making Further Progress

Christina D. Romer

The 2019 Climate Survey was a much-needed wake-up call for the economics profession. It drove home the fact that women and other underrepresented groups face significant harassment, hostility, and other barriers to full participation in our field. In response, as described in Ben Bernanke's contribution to this discussion, the AEA undertook a number of measures aimed at improving the professional climate. It was understood at the time that these measures were the beginning, not the end, of the Association's response. Let me describe where we currently stand and where I think we should go from here.

Current State of Professional Climate Measures

Some of the measures taken in 2019 appear to have worked reasonably well. One concrete measure was mandatory disclosure. Anyone chosen for an elected Association office, an AEA journal editorship, an Association honor, or a committee position must fill out a simple form that asks about investigations, complaints, disciplinary actions, and other indicators of possible misbehavior with regards to harassment and discrimination. Failure to disclose something that is later revealed is taken by the Association to be grounds for removal. Over time, disclosure has been expanded to include additional positions, such as the Distinguished Lecturer. These disclosure forms are reviewed by the secretary-treasurer and the president. If needed, the Association's Ethics Committee is brought in to evaluate whether a disclosure warrants not moving forward with the appointment.

Members appear to take disclosure seriously. Many of the responses are thoughtful and heartfelt. In addition to ensuring that those with a record of hostile behavior are not put in leadership positions, I hope disclosure also serves as a useful deterrent. Knowing that participation in a number of AEA roles depends on a clear record should help stop misbehavior before it starts—which is exactly what we should be working toward.

Another success story is the Best Practices for Economists: Building a More Diverse, Inclusive, and Productive Profession resource put together by a task force chaired by Amanda Bayer. This resource covers a wide range of professional activities—teaching, hiring, working with colleagues and graduate students. It provides useful suggestions for improving diversity, equity, and inclusion in the economics profession. One of the most valuable features of this resource is that it is evidence-based. It contains plentiful citations to the relevant research, so that users can know why something is a best practice.

The final report of the task force shows that the Best Practices homepage has received more than 30 thousand views since 2020. I personally consult it frequently, have posted a link on our department's website, and emphasized it in my charges to AEA search committees. Many other departments and organizations have highlighted the material on their own websites. However, as I discuss in the next section, more needs to be done to encourage greater familiarity and embrace of this vital resource.

The 2019 reforms included hiring an ombudsperson to provide support for people facing harassment, discrimination, and other professional problems. I am sure that some members have found the ombud's

continues on page 8

Knowing that participation in a number of AEA roles depends on a clear record should help stop misbehavior before it starts—which is exactly what we should be working toward

Links in this article

2019 Climate Survey:
https://www.aeaweb.org/news/member-announcements-sept-26-2019

Best Practices for Economists: Building a More Diverse, Inclusive, and Productive Profession:
https://www.aeaweb.org/resources/best-practices

services very useful. However, I think it is fair to say that the services have not be used as much as anticipated and have not been as transformative as we might have hoped. In particular, the vision that the ombuds could serve a matching function connecting multiple victims of the same person has not worked out as planned. So far, there have been no cases of multiple reports.

One reason for some of the disappointing results may stem from confusion about the role of the ombuds and the ethics complaint process. The ombuds is a neutral party and does not impose sanctions. They provide information and may engage in informal conflict resolution. A call to the ombuds does not start an ethics investigation.

Rather, there is a complaint process described on the AEA website. When a formal complaint is made, it is reviewed by the Association's lawyers, and then discussed by the Ethics Committee. If the Committee feels it is appropriate, the complaint is investigated, and a recommendation is made to the Executive Committee. If there is a formal investigation, both the complainant and the respondent are given the right to speak to the investigators. The parties are then notified of the Executive Committee's finding and sanction (if appropriate). Audrey Anderson's contribution provides information on the number of ethics complaints and their nature, since the start of the program.

The AEA takes dealing with harassment very seriously. The Association typically spends about $150,000 per year on legal help through the ombuds and ethics complaint reviews and investigations—and in some years it is more than twice that. In terms of the hours spent by the Executive Committee and the Association's leadership, dealing with ethics issues is a very high fraction of the total time spent on AEA activities.

The experience of the past few years has revealed some obvious difficulties with the ethics complaint process. One is that it is quite slow. Though the Ethics Committee meets throughout the year to review complaints, decisions and sanctions are typically decided at regularly scheduled meetings of the Executive Committee (in April and January). This can leave victims feeling that they have been forgotten.

A more fundamental problem is that the Ethics Committee lacks the ability to compel a victim or other witnesses to provide information. This can make it very hard for the Committee to make a decision with a sufficient degree of confidence. Because of this, the Executive Committee in 2021 provided additional guidance about the types of cases the Ethics Committee was likely to adjudicate. Complaints will generally not be taken up unless they are filed by the person who experienced the misconduct or a bystander who witnessed the behavior. Misbehavior that occurred at an AEA meeting or involving a member of the Executive Committee were given high priority.

The Executive Committee did not limit the types of complaints it would focus on because they are lazy or don't care. Rather, there was a sense that the AEA is often not the best organization to investigate—not least of which because the sanctions we can impose are relatively minor. Often the person's employer or law enforcement may be better able to investigate and impose meaningful sanctions.

That is a summary of where things stand now. As I mentioned, no one believes this is where things should stay. I share the concerns of many members that harassment, discrimination, and professional misconduct continues in the economics profession and needs to be dealt with more effectively.

Possible Next Steps

At the January 2023 meeting of the Executive Committee, we had a very productive discussion of additional steps the Association could take to try to improve the climate in the profession. Both Marianne Bertrand

continues on page 9

Links in this article

Complaint Process:
https://www.aeaweb.org/about-aea/aea-policy-harassment-discrimination/formal-complaint

(chair of CEDPC) and Anusha Chari (chair of CSWEP) were important voices included in that discussion.

One initiative is a new climate survey that was sent out in September. The new survey will allow the AEA to determine if there have been any improvements or declines in the experience of members. Another important new initiative involves better dissemination of the Best Practices for Economists. One idea is to have a continuing education course on best practices. Another would be to provide training specifically to department chairs, so that they can both highlight the best practices to their faculties and encourage their use in hiring, teaching, and mentoring of graduate students. We have even discussed having members of the Executive Committee and others make short videos describing how they have implemented the best practices in their own professional activities. The Association is committed to maintaining and improving this vital resource.

Another idea for improving the climate in economics is to expand and improve the AEA disclosure process. There is a sense that it would be useful to review and revise the questions asked. Could they be clearer? Could they be asked in a way that would encourage disclosure? There is also interest in expanding who is asked and when. For example, it might be sensible to ask all of the finalists for an editor position to fill out the disclosure form—so the relevant information is known before the final choice is made.

There are proposals for other organizations and universities to have disclosure procedures for seminar speakers and conference participants. Because the disclosure process is already very time-consuming for the AEA, it might be helpful for the AEA to invest in software creation that could automate the process. We could then provide the software to others.

A final concrete proposal for improving the climate is to provide bystander training at our annual meeting. The evidence suggests that bystander training can be successful in stopping bad behavior in its tracks and minimizing the damage to victims. There was much enthusiasm from the Executive Committee to research options and provide this training at the ASSA meeting. A voluntary bystander program will be held at the 2024 annual meeting in San Antonio.

The goal of such training should be to normalize standing up for others. We all need to learn how to help get a seminar back on track when an audience member is disrespectful; we need to have the tools and the courage to stand up to a colleague who says something out of line in an interview or in a faculty discussion. And, yes, if we see a faculty member acting inappropriately with a graduate student or a colleague, we need to shut it down and support the victim in the way that makes them feel respected and valued.

This list of additional measures is by no means exhaustive. Rather, it is designed to show that we are thinking broadly. Input from members is greatly encouraged. The more we talk about these issues, the more likely we are to change the culture, and to come up with actions that make a real difference.

A final concrete proposal for improving the climate is to provide bystander training at our annual meeting.

Sexual Harassment in the Economics Profession: Lessons Learned and the Way Forward

Audrey J. Anderson

The American Economic Association (AEA) took a significant step by adopting the **AEA Policy on Harassment and Discrimination** (Discrimination Policy) in 2019, and the **Procedures Upon Receipt of Complaints Regarding Conduct of AEA Members** (Procedures) in March of 2020. The Policy and Procedures demonstrate the AEA's commitment to addressing discrimination and harassment on the basis of sex that continues to plague the economics profession, as well as many other professions in the United States.

The Policy and Procedures, however, are only one tool that AEA members may use to stop harassment or to hold someone accountable for harassment. This piece first provides a brief overview of some of the other tools that are available to harassment victims before providing high level information on the complaints received by the AEA from December of 2019 through December of 2022, and describing the process used by the AEA Ethics Committee under the Procedures in addressing complaints.

Options Available to Address Harassment

Victims of harassment have several tools available to stop the harassment and obtain accountability. Some forms of harassment (e.g., sexual assault or stalking) qualify as crimes and victims may seek assistance from the police. Victims generally can also report harassment to the harasser's employer, whether or not they report to the police. Title IX requires educational institutions that receive federal funding to address harassment and discrimination on the basis of sex.[1] Because a large majority of AEA members are associated with institutions of higher education (IHEs), bringing a Title IX complaint may be a viable option for many AEA members who are facing sexual harassment, even if they are not affiliated with the institution where the harasser is employed.

Title IX allows anyone to make an informal complaint of sexual harassment or discrimination. A victim bringing an informal complaint (the "complainant") alerts the IHE's Title IX office of their allegation, but states that they do not want a formal investigation. An IHE receiving an informal complaint must discuss with the complainant any supportive measures the IHE can make available. This is true regardless of the complainant's connection with the IHE where the complaint is filed. The IHE must also make an independent assessment of the complaint to determine whether its allegations are serious enough that the IHE must act on them to maintain a safe campus, despite the complainant's non-participation in the investigation.

A formal complaint is one in which the complainant requests the IHE conduct an investigation. Under the current Title IX regulations, an IHE is only required to investigate a formal complaint alleging a Title IX violation if the complainant is participating in the IHE's educational programs or activities at the time

1 Title VII may also apply in these cases. Title VII requires employers to provide workplaces free from discrimination on the basis of gender, race, and other protected characteristics. Title IX requires educational institutions to have more robust processes than does Title VII, hence the focus on Title IX.

continues on page 11

Links in this article

AEA Policy on Harassment and Discrimination:
https://www.aeaweb.org/about-aea/aea-policy-harassment-discrimination

Procedures Upon Receipt of Complaints Regarding Conduct of AEA Members:
https://www.aeaweb.org/about-aea/aea-policy-harassment-discrimination/procedures

that the complaint is made. Many IHEs, however, will choose to investigate under their own internal sexual harassment policies. Proposed Title IX regulations, expected to become effective by the 2024-25 academic year, may require IHEs to investigate a broader range of complaints.

Under the current Title IX regulations, a complainant who brings a formal complaint cannot remain anonymous. In a Title IX proceeding both parties are provided with all evidence gathered by the IHE that is relevant to the allegations, so whatever information the complainant brings forward (with the exception of medical records which require specific consent) will be shared with the accused (known as the "respondent"). The Title IX process also requires a hearing (which may be virtual) at which each party must submit to questioning by an advisor for the other party. Advisors are usually attorneys. The burden of proof in a Title IX proceeding is typically only preponderance of the evidence. A respondent who is found to have engaged in sexual harassment may be disciplined up to being removed from their employment.

AEA Complaint Process

Formal complaints received by the AEA Secretary are shared with the AEA Ethics Committee. The Ethics Committee then makes a recommendation to the Executive Committee as to what steps should be taken with respect to the complaint. Factors considered in making these determinations are described in the 2020 Report of the Ethics Committee. The Ethics Committee's recommendation is adopted only on a two-thirds vote of the Executive Committee. The Ethics Committee may recommend that no action be taken on a complaint, that a full investigation be conducted, or for some other action. Procedures require that if an investigation is conducted, the person against whom the complaint is made is informed of the complaint and given a chance to respond. If the Ethics Committee recommends any sanction, it must do so in a written report to the Executive Committee that is shared with the parties and to which both parties are allowed to make a written response to the Executive Committee. Any recommendation for sanctions is also approved only on a two-thirds vote of the Executive Committee.

Since the AEA started receiving complaints in 2019 and through December 2022, the AEA received fewer than 12 complaints. In those complaints, about half included some allegation of discrimination, harassment, or stalking based on sex. One complaint included allegations of sexual assault. In about 40% of the complaints received, the allegations were entirely about what one member tweeted about another member.

In about half of the complaints, the person making the complaint was not the victim of the harassing conduct. Those complaints are difficult to investigate because the AEA cannot force anyone, including the harassment victim, to participate in its investigations. More broadly, the fact that the AEA cannot force anyone to provide records or to talk to its investigators (it lacks subpoena power) means that victims who wish to maintain confidentiality, or institutions that have highly confidential records, do not have to participate in an AEA investigation. That can leave the AEA without information necessary to determine the accuracy of a complaint's allegations. In addition, the fact that the greatest sanction the AEA can impose is loss of AEA membership, may mean that a victim who decides to invest in a process seeking accountability may choose to invest in a process that can impose a more meaningful sanction if successful.

The AEA process has some benefits for complainants compared to a Title IX process. The AEA process does not require any specific information to bring a complaint, does not require a complainant to share as much confidential information with an alleged harasser, does not require a complainant to be questioned by the alleged harasser's advisor in front of the alleged harasser, and does not provide the opportunity for an appeal so the complainant will not be required to go through the process multiple times. In these ways, the AEA provides its members with an option that some may find more attractive than their institution's Title IX process. Perhaps most importantly, the AEA's process also allows members to bring complaints for occurrences at AEA events which IHEs may not be interested in pursuing. These kinds of complaints have been identified by the Ethics Committee as of very high interest for review through the Process.

Differences Between AEA and Title IX Processes

AEA Process for Complaints that are Investigated	Title IX Process
Email to AEA Secretary starts process	Formal Complaint signed by complainant must include particular information
Parties receive Executive Committee report to extent necessary for them to respond	Parties receive investigative report, written determination and access to all information related to the allegations
Parties and witnesses questioned in private by investigator	Parties and witnesses must submit to questioning at live hearing
No appeal	Appeals by both parties allowed

Links in this article

2020 Ethics Report:
https://www.aeaweb.org/resources/member-docs/2020-ethics-report

Organizational Actions to Address Gender Harassment in STEM: Insights and Lessons Learned from the American Geophysical Union

Billy M. Williams

Introduction

Gender harassment remains a pervasive issue in STEM (Science, Technology, Engineering, and Mathematics) fields, affecting the professional and personal lives of countless individuals. The American Geophysical Union (AGU), a prominent society comprising over 60,000 earth and space scientists, has been actively addressing this issue for the past seven years. In this article, we will explore the AGU's efforts and lessons learned in addressing gender harassment in STEM, from a front-line point of view.

The American Geophysical Union: A Profile

The AGU is a non-profit professional organization with a global presence, serving as a hub for earth and space scientists from 146 countries. With a membership of 60,000 professionals, it publishes scientific journals, hosts annual meetings with thousands of attendees, and advocates for ethical practices and scientific funding. A key aspect of AGU's mission is promoting ethics, diversity, equity, and inclusion in the field of earth and space sciences, reflecting its international and diverse membership.

A Practitioner's Perspective

Long before the "Me-Too" movement, starting in 2015, AGU was drawn into conversations around leadership and culture expectations with the key questions of "*What is the role of professional societies in addressing a culture of harassment in STEM?*" The AGU's formal work around this question can be traced back to a 2016 Summit it organized in Washington, DC. That summit included senior level representatives from academic institutions, professional science organizations, federal agencies, and social science research scholars. The result of that 60-person summit was a report containing these findings and outcomes:

The establishment of a document titled "Draft Organizational Principles for Addressing Harassment," broadly disseminated to other scientific societies to start the dialogue and help stimulate the adoption of best practices.

The establishment of a "Stop Harassment" website, where tools, resources and other articles of interest for addressing harassment are gathered and available to the public.

Follow-up workshops and invitations to share the results of the workshop at annual scientific meetings (AGU, Geological Society of America, and the Society of Exploration Geophysicists).

Further sharing and discussion of workshop results with the leadership of other scientific organizations, including the American Society for Microbiology, American Meteorological Society, American Geoscience Institute, American Astronomical Society, the U.S. Geological Survey, University Corporation for Atmospheric Research, and the National Academy of Sciences.

Quite a few closely related program initiatives have since taken place under AGU's Ethics program leadership since the 2016 Summit. The most notable have been to establish an AGU Ethics Policy which puts into its code specific wording that harassment, bullying, and discrimination are defined as scientific misconduct, and that these actions will have potential

continues on page 13

What is the role of professional societies in addressing a culture of harassment in STEM?

sanctions, enforcement mechanisms, and transparent investigation processes to help ensure compliance. AGU does not wish to be known as the ethics police on these matters, however it does have publicly available processes and timelines for adjudicating allegations of misconduct.

Lessons from the National Academies Report

The AGU's commitment to combating gender harassment is supported by findings from the National Academies of Sciences Engineering and Medicine (NASEM) Report on addressing harassment of women in academic STEM. Some key takeaways from the 2018 NASEM report related to AGU's efforts and for all professional organizations with academic membership are these:

Prevalence of Harassment

The report reveals that gender harassment is alarmingly common across academic science, engineering, and medicine, affecting 50% of women faculty and 20–50% of students.

Impact on Individuals

Gender harassment, when severe or frequent over time, can result in serious negative consequences for the mental and physical health, and the professional, and educational attainment of victims. It can also lead to a costly loss of talent in STEM fields.

Organizational Factors

Two significant factors contributing to higher rates of harassment are male-dominated leadership and an organizational climate that tolerates harassment. Organizational climate is the most significant predictor of harassment occurrence.

Five Practices to Address Gender Harassment

AGU's efforts to address gender harassment have been structured around five key practices:

Expanding the Definition

AGU has expanded its ethics policy to define harassment as a form of scientific misconduct. This policy change emphasizes AGU's commitment to addressing harassment.

Education and Training

AGU conducts bystander intervention and implicit bias workshops at its annual meetings, ensuring that all officers receive training in these areas. Education is seen as a fundamental step in raising awareness and preventing harassment.

Transparency

AGU makes its annual ethics summary report available to all members, promoting transparency in handling harassment cases. While maintaining confidentiality, it allows members to track the progress of complaints.

Self-Disclosure Process

Similar to AEA's professional conduct self-disclosure process, AGU provides a platform for members to disclose unethical behavior, ensuring accountability.

Support and Resources

AGU offers resources through its Ethics Equity Center, and the SAFE AGU program at meetings. These resources have included free legal consultation for members who believe they have been targets or victims of harassment. This support aims to empower individuals facing harassment.

AGU also enforces a range of consequences for individuals found guilty of harassment, including bans from meetings, award disqualifications, removal from committees, and written apologies to victims.

continues on page 14 ⬇

The report reveals that gender harassment is alarmingly common across academic science, engineering, and medicine, affecting 50% of women faculty and 20–50% of students.

An annual report to members on AGU ethics cases is also provided. While the AGU ethics processes are not perfect and continuous improvements are being made, the AGU ethics programs, consequences and transparent processes underscore AGU's commitment to creating a safe and inclusive environment for all its members.

Lessons Learned

Key lessons learned in this space include the fact that dedicated resources and organizational bravery are required for a successful ethics program. There is no timeline or prediction for when ethics issues arise and response to ethics issues should be addressed within a reasonable time-period without delay. AGU typically receives 2–3 allegations each year that requires the Ethics Chair or full Ethics Committee involvement, plus additional 10-12 Safe AGU complaints that are typically resolved without involving an ethics committee. The AGU ethics process calls for investigations to be completed within a 90-day period from initiation of investigation, with an option for investigating committees to request an extension. Also, any ethics inquiry undertaken should be always be guided by expert legal counsel.

Organizational bravery is required. Simply put, we have found that many times the person displaying bad behavior may be a prominent member of the organization. Organizational bravery is also needed since in nearly every serious allegation of misconduct AGU has experienced, the respondent will attempt to paint themselves as the victim—a practice named DARVO by Psychology Professor, Dr. Jennifer Freyd. DARVO is an acronym for "deny, attack, and reverse victim and offender." This is a reaction that perpetrators of wrongdoing, such as sexual offenders may display in response to being held accountable for their behavior. Bravery is needed to stand fast in the face of potential internal opposition.

Going Forward/Collaborative Initiatives

The American Geophysical Union's proactive stance against gender harassment in STEM serves as an example for change leadership within professional societies. By expanding the definition of harassment, providing education and resources, promoting transparency, and enforcing consequences, AGU demonstrates its dedication to fostering an inclusive scientific culture. The AGU ethics program example, including AGU's strategic goals towards promoting and exemplifying an inclusive scientific culture, demonstrates that real strides can be made when organizations prioritize these critical issues. Proactive collaboration with organizations such as the National Academies Action Collaborative, and the Societies Consortium for Addressing Harassment in STEMM, founded in December 2018 by AGU and three other organizations—including AAAS, AAMC, and The Education Counsel, and now with more than 100 member societies—help support additional avenues for organizations to lead change in this area.

Organizational bravery is required. Simply put, we have found that many times the person displaying bad behavior may be a prominent member of the organization.

Calls, Announcements, and Sessions at Upcoming Meetings

Summary

Call for Abstracts, Papers, or Panels at CSWEP sessions

1. 99th Western Economic Association International Conference 2024.
   Deadline: January 15, 2024

Call for Applications

1. Call for Summer Economics Fellows Program applications.
   Deadline: February 1, 2024

CSWEP Sessions at Upcoming Meetings

1. 2024 ASSA Annual Meeting, January 5–7, 2024
2. Eastern Economic Association 50th Annual Meeting, March 1–3, 2024

Call for Abstracts, Papers, or Panels, 99th Western Economic Association International Conference

June 29–July 3, 2024
Seattle, WA

CSWEP will be sponsoring sessions at the 2024 Western Economic Association International (WEAI) conference. The deadline for submission of paper and/or session proposals to CSWEP is January 15, 2024.

Sessions will be organized by Francisca Antman (CSWEP Western representative). Proposals for complete sessions (organizer, chair, presenters, and discussants) or round tables on specific topics of interest are highly encouraged. Please email abstracts (1 page, include names of all authors, as well as all their affiliations, addresses, email contacts, paper title) by **January 15, 2024**, to:

Committee Coordinator
Committee on the Status of Women in the Economics Profession
American Economic Association info@cswep.org

Note that this submission is separate from any submission sent in response to the WEAI's general call for papers and papers can only appear once on the conference program. Thus, authors should not submit their paper to another WEAI conference organizer or the general WEAI call for papers while their paper is under consideration by CSWEP. For more information on the WEAI meetings, please see https://www.weai.org/conferences/.

CSWEP is unable to provide travel assistance to meeting participants. Please make other arrangements for covering travel and meeting costs.

Call for Applications, Summer Economics Fellows Program

Deadline: February 1, 2024

Sponsored by the American Economic Association and originally funded by a National Science Foundation grant, the Summer Economics Fellows Program is designed to increase the participation and advancement of women and underrepresented minorities in economics. Fellows spend a summer in residence at a sponsoring research organization or public agency, such as a statistical agency or a Federal Reserve Bank. Summer economics fellowships are available to senior graduate students and junior faculty.

Fellows are to be chosen by the program with the agreement of the sponsoring institution in line with the goal of advancing the participation of women and underrepresented minorities in the economics profession, the fit of a candidate with the activities of the research group at the sponsoring institution, and the value of the proposed research to advancing the sponsoring institution's own goals.

The application portal will open on **December 1, 2023**. Applications are due at **5 pm ET on February 1, 2024**. Stay tuned for the Summer Fellows Application portal link to be announced. Send a note to info@cswep.org to receive these upcoming announcements.

Sponsors will receive all applications in mid-February. Sponsors are asked to make initial offers starting mid-March and hold offers through the end of April. Final notifications are anticipated by the end of May. *(This timeline varies depending on each sponsor's hiring processes.)*

For more information, visit our website or, contact Dan Newlon, Coordinator AEA Summer Economics Fellows Program at dan.newlon@aeapubs.org

CSWEP Sessions at 2024 ASSA Annual Meeting

5 January–7 January 2024
Grand Hyatt San Antonio
San Antonio, Texas

Economics of Gender in the Economics Profession

Session Chair: Francisca Antman, University of Colorado-Boulder

What Did UWE Do for Economics?
Tatyana Avilova, Bowdoin College and Claudia Goldin, Harvard University

continues on page 16

How Do Senior Colleagues Affect Productivity and Promotion? Differential Effects among Men and Women
Melany Gualavisi, University of Illinois–Urbana-Champaign, Marieke Kleemans, University of Illinois–Urbana-Champaign, and Rebecca Thorton, University of Illinois–Urbana-Champaign

Fertility and Promotion
Anne Sophie Lassen, Copenhagen Business School and Ria Ivandic, University of Oxford

Women as Economic Researchers: Tracing the Contributions of Women in Economic Fields of Research and Innovation
Xuechao Qian, Stanford University, Francisca Antman, University of Colorado-Boulder, Kirk Doran, University of Notre Dame, and Bruce Weinberg, Ohio State University

Discussants: Danila Serra, Texas A&M University, Discussant: Joyce Jacobsen, Hobart and William Smith Colleges, Discussant: Shulamit Kahn, Boston University, and Shaianne Osterreich, Ithaca College

Firm Heterogeneity and Macroeconomic Outcomes

Session Chair: Stephanie Aaronson, Federal Reserve Board

Firm Heterogeneity and Racial Labor Market Disparities
Caitlin Hegarty, University of Michigan
Productivity Slowdown and Firm Exit: The Ins and Outs of Banking Crises
Andrea Rotarescu, Wake Forest University

Skilled Immigration Restrictions as a Growth Barrier for Young Firms
Mishita Mehra, Grinnell College; Federico Mandelman, Federal Reserve Bank of Atlanta; and Hewei Shen, University of Oklahoma

Expected Inflation and Welfare: The Role of Consumer Search
Francisca Sara-Zaror, Federal Reserve Board

Discussants: Marcus Casey, University of Illinois-Chicago, Seula Kim, Princeton University, Xian Jiang, University of California-Davis, and Jane Ryngaer, University of Notre Dame

Health and Health Care
Session Chair: Meghan Skira, University of Georgia

The Long-Run Effects of Unilateral Divorce Laws on Offspring's Smoking
Kristin Kleinjans, California State University-Fullerton and Iryna Hayduk, Clayton State University

The Effect of Hospital Breastfeeding Policies on Infant Health
Katherine Yewell, University of Louisville; Emily Lawler, University of Georgia; and Meghan Skira, University of Georgia

How Much Do Patients Value their Physicians? Evidence on Gender and Racial Disparities
Jennifer Kwok, University of Illinois–Urbana-Champaign

Transgender Transitioning: Impacts on Health, Education and Employment
Elisa de Weerd, Erasmus University Rotterdam; John Cawley, Cornell University; and Hans Van Kippersluis, Erasmus University Rotterdam

Discussants: Catherine Maclean, George Mason University, Marianne Bitler, University of California-Davis, Adrienne Sabety, Stanford University, and Christopher (Kitt) Carpenter, Vanderbilt University

Hot Topics in Gender and Economics

Session Chair: Orgul Ozturk, University of South Carolina

Is There a Critical Mass? Gender Composition and Behavior in U.S. City Councils
Thea How Choon, St. Lawrence University; Emilia Brito Rebolledo, Brown University; Jesse Bruhn, Brown University; and Anna Weber, United States Military Academy

The Effects of Gender Integration on Men: Evidence from the U.S. Military
Anna Weber, West Point (United States Military Academy) and Kyle Greenberg, West Point (United States Military Academy)

What Works for Working Mothers? A Regular Schedule Lowers the Child Penalty
Ludovica Ciasullo, New York University and Martina Uccioli, Massachusetts Institute of Technology

Full-Time Mothers, Part-Time Workers
Martina Uccioli, Massachusetts Institute of Technology and Ludovica Ciasullo, New York University

Discussants: Olga Stoddard, Brigham Young University, Scott Carrell, University of California-Davis, Tobey Kass, U.S. Treasury Department, and Melanie Khamis, Wesleyan University

Contraception, Sex, and Fertility

Session Chair: Andie Kelly, Grinnell College

Safer Sex? The Effect of AIDS Risk on Birth Rates
Melissa Spencer, University of Richmond

Hormonal Contraception and Teen Suicide
Kelly Ragan, Stockholm School of Economics

Stigma, Temptation, & Self-Checkout: The Effect of Self-Checkout Register Adoption on Purchasing Decisions
Rebecca Taylor, University of Sydney; Rebecca Cardinali, University of California-Berkeley; Lester Lusher, University of Hawaii-Manoa; and Sofia Villas-Boas, University of California-Berkeley

The Impact of Delaying Early School Tracking on Women's Fertility, Marriage, and Health
Serena Canaan, Simon Fraser University

Discussants: Yoo-Mi Chin, Baylor University, Andie Kelly, Grinnell College, Itzik Fadlon, University of California-San Diego, and Adriana Lleras-Muney, University of California-Los Angeles

Gender Disparities in the Impacts of COVID-19

Session Chair: Yana Rodgers, Rutgers University

The COVID-19 Pandemic Accelerated Automation: What Does this Mean for Women, Black and Brown Workers?
Ryan Perry, Federal Reserve Bank of Chicago; Kristen Broady, Federal Reserve Bank of Chicago; and Darlene Booth-Bell, Coastal Carolina University

The Influence of Pandemics on Women's Labor Market Expectations and Job Search Behavior
Catalina Herrera-Almanza, University of Illinois–Urbana-Champaign; S Anukriti, World Bank; and Sophie Ochmann, University of Gottingen

continues on page 17 ⬇

Academic Profile of Chinese Economists: Productivity, Pay, Time Use, Gender Differences, and Impacts of COVID-19
Yang Jiao, Texas A&M University–Texarkana; Li Qi, Agnes Scott College; and Zhuo Chen, University of Georgia

Locked in the House, Free Again: The Impact of COVID-19 on Fertility in Spain
Sofia Trommlerova, Comenius University Bratislava and Libertad Gonzalez, UPF and BSE

Discussants: Aashima Sinha, Levy Economics Institute, Nidhiya Menon, Brandeis University, Carl Lin, Bucknell University, and Ina Ganguli, University of Massachusetts-Amherst

Household Heterogeneity and Macroeconomic Outcomes

Session Chair: Eva Janssens, Federal Reserve Board

Conventional Monetary Policies for Unconventional Times: Tracking Monetary Policy Bounds Using Microheterogeneity
Samya Aboutajdine, Princeton University and Borui Zhu, Harvard University

On the Effects of Monetary Policy Shocks on Earnings and Consumption Heterogeneity
Minsu Chang, Georgetown University and Frank Schorfheide, University of Pennsylvania

From Trend to Cycle: The Changing Careers of Married Women and Business Cycle Risk
Katerine Ellieroth, Colby College and Amanda Michaud, Federal Reserve Bank of Minneapolis

Portfolio Driven Household's Attention
Shihan Xie, University of Illinois–Urbana-Champaign and Hie Joo Ahn, Federal Reserve Board

Discussants: Bence Bardoczy, Federal Reserve Board, Eva Janssens, Federal Reserve Board, Sara Casella, University of Pennsylvania, and Yeji Sung, Columbia University

CSWEP Sessions at Eastern Economic Association 50th Annual Meeting

March 1–3, 2024
Boston Sheraton
Boston, Massachusetts

Domestic Policy, Fertility, and Family Outcomes

Session Chair: Olga Shurchkov, Wellesley College
Organizer: Joanna Venator, Boston College; Bilge Erten, Northeastern University

From Addiction to Aggression: The Spillover Effects of Opioid Policies on Intimate Partner Violence
Bilge Erten, Northeastern University

Reproductive Policy Uncertainty and Contraceptive Choice
Joanna Venator, Boston College

Disparities and Differential Takeup in Supplemental Security Income: Evidence from Birthweight Eligibility Cutoffs
Amelia Hawkins, Brandeis University

Abortion Access and Intimate Partner Violence
Mayra Pineda Torres, Georgia Institute of Technology

Financial Inclusion of Socially Vulnerable Groups in India

Session Chair: Dhaval Dave, Bentley University & NBER
Organizer: Tarana Chauhan, Cornell University

Does financial inclusion mitigate social exclusion? Causal evidence from India
Rikhia Bhukta, Indian Institute of Technology Kanpur

Financial Access and Gender-wise Entrepreneurship: Evidence from Rural India
Samarth Gupta, Ahmedabad University

Bank account ownership and women's empowerment in India
Tarana Chauhan, Cornell University

Gender and Development

Session Chair: Mai Mahmoud, Tufts University
Organizer: Nayantara Biswas, Clark University; Mai Mahmoud, Tufts University

Targeting of Food Aid Programs
Mai Mahmoud, Tufts University

Too Hot to Handle: Impact of heat shocks on gender-disaggregated time allocation among labor in Nigeria
Manali Sovani, Tufts University

Breaking Barriers, Improving Access: Effect of Access to Delhi Metro on Women's Lives
Manali Sovani, Tufts University

Can Community Health Workers Affect Reproductive Health Decisions? Evidence from India
Nayantara Biswas, Clark University

Economics of the Household

Session Chair: Elizabeth Brainerd, Brandeis University
Organizer: Yana van der Meulen Rodgers, Rutgers University

How Does the Child Tax Credit Change the Time Allocation of Parents? Evidence from American Time Use Data

Yang Jiao, Texas A&M University–Texarkana

Alcohol in the Family: How an Anti-alcohol Campaign Transformed Marriage and Childbearing
Elizabeth Brainerd, Brandeis University

Income During Infancy Reduces Criminal Activity of Fathers and Children: Evidence from a Discontinuity in Tax Benefits
Sakshi Bhardwaj, University of Illinois at Urbana Champaign

Child Education and Household Financial Decisions: Evidence from China
Yunxiao Zhang, Peking University

Children and Adolescents

Session Chair: Dhaval Dave, Bentley University & NBER
Organizer: Yana van der Meulen Rodgers, Rutgers University

Perceptions about children
Anastasiia Suvorova, Western University

Peer effect in adolescent's mental health: the role of peer support
Josette Rosine Aniwuvi GBETO, Université Laval

The Effect of Emergency Contraceptive Pill Access on Teen Births and Education
Catherine Anne Falvey, American University

Can Anti-Vaping Policies Curb Drinking Externalities? Evidence from E-Cigarette Taxation and Traffic Fatalities
Dhaval Dave, Bentley University & NBER

Macroeconomics

Session Chair: Shuoshuo Hou, College of Saint Benedict & Saint John's University
Organizer: Yana van der Meulen Rodgers, Rutgers University

continues on page 18 ⬇

Fiscal Policy in a Multisector TANK Model
Tobias Fabian Mueller, Boston College

The Importance of Input-Output Network Structure in the U.S. Economy
Shuoshuo Hou, College of Saint Benedict & Saint John`s University

Trade, Firm Dynamics and Labor Market Power
Viktoriia Zezerova, Pennsylvania State University

Foreign and Domestic Causes of the Pandemic Inflation
Manchun Wang, Boston College

Labor and Public Policy

Session Chair: Hajar EL KHOUDRI, Laval University
Organizer: Yana van der Meulen Rodgers, Rutgers University

Balancing Equity and Economic Growth: The Federal Job Guarantee's Impact on Income Inequality and Business Competitiveness
Jorge Zumaeta, Florida International University

Punishing Poverty: Labor Supply and Program Enrollment Effects of Work Requirement Enforcement
Katherine Richard, University of Michigan

Not Just Digging Holes: Impact of India's Employment Guarantee on Agricultural Productivity
Kartik Misra, Sewanee: The University of the South

Policy Can Reduce Earning Imbalances Favoring Men in Dual-Earner Couples
Hajar EL KHOUDRI, Laval University

Economics of Education Session I

Session Chair: Olga Churkina, Georgia Institute of Technology
Organizer: Yana van der Meulen Rodgers, Rutgers University

Hiring Prospects of Online Education: Evidence from a Randomized Field Experiment
Olga Churkina, Georgia Institute of Technology

Performance Bonus or Whimper? Individual Teacher Incentive Bonuses in North Carolina Public Schools
Saharnaz Babaei-Balderlou, University of South Carolina

How Much Do I Matter? Teacher Beliefs, Effort, and Education Production
Jalnidh Kaur, Teachers College Columbia University

How does providing free menstrual products in schools affect test scores: Evidence from New York
Farhat Chowdhury, University of North Carolina at Greensboro

Economics of Education Session II

Session Chair: Xiaoxiao Li, Villanova University
Organizer: Yana van der Meulen Rodgers, Rutgers University

Standardized-Tests-Optional Admissions Policies and Their Impacts on Colleges' Retention Rates
Florence Bouvet , Sonoma state university

Ability Sorting, Human Capital, and Sheepskin: Evidence from an Interactive Fixed Effects Approach
Xiaoxiao Li, Villanova University

Stagnating State Funding for Higher Education and its Effect on Faculty at US Universities
Senan Hogan-Hennessy, Cornell University

A, B, or C? Question Format and the Gender Gap in Financial Literacy
Maddalena Davoli, University of Zurich

IO/Business Econ

Session Chair: Amy Min Zhang, The Pennsylvania State University
Organizer: Yana van der Meulen Rodgers, Rutgers University

The Impact of Local Bank Failures on Team Persistence in R&D
Kyoungah Noh, University at Albany, SUNY

Human Capital and Firm's Innovation Direction
Xizhao Wang, Northwestern University

Carbon Pricing and Green Finance in Clean Transition
Amy Min Zhang, The Pennsylvania State University

Global Liquidity through Non-Bank Financial Institutions
Manchun Wang, Boston College

Health Economics Session I

Session Chair: Kelsey Carlston, Gonzaga University
Organizer: Yana van der Meulen Rodgers, Rutgers University

Exposure to Deaths-of-Despair and U.S. Presidential Election Outcomes
Nicole Y. Siegal, University of Hawaii

Administrative Simplification and Treatment Capacity: Evidence from Substance Use Disorder
Yiyu Xing, Auburn University

Mobility and Mortality: Exploring Level-Dependent Effects of Intergenerational Mobility on Life Expectancy
Kelsey Carlston, Gonzaga University

continues on page 19 ⬇

Join the CSWEP Liaison Network!

Are you interested in connecting with others to improve the status of women in the economics profession? Consider becoming a CSWEP liaison. We are searching for liaisons who are in academic departments (both economics departments and others), government, business, and non-profit organizations in the United States and around the world. CSWEP liaisons have three responsibilities. They are 1: Distributing the CSWEP (electronic) newsletter four times a year to interested parties, and 2: Forwarding periodic emails from CSWEP about mentoring activities, conference opportunities, etc., and 3: (for those in economics departments) making sure that the department answers the annual CSWEP survey.

To see if your institution has a liaison, take a look at the list of over 300 amazing people at https://www.aeaweb.org/about-aea/committees/cswep/participate/liaison-network.

The Impact of Medicaid Value-Based Payment Reforms on Maternal and Infant Health
Reagan Baughman, University of New Hampshire

Health Economics Session II

Session Chair: Siobhan O` Keefe, Davidson College
Organizer: Yana van der Meulen Rodgers, Rutgers University

Estimating the Effect of Education on Health via a Binary Model with Endogeneity in the Absence of Exclusion Restrictions
Nan Zhi, Rutgers University

Maternal Stress, Compositional Change, and Infant Health after a State Sentencing Reform
Siobhan O'Keefe, Davidson College

Empowerment and Nutrition: Unraveling the Dietary Diversity Outcomes in Bangladesh
Afrin Islam, Temple University

The Impact of Pharmacist-Prescribed Birth Control
Elizabeth Schroeder, Oregon State University

Migration and Development

Session Chair: Xiaoxue Zhao, Wesleyan University
Organizer: Yana van der Meulen Rodgers, Rutgers University

Communication between partially migrated household and left behind women's labor market participation
Joan Koo, American University

Indian Immigrants in the US: Wage Gain, Selection and the Decision to Migrate
Md Wahid Ferdous Ibon, Rutgers University

Migration, Kinship Networks, and Risk Sharing
Xiaoxue Zhao, Wesleyan University

Health and employment impacts of mining: Evidence from South Africa
Tanya Sue Byker, Middlebury College

Special Topics in Labor Economics

Session Chair: Jessica Sauve-Syed, Furman University
Organizer: Yana van der Meulen Rodgers, Rutgers University

Emergency Department Productivity: Medical Students and the EMR
Jessica Sauve-Syed, Furman University

Beauty pays? The role of looks in entrepreneurship
Jia Guo, Macquarie University

Externalities of Marijuana Legalization: Marijuana Use in Non-Legalizing States
Eva Loaeza-Albino, University of Houston

Labor Market Disparities

Session Chair: Shiyi Chen, SUNY Oneonta
Organizer: Yana van der Meulen Rodgers, Rutgers University

Social ties and first child birth: a motherhood's network penalty
Iris Laugier, Université Laval

Modeling Unemployment and Labor Force Participation by Gender and Race
Junie Joseph, George Washington University

The COVID-19, Work from Home, and Racial Attitudes
Shiyi Chen, SUNY Oneonta

Digital Divide and Wage Inequality: How Does the Internet Affect Employment and Wages?
Piyush Arun Gade, Albany

Gender and the Labor Market

Session Chair: Giovanni Razzu, University of Reading
Organizer: Yana van der Meulen Rodgers, Rutgers University

Gender Differences in Response to Application Costs on the Job Market
Alexandra Opanasets, Boston College

Child Penalty as Fertility Declined: Evidence from Administrative Data in South Korea
Jisoo Hwang, Seoul National University

Gender, language and performance in an international organisation
Giovanni Razzu, University of Reading

The Role of Gender Comparisons in Determining Reference Wage and Labor Supply
Anastassiya Karaban, University of Connecticut

Contemplative Pedagogies in Economics (Panel Discussion)

Session Chair: Leah Greden Mathews, UNC Asheville
Organizer: Leah Greden Mathews, UNC Asheville

Panelists:
Daniel Barbezat, Amherst College
Sandra Trejos, Pennsylvania Western University
Melissa Mahoney, University of North Carolina Asheville
Leah Greden Mathews, UNC Asheville

What is CSWEP?

CSWEP (the Committee on the Status of Women in the Economics Profession) is a standing committee of the American Economic Association charged with serving professional women economists in academia, government agencies and elsewhere by promoting their careers and monitoring their progress.

CSWEP activities endeavor to raise the awareness among men and women of the challenges that are unique to women's careers and can be addressed with a wide variety of actions, from inclusive searches to formal and informal mentoring activities. CSWEP freely disseminates information on how the profession works as well as advice to junior economists. We intend this information to be of value to all economists, male or female, minority or not.

Annually, CSWEP

- Organizes mentoring workshops, paper presentations sessions at the annual AEA Meetings, and professional development sessions at the annual meetings of the four regional economics associations (the Eastern, Mid-Western, Southern and Western);
- Conducts a survey and compiles a report on the gender composition of faculty and students in academic economics departments in the United States;
- Publishes four editions of the *CSWEP News*, containing a feature section written by senior economists that highlights career advice or other topics of interest to the economics profession; and
- Awards the Carolyn Shaw Bell Award, given to a person for their outstanding work to promote the careers of women economists as well as the Elaine Bennett Research Prize, given biennially to a young woman economist for fundamental contributions to academic economics.

Our business meeting is held during the annual AEA Meetings and is open to all economists. It is a time for us to confer awards and celebrate recipients, present the Annual Report on Women in the Economics Profession and to hear your input on CSWEP's activities. The CSWEP Board meets three times yearly and we encourage you to attend our business meeting or contact a Board Member directly to convey your ideas for furthering CSWEP's mission.

Visit **cswep.org** for more information.

Brag Box

"We need every day to herald some woman's achievements . . . go ahead and boast!"
—Carolyn Shaw Bell

Robert and **Arlene Kogod** have funded an endowed Chair in honor of Professor **Valentina Bruno** at the Kogod School of Business at American University. Valentina is a research fellow at the Center for Economic Policy Research, a faculty research member at the European Corporate Governance Institute, and associate editor at the *Journal of Banking and Finance*. She has been a visiting scholar at the Federal Reserve Board and Council on Foreign Relations (CFR) Fellow in International Economics.

Professor **Menna Bizuneh Fikru** was named a 2023–2024 Fellow by the American Council on Education, and is the first faculty member from Pitzer College to be chosen for this honor. Originally from Ethiopia, Bizuneh conducts research in international finance, specifically the decision to join monetary unions, as well as research pertaining to economics pedagogy with a focus on diversity, equity, and inclusivity, receiving the Consortium on High Achievement and Success (CHAS) Pedagogy grant.

Congratulations, Valentina and Menna, on these well-deserved honors!

Directory of CSWEP Board Members

Anusha Chari, Chair
Professor of Economics,
Department of Economics
University of North Carolina at Chapel Hill
Gardner Hall 306B
University of North Carolina Chapel Hill, NC 27599
Anusha_Chari@kenan-flagler.unc.edu

Kasey Buckles, Assoc. Chair & Dir. of Mentoring
Professor of Economics, Research Associate, NBER, Research Fellow, IZA,
University of Notre Dame
3052 Jenkins Nanovic Halls
Notre Dame, IN 46556
kbuckles@nd.edu

Margaret Levenstein, Assoc. Chair & Survey Director
Research Professor
Institute for Social Research Director, ICPSR
University of Michigan
330 Packard Street
Ann Arbor, MI 48109-1248 (734) 615-8400
maggiel@umich.edu

Misty Heggeness, Associate Chair of Outreach and Partnerships
Associate Professor and Associate Research Scientist, Institute for Policy and Social Research
University of Kansas
Regn 370K Edwards
12600 Quivira Road Overland Park, KS 66213
misty.heggeness@ku.edu

Gina Pieters, Oversight Editor
Assistant Instructional Professor
Kenneth C. Griffin Department of Economics
University of Chicago
1126 East 59th Street Chicago, IL 60637
gcpieters@uchicago.edu

Yana Rodgers, Eastern Representative
Professor in the Department of Labor Studies and Employment Relations
Rutgers University
94 Rockafeller Road
Piscataway, NJ 08854
Yana.rodgers@rutgers.edu

Shahina Amin, Midwest Representative
Lawrence Jepson Professor of International Economics
Department of Economics
University of Northern Iowa
1227 West 27th
Street Cedar Falls, IA 50614
shahina.amin@uni.edu

Orgul Ozturk, Southern Representative
Department Chair and Professor
Department of Economics
University of South Carolina
Darla Moore School of Business
Room 452I
odozturk@moore.sc.edu

Francisca Antman, Western Representative
Associate Professor
University of Colorado
Campus Box 256
Boulder, CO 80309
Francisca.Antman@Colorado.edu

Stephanie Aaronson, DC Representative
Senior Associate Director
Federal Reserve Board
20th Street and Constitution Avenue N.W.,
Washington, DC 20551
stephanie.r.aaronson@frb.gov

Ina Ganguli, At-Large
Associate Professor
University of Massachusetts Amherst
304 Crotty Hall
413-545-6230
iganguli@econs.umass.edu

Anna Paulson, At-Large
Executive Vice President and Director of Research
Federal Reserve Bank of Chicago
230 South LaSalle Street
Chicago, IL 60604
Anna.paulson@chi.frb.org

Marionette Holmes, At-Large
Associate Professor and Chair of Economics
350 Spelman Lane
Atlanta, Georgia 30314
MHolmes@spelman.edu

Rohan Williamson, At-Large
Vice Provost for Education and Professor of Finance
Georgetown University,
McDonough School of Business
Washington, DC 20057
Rohan.williamson@georgetown.edu

Jessica Holmes, Ex-Officio, CeMENT Director
Professor of Economics
Middlebury College
303 College Street
Middlebury, VT 05753
jholmes@middlebury.edu

Lori Beaman, Ex-Officio, CeMENT Director
Professor, Department of Economics
Northwestern University
2211 Campus Drive, Rm 3377
Evanston, Illinois 60208
l-beaman@northwestern.edu