

American Economic Association

1986 Committee on the Status of Women in the Economics Profession

NEWSLETTER Fall Issue - October 1986

Nancy Gordon, Editor
(202) 226-2669

Toni Foxx, Assistant Editor
(202) 226-2650

ISABEL V. SAWHILL (Chair)
Urban Institute
2100 M St., N.W.
Washington, DC 20037
202 857-8531

BETH E. ALLEN
Department of Economics
University of Pennsylvania
3718 Locust Walk CR
Philadelphia, PA 19104-6297
215 898-6774

LOURDES BENERIA
Department of Economics
Rutgers University
Winants Hall
New Brunswick, NJ 08903
201 932-7252

BERNADETTE CHACHERE
Department of Economics
School of Business
Hampton Institute
Hampton, VA 23668
804 727-5764

KAREN DAVIS
Department of Health Policy &
Management
School of Hygiene and Public Health
The Johns Hopkins University
624 North Broadway
Baltimore, MD 21205
301 955-3625

ALAN E. FEUCHTER
Office of Scientific & Engineering
Personnel
National Research Council
2101 Constitution Avenue, N.W.
Washington, DC 20418
202 334-2700

MARY FISH
College of Commerce and
Business Administration
University of Alabama
University, AL 35486
205 348-8975

NANCY M. GORDON
Congressional Budget Office
2nd and D Streets, S.W.
Washington, DC 20515
202 226-2669

HELEN B. JUSZ
European Department
International Monetary Fund
Washington, DC 20431
202 823-8849

KATHARINE C. LYALL
Executive Vice President
University of Wisconsin System
1730 Van Hise Hall
1220 Linden Drive
Madison, WI 53706
608 262-6420

SHARON B. MEGDAL
Arizona Corporation Commission
1200 West Washington
Phoenix, AZ 85007
602 255-3933

MICHELLE J. WHITE
Department of Economics
University of Michigan
Ann Arbor, MI 48109
313 764 2355

ex-officio, AEA President
ALICE RIVLIN
The Brookings Institution
1775 Massachusetts Avenue, N.W.
Washington, DC 20036
202 797-6109

Membership Secretary
JOAN G. HAWORTH
Economic Research Services, Inc.
4901 Tower Court
Tallahassee, FL 32303
904 562 1211

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*Season's Greetings +
Best Wishes for a Productive New Year*

*Nancy Gordon +
Toni Foxx*

JOURNAL REVIEWING PRACTICES AND THE PROGRESS OF WOMEN IN THE ECONOMICS PROFESSION: IS THERE A RELATIONSHIP?

Linda N. Edwards, Queens College
and Marianne A. Ferber, University of Illinois *

In the late 1970s, members of CSWEP became concerned about the possibility of discrimination against women with regard to papers being accepted for publication. Research had shown that women students tended to rate the same article more highly when they believed it had been written by a man than when they thought it had been written by a woman (Goldberg, Trans-Action, April 1968). Another researcher found that among 10 job applications sent to 155 college and university graduate psychology departments, with male and female names interchanged, more schools were willing to offer associate and full professorships to the men (Fidell, American Psychologist, 12, 1970). Such results suggested the possibility that referees may systematically evaluate manuscripts differently according to the gender of the author, thereby putting women at a disadvantage.

A recent CSWEP Newsletter (February 1986) documents that, while women have been steadily entering the economics profession, their advance to higher ranks in academia has been slow. Journal reviewing practices may play a role. Many economic journals do not follow the practice of double-blind reviewing--that is, the practice of removing the name and affiliation of an author before sending the manuscript for review. (Table I summarizes the reviewing practices of selected journals.) To the extent that referees are influenced by the gender of the authors, women would have a lower probability of the same quality manuscript being accepted, and hence a poorer publication record, than their equally able male colleagues.

A study sponsored by CSWEP provides some information about the effects of reviewing practices on gender-differences in journal acceptance rates (Ferber and Teiman, Eastern Economic Journal, August-October 1980). In this study, letters were sent to 36 economics journals asking whether they followed a practice of deleting the names of authors before sending manuscripts for review. They were also asked to provide information for the 1974-78 period on the number of manuscripts submitted and the number of manuscripts accepted that had only male authors, only female authors, or at least one of each. ¹/ Of the 28 journals that responded to the first question, 11 used double-blind refereeing and 17 did not. Twelve of these journals also provided information about acceptance rates--six that used double-blind reviewing and six that did not.

* We thank Nancy M. Gordon and Isabel V. Sawhill for their comments and encouragement.

1. Any manuscripts the authors had been encouraged to rework and resubmit that had not been accepted by a particular date (for the most recent manuscripts in the sample 18 months since submission) were counted as rejected.

TABLE 1. REFEREEING PRACTICES OF JOURNALS FOR WHICH THE INFORMATION WAS PROVIDED

	Double-Blind		Not Double-Blind	
	1979	1986	1979	1986
American Economic Review	XX			XX
American Journal of Economics and Sociology			XX	XX
Antitrust Law and Economics Review				XX
Atlantic Economic Journal				XX
Eastern Economic Journal	XX	XX		

Econometric Review			XX	XX
Economic Development and Cultural Change			XX	
Economic Inquiry			XX	XX
Financial Management	XX			
Financial Review	XX	XX		

Industrial and Labor Relations Review	XX	XX		
International Economic Review			XX	
Journal of Accounting and Economics		XX		
Journal of American Statistical Association			XX	XX
Journal of Business and Economic Statistics				XX

Journal of Consumer Research		XX	XX	
Journal of Development Economics			XX	XX
Journal of Economics and Business		XX		
Journal of Economic Dynamics and Control	XX	XX		
Journal of Economic Issues		XX	XX	

Journal of Finance	XX			
Journal of Human Resources	XX	XX		
Journal of Law and Economics			XX	XX
Journal of Monetary Economics	XX			
Journal of Money, Credit & Banking	XX	XX		

Journal of Political Economy			XX	XX
Journal of Post Keynesian Economics				XX
Land Economics			XX	XX
Monthly Labor Review			XX	XX
National Tax Journal		XX		

Quarterly Nebraska Journal of Economics and Business	XX			
Quarterly Journal of Economics		XX		
Quarterly Journal of Business and Economics			XX	
Quarterly Review of Economics and Business			XX	XX
Review of Business and Economic Research	XX	XX		

Review of Economics and Statistics			XX	
Review of Income and Wealth			XX	
Southern Economic Journal		XX		

(continued)

Among those journals using double-blind reviewing, the acceptance rate of manuscripts written by women was 22.9 percent, while 19.0 percent of manuscripts written by men were accepted, as shown in Table 2. Among the journals that did not use double-blind reviewing, the figures were 12.8 percent and 15.3 percent, respectively. In other words, articles authored by women were substantially more likely to be accepted in journals using double-blind reviewing (a 10.1 percentage point difference), whereas the comparable estimate for articles authored by men was much smaller (a 3.7 percentage point difference). ^{2/} While dramatic, these gender-differences are not great enough to be statistically significant--primarily because sample sizes for women were low. (Women in 1974-78 constituted less than 10 percent of academic economists, and were bunched toward the lower ranks.) As is usual with empirical studies, one would prefer to have a larger body of data from which to draw conclusions. Nevertheless, the results of the Ferber-Teiman study suggest that women do relatively better (compared with men) when the names of the authors are deleted. ^{3/}

TABLE 2. AVERAGE ACCEPTANCE RATES AT SELECTED JOURNALS, BY GENDER AND REVIEWING PROCEDURE (1974-1978)

	Reviewing Procedure		Percentage-Point Difference
	Double-Blind	Not Double-Blind	
Only Female Authors	22.9	12.8	10.1
Only Male Authors	19.0	15.3	3.7
Female and Male Authors	26.4	13.6	12.8

2. One can speculate about how these comparisons would look if there had been a higher response rate among those journals that did not practice double-blind reviewing. If nonresponding journals accepted a lower proportion of articles authored by women than the responding journals, inclusion of data from them would strengthen the result and, of course, the reverse.
3. The appropriate interpretation of this pattern of acceptance rates is not clear-cut. One could, for example, assert that there is no gender bias at all, but rather that women's submissions to the "non-double-blind" journals just happen to be of lower quality than those of men, whereas women's submissions to the "double-blind" journals just happen to be of higher quality. Alternatively, this pattern could result from the following scenario. The average quality of men's and women's submissions are the same, but women's submissions of a given quality are less likely to be

Concern also exists about discrimination based on factors other than gender--in particular, about the possible effect on acceptance rates of the prominence of the author and the prestige of the author's institutional affiliation. A recent unpublished paper (Coughlin and O'Brien, 1985) offers some evidence on this issue. The paper compares the acceptance rates of the American Economic Review (AER) and the Journal of Political Economy (JPE) in two periods, one in which the AER used double-blind reviewing and the JPE did not (1975-1980), and one in which neither journal used double-blind reviewing (1983-1984). The researchers report that, when the AER used double-blind reviewing, it published significantly more pages by authors from non-elite institutions and women, compared with the JPE. No such difference was detected when the AER returned to nonblind reviewing.

A related result focuses on the trend in the number of published pages authored by women over the period studied. During this time, the substantial increase in the number and proportion of women in the economics profession leads one to expect an increase in the percentage of published pages authored by women. Coughlin and O'Brien do, in fact, report a significant increase in this figure for the JPE. For the AER, in contrast, the slight increase reported was not statistically significant. The authors infer that "... a change in refereeing policy offset what would otherwise have been a trend towards increased publication by women." (p.6)

While not everyone will be convinced that permitting referees to know the identity of authors has any detrimental effect, the basic question is whether there are any drawbacks to double-blind refereeing that would offset its possible advantages. Three objections have been raised.

First, it is argued that the name and affiliation of the author are valuable information, acting as "signals" to the referee. For instance, if the author is a highly respected scholar, and/or is at a prestigious institution, the referee may decide that it is not necessary to scrutinize the manuscript thoroughly. Such behavior would lead to bias--even the work of excellent scholars can be uneven and, without double-blind reviewing, the probability of accepting deficient articles would be higher. Of course, it can be

-
3. accepted than men's when double-blind reviewing is not the practice. Women's submissions to the journals that use double-blind reviewing will, therefore, be of higher average quality than men's--because included will be re-submissions of rejected articles from the non-double-blind journals, which are of higher quality for women. This scenario becomes even more plausible when one notes that the six journals that used double-blind procedures are, on average, somewhat less prestigious than the six that did not. Yet another interpretation of the higher acceptance rate for women's articles in the double-blind journals is that they actually are of higher quality--perhaps because women are more selective in their submissions or women in a predominantly male field are particularly competent. Their lower acceptance rate in the non-double-blind journals is then evidence of bias. To distinguish between these alternative interpretations, one would need to conduct a controlled experiment; however, the evidence in Fidell and Goldberg suggests that the last two alternatives are more compelling than the first.

(continued)

argued that some referees hold eminent authors to particularly high standards, but this behavior negates the possibility of saving time by skimming some or all of the manuscript. To the extent that the signal is used to save the reviewer's time, manuscript acceptance rates will be biased towards authors who are already well-known and successful in the profession.

Second, it is frequently pointed out that total anonymity does not exist even when the names of authors are removed from manuscripts. The editor, who makes the final decisions about whether or not to publish papers, always knows the identity of the authors. Further, a referee is generally familiar with many people in the same subfield, and may recognize the identity of authors (clues may be found in footnotes and data sets used, for example). All of this is true, but it merely indicates that double-blind reviewing is not perfect. It does not argue that double-blind reviewing makes no difference, nor that permitting referees to see authors' names is preferable.

The final complaint is that removing the names complicates the process. Authors must submit two title pages (one that does not identify them) and the editorial staff must number the manuscripts and record them in a log. Yet, despite these costs, in other fields most closely related to economics (the social sciences and business-related fields), double-blind reviewing is widely used. It is apparently quite general in some disciplines (finance and sociology) and very common in others (accountancy, anthropology, organizational behavior, political science, psychology, and urban planning). While this practice is extremely uncommon, even unheard of, in the sciences, its widespread use in many disciplines suggests that double-blind reviewing is quite feasible.

A former editor of the AER (Borts, May 1974) also concluded that double-blind reviewing is perfectly feasible. After experimenting for nine months he reported that "... anonymous refereeing can work. I still do not have a full year of experience on which to make this judgment, and it is possible that unforeseen difficulties may occur with the processing of anonymous papers ...(but) the evidence to date indicates that it is acceptable to referees." In a recent telephone conversation, Professor Borts (after the five years of experience with double-blind reviewing at the AER between 1975 and 1980) reaffirmed that, although there were extra administrative costs associated with this procedure, it was quite manageable. In addition, he again noted that there was no reluctance on the part of referees to review manuscripts from which the authors' names and affiliations were removed.

Many other editors appear to agree with this view. Among the 12 journals which provided the information that they had double-blind refereeing in 1979, nine provided information for 1986. Seven of the nine continued the practice of double-blind reviewing. In addition, two of the journals that did not follow this practice in 1979 now do so.

On the basis of all this evidence, we conclude that there may well be bias of various sorts, including gender, when referees know the names of the authors. There may also be some inconvenience to the editors associated with double-blind reviewing. We believe, however, that the established scholars who serve as editors and referees should, and for the most part would, be willing to devote some extra effort to a system of reviewing that allows our profession to more closely approximate a meritocracy.

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Fidell, L.S. "Empirical Verification of Sex Discrimination in Hiring Practices in Psychology," American Psychologist, 25 (12), 1970: 1094-98.

Goldberg, Philip. "Are Women Prejudiced Against Women?", Trans-Action, April 1968: 23-30.

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NOTE: Please send any evidence on this topic from other research efforts (or the relevant citations) to: Isabell V. Sawhill, The Urban Institute, 2100 M Street, N.W., Washington, D. C. 20037.



More Sylvia by Nicole Hollander

SOME THOUGHTS ON FINDING ACADEMIC JOBS: HOW TO ENTER THE MARKET

First of a Two-Part Series

Beth Allen, University of Pennsylvania

Let's first dispense with the advice that is almost common sense for any job search, although an amazing number of academics ignore these basics.

- o **Think about what type of position you want.**
- o **Think about the sorts of positions for which you are well qualified and those for which you might qualify.** If you're a student, ask your dissertation committee to indicate realistic possibilities. The quality of an academic job is usually described by departmental prestige (e.g., as indicated by the survey rankings published by the National Academy of Sciences) and one's own academic rank.
- o **Prepare for interviews.** Find out, for instance, whether you're being considered by a public or private school, located in a rural or urban environment, in a tiny, medium-sized, or huge institution. If you know the chair's name or the list of faculty members who will interview you, check their fields in the AEA Directory.
- o **Prepare for seminar presentations.** Typically your talk is evaluated as a signal of your teaching ability as well as your research accomplishments.
- o **Proofread carefully.** Your vita and any correspondence should be flawless. A good quality word processor is fine, but don't send photocopied/mimeographed form letters.

Many magazine articles and career advice books cover these generalities. If you haven't been a job seeker recently, it may be useful to review this material.

Recent Ph.D.s

Recent, new, or future Ph.D.s should ask their dissertation advisors for help. This is one of their professional responsibilities, and placing students into good jobs reflects well on them. Most graduate departments distribute a "vitae pack" and assign a faculty member to serve as placement officer. Be sure this person knows you and knows what type of job you want. You may need to emphasize that your spouse is willing to relocate or that you will be continuously in the labor force full time.

You must attend the ASSA meetings for interviews, December 27-30. If at all possible, stay in one of the headquarters hotels. Pre-register for the meeting so that your name and hotel is listed in the booklet of participants; this helps potential employers to contact you.

Try to avoid using the recommendation letter service of your university-wide or college career/placement center and ignore any specific advice from their staff, because most details vary by academic department and it's unlikely they are familiar with the job market for economists. However, you may benefit from a videotaped practice interview and critique. Strive for a quietly confident style, and avoid giving a flirtatious or "little girl" impression.

Experienced Researchers

The market for senior positions is more nebulous. Buyers and sellers aren't as well defined, the market never really meets, and the job search process is less seasonal. Consequently, different strategies are needed.

The following remarks apply to individuals who have held Ph.D.s for at least several years. In these situations, you're not a close substitute for someone just leaving graduate school. In addition, more information is available about your scholarly productivity. I shall focus on economics departments in American research universities with graduate programs. The hiring process usually functions in a similar fashion in research-oriented business schools, but the situation may be somewhat different for an undergraduate institution or for noneconomics departments.

The basic trick is to make someone think of mentioning your name as a desirable candidate. It's best if that person is a well respected, established scholar in your field who knows you and your research. Your dissertation advisor is probably an obvious candidate for this role, but someone with no formal connection to your doctoral education can be even more effective if truly enthusiastic about your work.

These informal recommendations can be prompted if you know of a desirable position, but as in the corporate world, advertising is less likely the better the job. You may be able to gather some information from Job Openings for Economists, however (to subscribe, contact the A.E.A. office in Nashville). It is also useful to try to see job vacancy announcements sent to your department's chair or placement officer, although announcements often take the form "we might someday hire someone at any level in any, or some unspecified particular, field."

Upon discovering a potential position which interests you, do not respond to the advertisement or contact the department yourself; instead, try to find a suitable scholar to recommend you directly to them. In other words, some respected person who knows you contacts a buddy there--ideally, an established and powerful person who wants someone like you as a colleague--and presto, you are now on the (informal) list of genuine job candidates. Someone from the department will telephone you for a chat, or write to request your vita and research papers, if you're interested. (At this point, a few institutions also require a formal letter of interest.) If it all sounds terribly uncertain and disorganized, it is!

A more systematic way that departments search to fill a senior vacancy begins by interested (usually senior) faculty formulating a "wish list" by trying to think of names of interesting researchers who might be good acquisitions for the department. Then these people are contacted to see if they might be interested in considering a suitably attractive offer.



More Sylvia by Nicole Hollander

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The most effective way to get on such a "wish list" is to be professionally active and visible. Publishing certainly helps, but you must also participate in conferences and accept invitations to present papers at other universities. A good seminar may induce members of the audience to consider or recommend you for an opening. Try to meet visitors to your department by attending and participating in their workshops. If possible, regularly send copies of your research papers and reprints to economists with related interests. Consider using sabbatical leaves to expand your horizons (and your research interests and potential collaborators) by visiting other universities which may or may not have a (future) vacancy in your field of specialization.

If you decide to be in the job market even casually, or you're likely to be soon, go to the ASSA meetings and try to be on the program (see the May 1986 CSWEP Newsletter for how to do so). Circulate. Introduce yourself if necessary, and wear your nametag. Talk to people after sessions, in hotel lobby bars, at cocktail parties--all are great ways to learn about openings--but don't announce outright that you're looking for a job. Most research universities don't interview at the meetings for senior positions, and interviews that do occur are generally quite informal.

If you're seriously job hunting, you should be subtle but still inform people of your interest. This tradeoff between discretion and informativeness is a problem to contemplate before you begin to search. Efficiency requires that someone be aware of your willingness to move. The problem is that your current home department may object to the implication that you are less than perfectly happy.

Consequently, you should first assess your colleagues' likely reactions to your job hunt, especially if you may want to consider staying at your current institution. Many economics departments are market oriented and treat an outside offer as a signal of high-quality research. Others stress collegiality and interpret job market activities as a symptom of disloyalty. Moreover, you should exercise extreme caution regarding early consideration for promotion or tenure elsewhere. If your home institution refuses to match such an offer, and you don't move, eventual tenure or promotion will be more difficult to obtain than if you had simply waited.

A further consideration in deciding how widely to broadcast your availability is whether you really want to obtain offers from a wide range of departmental qualities. Certain outside offers--those from lower-ranked places--are not good "bargaining chips" and can actually harm tenure prospects in your current department if you try to use them that way. Moreover, while you should sometimes tactfully decline to be considered, it is more difficult to do so when it's well known that you're "in the market."

Of course, if you've been turned down for tenure (or told that you are unlikely to obtain it), these considerations don't apply--everyone will understand your search. If you're lucky, your current department will even take some initiative to help. You probably should inform the current placement officers in your doctoral university and your current home institution of the situation. Don't place your name in the "vitae pack," however, unless you're a very recent graduate.

When you become a serious candidate, you will usually be invited to visit the campus (at their expense). My next article in the Winter Issue will discuss how to be interviewed, present a seminar, and negotiate successfully with other departments and your home institution.

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THE JOB MARKET FOR ECONOMISTS

While the market for academic economists is tight, most new Ph.D.s do receive jobs. In 1984-85, about 90 percent of new Ph.D.s (91 percent of men and 89 percent of women) were hired as economists. However, only two-thirds of the men Ph.D.s and half of the women Ph.D.s were hired in academic jobs ...

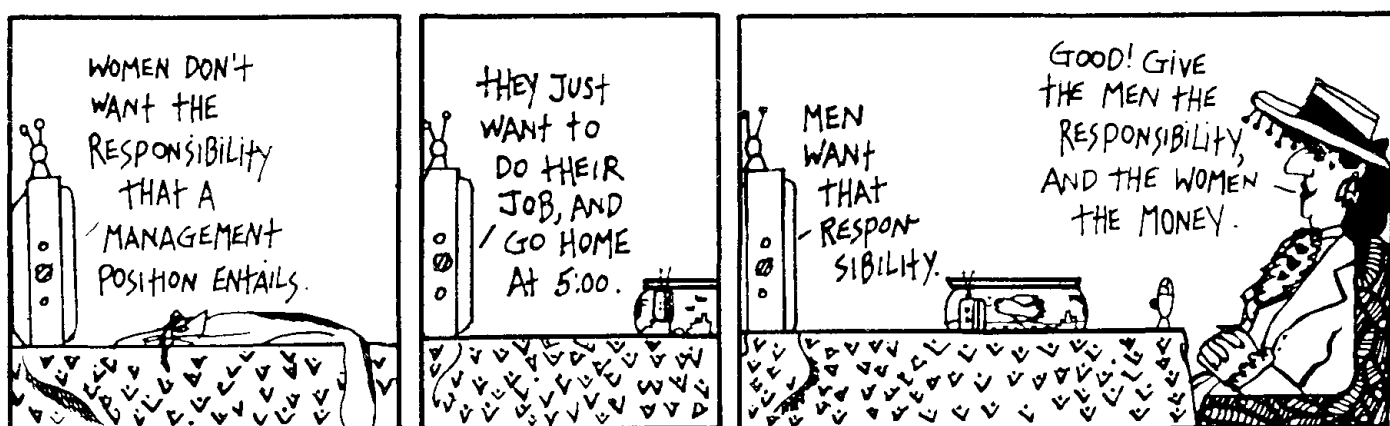
The attrition that follows the tenure decision falls particularly heavily on women economists. In the last decade, 97 percent of male academic economists received tenure and promotion, but less than two-thirds (62 percent) of women moved from assistant to associate professor. Academic economists not only are increasingly gray, but increasingly male.

Once in, the lifetime career prospects for the academic economist are attractive. In a good-to-average college or university, a beginning academic can expect to earn about \$29,000 for a 9-month year, and more for a 12-month appointment. Using today's data, this salary rises to about \$45,000 for a full-fledged professor and goes over \$90,000 for a very few, very distinguished professors.

The ladder of academic salaries is somewhat more compressed than that of business economists. The business economists who earn more than \$90,000 comprise about 8 percent of all business economists (13 percent of those in New York City), but the variance among academic economists is slower. While an average academic salary equals an average business salary, its top level is lower.

This item was taken from the September 1986 issue of the CWAE Newsletter, based on excerpts from "Overview of Options for Academic Economists" presented by Elizabeth Clayton at the Career Development Seminar (July 27, 1986) sponsored by the Committee on Women in Agricultural Economics (CWAE) of the American Agricultural Economics Association (AAEA).

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More Sylvia by Nicole Hollander

AN INSIDER'S VIEW OF THE AEA'S NOMINATING PROCESS
Padma Desai, Columbia University

I have twice been a member of the AEA Nominating Committee--in 1985 and 1986. The Nominating Committee selects nominees for the Executive Committee, the Vice-President, and, acting together with the current Executive Committee, the President-Elect. **This article discusses the nominating process and how CSWEP could help increase the number of female nominees.**

Two sparrows certainly do not a summer make, but my experience has been informative and worth sharing. Our discussions were frank but cordial, deliberate but speedy, on the whole informal yet carefully aimed at fulfilling several criteria. Elitism was largely shunned in preference to an equitable representation by geographical location, professional specialization, institutional affiliation (universities, government, business, and purely research institutions), and the like. If a Harvard economist got nominated, potential MIT candidates were generally dropped (and vice versa); and at all levels, the search was extended beyond Ivy League campuses. We also sought a balanced mix of professional expertise--from theory to policy, from macro to micro, to name the most familiar. Our profession is also subject to vogues, so that an individual who happens to be practicing a fashionable variety stood a chance of being nominated although he or she might not be a trail-blazing economist. Practitioners of area studies such as development economics and the economics of centrally-planned economies currently seemed to be at the bottom of the list. As for the choice of "academic" vs. "non-academic" candidates, we recognized that, outside of universities and first-rate research institutions, an economist's expertise tends to depreciate with time: one may become prominent and cease to be eminent. In such instances, I think, we were generous and did not insist on strict academic credentials.

The nomination of the President-Elect took longer than the rest and certainly more cups of coffee. The individual must be perceived to have a towering stature and leadership qualities. No ivory-tower recluse, however brilliant, can qualify for the mantle. Indeed, a sustained professional interest in policy issues, if not a record of public service, is a must. Has the person been an inspiring teacher? someone asked. What has been his or her record of involvement in the activities of the Association over the years? All ye future aspirants to the throne, take heed!

The Nominating Committee took care to ensure representation of minorities. In this regard, I felt that our task was hampered by a lack of information about available candidates. We have a few luminaries who have already been elected to be officers of the AEA: Alice Rivlin is the current President; Barbara Bergmann, Anne Krueger, Irma Adelman, Juanita Kreps, and Elizabeth Bailey have been Vice-Presidents; Mary Jean Bowman, Carolyn Shaw Bell, Marina von Neumann Whitman, Anne Friedlaender, and Janet Norwood have been elected to the Executive Committee. But we need to do better and we certainly could do better.

The main handicap seemed to be the lack of familiarity by many on the Nominating Committee with full-professorial-level women in the profession other than those who happen to have hit media attention. In the old-boys'-network of the profession, male names circulate faster and farther. This handicap regarding qualified women economists must be countered effectively. It should be possible for the CSWEP to supply the roster of high-level women economists in the profession along with their resumes to future Nominating Committees. I regard this as a legitimate and an important initial step in our efforts to achieve adequate representation of women among the AEA's Executive Committee and officers.

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THE CAUCUS FOR WOMEN IN STATISTICS

The Caucus for Women in Statistics was formed in 1970 to focus on specific problems associated with the participation of women in statistically oriented professions. Its membership of over 300 is mostly women from the United States and Canada and includes many economists. The Caucus is an independent organization which interacts with all statistical professional societies, and is informally associated with the American Statistical Association for purposes of its annual meeting. It has several goals:

- o to foster opportunities for the education, employment, and advancement of women in statistics, and the recruitment of women into the profession of statistics;
- o to promote increased participation of women in professional meetings and publications, and on governing boards and committees of statistical societies;
- o to stimulate professional and social contact among its members; and
- o to eliminate sex discrimination and improve the status of professional women in general and female statisticians in particular.

In order to meet its objectives and to facilitate networking among its members and other statisticians, the principal activities sponsored by the Caucus are:

- o a quarterly newsletter which includes news items, editorials, job notices, book reviews, and other articles of interest to the membership;
- o an annual directory of the membership;
- o roundtable discussion groups at the annual meeting, on specific topics of professional interest--such as Modes of Data Collection for Sample Surveys and Current Statistical Issues in Clinical Trials--and on other issues such as personal development, becoming active in statistical associations, and mentors and mentoring;
- o social events to stimulate contacts and enhance networks; and
- o technical sessions at the annual Joint Statistical Meetings to present gender related issues and studies.

Membership in the Caucus is open to interested women and men without regard to membership in any other professional society. Membership dues for U.S. citizens are \$10 per year (\$5 for students and \$12 for couples) and include a copy of the membership directory. Dues paid in Canadian dollars are \$12 per year (\$6 for students and \$15 for couples). To become a member, or for additional information, contact the Caucus for Women in Statistics, P.O. Box 33916, Washington, D.C. 20033-0916.

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CSWEP-ORGANIZED ACTIVITIES AT THE UPCOMING AEA MEETINGS
New Orleans Marriott Hotel, December 27-29, 1986

CSWEP SESSIONS

Gender and Bargaining Power in Public and Private Labor Markets

Chair: Elyce Rotella, Indiana University

Discussants: Elyce Rotella and Katharine Abraham

"Economic Implications of Public Sector Comparable Worth: A Case Study of San Jose,"
Shulamit Khan, University of California

"Gender, Unions and Internal Labor Markets: Evidence from the Public Sector in Two
States," Deb Figart, American University

"Have Equal Opportunity/Affirmative Action Programs Had Any Impact on the
Occupational Segregation of U.S. Women?" Dallas Cullen, Alice Nakamura and Masao
Nakamura, University of Alberta

"Sex Segregation and the Differential Bargaining Power of Workers," Jayne Dean,
Wagner College

Gender Differences in Behavior at Home and at Work

Chair: Rebecca Blank, Princeton University

Discussants: Rebecca Blank and Janet Kohlhase

"The Influence of Gender in the Choice of Physicians' Practice Mode," William S. Custer,
American Medical Association, and Denise Dimon, University of San Diego

"Gender Differences in Consumer Spending," David E. Bloom and Sanders Korenman,
Harvard University

"Gender Differences in the Cost of Displacement," Janice Madden, University of
Pennsylvania

"Sex Discrimination in Commercial Bank Credit," Faith Ando, Jaca Corporation

CSWEP BUSINESS MEETING AND RECEPTION

The CSWEP **business meeting** will be held on December 28th from 5 to 6 p.m. in the
Mardi Gras Rooms F and G, followed by a **cocktail party** in Mardi Gras Room H. Please
mark your calendar and plan to attend. Mary Fish is handling the arrangements.

HOSPITALITY ROOM

The hospitality room (in the Galvez Room) will be open on December 28 and December
29, from 10 a.m. to 4 p.m.

HELP!

HELP!

HELP!

Again this year, CSWEP is pleased to provide a hospitality room and information desk at the December AEA meetings. The Galvez Room has been reserved to serve as a convenient place for meeting friends, informal discussions, and relaxing on December 28th and 29th between 10 a.m. and 4 p.m. CSWEP will operate the information desk (Acadia Ballroom) to offer membership information on December 27 between 2 and 4 p.m. and on December 28th and 29th between 10 a.m. and 4 p.m. **If you can help by spending a few hours hosting either of these activities, kindly return the Volunteer Sheet below with the times you can help clearly marked.** We are looking forward to seeing you at the New Orleans meetings.

CSWEP Volunteer Sheet
 American Economic Association 1986 Meetings
 New Orleans Marriott Hotel, Hospitality Room, Galvez Room

	December 28th		
10-11 am			
11 - Noon			
12-1 pm			
1-2 pm			
2-3 pm			
3-4 pm			

CSWSEP Information Desk, Registration Area, Acadia Ballroom

	December 27th	December 28th	December 29th
10-11 am	XXXXX		
11 - Noon	XXXXX		
12-1 pm	XXXXX		
1-2 pm	XXXXX		
2-3 pm			
3-4 pm			

Please return to Mary Fish, Box J, Economics and Finance Department, College of Commerce and Business Administration, The University of Alabama, Tuscaloosa, Alabama 35486.

Your name: _____
 address: _____

CSWEP-ORGANIZED SESSIONS AT THE UPCOMING
SOUTHERN ECONOMIC ASSOCIATION MEETINGS
Fairmont Hotel, New Orleans, November 23-25, 1986

Pay Equity: Theory and Applications

Chair: Marie Lobue, University of New Orleans

Discussant: Jackie Landau

Monday, November 24, 1:30 to 3:15 p.m., The Bayou One Room

"Job Tenure, Lifetime Work Interpretations, and Wage Differentials," Jack McNeil, Enrique Lamas, and Sheldon Haber, Population Division, U.S. Bureau of the Census

"Metaphorical Constraints to Pay Equity: Why So Many Economists Are Outraged by Comparable Worth," M. Neil Browne, Bowling Green State University, and Andrea Giampetro, Loyola College of Maryland

"The Value of Work and Male/Female Pay Inequality," Charles Register and Donald R. Williams, Kent State University

Occupational Segregation: Issues and Analyses

Chair: Luvonia J. Casperson, Louisiana State University in Shreveport

Discussants: Doris Cash and Shirley Burggraf

Tuesday, November 25, 1:30 to 3:15 p.m., The Bayou One Room

"The Effect of Risk of Occupational Injury and Illness on Occupational Segregation," Thomas N. Schaap, Allegheny College

"The Overriding Importance of Market Characteristics for the Selection of Pay Equity Strategies: The Relative Efficacy of Collective Bargaining and Litigation in the Nursing Industry," Andrea Giampetro, Loyola College of Maryland

"Expectations and Women's Earnings," Linda Martin, University of New Haven

CSWEP-SOUTH BUSINESS MEETING AND RECEPTION

The CSWEP-South **business meeting** will be held on Monday, November 24th from 5 to 6 p.m. in the Tulane Room, followed by a **cocktail party** from 6 to 8 p.m. in the Loyola Room. Please mark your calendar and plan to attend.

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CALLS FOR PAPERS

The Western Economic Association (WEA) will hold its annual conference July 7-11, 1987, in Vancouver, B.C. The WEA is particularly interested in sessions on "Contemporary Policy Issues" and CSWEP would like to organize one or two on gender related issues. If interested, please send a draft or an abstract by **December 15, 1986**, to: Commissioner Sharon B. Megdal, Arizona Corporation Commission, 1200 W. Washington, Phoenix, Arizona 85007. If you are interested in presenting a paper on other issues or have questions about the program, contact the WEA at 714/898-3222.

To celebrate the Tenth Anniversary of the **National Women's Studies Association (NWSA)**, the NWSA Task Force on Feminist Scholarship invites papers or panels exploring the development and future of feminist scholarship, especially those on the intersection of race and gender, for the annual conference June 24-28, 1987, at Spelman College in Atlanta, Georgia.

Papers assessing feminist scholarship should address: what have been the most important ideas, methods, and findings of feminist scholarship in your field during the past 10 to 15 years; what are the most important directions for future years; and how has diversity among women been addressed?

Proposals were due by October 15, 1986, but those received later may still be considered. Application forms are available from the NWSA conference office: NWSA '87, Emory University, P.O. Box 21223, Atlanta, GA 30322 (phone # 404/727-7845). Please indicate on the proposal cover sheet that you want your submission to be reviewed by the Task Force on Feminist Scholarship.

The Southern Review of Political Economy is a publication of the Beta Chapter, Omicron Delta Epsilon, at The University of Alabama. **Students are encouraged to submit papers for publication to any member of Omicron Delta Epsilon, or to the faculty advisor.** Inquiries should be addressed to: The Southern Review of Political Economy, c/o Omicron Delta Epsilon, Department of Economics, The University of Alabama, University, Alabama 35486.

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**More Sylvia by
Nicole Hollander**

GRANTS AND OTHER FUNDING

Grants to Study Gender Roles. The Rockefeller Foundation's Gender Role Program will contribute from \$10,000 to \$70,000 to projects of researchers who have completed their professional training. Projects should examine factors underlying changes in gender roles and the outcomes of these changes. Deadline: December 1, 1986. Contact: Gender Role Program, The Rockefeller Foundation, 1133 Avenue of the Americas, New York, New York 10036.

NSF Programs for Women

Research Opportunities for Women. This National Science Foundation (NSF) program provides grants to help women at all stages of their careers: research initiation awards are designed for new researchers who have not yet received federal research funding; research planning grants help those who wish to refurbish their skills; and career advancement awards assist mid-career researchers. Deadlines: Vary by subject matter for research initiation awards; January 15, 1987 for planning grants and career advancement awards.

Visiting Professorships for Women. This program funds visiting professorships, usually for one year, but periods of six months to two years are allowed. Applications should contain a research proposal and a description of planned interactions as a "role model" with faculty and students of the host institution. Deadline: October 1, 1987.

For More Information on Either NSF Program, call Margrete Klein, 202/357-7734.

Fellowships Given to Women and Minorities with Faculty Potential. The University of California offers fellowships to approximately 20 women and minority post-doctoral students who hope to become university faculty members. Stipends ranging from \$22,000 to \$28,000, and money for travel and research, will be given primarily in business, engineering, computer sciences, mathematics and the physical and life sciences, but applications in other fields are considered. Contact: President's Fellowship Program, University of California, Office of the President, University Hall, Room 359, Berkeley, CA 94720.

The National Institutes of Aging (NIA) funds research and post-doctoral fellowships on a variety of topics of interest to economists such as factors leading to retirement; the impact of retirement decisions on individual's economic status and on the economy; the distribution of income and wealth among the elderly (including comparisons with the nonelderly and causal factors); and the economic impact of caring for the frail elderly.

Deadlines for application: February 1, June 1, and October 1. Telephone discussions of potential projects and grant mechanisms are encouraged. Contact: Richard Suzman, Behavioral Sciences Research, NIA, Building 31C, Room 4C32, National Institutes of Health, Bethesda, Maryland 20815 (301/496-3136).

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OTHER ITEMS OF INTEREST

Russell Sage Funds CSWSEP-Motivated Project. The Russell Sage Foundation has made an award to Sue E. Berryman, Director of the Institute on Education in the Economy at Columbia University, to study "Women Ph.D. Economists: Career Status, Change, and Causes." The project will focus on the career status of women with doctorates in economics, changes in that status across time, and the dynamics that generate that status. All analyses will be conducted relative to statistics for comparable men. Dr. Arthur B. Kennickell, an economist at the Board of Governors of the Federal Reserve System, will collaborate in undertaking this study.

The idea for this project was originally suggested by Alice Rivlin and CSWEP has made the project a priority for the past year. Alan Fechter of the National Research Council and a member of CSWEP will serve as liaison between the project and the committee. CSWEP plans to review the substance of the work and disseminate the findings within the profession.

Women Take Over CEA Staff. Four of the twelve senior economists on the staff of the Council of Economic Advisers (CEA) this year are women:

- o Carol Leisenring (monetary policy and macroeconomics from the U.S. Department of the Treasury),
- o Arlene Holen (labor, health, education, and welfare, most recently from the Office of Management and Budget),
- o Susan Woodward (financial markets and regulation, from the University of California-Los Angeles), and
- o Aline Quester (labor, health, education, and welfare, from the Center for Naval Analyses).

Three of the six junior economists are also female--Ellen Hughes-Cromwick (money and general microeconomics), Marjorie Rose (interior), and Diana Furchgott-Roth (labor and taxes). The one research assistant, Lisa Bernstein, is also a woman.

Princeton University has received a commitment of \$1,250,000 to establish a professorship in women's studies honoring Doris Stevens, who was active in the suffrage movement at the beginning of the century. The chair will be held by a distinguished scholar in the interpretive social sciences. The position has not been formally announced, but letters of nomination are appreciated. Contact: Professor Kay Warren, Director, Program in Women's Studies, Princeton University, 218 Palmer Hall, Princeton, New Jersey 08540.

The Princeton Research Forum, founded in 1980, is an organization of independent scholars and part of a growing national independent scholar movement. This past year three of the leading learned societies each recognized outstanding work of one of their

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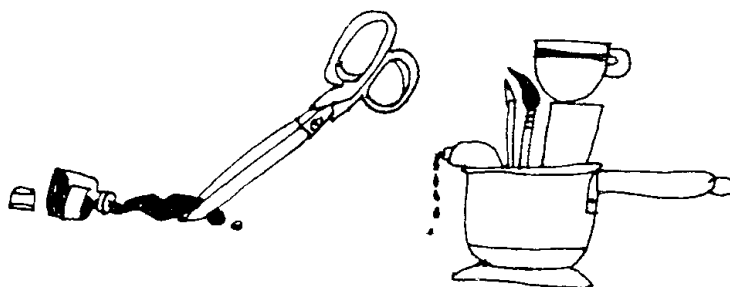
disciplines's independent scholars with \$1,000 awards provided by Rockefeller Foundation grants. The Princeton organization currently has about 80 members (most of whom are women), is multi-disciplinary, and includes members who are working for businesses and for the government. It seems to fill a real need both for scholars who are not affiliated with an academic institution and for many who are.

Douglass College has received a three-year, \$123,500 grant from the New Jersey Department of Higher Education to begin a program aimed at encouraging women students to persist in the study of mathematics and science in college. While the Douglass Project for Rutgers Women in Math and Science will be based at Douglass, it is intended for all women at the State University of New Jersey's New Brunswick campuses who are interested in mathematics and science. Once fully implemented, it will include orientation programs for entering students, collaborative learning sessions, support groups, career information and planning workshops, training for academic advisers, and informal seminars in which advanced students can present their work. The project will also encourage mentor relationships and provide recognition for women achievers in mathematics and science.

HERGAME is an educational and lighthearted game that asks questions about women's history, culture, and present achievements. To place orders, checks for \$25 should be made out to "Friends of the Feminist Press" and sent to Mariam K. Chamberlain, The National Council for Research on Women, 47-49 East 65th Street, New York, N.Y. 10021.

The **Equality for Women message check** is a unique medium of communication that enables women everywhere to speak out for equality. Sponsored by the National Organization for Women (NOW), the Equality for Women message check is intended to stimulate public discussion and increase awareness of women's issues across the country, and to develop a new source of ongoing income for NOW. An order of the checks retails for \$14 and \$1 for every order and re-order will be contributed to NOW. To order, send the re-order form in your present check supply, a deposit ticket from your checkbook, and a check for \$14 payable to: Message!Check Corporation, 1210 18th Avenue East, P.O. Box 3206-D, Seattle, WA 98114.

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**More Sylvia by
Nicole Hollander**

FROM "ON CAMPUS WITH WOMEN"

Comparable Worth Suit Settled

In one of the most widely-known test cases of comparable worth, the state of Washington has agreed to a \$106.5 million settlement of a suit brought by the American Federation of State, County and Municipal Employees, AFL-CIO. Nearly 35,000 state workers, mostly women, would get pay raises but the settlement did not provide for back pay, which was estimated at \$1 billion. The agreement must still be reviewed and approved by the legislature and by U.S. District Court Judge Jack Tanner.

More on the U.S. Civil Rights Commission vs. Comparable Worth

The U.S. Commission on Civil Rights report which urged rejection of the comparable worth theory has been strongly criticized by the General Accounting Office (GAO). The GAO's report cites "internal inconsistencies and other errors" such as wrongly stating that comparable worth advocates believed salaries should be set "without regard" to merit, seniority, or supply and demand. The GAO emphasized that proponents generally believed these factors "can be incorporated into equitable compensation plans." Comparable worth advocates "have always contended that one must distinguish between legitimate (e.g. merit or seniority) and illegitimate (e.g. discrimination) factors contributing to pay differentials." "Comments on the Report on Comparable Worth by the U.S. Commission on Civil Rights" (GAO/GED-85-59) is available free from the U.S. GAO, Document Handling and Information Services Facility, P.O. Box 6015, Gaithersburg, MD 20877.

Want a Hard Worker? Hire a Woman

Researchers at the University of California, Santa Barbara, in a study of men's and women's working patterns, have found that women work harder than men, at home and at their jobs. William and Denise Bielby's study of 1,515 workers showed that 65 to 70 percent of women give more time and attention to their jobs than men despite the fact that women also spend more than twice as much time on household tasks--directly the opposite of the conventional view.

Center to Focus on Women's Health

The University of Wisconsin, Madison Hospital and Clinics has established the Women's Health Center to focus on the special health needs of women--such as premenstrual symptoms, family planning, adolescent gynecology, menopause, and osteoporosis. For more information, contact the Women's Health Center, UW Hospital and Clinics, Room H4/648, 600 Highland Avenue, Madison, WI 53791.

(From the Spring 1986 issue. On Campus With Women is published by the Project on the Status and Education of Women, Association of American Colleges. If you would like to subscribe to it, make your check payable to AAC/PSEW and send it to 1818 R Street, N.W., Washington, D.C. 20009. The subscription rate for one year (four issues) is \$15, or \$25 for two years.)

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RECENT PUBLICATIONS OF INTEREST

A Lesser Life, by Sylvia Hewlett, raises many interesting economic and social issues relating to the dual role of women in the home and the labor force. Available in your local bookstore.

American Women in Transition, by Suzanne Bianchi and Daphne Spain, analyzes the dramatic social and demographic changes over the past two decades as women have moved from the private domain to the public. Published by Russell Sage Foundation, N.Y. Available from your local bookstore or from Basic Books, Inc., 10 East 53rd Street, New York, NY 10022, for \$18.95.

Discover Your Career, a series of Career Focus Booklets on Women's Studies, is designed to help students think about how they can apply their background to their future career path and look at career options that relate to their skills and interest. They also describe specific steps to decide on and prepare for careers and examine profiles of women with backgrounds similar to theirs and how these women have pursued their fields of interest. There are three series in the packet: Series I (Communications), Series II (Social Sciences), and Series III (Math and Sciences). To order, see the next entry.

Job Survival Skills for Women's Studies Students: A Career Development Training Manual gives instructors (Women's Studies professors and Career Development personnel) concrete ideas and activities for teaching job survival skills to Women's Studies students. The manual includes ten modules, each with background information, discussion guides, several exercises and assignments, and more. It is designed for classroom situations or workshops, but individual students will also benefit from using it. To order the manual and Discover Your Career, send \$3.00 total to the Junior Year at Douglass Program in Women's Studies, Voorhees Chapel, Room 4B, Douglass College, New Brunswick, New Jersey 08903.

The Economic Emergence of Women, by Barbara R. Bergmann, examines the economic and social origins of women's new role, including changes in job structure and technology, birth and divorce rates, education, and ideas about sex roles and the family. She argues against occupational segregation and wage discrimination and for affirmative action and pay equity. While welcoming women's economic liberation, she also confronts its considerable costs--the domestic pressures on men, the rising costs of having children, and the new economics and politics of keeping house. Bergmann also analyzes the alarming rise of poverty among female-headed households and calls for radical changes in tax, divorce, and welfare laws to address this and related problems. Available from Basic Books, Inc., 10 East 53rd Street, New York, NY 10022, for \$18.95.

Equal Pay for Comparable Worth, by Frances C. Hutner, explores three crucial court cases -- the Washington State case, the International Union of Electrical Engineers vs. Westinghouse case, and the Denver nurses case -- along with cases involving San Jose, AT&T, and Yale University. By allowing the participants in the struggle to explain what happened as they saw it, Dr. Hutner shows how litigation, collective bargaining, and job evaluation actually work. Chapters also cover the elements of the fair pay problem, the history of pay equity in the United States, and pay equity abroad and the book includes a "Pay Equity Update." Available at your local bookstore or from Greenwood Press, 88 Post Road West, Box 5007, Westport, Connecticut 06881; 203/226-3571.

Finding Solutions to Relocation Problems of Professionals, by Samru Erkut and Jacqueline P. Fields, consists of interviews with dual career professionals--half of whom are black, the other half white. The paper explores the interviewees' reactions to relocation and concludes with recommendations for corporate relocation policies. To obtain a copy, send a check for \$2.50 to the Center for Research on Women, Wellesley College, Wellesley, Massachusetts 02181. (Be sure to indicate that you are ordering Working Paper No. 161.)

Opportunities for Research and Study, published by the National Council for Research on Women in February 1986, is a listing of the fellowships, affiliated scholar programs, grants, and internships sponsored by member centers of the Council that provide institutional resources for feminist research, policy analysis, and educational programs. To obtain a copy, contact Mariam K. Chamberlain, President, The National Council for Research on Women, The Sara Delano Roosevelt Memorial House, 47-49 East 65th Street, New York, N.Y. 10021; 212/570-5001.

Salary Systems in Public Higher Education: A Microeconomic Analysis, by Marion S. Beaumont, analyzes whether or not the type of salary system in public higher education contributes to the persistent sex differential in faculty salaries. Two large urban public universities are examined, one using a contract salary system and the other a single salary system. The results show that while women have achieved greater salary equity within academic ranks at universities, their acceptance into tenured positions and into nontraditional, male dominated disciplines is exceedingly slow. Available at your local bookstores or contact Professor Beaumont at 213/498-5076.

Slipping Through the Cracks: The Status of Black Women, edited by Margaret C. Simms and Julianne M. Malveaux, focuses on the problems and special needs of black women. It includes articles on employment -- labor force participation, occupational status, and earnings -- and on educational attainment and job training programs that provide black women with access to better employment opportunities. There are articles on health issues and single parent families as well. Because problems of black women are not unique to the United States, the volume also includes articles that look at the role of women in developing country economies. Available in some local bookstores or from Transaction Books, Box C24, Rutgers-The State University, New Brunswick, New Jersey 08903.

Women and Comparable Worth, by Rita Ricardo-Campbell, states that there is still some discrimination by sex but does not advocate "comparable worth" as a solution. Wage rates in male-dominated occupations may be higher than market rates because of the permitted exclusion under seniority rules. Such rates are not cut under comparable worth programs, while the wage rates of female-dominated occupations are increased and thus costs rise. This, she argues, means some combination (depending on employer and product) of higher taxes, prices, and unemployment occurs. For additional information, contact Dr. Ricardo-Campbell, Hoover Institution, Stanford University, Stanford, California 94305-6010; 415/723-2074.

Women in the World, 1975-1985, by Lynne B. Iglitzin and Ruth Ross, emphasizes the interrelationship of sex roles and political systems. Focusing on the impact of the women's movement on political, social, and economic systems during the last 10 years, it examines ways in which countries are attempting to end patriarchy to achieve egalitarianism. It particularly emphasizes developing countries, industrial democracies, and communist countries to assess women's status in the world today. Available for \$22.50 from ABC-CLIO, 2040 A.P.S., Box 4397, Santa Barbara, California 93140-4397; 800/422-2546.

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SHORT NOTES

Virginia A. Dwyer, senior vice president of finance at the American Telephone and Telegraph Company since 1984, retired on May 31, 1986. She was the highest ranking woman at A.T.&T. and played a major role in many of A.T.&T.'s financial activities in her 43-year career at the company. Ms. Dwyer said that being a woman had not really affected her career at A.T.&T. Instead, her academic training in economics gave her interesting qualifications that A.T.&T. had put to good use. She received a B.A. in economics from the University of Rochester and a master's degree in economics from New York University.

Athena Petraki Kottis, Professor of Economics at the Athens Graduate School of Economics and Business Science (formerly a Senior Research Associate at the Urban Institute and a Professor at various American universities), was elected for a third year as Secretary-General of the Hellenic Economic Association. Any members of the CSWEP who plan to visit Athens and are interested in giving a lecture on a topic in Economics or Business Administration at the Hellenic Economic Association could contact Professor Kottis at 3, Marasli Street, Athens 10676, Greece.

HELP! HELP!

All readers are invited to send notes, articles, and information for possible inclusion in the newsletter. **Please also send news about yourself and others:** job moves, promotions, awards, books, and changes in family composition are all of interest to your friends and colleagues. For those who would like to make contributions, we publish three issues each year--Winter, Spring, and Fall. Our schedule is:

	<u>Copy Deadline</u>	<u>Mailing Date</u>
Winter Issue	January 20	February 15
Spring Issue	April 20	May 15
Fall Issue	September 20	October 15

JOB OPENINGS

Bates College, Department of Economics, Lewiston, Maine 04240, expects an opening for a one-year visiting assistant professor beginning in the fall of 1987. Candidates should be able to teach labor economics as well as some introductory or theory courses at the undergraduate level. Preferences will be given to candidates with a strong background in statistics and econometrics. Candidates will be interviewed at the December AEA meeting by prearranged appointment. Deadline: December 11, 1986. Contact: Anne Williams.

Bryn Mawr College, Department of Economics, Bryn Mawr, Pennsylvania 19010, has a tenure-track opening. Applicants must specialize in a microeconomic field related to public finance and public policy. Preference for junior-level appointment with Ph.D. completed by date of appointment, September 1, 1987. Contact: Richard B. DuBoff.

California State University, Department of Economics and Statistics, Los Angeles, California 90032, has several vacancies for three tenure-track and three one-year appointments at the rank of Assistant/Associate Professors. Special preferences are: business economics with knowledge of business curriculum, international economics, labor economics with training or experience in labor law and legislation, urban economics, health/medical economics, and other applied microeconomics fields; econometrics, applied business and economic statistics. Deadline: January 31, 1987. Contact: Dr. Ke T. Hsia.

Cornell University, Department of Agricultural Economics, Ithaca, New York 14853-7801, has an opening for an Assistant or Associate Professor (research 65% and teaching 35%) in international agricultural economics or economics with strong background in theory, methods and development economics. Experience in conducting field research in a low-income country will be considered an important qualifications. Deadline: November 10, 1986. Contact: Dr. Robert J. Kalter.

Haverford College, Department of Economics, Haverford, Pennsylvania 19041, has a tenure track appointment at the Assistant Professor level, beginning Fall 1987. The major field is development economics, with area preferences of Soviet Union, Latin America, or Asia, and a secondary field in macroeconomics is desired. If interested, send your resume, three letters of recommendation, and a sample of your research. No deadline date given. Contact: Michael Weinstein.

Keene State College, 119 Main Street, Keene, New Hampshire 03431, is seeking to fill an anticipated tenure-track position at the Assistant Professor level. Teaching load is four sections per semester, with priority given to a generalist with a microeconomics orientation. Primary teaching responsibilities are in a small economics major program, but ability to teach courses in support of a management program is highly desirable. Likely course assignments, in addition to economic theory, could include environmental economics, urban and regional, and industrial organization. Deadline: January 16, 1987. Contact: Gaynelle Pratt, Personnel Office.

M.I.T., the Development Areas Program of the Department of Urban Studies and Planning, 77 Massachusetts Avenue, Room 7-338, Cambridge, Massachusetts 02139, is currently seeking a faculty member at the Assistant or early Associate Professor level who will teach courses and conduct research on Third World countries beginning
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September 1987. Would prefer an individual with a micro-level understanding of the social, political, or economic aspects of development and an institutional, organizational, or political economy approach to the subnational problems of nation-states. Candidates must have a Ph.D. in a social science or an applied professional field, with emphasis on developing countries. Experience in developing countries is necessary. Must also have an ability to teach students from diverse academic and cultural backgrounds. Contact: Professor Ralph Gakenheimer, Urban Studies and Planning and Civil Engineering.

M.I.T., Sloan School of Management, E52-536, 50 Memorial Drive, Cambridge, Massachusetts 02139, the Industrial Relations Section, is seeking to recruit a new faculty member (Assistant Professor level, but perhaps at a higher level for candidates with exceptionally strong research achievements and qualifications) in the broadly defined area of human resource management. Candidates should have a degree in one of the behavioral science disciplines or in a related area of economics or industrial relations. Contact: Professor Thomas A. Kochan.

Pennsylvania State University, Department of Economics, University Park, Pennsylvania 16802, anticipates a substantial expansion and invites applications at all ranks for a number of tenure-track positions. Openings are for the beginning of the Fall Semester 1987. All candidates should have a strong interest in research and a commitment to excellence in teaching. Responsibilities include teaching at the undergraduate and graduate levels, research and publication, supervising dissertations, and advising students. Salary depends on qualifications and experience. If interested, send curriculum vitae, three references, copies of two or three recent publications, and interpretable results of recent teaching evaluations. Deadline: November 1, 1986. Contact: James D. Rodgers, 613 Kern Graduate Building, Box B.

Pomona College, Department of Economics, Claremont, California 91711, is seeking to fill a tenure-track position at the Assistant Professor entry level. Priority teaching fields include monetary theory and policy, finance and investments. Selection of candidates to be interviewed at the AEA/ASSA December meeting in New Orleans. Send vitae, references, teaching evaluations, and samples of professional written work. Deadline: December 31, 1986. Contact: Professor Hans Palmer.

Ohio State University, Department of Economics, 1945 North High Street, Columbus, Ohio 43210, seeks to fill:

- Two tenure-track positions at the Full or Associate Professor level, beginning Autumn 1987. Applicants should be active in research, with strong publication and solid teaching records. There is no specific field preference. Applicants should submit a curriculum vitae, three names of references, and a representative sample of recent publications. Contact: Professor Hajime Miyazaki.
- Two tenure-track positions at the Assistant Professor or Instructor level, beginning Autumn 1987. Applicants should have strong research interests and show promise of significant research accomplishments and the capacity for solid teaching. A Ph.D. is required for assistant professor appointments. Applicants must submit a curriculum vitae that includes a brief description of their Ph.D. thesis, a sample of publications, and at least three letters of recommendation. Contact: Ms. Chris Colflesh.

Rutgers, The State University of New Jersey, New Brunswick, New Jersey 08903, invites applications and nominations for the position of dean of the newly-established School of Business on its New Brunswick campus. Candidates should present a distinguished scholarly record commensurate with appointment to tenured faculty rank, along with evidence of strong academic leadership capacities and sufficient administrative skills to operate effectively in a dynamic academic environment to interact with the corporate community. Salary is open and competitive at the highest national levels. Deadline: October 15, 1986. Contact: Dr. H. Peter Gray, Chair, Search Committee.

Southern Methodist University, Department of Economics, Dallas, Texas 75275, has openings for a Full Professor in economics with an excellent record in publication and in teaching, and for two positions at the Assistant Professor level for persons well trained in economic theory and quantitative methods. Deadline: November 15, 1986. Contact: Barbara B. Reagan.

Texas Christian University, Department of Economics, Box 32876, Forth Worth, Texas 75129, is seeking candidates who are prepared to offer advanced courses in the applications/policy analysis segment of its curriculum to fill a tenure-track position, Assistant Professor level, starting fall 1987. Teaching assignment may include intermediate theory and/or quantitative methods. Contact: Dr. C. Richard Waits.

Trinity University, Department of Economics, 715 Stadium Drive, San Antonio, Texas 78284, is requesting applications to fill a second Distinguished Professorship in Economics. Candidates should have an established record of excellence in scholarship and in teaching, a national reputation in his or her field, and a desire to continue to make contributions to scholarship. Candidates should have an interest in monetary and fiscal policy. Contact: William Breit.

University of Alabama at Birmingham, School of Public Health, 315 Tidwell Hall, Birmingham, Alabama 35294, announces an opening for a tenure track position in health economics. The rank is dependent on qualifications. Ideally research interest would integrate health and labor economics, and health policy. It is expected that the individual will aggressively seek external research funding, work collaboratively with other members of the interdisciplinary faculty, publish in major economics and health services journals, and teach at the graduate level. A Ph.D. is required. Please send curriculum vitae and the names of three references. Deadline: January 15, 1987. Contact: Michael A. Morrissey, Ph.D., Chairman-Search Committee, Department of Health Care Organization and Policy.

University at Buffalo, Department of Economics, 608 O'Brian Hall, State University of New York, Amherst Campus, Buffalo, New York 14260, has tenure track openings at Assistant Professor level, beginning Fall semester 1987. Preference will be given to candidates with strong theoretical backgrounds in the areas of macroeconomics, monetary theory, and industrial organization, although other specializations will be considered. Candidate must have a Ph.D prior to August 1987 and evidence of sound research and teaching abilities are expected. Interviews will be held at the AEA meeting in New Orleans. Contact: Richard Manning, Chair.

University of California, invites nomination and applications for the positions of Chancellor of the Santa Cruz campus and Chancellor of the Santa Barbara campus. Candidates should have demonstrated administrative experience in the conduct of the affairs of substantial organizations and should have a strong scholarly record. Deadline: September 30, 1986. Contact: The President's Office, 714 University Hall - SC, University of California, Berkeley, California 94720.

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University of California-Berkeley, The Women's Studies Program invites applications for a tenured position at the Associate or Full Professor level, effective July 1, 1987. Candidates must have a substantial scholarly record in feminist research, and demonstrated strength in teaching. They must have expertise in one of the following fields: Women in Development, Feminist Theory, Gender and Science, Psychology of Women, or Women and Work. Administrative experience is desirable, especially in a Women's Studies program or research unit. Candidates should submit a cover letter, vita, sample of research, and names of three references. Deadline: December 8, 1986. Contact: Professor Mary Ryan, Chair, Women's Studies, Division of Special Programs, 301 Campbell Hall, U.C., Berkeley, California 94720.

University of California-Davis, Department of Economics, Davis, California 95616, has openings for one or more persons in applied microeconomics, especially public finance and labor economics. Applicants should be qualified to teach at both graduate and undergraduate levels and have demonstrated an ability to produce high quality research. Deadline: November 15, 1986. Contact: Steven M. Sheffrin.

University of California-Los Angeles, Department of Economics, Los Angeles, California 90024, anticipates the appointment of faculty members in the fields of macroeconomic theory, public finance, business economics, and labor. Appointments will be at either the tenured or nontenured level and will be effective July 1, 1987. Contact: Professor Edward E. Leamer, Chair.

University of California-Riverside, College of Humanities and Social Sciences, Riverside, California 92521-0132, is conducting an open rank search for a Chair of its Department of Economics. Deadline: Reviews of applications will commence on October 15, 1986, and continue until position is filled. Contact: Chair, Search Committee.

University of Illinois at Chicago, Department of Economics, P.O. Box 4348, Chicago, Illinois 60680, seeks to fill

- Two tenure track Assistant Professor positions, at least one in macroeconomics and/or international economics.
- Two tenured positions (Associate or Full Professor) for experienced, productive researchers in any field in economics. Deadline: December 15, 1986. Contact: Secretary, Search Committee.

University of Louisville, Department of Economics and Finance, School of Business, Louisville, Kentucky 40192, is searching to fill a faculty position. Candidates should have a broad academic background in economics to teach in both undergraduate and graduate (MBA) programs, an interest in and ability to do scholarly research and develop a professional relationship with the business community. They should also be applied microeconomists with teaching areas in public finance and managerial economics. Those interested in an interview at the November SEA meeting or the December AEA meeting, both in New Orleans, should send curriculum vitae, three letters of recommendation, and a copy of graduate transcripts with their request for an appointment. Contact: Dr. James R. MacCabe, Chair, Search Committee.

University of Minnesota, Department of Economics, 1035 Management and Economics, 271 19th Avenue South, Minneapolis, Minnesota 55455, has openings beginning in September 1987. Appointees will be expected to teach theoretical and/or applied courses at undergraduate and graduate levels and to engage in research. Deadline: December 31, 1986. Contact: Edward C. Prescott, Chair, Search Committee.

University of North Carolina, Department of City and Regional Planning, Chapel Hill, North Carolina 27414, seeks to fill a senior faculty position beginning July 1987. A well-established record of scholarship to qualify for tenured appointment at the Full Professor level is mandatory. Deadline: December 1, 1986. Contact: Professor Edward Kaiser, Chief of the Search Committee, New East Building 033A.

University of Pennsylvania, Graduate School of Education, 3700 Walnut Street, Philadelphia, Pennsylvania 19104, is searching for a Dean with high intellectual credibility--not necessarily within the field of education itself--with a demonstrable record of administrative experience and accomplishment and with the vision and capacity to provide creative and dynamic leadership to GSE and to education research, policy development and professional education at the local and national level. Deadline: beginning of 1987. Contact: Morton Botel.

University of Pittsburgh, Department of Economics, Pittsburgh, Pennsylvania 15260, is seeking applications or recommendations for four positions in economics--two are to be at the distinguished or senior level, and two at the assistant or associate professor level. There is particular interest in the fields of macroeconomics, econometrics, experimental economics, and international economics, although applications in all fields will be considered. Two of the appointments are to be effective September 1, 1987; the other two are to be effective September 1, 1988. All nominations and applications should be addressed to Kevin C. Sontheimer, Chairman.

Washington University, Department of Economics, Campus Box 1208, St. Louis, Missouri 63130, has an opening for at least one tenure-track Assistant Professor, depending on the budgetary situation. Applicants should have demonstrated an ability in modern analytic techniques; secondary interest in applied micro is desirable. Deadline: November 15, 1986. Contact: Professor Edward Greenberg.

Wellesley College, Department of Economics, Wellesley, Massachusetts 02181, expects to fill:

- Three tenure-track positions at the Assistant Professor level, beginning in the Fall of 1987. The first is in Labor Economics. Some preference will be given to individuals with an interest in health economics, the economics of discrimination, or income distribution. The second is in Econometrics and preference will be given to individuals with some interest in applications. A third position in International Trade and Economic Development is likely; international finance and experience in developing countries desirable. Deadline: November 15, 1986. Contact: Search Committee Box L, E, or I (Labor, Economics, or International/Development).
- Two one-year sabbatical replacements for the 1987-88 academic year in 010 General Economics, 040 U.S. Economic History, 913 Health Economics, 930 Urban Economics. Deadline: November 15, 1986. Contact: Search Committee Box A

Selected candidates will be interviewed at the ASSA meetings in December.

Williams College, Department of Economics, Fernald House, Williamstown, Massachusetts 01267, anticipates, beginning September 1987, one or more beginning Assistant Professor positions in General Economic Theory and one beginning Assistant Professor position in field 050 Economic Systems. A visiting position at any rank may also be available. Deadline: December 5, 1986. Contact: M.S. McPherson, Chairman. Do not send reprints or manuscripts unless requested.

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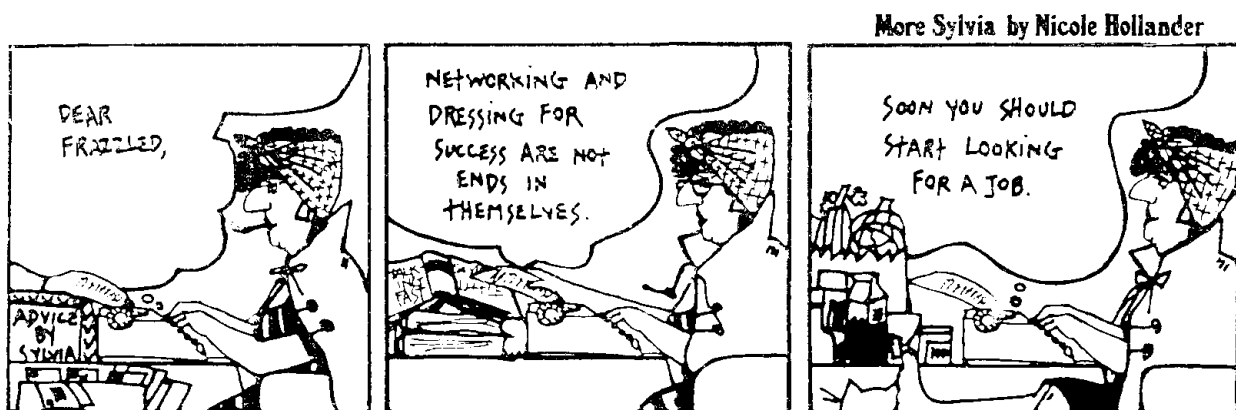
National Association of 9to5 Working Women, 514 Superior Avenue, N.W., Cleveland, Ohio 44113, seeks a Research Analyst (with strong economics background) to conduct research in clerical employment trends. Contact: Sharon Danann, Research Director.

Southeast Women's Employment Coalition, P.O. Box 1357, Lexington, Kentucky 40590, seeks an Executive Director. Responsibilities include overall program direction, fund-raising for the core organizational budget, and coordination of and collaboration with program staff. Candidates must have 2-3 years of experience in management and administration, some background in fund-raising, a firm understanding of the South, and long-range vision regarding social change. Contact: Recruitment Committee, SWEC, 382 Longview Drive, Lexington, Kentucky 40503.

(You may notice some vacancy announcements whose deadlines have recently passed. This is done intentionally, because deadlines are often extended and such announcements can provide information about the general state of the job market.)

IF YOU WOULD LIKE COPIES OF JOB NOTICES RECEIVED AFTER PUBLICATION OF THIS NEWSLETTER, send a large (9" x 12") self-addressed envelope (with 60 cents postage on it) to: Job Notices List/CSWEP, Attn. Ann Guillot, The Urban Institute, 2100 M Street, N.W., Washington, D.C. 20037.

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OTHER SOURCES OF INFORMATION ABOUT JOB VACANCIES

Job Openings for Economists (JOE) is available bimonthly to AEA members and institutions that agree to list their openings. Check with your department, library, or personnel office or subscribe (for \$15 a year) by contacting the AEA, 1313 21st Avenue South, Nashville, Tennessee 37212.

In the Boston area, the Harvard Gazette lists nonfaculty jobs, including ones on research projects. Subscribe (for \$10 per academic year) through the Harvard Office of News and Public Affairs, Holyoke Center 1060, Cambridge, Massachusetts 02138.

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CSWEP: PEOPLE TO CONTACT

General Policy Matters	Isabel V. Sawhill, Chair, The Urban Institute, 2100 M Street, N.W., Washington, D.C. 20037
Items for Newsletter	Nancy M. Gordon, Congressional Budget Office, 2nd & D Streets, S.W., Washington, D.C. 20515
Dues, Change of Address, Roster	Joan Haworth, Membership Secretary, 4901 Tower Court, Tallahassee, FL 32303
CSWEP East	Beth E. Allen, Dept. of Economics, University of Pennsylvania, 3718 Locust Walk CR, Philadelphia, PA 19104-6297
CSWEP South	Mary Fish, College of Commerce & Business Administration, University of Alabama, University, AL 35486
CSWEP West	Sharon B. Megdal, Arizona Corporation Commission, 1200 West Washington, Phoenix, AZ 85007
CSWEP Mid-West	Michelle J. White, Dept. of Economics, University of Michigan, Ann Arbor, MI 48109

AEA/CSWEP
c/o Isabel Sawhill
The Urban Institute
2100 M Street, N.W.
Washington, D.C. 20037

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