## AMERICAN ECONOMIC ASSOCIATION

Committee on the Status of Women in the Economics Profession

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May 15, 1975

Dear Fellow Economists:

As we reported in February, we found that the new directory of AEA members which came out before Christmas included 400 women economists whom we had not found previously. We wrote them, and have now expanded our roster of associate members with these newly found colleagues. This will be their first CSWEP Newsletter. Welcome!

Furthermore, we decided to increase the scope and reliability of the CSWEP Survey of Economists by sending questionnaires to the new entries on the roster. We have gotten an excellent return from them, too. Again, for every woman who returned her questionnaire, the name of a male economist has been drawn at random from a list of males who obtained a comparable degree from the same school at the same time as the woman obtained her highest degree. Questionnaires sent to the male sample have been returned at a good rate, and postcard reminders have just been sent out to those we have not heard from. We are very pleased that this expanded matched sample could be made and expect stronger results than the preliminary reports have already indicated. Thank all of you for your help.

Our roster soon will be enhanced by 40 or so women economists reported by department chairmen as now on their faculties. These are women not previously listed on our roster and not shown in the new AEA Directory. Thus, we will have identified about 1,800 women economists in this country.

#### UNIVERSAL ACADEMIC QUESTIONNAIRE

Forthcoming in the May issue of the <u>AER</u> will be a report on the status of academic women in economics departments across the nation.

This report is included with the CSWEP report and is based on responses from chair-persons of academic departments of economics and agricultural economics. The data were collected under the direction of C. Elton Hinshaw of AEA. Analysis of the data by sex is a responsibility of CSWEP.

A few quotes from this article may be of interest:

"The continued existence of all-male economics faculties is of particular interest. Considering full-time faculty, 30 percent of the departments in the Chairman's Group have no women faculty (a similar proportion to that reported last year), 45 percent of the other Ph.D. granting departments have no women faculty, and nearly 70 percent of the non-Ph.D. granting departments are all male (Table 5). The proportion of departments with all-male part-time faculty (30 percent) exceeds the proportion with one or more women among the part-time faculty (18 percent).

Overall, the number of full-time economics faculty increased 2 percent from 1973-74 to 1974-75 (Table 6). This was an increase of 86 positions for

the departments reporting, with 13 of them being held by women (15 percent). Women represented 8 percent of the full-time faculty released (resignation, retirement, and non-renewal of contract) and 9 percent of the new hires for full-time faculty positions....

"The women employed as new hires for a given department this year tended to come less from other faculties, business, or government than did men, and to have come more from graduate students (Table 7). This related to the fact discussed above that much of the increase in women hired has been for part-time jobs at lower faculty ranks. Among the women released last year by the reporting departments, none had retired (compared with 7 percent retirees among the released men)....

"In some educational institutions, Aftirmative Action (AA) Offices at the central administrative level have been effective in increasing awareness of legal and moral responsibilities and in facilitating implementation of AA plans. At the department level, perception of the effectiveness of AA Offices may well be a combination of the particular experiences of the economics department and a projection of the values of the department chairman or his agent who answers the questionnaire. In all, 71 percent of the departments were in institutions with AA Offices (Table 10). Of these, 80 percent found the AA Office useful, 35 percent found it "not at all useful," and 10 percent found it a "damned nuisance." Among the Chairman's group, all departments were in institutions with AA Offices, and 91 percent had been in contact. Of these 35 percent found the AA Office to be useful, 42 percent "not at all useful," and 23 percent, a "damned nuisance."....

"It is not often that authors of an article have a chance to quantify the proportion of department chairmen who have read a given article. In the December 1973 issue of the American Economic Review, Kenneth E. Boulding and Barbara B. Reagan on behalf of this committee wrote an article, "Combatting Role Prejudice and Sex Discrimination." (Informally among committee members this article was referred to as guidelines for good guys.) Over 40 percent of all department chairmen and nearly 50 percent of the Chairman's Group reported that they had read this article, and 68 and 64 percent, respectively, said that they had used suggestions of the article."

"Report of the Committee on the Status of Women in the Economics Profession," by Barbara B. Reagan, forthcoming May 1975, AER.

We would appreciate hearing your comments on this report and on the preliminary results of the CSWEP Survey of Economists which will be published in three papers, also in the May issue of AER.

## OCCUPATIONAL SEGREGATION WORKSHOP

Much of the energy of CSWEP this year has gone into planning and getting ready for a national research workshop on Occupational Segregation, May 21-23, 1975. Martha Bioxall has been coordinating the committee's planning for this, and we do thank her for a great job. The working conference is necessarily small, but we hope that its impact will be great. It is funded by the Carnegie Foundation as a pilot project for the first

year of the Center for Research on Women in Higher Education and the Professions at Wellesley College, also funded by Carnegie. Carolyn Elliott of that Center is responsible for local arrangements and publicity for the Workshop Conference, and we greatly appreciate her contributions. The participants will include economists plus historians, sociologists, psychologists, and policy makers who are either giving papers on their current research or are invited discussants. Space limitations at the Center as well as the nature of the conference preclude our being able to accommodate all who would like to come and observe. We are sorry that this is so. We are delighted, however, to report that the material will be published by Signs, the new publication from the University of Chicago Press, which will have its first issue published next fall.

It is intended that the results of this workshop will improve our understanding of the forces behind occupational segregation and expand our knowledge about policies that might improve the economic status of women in American society.

The workshop will be opened Wednesday night, May 21 with cocktails, dinner and a keynote address by Representative Martha Griffiths, "Can We Still Afford Occupational Segregation?" This session will be open to the public, and invitations have been sent to the more than 800 economists in the Massachusetts-Connecticut area who are members of AEA. If you wish to come May 21 and have not received an invitation, please contact Carolyn Elliot, Center for Research, Wellesley College.

#### LOCAL MAILING LISTS

You will be pleased to hear that eight associate members have followed our February suggestion and asked for lists of women economists in their areas as a basis for calling local meetings. We would like you to keep us advised of the place, date, and concerns of such meetings so we can include such information in the CSWEP annual report.

If you want to generate a local meeting of women economists, and need names of women to invite, write Fran Blau, Center for Human Resource Research, Ohio State University, who will supply the names and addresses without charge to any associate member of CSWEP.

At this time we want to take time to thank Sylvia Moore, a graduate student at Ohio State University for her invaluable help to Fran with providing lists of such as those mentioned above, lists of persons in a given field requested by prospective emplovers, and the constant work of keeping name and address changes current on the roster. We also want to thank again the Center for Human Resource Research at Ohio State University for its encouragement of these endeavors.

#### NEW COMMUTTEE MEMBERS

CSWEP is honored to welcome four new committee members at its next meeting, May 24. They are:

Walter Heller, University of Minnesota Janice Madden, University of Pennsylvania Isabelle Sawhill, The Urban Institute Nancy Tecters, Committee on the Budget, House of Representatives, U.S. Congress. Continuing members are:

Francine Blau, Ohio State University Barbara Reagan, Southern Methodist University Florence Weiss, National Economic Research Associates

Ex Officio: Aaron Gordon, University of California, Berkeley.

We have reduced the size of the committee by three persons at the request of the AEA Executive Committee as an economy measure. This makes it harder to have as broad coverage at any one time as we have had and wanted; i.e., coverage by sex, type of employment (business, research, government, and academics, including agricultural economics and schools of business), geographic location, and experience level. However, we have moved to a cycling pattern so that we hope to 1) maintain continuity within this Standing Committee of AEA and 2) bring new ideas by adding approximately two or three new members each year. Thus, we hope to have full diversity of membership over time if not in any one year.

Our special thanks from all of us to those committee members who have cycled off, but who, of course, will stay interested and helpful:

Walter Adams, Michigan State Carolyn Shaw Bell, Wellesley Collette Moser, Michigan State Myra Strober, Stanford Phyllis Wallace, M.I.T.

#### NEW PROJECTS AND THE NEWSLETTER

One of the primary pieces of business at the May 24 committee meeting will be discussion of future projects for CSWEP. Please send any ideas you want to suggest to Barbara Reagan, SMU, Dallas, Texas 75275.

Your response this spring to our request for opinions on the CSWEP Newsletter was widespread, and most supportive of this aspect of our work. Many letters urged us to continue the newsletter, and overwhelmingly were on the side of not thinking it advisable for us to charge for the newsletter. Some included money to help defray costs. The denations to date total \$63.00. If you would like to contribute to this fund, we could use the money - any amount will be gratefully received. Sister, can you spare \$2.00?

CSWEP is also indebted this year to Patricia Kirby, a graduate student at Southern Methodist University for helping edit the newsletter.

## REGIONAL AND NATIONAL ECONOMIC MEETINGS

Barbara Bergman has just completed a year as president of the Eastern Economic Association. Its 1975 meeting was held this spring.

At the Southern Economic Association meetings next November in New Orleans, there will be a session entitled, "Women, Blacks and Labor Markets." Juanita Kreps is the President-elect of the SEA.

We have received notice that the International Association of Agricultural Economists will meet in July, 1976, in Nairobi, Kenya. For further information contact Jim Hildreth, Managing Director, Farm Foundation, 600 S. Michigan Avenue, Chicago, Illinois 60605.

Make sure you have on your calendar the AEA and Allied Social Science Meetings to be held December 28-30, 1975, in Dallas, Texas.

According to the preliminary and partial program for the December 1975 AEA Meetings presented at the May 15th Executive Committee meeting by Franco Modigliani, five women economists will present papers, two on the session planned by CSWEP. None of the 21 proposals submitted through this committee to Professor Modigliani and by him to the committee chairmen had been accepted at the time of his report, although we are hopeful that some of the proposals and others by women economists will find their way onto the program as plans are firmed. Of the 20 tentative session chairpersons asked so far, 3 are women. (None of the 10 session chairpersons of the joint sessions of AEA with other members of the Allied Social Sciences are women.) Among 50 discussants or panel members disted on the preliminary AEA program, 6 are women economists. More details on the program will be published in the fall.

CSWEP plans for a session of the annual meeting are well under way. The session will deal with the Economic Status of Women in International Women's Year. A paper will be presented on the International aspects of this topic, and another on the national ispects. It is hoped that discussion also will relate status and role of women to economic growth, the LDC's, and potential conflict between the "haves" and "have nots" of the world. We hope every one will be able to attend.

#### AFFIRMATIVE ACTION COALS

Those of you whose departments and firms use WEAL's "Percentage of Woman Doctorates" in estimating AA goals or in other uses, will be pleased to hear that a grant from the Weverhaeuser Foundation has enabled them to enlarge and update the publication to include women in specific fields with masters and bachelors degrees as well as doctorates.

#### SUMMER PROGRAM

for the summer program for black undergraduate economics majors held at Northwestern University. We have just heard that over 60 percent of the applicants and students who received the involumble training were women! We are pleased to announce that the program, designed to give potential black Ph.D. candidates a preliminary course in economic theory, will be held again this summer. Interested persons are asked to write to Marcus Alexis at Northwestern University for application forms.

## ADVISING STUDENIS ABOUT CAREERS IN ECONOMICS

Many or you have asked for information to give women students considering a career is economics. You may find helpful a new book, published by the College Board entitled, I can be Anything: Careers and Colleges for Young Women. It was written by Joyce Glayton Mitchell and contains data about the economics profession.

## MANAGEMENT TRAINING

Applicants are desired for the graduate program in management at Simmons College. The program is open to women who have had extensive work experience but were unable to attend undergraduate school. For catalog and application forms write to Simmons College, 300 The Fenway, Boston, Mass. 02115.

### AID INTERN PROGRAM

Candidates with graduate degrees in agricultural economics, economics, finance, business administration, or undergraduate degrees in accounting are still being considered by the Agency for International Development for the March, 1976 class of its two-year International Development Intern Program. Target positions of the program include that of economist, agricultural economist, capital development loan officer, management auditor and financial manager. Appointments will be made to the foreign service reserve on a competitive basis. Candidates are evaluated in terms of academic records, work experience, quality of references and other relevant factors. Maturity, good character, potential for professional growth and leadership, U.S. citizenship and good health are required. Salaries will based upon education and experience and overseas salaries are supplemented by standard Foreign Service allowances. To receive application package for the March 1976 class, resumes must be received by July 11, 1975 and returned by Friday, August 8, 1975. Send resume to Intern Recruitment, Recruitment Branch, Office of Personnel and Manpower, Agency for International Development, Washington, D.C. 20523.

#### FORTUNE

You will want to take a look at the April, 1975 article in Fortune entitled, "Black America: Still Waiting for Full Membership," and note the recognition given Phyllis Wallace.

#### IWY STAMP

Although implementation of the plan for a postage stamp commemorating International Namens Year looked very doubtful for a while, Ruth Bacon, Director of the U.S. Center for IWY, reports that the stamp will be issued in late summer or early fall, and sends ber thanks to those who wrote and showed that many women really did care.

## KEEP PAPERS FLOWING TO AER

As will be noted soon in the American Economic Review, the Executive Committee of the AEA has now decided to install page charges of \$25 per page for articles published in AER. Carolyn Bell, who is now on the Executive Committee, says that this should in no way dissuade any of us from submitting manuscripts. The Executive Committee says that the author will not be expected to pay page charges unless the article is based on funded work.

#### WHITE HOUSE MATE

Letters to the White House concerning Title IX Guidelines are being requested by many academic groups. (Did you notice the full page ad in the New York Times a few weeks ago?) It is getting late, but you may still want to write on this. Barbara Newell, President of Weliesley College (and an associate member), suggests that some of you may want to write support letters for a Unisex Insurance Table. Such mail may be addressed to Patricia Lindh, Special Assistant to the President, White House, Washington, D.C. and to James W. Cannon, Director of Domestic Council, White House, Washington, D.C.

#### HERS

A nationwide organization known as Higher Education Resource Services maintains a talent bank and provides search, referral and placement services for women qualified for administrative and faculty appointments at all levels and disciplines. HERS circulates up-to-date information on employment trends and follows up on the disposition of all referrals from both candidates and institutions. Their high placement rate and absence of fees commends their service. Send a postcard requesting registration materials to HERS, New England - Box 1901, Brown University, Providence, Rhode Island 021912 or HERS, Midatlantic - 4th floor, 4025 Chestnut Street, University of Pennsylvania, Philadelphia, Pennsylvania 19104.

#### JOB OPPORTUNITIES FROM BUSINESS FIRMS

Some of you have written that you wished we would list job opportunities for economists in business, financial, or research firms as well as in academic departments. We too would like to do this. We, however, do not list job opportunities unless the prospective employer asks us to do so. Perhaps some of our associate members in non-academic firms will help with this. The prospective employer should send a notice of the job opportunity to the Chair of CSWEP.

## JOB OPPORTUNITIES - MAY, 1975 NEWSLETTER

A few of the following openings list a closing date prior to the issuance of this Newsletter. However, the possibility that the opening is still unfilled does exist and we would urge that you contact the school or business to be certain.

AMERICAN UNIVERSITY, School of International Service, Washington, D.C.

Specialist in U.S. Foreign policy analysis and/or administration and management of U.S. foreign policy. Ph.D. with rank of Assistant Professor. Competence in foreign economic policy desired with special reference to bureaucratic process and/or executive/legislative relations in this area. Teaching experience desired (government or international institutional experence preferred). Contact Dean Robert W. Gregg, School of International Service, The American University Washington, D.C. 20016.

## UNIVERSITY OF CALIFORNIA, Davis

Assistant Professor in consumer textiles and clothing with emphasis on marketing, business, and socio-cultural aspects. Teaching and research areas will concern the impact of technological, social and economic factors on marketing and consumption of textiles and clothing from consumer viewpoint. Strong background in marketing, economics, consumer behavior, social psycholoty or similar fields combined with training and interest in textiles and clothing. Teaching ability and productive research evidence necessary. Ph.D. or equivalent desired. Starting September 30, 1975 - deadline June 1, 1975. Send resume, transcript and four letters of recommendation to Chairman, Recruitment Committee, Div. of Textiles & Clothing, University of California, Davis, California, 95616.

## UNIVERSITY OF CALIFORNIA, Riverside

Lecturer - one-year appointment beginning September, 1975 to teach courses in environmental and natural resources economics and economic theory. Ph.D. degree or near completion. Salary commensurate with qualifications as to educational background, teaching experience and research evidence productivity. Send resume, references and sample research work to Professor K.C. Kogiku, Chairman, Department of Economics, University of California, Riverside, Calif. 92502.

#### EAST TEXAS STATE UNIVERSITY, Commerce, Texas

Associate Professor of Morketing, Dapt. of Marketing and Management. Ph.D. in Marketing. Salary \$16,000 - \$17,000 (9 months). Teach undergraduate courses in Marketing, Consumer Behavior, Retailing, Marketing Research and Purchasing; also course in Marketing Management at the graduate level. Teaching load 12 hours. Send credentials to Dr. Trezzie A. Pressley, Professor and Head, Department of Marketing and Management, East Texas State University, Commerce, Texas 75428.

#### FORDHAM UNIVERSITY, Lincoln Center, New York, N.Y.

Assistant Professor, Ph.D. in urban economics, the urban labor market and urban public policy. Evidence of interdisciplinary training or teaching experence. Three-course teaching load. Day and evening classes part of teaching schedule. Send credentials to Faculty Recruitment Committee, Economics, Social Sciences Division, LAC. Fordham University at Lincoln Center, New York, N.Y. 10023

Administrator - Economics - Business Administration Program. Ph.D. or equivalent interdisciplinery social science background preferred. Supervision of expanding economics - business administration program, development of new social science - business curriculum combinations and liaison with other business administration programs of the University; faculty recruitment, student counselling and part-time teaching. Available for evening classes and evening counselling. Send credentials to: Faculty Recruitment Committee - Economics, Social Sciences Division, LAC, Fordham University at Lincoln Center, New York, N.Y. 10023.

#### KANSAS STATE UNIVERSITY. Manhattan, Kansas

Assistant Professor - one year appointment. Ph.D. required. Teach introductory economics and public finance. Nine-hour teaching load. Salary competitive. Contact Paul L. Kelley, Chairman Department of Economics, 341 Waters Hall, Kansas State University, Manhattan, Kansas 66506.

#### GEORGE MASON UNIVERSITY, Fairfax, Virginia

Three Assistant Professors. Ph.D. and evidence of excellent teaching ability and outstanding research and publications capability required. In fields of undergraduate and graduate public finance, industrial organization, intermediate microaud macro theory, money and banking and principles.

Possible one-year appointment for Associate Professor requiring Ph.D., excellent teaching record and publications as well as experience in social science data structures and computer-science information systems. Feaching capability should include graduate micro-theory and labor and human resources.

Sent applications to Professor William P. Snavely, Chairman Department of Economics, George Mason University, 4400 University Drive, Fairfax, Virginia 22030.

# Asst. Professor, Pr.D. required and expertise in economics and business. Beginning

Poll semester, 1975. Contact Richmond College, City University of New York, Staten Island, New York.

## RUTCERS UNIVERSITY, New Bromswick, New Jersey

Associate or full Professor for Chairperson's Position in Department of Economics, Livingston College. Noman preferred. Fields are Macroeconomics, Microeconomics, Money and Banking, Human Resources, Economic Planning or Corporate Finance. Other openings possible. Contact Shanti S. Tangri, Professor of Economics, Chairman Search Committee, Livingston College Department of Economics, Rutgers University New Brunswick, N.J. 08903.

## SIMMONS COLLEGE, Boston, Massachusetts

Assistant Professor for 1975-76 academic year, one year appointment with possible renewal. Salary competitive. Ph.D. with full time teaching experience, strong commitment to undergraduate teaching and publication record in International Economics, Economic Development, Economic Systems. Nine hour teaching load, some college service and research efforts expected. Send resume to Chairperson, Department of Economics, Simmons College, 300 The Fenway, Boston, Mass. 02115.

Instructor or Assistant Professor beginning 1975-76 academic year. Ph.D. and some teaching experience preferred. Strong commitment to undergraduate teaching required. Nine hour teaching load, college service and research efforts expected. Send resume to Chairperson, Department of Economics, Simmons College, 300 The Fenway, Boston, Mass. 02115.

#### U.S. ARMY, Washington, D.C.

Economist, GS-0110-14, Army-Wide Vacancy Announcement #48-75, Job #22546
Resource Constraints Group, Methodology and Resources Directorate, US Army Concepts Analysis Agency, Bethesda, Maryland. Applicant must have completed successfully a full 4-year course of study in accredited college or university, leading to bachelor's degree which included at least 21 semester hours in economics plus 3 semester hours in statistics, accounting, or calculus (or any course for which calculus is a pre-requisite). Above courses must have included at least 3 of following: Principles of Economics, Economic Theory; Money and Banking; Public Finance; Labor Economics; International Economics; Business Cycles; Agricultural Economic Policy; Price Theory; National income Analysis; History of Economic Thought; Economic History. Plus 3 years professional experience and understanding of economic principles and theories as well as implications and meaning of current economic activities.

Standard Form 171 "Personal Qualifications Statement" must be completed and forwarded ANCIV-FPL (Attn: Mrs. Manov), 7A175 Forrestal Bldg., 1000 Independence Avenue, SW, Washington, D.C. 20314 by April 15 (date may be extended).

#### YORK COLLEGE OF THE CITY UNIVERSITY OF NEW YORK

Assistant Professor in Economics specializing in 310, 320, 520, 400, 120,110, 930, 920. Ph.D. with prior college teaching and publications record. Several positions open. Salary \$14,680 plus. Responsible for teaching, student advisement, program development, committee assignments. Send resume to The Chairperson, Department of Social Sciences, York College of The City University of New York, 150-14 Jamaica Ave., Jamaica, N.Y. 11432.

## CALIFORNIA STATE COLLEGE, SONOMA

Assistant Professor - Ph.D. in Sociology by June 30, 1975. Qualifications: Social Economics, Sociolinguistics, Sociology of Occupations, Urban Sociology. Salary \$11,880-\$13,104 depending on preparation and prior teaching experience. Deadline, June 7, 1975. No transportation money available for interviews. If interested send letter and Vita to James P. Driscoll, Chairperson, Dept. of Sociology, Calif. State College, Sonoma - Rohnert Park, Calif. 94928.

## UNIVERSITY OF CONNECTICUT, Storrs, Conn.

Associate Professor or new Ph.D.'s teach public finance and macroeconomics with emphasis on active research program and excellence in teaching. Contact Peter S. Barth, Head Department of Economics, University of Connecticut, Storrs, Connecticut, 06268.

OHIO STATE UNIVERSITY, Columbus, Ohio

Director of Women's Studies - strong committment to women's studies, significant academic stature who can represent the feminist viewpoint to the academic and public communities. Contact Ethelrine Shaw, Chairperson, Office of Women's Studies, 365 Administration Bldg., 190 North Oval Drive, Ohio State University, Columbus, thic 43210.

UNIVERSITY OF RHODE ISLAND, Kingston, R.I.

Faculty member responsible for teaching and research with experience or demonstrated interest in marine economics and Ph.D. in agricultural economics or economics with emphasis on applied econometrics. Salary negotiable. Deadline July 1, 1975. Send summary of personal and professional data and three letters of recommendations to Dr. Rohald G. Cummings. Chairman, Department of Resource Economics, University of Rhode Island, Kingston, Rhode Island 02881.

STATE UNIVERSITY COLLEGE, New Paitz, N.Y.

Two openings at Assistant Professor, to teach and to assist in curriculum development in general area of business. Doctorate in hand ar near completion with background in economics concentrated in business subjects. Experience desirable. Contact Chairman. Department of Economics and Political Science, State University College, New Paltz, N.Y. 12561.

SUFFORK UNIVERSITY, Boston, Mass.

Assistant Professor or instructor - Ph.D. in economics or to last part of Ph.D. dissertation. Full-time teaching (4 courses, 3 preparations) in field of Economics. Salary negotiable. Send application and Vita to br. Dion J. Archon, Chairperson. Department of Covernment & Economics, Suffolk University, Beacon Hill, Boston, Mass. 32114.

UNIVERSITY OF DELAWARE, College of Agricultural Sciences

Research Associate - one year. July 1, 1975 - June 30, 1976. M.S. degree in Agricultural Economics or Economics; considerable training in mathematics or computer science desirable. Salary commensurate with training and experience. Contact Dr. R.G. Smith, Chairman. Dept. of Agricultural and Food Economics, University of Delaware, Mewark, Delaware 19711.

DENTION OF IVERSITY. Granville, Ohio

Teaching Interachip for one year - \$9,000 stipend plus grant of \$1,000 to support dissertation research during summer of 1976. Teach two principles courses first semester, and two principles and one upper level course second semester academic year 1975-16. Free to participate fully in all departmental affairs, including those rotating to future departmental planning and curriculum. Must be Ph.D. condidate in accommiss (completed comprehensive exams and be working on dissertation). On completion of internship candidate is expected to return to graduate institution to continue and complete work on dissertation. Appointment term is September 1, 1975 to May 3), 1976. Send resumes and letters of recommendation to Larry C. Ledebur, Chalkman Laparament of Economics, Denison University, Granville, Ohio 43023.

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Barbara B. Reagan, Chair Patricia Kirby, SME Editorial Assistant