American Economic Association

1995 Committee on the Status of Women in the Economics Profession

NEWSLETTER

Spring Issue May 1995

Rebecca Blank, Co-Editor
(708/491-4145)

Robin Bartlett, Co-Editor
(614/587-6574)

Helen Goldblatt, Assistant Editor
(708/491-4145)

IN THIS ISSUE:

LIFE AS A CONSULTANT AND AN ECONOMIST

Joan G. Haworth
Economic Research Services, Inc.

My education in economics provided me with a choice among many different types of careers -- research in an academic environment, teaching or consulting, research and/or policy work in government or business. An academic career was my choice for many years. I taught at Florida State University and carried out quantitative research on micro-economic problems, primarily in employment. Some of my published work dealt with issues which were of interest and concern to the business and government communities. As a result of my publications, various people contacted me to discuss their problems. Thus began life as a consultant!

During the summer, when not working on my academic research, I assisted interested business people in understanding the effect that their employment policies had on employee turnover, gender and racial equity, compensation equity, career paths, promotion and termination patterns. I worked with clients who wanted to develop better hiring models, improve their applicant handling processes, or assist their employees in understanding their promotion probabilities. Much of this work was based on the models developed in my earlier research. In addition, I obtained payroll and personnel data from these firms and analyzed their historical employment practices. I showed using their data, how economic models applied to their decision making. I also developed benchmark results from analyses of public data like Census and Current Population Survey data. As I became more involved with these "assignments," I found that I really looked forward to their challenges. Eventually I retired from FSU and devoted my full attention to this type of research.

As a result of this consulting during summers, and while I worked at the University on a part-time basis, I learned a few things about being a consultant. These early observations still apply and are described below.

The research and policy work of a consultant involves understanding the issue, researching economic consequences of various decisions, and translating the results of that research to the client. These three linchpins: a basic foundation of *knowledge*, appropriate *research*, and careful *communication*, are critical to the work of a consultant. Success as a consultant differs from academia primarily in its requirement for good communication. Translating the results of the appropriate research, in my opinion, makes the difference between a successful consultant and someone in the same field, with the same knowledge, who is not successful. If you are able to make your client understand that your research answers their questions in a manner that is applicable to their firm or agency then your reputation will grow and you will have a successful career.

A successful consultant investigates a self-defined set of research topics, analyzes business data that is unique to a firm or an agency, and takes advantage of good feedback from the people who work within the firm. Being a self-employed consultant allows you to control your schedule, your work level and the topics you work on. For independent, self-confident individuals with good communication skills it is a great career! I've found this work to be challenging, interesting, and a great vehicle for learning in a wide variety of contexts.

CREDENTIALS

Consultants must have credentials which can support both their objectivity and the quality of their product. Most consulting economists have a Ph.D. and have established their expertise in their field of specialization through publications, presentations and/or ability to obtain research grants. Building a high level of expertise is critical since credibility determines the success of a consultant.

EMPLOYMENT

Consultants are either self-employed or work for a consulting firm. Recommendations from satisfied clients are the best source of additional clients. As a consequence, the first clients are significantly more critical to the success of a consultant than the first classes taught or the first papers published. This work will follow you throughout your career. In fact, it is rare to have ANY work done by a consultant that is ignored by later clients. While each prospective client does not contact every previous client there is sufficient sharing of information among potential clients that no work is "safe" from revelation. Clearly, this means that quality control of your work is critical.

Self-employment may result in isolation from other professional economists. The best environment for a successful consultant is probably one in which there is a network of other economists available to discuss issues and ideas (without identifying specific clients) both for fertilization and for criticism. Just as papers written for publication are better after being reviewed by another colleague so the work produced for a client may be improved by a review by another well-trained economist. These professional connections must be conscientiously maintained by consultants and require significant effort because there is not a ready-made institution (such as an academic department) to provide an automatic vehicle for collegial support. Professional contacts are critical for evaluation and maintenance of professional knowledge and credentials.

Some ways in which these contacts can be developed and maintained are teaching as an adjunct faculty member at a nearby institution (if association with other faculty at the institution is facilitated), active membership in professional organizations (including offices, interest groups, workshops, etc.), conscientious reading of current professional journals and sharing publishable work in progress with others in the field.

Work as a research consultant is similar to research work in an academic environment except that the deadlines are usually externally imposed (and extremely tight) and the topics are usually negotiated, rather than self-determined. However, there is typically sufficient latitude in describing the topic that you can be satisfied that it is something you wish to work on.

Further, an academic paper is not usually an appropriate format for transmitting the results of your consulting work. The audience wants to understand what was done, what was critical in the model and what the conclusions are, but does not have the background of the usual reader of academic journals. In addition, work as a consultant requires that attention be paid to financial aspects of the project. The consequence of having to support yourself may result in overextension. This approach, however, usually results in incomplete work and may lose clients. Therefore, it is important to know your work limits and stick to them.

This job is not for everyone. If you are attracted to this type of work and want to be self-employed, my advice is, "Don't quit your day job until you have enough contracts to pay the bills!" Avoid being over-extended and keep you collegial contacts strong.

NEWS AND NOTES

Mary Deily, Lehigh University, has received tenure.

Carol B. Goldburg, Dartmouth College, has received a tenure-track position as an assistant professor of Environmental Studies.

Joni Hersch, University of Wyoming, has been promoted to full professor.

Lisa Lynch, Fletcher School at Tufts University, will start an appointment next fall as chief economist at the U.S. Department of Labor.

Jennifer Reinganum, Vanderbilt University, has been appointed the Ingram Professor of Economics, effective September 1995. (This appointment is subject to approval by the Board of Trustees which meets later this year.)

Karen Vaughn, Georgetown University, has been elected president of the Southern Economic Association.

CHARLOTTE PERKINS GILMAN (1860-1935)

Mary Ann Dimand
Yale University

Gilman, according to Andrew Sinclair the "Marx and Veblen of the (women's) movement", was considered one of the most shocking feminist writers and lecturers of her time. Prolific and successful in making a living from her work, she was reviled for her critiques of the sacred institutions of "motherhood" and the home, and for her amicable divorce from Walter Stetson, who raised their child. After her death her work went into eclipse until the 1960s, when it was revived by the efforts of Carl Degler. Until recently, economists have paid little attention to the economic theories propounded in Women and Economics (1898), The Home: Its Work and Influence (1903), and many other books and essays. The value and the radical nature of Gilman's economics is only now coming to be appreciated.

Gilman appraised the economic role of women under the social regime contemporary to her, and criticized the then (and now) popular notions that women are partners or employees of men to whom they provide unpaid house service (including child care). Since what women receive from these men is neither tied nor proportional to their work, they are not employees. Although house service might augment men's productivity at paid work, so do the services of horses. Neither horses nor providers of house service are men's partners.

Gilman associated non-market provision of house service with manifold inefficiencies. If (as then) most women are prohibited from entering the labor market, the lack of opportunity cost for their work makes excess house service a likelihood. The small scale of household production creates diseconomies of scale, while the variety of household tasks produces diseconomies of scope. Moreover, scale and scope factors have the dynamic effect of limiting the human capital acquired by each houseworker and limiting cost decreases from learning effects.

Gilman suggested that gains from specialization and specialized knowledge, economies of scale, and the joy of congenial work could be increased by the transition of house service from domestic to market industries. Using as examples such industries as house building and weaving, Gilman anticipated a future in which people would be no likelier to cook their own meals or educate their own children than to build their own automobiles.

Fast food restaurants, cleaning services, day care and public and private schools have not achieved this end. Most house service is still provided at an unpaid domestic level by women. Gilman suggested that our homes might be at fault. By building houses to accommodate cooking, eating, washing, and socializing, we have constructed a society with substantial sunk costs in the institution of house service as domestic industry, and in the domestic isolation of women.

It is difficult to say whether Gilman believed that the transition would be an easy or natural one. She argued repeatedly that everyone would be happier and better off in the egalitarian society which would result from market provision of house service and labor markets fully open to women. Yet transition in her polemical novels only occurs in the wake of plague or religious upheaval.

Beset by breast cancer, Gilman chose suicide over suffering in 1935.

References

Dimand, Mary Ann (1995), "The Economics of Charlotte Perkins Gilman", in M.A. Dimand, R. Dimand, and E. Forget, eds., Women of Value: Feminist essays on the History of Women in Economics, Aldershot, U.K.: Edward Elgar Publishing.

Gilman, Charlotte Perkins (1898/1966), Women and Economics: A Study of the Economic Relation Between Men and Women as a Factor in Social Evolution, New York: Harper and Row.

Gilman, Charlotte Perkins (1903/1970), The Home: Its Work and Influence, New York: New York Source Book Press.

Gilman, Charlotte Perkins (1968/1909 17), The Forerunner, A periodical of works by Gilman, published in seven volumes, New York: Greenwood Reprint Corp.

Hill, Mary A. (1980), Charlotte Perkins Gilman: The Making of a Radical Feminist, 1860-1896, Philadelphia: Temple University Press.

Lane, Ann J. (1990) To Herland and Beyond: the Life and Work of Charlotte Perkins Gilman, New York: Pantheon.

ACADEMIC CAREERS FOR WOMEN IN PUBLIC POLICY

Helen F. Ladd
Duke University and
Brookings Institution (1994-95)

Many good opportunities are available for female economists in public policy programs and a career path in public policy may well be worth considering. However, you should not think of an academic career in a public policy program as simply a watered down version of economics or a career path appropriate only for those who cannot make it in economics. Although the demands on faculty in terms of mathematical expertise may be less than they would be in a regular economics department, they are offset by demands of another type. These include the need to take a broad policy perspective, the challenges of working in an interdisciplinary department, and the requirements of teaching in a professional environment.

What are public policy programs? The main teaching focus of most public policy programs is a professional master's degree program. The most prevalent degree is the MPP, or master's of public policy offered at schools such as Harvard, Duke, Berkeley, and Michigan. Some schools, such as the Woodrow Wilson School at Princeton and the LBJ School at the University of Texas, offer the MPA, or master's of public affairs. Both the MPP and the Master's of Public Affairs degree should be distinguished from another type of MPA, the master's of public administration degree offered not by schools of public policy but by schools of public administration. Schools or programs of this latter type have existed for a long time to train public sector administrators in the skills of personal management budgeting and the like. Starting in the early 1970s a number of public policy programs were independently established as an alternative to schools of public administration. In contrast to the old programs, the new public policy programs drew much more heavily on the fields of economics, operations research, statistics, and political analysis to train a new breed of public officials with a more analytical bend.

The public policy movement has thrived. Many of the original programs have expanded, new programs have been established, and some of the old schools of public administration such as, for example, that at Ohio State, have changed their names and become more analytically oriented. At the same time, the public policy programs themselves have been evolving and have corrected what some saw as a limitation of the early programs, namely their excessive attention to policy making and design and their neglect of implementation and public management. As a result, most of the public policy programs today are more accurately labeled programs in public policy and management.

The major organization that links the public policy programs is the Association for Public Policy Analysis and Management (APPAM) which has both institutional and individual members. APPAM runs a major research conference each fall and publishes the <u>Journal of Policy Analysis and Management</u>. A 1991 article in the journal reported that the 35 APPAM institutions at that time had the equivalent of 639 full-time faculty, 24 percent of whom were economists. Economists accounted for 28 percent of the faculty in schools with the word policy in their titles and only 14 percent in the schools with administration in their titles. The most common field among the economists was public sector economics, but a wide range of fields was represented.

What is it like to teach in a public policy school or department? The answer depends in part on the specific school. Most of the public policy programs are primarily for graduate students with the professional master's degree program being the typical bread and butter program. The professional orientation means that good teaching is highly valued, the students are demanding, and case teaching is often appropriate. Most of the programs offer core courses in applied microeconomics and quantitative methods and electives in various policy areas such as family and welfare policy, economic development and state and local public finance. Several of the schools, with Harvard's Kennedy School leading the way, also offer Ph.D. programs and programs for mid-career professionals. The Ph.D. programs tend to be quite small and unstructured. A few public policy programs, including those at Princeton, Duke, William and Mary, and Brown offer popular undergraduate majors.

A key issue for anyone considering a career in public policy is the form of faculty appointments. Of central concern should be whether or not appointments in public policy are joint with other departments and also where the tenure decision is made. For a junior faculty member with training in economics, a joint appointment with the economics appointment might seem appealing because it would allow you to keep in touch with your discipline and leave open the option of moving back into an economics department if public policy does not work out. However, the downside of a joint appointment is the difficulty of serving two masters. Meeting the expectations of the economics department by publishing in the top economics journals at the same time you are learning to work in a more interdisciplinary environment and are expected to publish policy-relevant papers can represent a formidable challenge. Even in those departments in which appointments are fully within public policy, making the shift from economics to public policy poses some professional risks. One route to success for some people is to publish a number of solid economics articles early before moving into the newer and more interdisciplinary field of public policy.

Although not required, experience in the public sector is highly valued in public policy programs. For junior faculty members it is often hard to gain that experience at the same time that you are trying to establish a solid teaching and publication record. An alternative route for some junior faculty members is to work for a few years in the public sector before joining the faculty of a public policy program. Otherwise, it may work best to wait and get that experience after you receive tenure. In any case a strong interest in pursuing problem-driven research, a commitment to the issues on which you are working and an appetite for working in an interdisciplinary environment are all prerequisites for a successful academic career in public policy.

Reference to the article cited: Lee S. Friedman, "Economists and Public Policy Programs", Journal of Policy Analysis and Management, vol 10, No. 2 343-359 (1991)

BIOGRAPHICAL SKETCHES OF CSWEP BOARD MEMBERS

KATHRYN H. ANDERSON

Vanderbilt University

I was born and raised in Raleigh, North Carolina, the daughter of a professor of statistics at North Carolina State University. I grew up in the university environment but never thought about a career in academics for myself until I was in graduate school. I attended high school at St. Mary's Junior College in Raleigh where economics was not taught and math courses were limited. I expected to become a high school English teacher after graduating from college.

I began college at DePauw University in Greencastle, Indiana, majoring in English. This was the period of the Kent State shootings and the Chicago Democratic convention, and I found that my interests were not in high school teaching. I left DePauw for the University of Kentucky still uncertain about what I wanted to do. My father suggested that I think about economics because I liked math and was interested in policy. I took my first economics course as a second semester junior, loved it, and completed a major in economics in three semesters.

I returned to North Carolina for graduate school at North Carolina State University where I met my husband Bruce; he was a student in engineering. We graduated in 1978 and then left for New Haven, CT, where I worked as a post-doctoral fellow at the Economic Growth Center at Yale University; my research focussed on demographic and labor problems in developing countries. I left Yale in 1980 for Nashville, Tennessee where I joined the faculty of Vanderbilt University as an assistant professor. My research interests broadened to include many other areas of human resource economics including retirement and health, mental health, job training, and AIDS intervention.

I received tenure at Vanderbilt in 1986, the year after my son, Eric, was born. My husband and I also tried a commuter marriage for four years between Memphis where he worked and Nashville where I worked. After Eric was born, the commute became more of a strain on both of us. Bruce found a job in Nashville and moved back, but the marriage fell apart. We were recently divorced but remain good friends and supportive parents.

I was appointed as the Director of our Graduate Program in Economic Development in 1993. We have educated students from over 100 countries through this program, and I find the interaction with so many interesting men and women from all over the world to be stimulating and fun. I enjoy working with the students and staff in this program, but I find that my commitments to work, child, and being single again leave me with little free time. I am fortunate to have close women friends, good relations with my family, and a congenial working environment. Overall, I am satisfied with my life now and take pleasure in watching my son grow and develop, in being an economist, and in being an unmarried woman.

BIOGRAPHICAL SKETCHES OF CSWEP BOARD MEMBERS

RONALD G. EHRENBERG

Cornell University

When I was a senior at SUNY-Binghamton my first mentor Gene Silberberg threatened to "kick me in the face" if I became a high school mathematics teacher. I loved mathematics, but I was a coward, so off to graduate school in economics at Northwestern I went. Northwestern emphasized rigorous analytic training so I could use mathematics after all. When Robert Eisner arranged for a summer stint for me at the Council of Economic Advisors, I eagerly went. My experience at the Council transformed my career. I learned that economics is much more than an intellectual exercise and that economists have a lot to say about public policy. I also had the good luck to work with Michael Moskow and Marvin Kosters, who taught me that "high-priced" senior economists should shelter their junior colleagues from the pressures the senior people face. This lesson influenced how I have treated my research assistants throughout my career.

During my academic career, spent primarily at Cornell, I have had the freedom to address a wide range of interesting policy related problems and to think about fundamental issues that our society confronts. I've have had wonderful colleagues and one, Bob Smith, and I wrote a best-selling labor economics text in the early 1980s which is still going strong. Through it, we have influenced the way a generation of students think about labor market issues; this impact is the real reward for "nonprinciples" textbook writers.

My students have a hard time believing the early insecurities I felt, the "dry" periods when nothing seemed to go right, and the fears of never generating another research idea. But I repeatedly tell them these stories anyway to emphasize that their "heroes" are mortals and the "fears" are not unique. Most of my research has been co-authored with my students. My contacts with them and the other students whose dissertations I've supervised have been the most rewarding part of my professional life. Many have been female and I've learned from them (and they from me) that mentors do not have to be of the same gender.

The foundation of my life is my wife and our marriage is entering its 28th year. In addition to love and support, I often get research ideas from her descriptions of issues that she faces as a school principal and we have co-authored three papers. My older son also co-authored a paper with me - he is angry that only the first author (me) gets the citations.

My family's life has not been without its trials. Most recently, my co-author son was diagnosed with a malignant brain tumor while a junior in college. For over a year, his younger brother, my wife and I helped him cope with multiple surgeries and other treatments, as he battled an illness whose prognosis was highly uncertain. Cornell and my colleagues were wonderful to us during that period, and I became a supporter of the Family and Medical Leave Act. We are now 3 1/2 years post-treatment and Memorial Day weekend 1996 will mark the simultaneous graduation of my sons from Georgetown Law School and Cornell, respectively.

As I near age 50, the age at which my close friend Dan Hamermesh's research suggests that my chances of publishing in a major journal are close to zero, it is natural to question the direction that my career will go. For the short run, my close ties to Cornell and my research and teaching interests in the economics of higher education have led me to a position as Acting Vice-President for Academic Affairs and Planning at Cornell. Come July 1, however, I hope to be back working on a book on Historically Black Colleges.

CSWEP AT THE 1994 SOUTHERN ECONOMIC ASSOCIATION MEETING

Session I: Gender and Career Paths in Academics

Rachel A. Willis, University of North Carolina, Chapel Hill

In an interesting session at the SEA meetings in Orlando, a set of four co-authored papers presented new evidence from a variety of data sources on the career paths of women in academics. The first pair of papers focused primarily on mobility and placement in academic labor markets and the second set presented evidence on gender issues in graduate training in economics.

In "Gender Differences in the Returns to Academic Mobility" Debra A Barbezat (Colby College) and James W. Hughes (Bates College) consider the contribution of differences in mobility to the gender gap in salary for academics by estimating a recursive model of job mobility and salary determination. The analysis is repeated for men and women in order to determine the contribution of mobility to the gender gap in salary. Using the 1988 National Survey of Postsecondary Faculty, they find faculty tend to be less mobile than their nonacademic counterparts and differences in mobility do not explain the gender salary gap.

In "What Ever Happened to the Class of 1990? Gender and the Market for New Assistant Professors in Economics," Rachel A. Willis (University of North Carolina at Chapel Hill) and Paul J. Pieper (University of Illinois at Chicago) examined the characteristics and outcomes of individuals participating in the entry level academic job market for economists during the 1989-90 academic year using a newly constructed data set from job placement packets distributed by doctoral-degree granting schools. The placement rate at Ph.D.-granting universities was much lower for women than men, 11.5% versus 18.7%, but owing to the small percentage of women and academic placements this difference was not statistically significant.

Marsha Shelburn and Patsy Lewellyn (both at the University of South Carolina at Aiken) presented "Gender Bias in Doctoral Programs in Economics." They found that responses from a mail survey to men and women receiving doctorates between 1970 and 1989 suggest that gender-based differences do characterize graduate education. Females in a mail survey reported a more negative graduate experience than did their male counterparts with respect to collaborative publications, access to academic and professional advice, peer relationships and safety and personal concerns. Shelburn and Lewellyn suggest it would be valuable to make an effort to ameliorate gender-based difficulties for female graduate students with specific policies relating to physical safety, learning environment and mentoring.

Tahmah J. Cheipsey and Alexander J. Cowell (both graduate students at the University of North Carolina at Chapel Hill) presented preliminary results from data collected from a NSF-funded mail survey to women doctorates in economics. The purpose of the survey was to identify critical areas for further research in the education and employment of doctorates. This paper focused on delays in training and reported that the most common delay was a result of full or part time employment, not childbirth or other family reason. They conclude types of delays were not significant, but rather the length of delay played an important role in determining the quality of employing schools. The importance of delays for work for non-degree-granting institutions during doctoral training seems to have played a significant role for men and women and warrants further investigation.

Ivy Broder (The American University) and by Paula Stephan (Georgia State University) acted as discussants.

Session II: Nontradition Work Arrangements

Jean Kimmel, W.E. Upjohn Institute

Jean Kimmel (W.E. Upjohn Institute) and Karen Conway (University of New Hampshire) use a duration model to determine the factors motivating the decision to take a second job as well as the duration of a moonlighting episode in their paper titled "A Duration Model of Moonlighting." Their results show that heterogeneity of the two jobs is important, but that moonlighting is also due to primary job constraints.

Susan Averett (Lafayette College) and Julie Hotchkiss (Georgia State University) co-author "The Probability of Receiving Benefits at Different Hours of Work," which examines the relationship between work hours and the probability of receiving nonwage benefits. The authors estimate that workers traditionally defined as full-time face less than a 50% chance of being offered 9 different benefits, causing them to reject the hypothesis that full-time workers automatically receive a full package of fringe benefits.

Karen Lombard (University of Miami), in her paper titled "Female Self-Employment and the Demand for Flexible, Non-Standard Work Schedules," shows that married women are much more likely to seek self-employment than single mothers, and married mothers' self-employment probability is positively related to higher relative earnings in self-employment, greater demand for a non-standard work week and job flexibility, and her husband's receipt of employer-provided family health insurance.

Lonnie Golden (Pennsylvania State University-Delaware County Campus), presented "The Expansion of Temporary Help Employment, 1982-1992: A Test of Alternative Economic Explanations," which tests two alternative causal factors for the rise in temporary employment: demographic changes in the composition of the labor force versus the firm's goal for greater flexibility. The author's two-sector model supports the latter causal factor.

Richard Hofler (University of Central Florida), William Even (Miami University) and Myra Moore (Texas Christian University) served as session discussants.

CSWEP AT THE MARCH 1995 EASTERN ECONOMIC ASSOCIATION MEETING

Women in the Workplace: Structural Changes and Challenges

Linda Burrington, Barnard College, Columbia University

Linda Edwards and Betsy Field-Hendrey (Queens College and the Graduate Center, CUNY) presented "What Do We Know About Home-Based Workers? Data from the 1990 Census of Population." In this paper Edwards and Field-Hendrey illuminate the changing scope of what we call "the work place." Data from the 1990 Census of the Population reveals an expansion of the home-based labor force, as well as much diversity among those who engage in "some work at home." Edwards and Field-Hendrey find that home-based workers in rural areas tend to be self-employed males in the farm sector while urban, home-based workers were more likely female employees in service industries and occupations. Women are slightly over-represented in the home-based labor force, relative to their representation in the labor force at large.

In the paper "Why Are Some Companies Family Friendly?" Cecila Conrad (Barnard College, Columbia University) proposes that one would expect to see family friendly policies in companies where 1) turnover costs are high; 2) there are high costs of absenteeism or from distracted workers concerned about dependents; and 3) capital, e.g. computers, makes production more flexible. However, the wide range of policies among firms within the same industry provides contrary evidence. Conrad suggests that local labor markets and economics of scale may matter more than industry-wide production technologies.

"Mexican Immigrants to the United States: Evidence on Selection and Economic Performance from 1910-1990" by Zadia M. Feliciano (Queens College) uses data from the 1910, 1940 and 1960-1990 U.S. Censuses of the Population to compare employment and wages to recently arrived immigrants to the U.S. to those of natives for these years. Since 1910, Mexican immigrant skill level has fallen relative to African Americans, but these immigrants have become increasingly more likely to be employed than comparable African Americans. Feliciano uses education data of Mexicans in Mexico to show that despite the 20th century increase in skill differential between Mexican immigrants and natives in the U.S., immigrants from Mexico have remained better educated, on average, than the Mexican population as whole. Thus, Mexican immigrants have been positively selected from their population throughout the 20th century.

There were no official discussants for this session. Instead, an active audience-led question and answer session followed the presentation of these papers.

CSWEP AT THE MARCH 1995 MIDWEST ECONOMIC ASSOCIATION MEETING

Session I: Academic Couples - A Blessing or a Curse?

Meenakshi Rishi, Ohio Northern University

The first paper by Paula E. Stephan (Georgia State University) and Mary Mathewes Kassis (Georgia State University) adopted a case study approach to the "History of Women and Couples in Academe." Five institutions, Yale, Grinnell College, University of Illinois at Urbana-Champaign, University of Arkansas, and Agnes Scott College were studied with respect to the gender composition of their faculty in 10-year intervals since the founding of each institution. Results indicated wide dispersions in the hiring of women around the national mean. The paper also documents the existence of faculty couples as early as the nineteenth century. The study finds that faculty couples once rare on academic campuses are becoming more and more common, especially those with both partners in tenure-track positions.

The second paper, by Marcia Bellas (University of Cincinnati), dealt with the "Scholarly Productivity of Academic Couples." The author constructed a composite productivity measure (consisting of articles, books, and chapters) to analyze whether having a partner influences productivity and whether having had a partner affects specific types of productivity. Data collected from a sample of 766 faculty from 22 institutions in Illinois suggested that faculty with academic partners did not differ significantly from other faculty in terms of scholarly productivity. Also faculty with academic partners did not differ from faculty with only non-academic partners on publications.

Marianne Ferber (University of Illinois and Radcliffe College) and Emily Hoffman (Western Michigan University) examined some issues concerning "Academic Couples: Problems and Promise." They used survey data from around 2000 faculty members from 22 institutions in Illinois. Simple regression and logit analysis was employed to determine the effect of household and personal characteristics of faculty on the type of employer they had, their rank, and their salary. The authors found that the effect of these variables on faculty careers (especially those of women faculty) was marginal and not significant.

The finding that having an academic partner is not detrimental to faculty may calm those administrators who think that the hiring of couples is unproductive for their institutions. Similarly, this research should also offer a fresh perspective to those who thought that institutions could exploit couples that value togetherness over professional advancement. The discussants were, Steven Woodbury (Michigan State University), Meenakshi Rishi (Ohio Northern University), and Niranjan Chipalkatti (Ohio Northern University).

Session II: Women in the Labor Force

Rebecca M. Blank, Northwestern University

Due to illness, only two papers were presented in this session. The first was "Women and Labor Involvement: Issues of Ethnic Female Groups in the United States' Labor Market", by Li-Ping Chen and Shahid Ali, both of Texas Tech University. The authors estimate four separate labor force participation equations for whites, African-Americans, Hispanics, and Asian-Americans using data from the 1986 Current Population Survey. The returns to human capital variables, as well as the effects of demographic and family variables are quite different between these groups, and the paper discusses possible causes for this.

The second paper was "Mobility, Job Search and Wage Growth: Are There Gender Differences," by Kristen Keith (University of Toledo) and Abagail McWilliams (Arizona State). This paper studies wage growth following job changes, relating wage growth to the reason for the job change and the extent of on-the-job employment search prior to the job change. The reasons why men and women change jobs differ, as does the extent to which they engage in job search while still employed on their old job. This research indicates that those who search while employed on their old job experience significantly greater wage growth on their new job. Women are less likely to engage in on-the-job search, however, and this is one explanation for their lower wage growth following a job shift. In addition, the returns to on-the-job- search are higher for women than for men. The paper suggests that greater study of the extent to which workers anticipate and prepare for job changes might help explain some of the difference in wage growth over time among men and women.

Robin Bartlett (Denison University) and Janet Goulet (Whittenberg University) acted as discussants on these two papers.

CSWEP-SPONSORED SESSION
WESTERN ECONOMIC ASSOCIATION MEETING
San Diego, CA
Saturday, July 8, 1995

SESSION: **"Child Support and Welfare Reform"**

Chair: Carol Ann Luttrell, Child Support Division of the Massachusetts Department of Revenue

(1) *Irwin Garfinkel, Columbia University*
"The Effectiveness of State Child Support Regiemes"

(2) *Wei-Yin Hu, UCLA*
"The Impact of Child Support Reform on Female Labor Supply and Welfare Program Participation"

(3) *Maureen Pirog-Good, Indiana University*
"Another Factor to Consider in Choosing Guidelines"

Discussants:

Sally Brown (University of California, Berkeley)
Laura Argys (University of Colorado)

CSWEP will also sponsor a cash-bar cocktail party at the meetings of the Western Economic Association on Saturday, July 8 from 6:30-8:00 p.m.

CSWEP-SPONSORED SESSIONS
WESTERN ECONOMIC ASSOCIATION INTERNATIONAL MEETING

Huntington Beach, CA
July 7 and 8, 1995

SESSION: Economic Interactions Between Individuals, Families, and Markets
Chair: Anita Chaudhuri, University of Pennsylvania, Philadelphia

(1) *Anita Chaudhuri and Gil Epstein, University of Pennsylvania, Philadelphia*
"Perceptions, Threats, and Accumulation of Partnership Capital"

(2) *Joni Hersch, University of Wyoming, Laramie*
"Allocation of Housework and Job Effort within Married Households"

(3) *Kristen Keith, University of Toledo, Ohio*
Abagail McWilliams, Arizona State University West, Phoenix
"Gender Differences in the Return to Employed Search"

(4) *Shoshana Grossbard-Schechtman and Mathew Niedffer, San Diego State University,*
"Marriage Market Imbalances and Women's Labor Supply"

Discussants: Nancy Brooks, University of Vermont, Burlington
Jill M. Constantine, Williams College, Williamstown, MA
Geetha Waehrer, Brigham Young University, Provo, Utah
Bridget Hiedmemann, Seattle University, WA

SESSION: Professional Development As a Faculty Member
Chair: Joni Hersch, University of Wyoming, Laramie

Panelists: Ivy E. Broder, The American University, Washington, D.C.
Eleanor P. Brown, Pomona College, Claremont, CA
Daniel H. Newlon, National Science Foundation, Washington, D.C.
W. Kip Viscusi, Duke University, Durham, N.C.

CSWEP-SPONSORED SESSIONS
SOUTHERN ECONOMIC ASSOCIATION MEETING

New Orleans, LA
November 1995

SESSION: Women and Economic Development
Chair: Yana van der Meulen Rodgers, College of William and Mary

(1) *Yana van der Meulen Rodgers, College of William and Mary*
Joseph E. Zveglich Jr., Harvard University
"Labor Law and Gender Earnings Equity: Some Evidence from Taiwan"

(2) *Rose-Marie Avin, University of Wisconsin-Eau Claire*
"The Status of Women in Changing Economics: The Case of Nicaragua"

(3) *Susan J. Linz, Michigan State University*
"Gender Differences in Transition: Job Rights in the Soviet and Post-Soviet Labor Market"

(4) *Marguerite Berger, Inter-American Development Bank*
"Institutional Constraints to Promoting Gender Equity in the Developing Countries: A Case Study of the Inter-American Development Bank"

Discussants: Julie Hotchkiss, Georgia State University
Joseph E. Zveglich, Jr., Harvard University

SESSION: Health and Aging

(1) *Mary Daly, Syracuse University*
"Work Disability and Post Retirement Economic Well-being"

(2) *Alvin Headen, North Carolina State University*
"Fuzzy Set Health Indicators as Predictors of the Economic Well-being of Older Blacks, By Gender In the Health and Retirement Survey, Minority Oversample Data"

(3) *Shelley White-Means, University of Memphis*
Gong Soog Hong, Purdue University
"Well-being and Retirement Status of Children Who Care for Disabled Parents"

Discussants: Kathryn Anderson, Vanderbilt University
Donna Jennings, East Tennessee State University

ANNOUNCEMENTS

Individuals who have done some consulting and who wish to network with other women economists with this experience may contact Joan Haworth at 4901 Tower Court, Tallahassee, FL 32303. She and other interested women economists are exploring the idea of forming a **special interest group for consulting women economists.**

The fourth annual conference sponsored by the **International Association for Feminist Economics (IAFFE)** will be held July 5-7, 1995 in Tours, France. For conference registration and information, contact Jean Shackelford, IAFFE Conference Coordinator, Department of Economics, Bucknell University, Lewisburg, PA 17837, 717-524-3441 (office) 717-524-3760 (fax) jshackel@bucknell, educ. (E-mail).

The Committee on Women in Science and Engineering (CWSE) will sponsor a conference on *Diversity in Science, Perspectives on the Retention of Minority Women*, Scheduled for October 22-23, 1995 in Washington, DC. To receive registration materials, please send a postcard to Ms. Gaelyn Davidson, administrative assistant, National Research Council, Committee on Women in Science and Engineering, 2101 Constitution Avenue, NW - Room TJ 2004, Washington, DC 20418. You may also fax your request to 202-334-2753.

Grant Announcement

The Annie E. Casey Foundation, the Rockefeller Foundation and the Foundation for Child Development are pleased to announce that a number of small grants related to the transition from welfare to work will be awarded. Grants of up to $30,000 each will be awarded. A range of proposals will be considered for funding including quantitative or qualitative analysis or the synthesis of existing research on important policy issues.

There is a two-stage application process with initial abstracts due May 15, 1995. Selected applicants will be invited to submit full proposals. To obtain guidelines for applying, please send your request and mailing address to Transitions, The Urban Institute, 2100 M Street, NW, Washington, DC, 20037, email "kolson@ui.urban.org" or call (202) 857-8734.

New <u>Feminist Economics</u> Journal available

The first volume of the new journal, <u>Feminist Economics</u>, is out in Spring 1995. The goal of the journal is to promote open dialogue and debate on feminist economic perspectives, extending feminist theoretical and methodological insights into economic thought. The journal will feature peer-reviewed articles, short-essays and commentary on issues of contemporary interest, and a book review section. Subscriptions are $42 for individuals ($80 for institutions). Order from Terry Sleight, Routledge Subscriptions, ITPS Ltd, Cheriton House, North Way, Andover, Hants SP10 5BE UK, FAX +44 (0) 1264 342807; e-mail sample.journals@routledge.com.

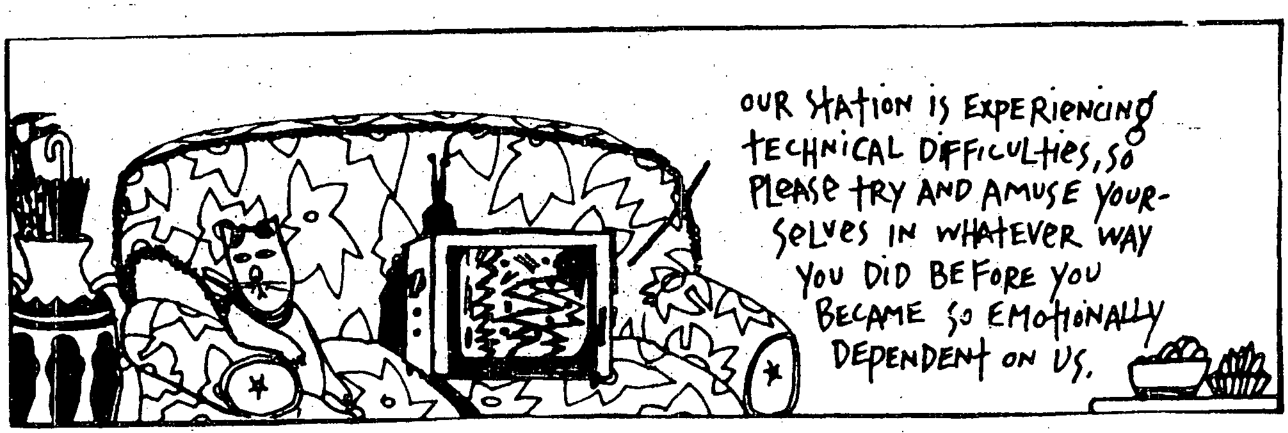
CSWEP is planning a series of articles on teaching-related issues. We are concerned with addressing issues that younger faculty face in teaching colleges, as well as the issues faced by those at colleges and universities who are putting increasing emphasis on high-quality teaching. We are soliciting short newsletter articles on effective teaching strategies, on gender-related issues faced by female teachers, as well as gender-related student issues that all teachers face, and on teaching well while still balancing other demands of academic life. If you want to propose a topic and/or volunteer to write an article, write or call Rebecca Blank, whose address is listed on the front page of this Newsletter.

Opportunities for Government Economists

The Society of Government Economists is an active group of about 500 persons employed in the public sector or interested in economic aspects of government policy. SGE sponsors monthly lunches in Washington, D.C., on current economic and policy issues, runs sessions at the AEA meetings and regional meetings, publishes a monthly bulletin (including job announcements), and keeps a directory of government economists. Annual dues are $25. For more information write: Society of Government Economists: 9333 Creekview Drive, Laurel, Maryland, 20708.

Subscribe to Femecon and join the conversation. Over 500 economists from across the country and around the world are on Femecon. To subscribe, send SUBSCRIBE, your name in the message section to LISTSERV@BUCKNELL.EDU.

More Sylvia by Nicole Hollander



CSWEP wants to do a better job of **serving women faculty members at teaching colleges and at universities where less emphasis is placed on research.** We have identified two initiatives:

* We will include more articles in our *Newsletter* aimed at helping economists be effective teachers.

* We are seeking an avenue to help the research endeavors of women faculty who are not immersed in research-intensive environments but who nevertheless want (or are required) to publish at least occasionally.

For the second initiative, we need your ideas. Please write any board member with your suggestions for what kind of support would be helpful. Some possibilities we have thought of so far:

* Identify experienced researchers willing to read abstracts or project proposals and comment to the author on their feasibility.

*Maintain a pool of people experienced in publishing who will comment on early drafts of papers sent by women who are inexperienced in publishing, in order to provide constructive "friendly referee" comments prior to formal submission.

*Publish articles in the *Newsletter* by editors or ex-editors of middle-ranked journals on strategies authors can take to improve their submissions.

Please give us your thoughts on these or other strategies.

Students may obtain a free copy of **Careers in Business Economics** that was recently published. It includes Kathy Cooper's article from the Spring 1994 CSWEP Newsletter. Write the National Association of Business Economists, 1233 20th Street, NW, Suite 505, Washington, D.C. 20036.

CSWEP

The Committee on the Status of Women in the Economics Profession

---

CSWEP depends on all of its dues-paying members to continue its activities. In addition to publishing the Newsletter, we maintain a Roster of women economists that is used by members, employers, organizations establishing advisory groups, and the like. We also organize sessions at the meetings of the AEA and the regional economics associations and publish an annual report on the status of women in the profession.

If you have not paid your dues for the current member year (July 1, 1994 - June 30, 1995), we urge you to do so. Questionnaires and dues reminders were mailed in September to members.

If you have paid, please pass this newsletter page on to a student, friend, or colleague and tell them about our work. Thank you!

NOTICE: STUDENTS DO NOT HAVE TO PAY MEMBERSHIP DUES!!!
JUST SEND IN THIS APPLICATION

To become a dues-paying member of **CSWEP** and receive our Newsletter and Roster, send this application, with a check for $20 payable to:

CSWEP, c/o Dr. Joan Haworth
4901 Tower Court, Tallahassee, FL 32303

NAME ______________________________

MAILING ADDRESS ______________________________

CITY, STATE, ZIP ______________________________

Check here if currently an AEA member _____ Renewal of CSWEP Membership _____

New CSWEP Member _____ a Student _____

If you checked student, please indicate what Institution _________

Check here if you wish a copy of the updated roster ______

The roster is sent to dues paying members if you check the request box on the membership questionnaire. If you missed the opportunity to request the roster, send your dues and a request for the roster to **CSWEP**, c/o Dr. Joan Haworth, 4901 Tower Ct., Tallahassee, FL. 32303. The roster (bound and printed) is $35.00 for non-dues paying members.

Check here if you wish a copy of the Special Reprint Issue _____

The Special Reprint Issue of the newsletter contains reprints of ten articles designed to help women economists advance in the profession. The cost for non-paying members is $8.00.