



American Economic Association

1981 Committee on the Status of Women in the Economics Profession

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COMMITTEE ACTIVITIES

An Analysis of the Status of Women Economists (Excerpts from
Betsy Bailey's "Annual Report of CSWEP")

Of the women listed in the April 1980 CSWEP roster nearly 90 percent have advanced degrees. The distribution of advanced degrees across primary field of specialization indicates that the proportion of women with only a Bachelors degree is significantly higher than average in only two fields, economic statistics and business and finance, where about 20 percent of women economists have only Bachelor's degrees. Slightly more than a quarter of women economists have a Masters as their highest degree. The economic statistics and business and finance fields are again the two fields in which this proportion is significantly above the average. Thus, women in these two business-related fields tend to stop their education sooner than do women in the more academic fields of specialization in economics.

Roughly half the women in the roster have completed their PhD's. This contrasts with about 13 percent who have all but their doctorates. Thus, nearly four times more women economists have continued their education through the PhD level than have quit before completing their dissertations. Since a number of roster members are still students, even this may overvalue the rate of noncompletion. I cannot but believe that a comparison of these figures with those of the AEA membership as a whole would

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reveal that the record of women is no worse than that of men in this regard. Certainly, our figures dispel the notion that most women economists tend to drop out rather than to complete their dissertations. Preliminary analysis of the roster data also reveals that significantly higher percentages of women are attaining the PhD as their highest degree in the years since 1970 than in prior years.

Over 80 percent of the women in the roster are employed full time. Ten percent are students, five percent are employed part-time and four percent have other or unknown status. These data suggest that of the women who care enough about maintaining a professional link to have joined CSWEP, only a small minority have selected part-time employment or have dropped out of the labor market. The vast majority are serious members of the labor force.

Roughly half of the women in the CSWEP roster have chosen academic careers. In all but two fields (general economics and business and finance) one-fifth to one-fourth have chosen government service or service in the nonprofit sector. While the overall average of women with jobs in the business sector is about one-fifth of the roster population, the distribution ranges from a low of less than ten percent in the general economics area to a high of nearly 50 percent in the business and finance area. Slightly less than 14 percent of roster members did not fill in employment information. Primarily these were women who have indicated student or other status, and hence the employment question was not pertinent for them. Certainly, these results suggest that more effort should be expended by CSWEP on behalf of its members who have chosen nonacademic careers.

Women economists are a great deal more flexible about considering job changes than is generally supposed. Only 18 percent of the women in the roster have indicated they are not interested in a new position. Almost 50 percent would consider a good job offer, and another 10 percent are actively looking for a job.

More than one-third of the roster members have published one or more books and articles in contrast to just under 40 percent who are known to have no publications. While the known publishers thus do not form the majority of our membership, the proportion of publishing women is certainly high enough to dispel the notion that women tend to teach but not to publish. Not surprisingly, the two fields where women had the least proportion of advanced degrees, economic statistics and business and finance, also display the lowest publication rates. The two fields with

the highest proportion of publishing women are the fields of manpower, labor and welfare. Thus, women who are interested in fields where women's issues play a major role tend to write somewhat more than women with other primary fields of specialization.

Approximately 70 percent of women academics are in tenure track positions. About 38 percent have achieved appointments at the associate professor level or above. To see whether this is an improvement in status, I compared this distribution with that reported in the first annual CSWEP report of May 1973. At that time approximately 79 percent of the women were in tenure track positions, and 38 percent had achieved appointments at the associate professor level or above. So women's status has not improved in this regard. The table on page 4 displays a number of other comparisons over time and over data sets of women's status. The only improvement is that the roster data indicate that women have achieved somewhat higher ranks on average than have been reported by the Universal Academic Questionnaire data. In other respects, both for universities as a whole, and for the Chairperson's Group as will be discussed later, women's status has declined in comparison with their earlier status and in comparison with that of men.

The most startling difference between the roster figures and those reported by the Universal Academic Questionnaire concern total numbers of women in academe. The 1972-73 questionnaire data cited 223 women economists in tenure track positions. Five years later those data showed a slight increase to 244 women. The CSWEP roster reveals some 843 academic women, 588 of the women are in tenure track positions, over twice as many as have been picked up using the traditional questionnaire as the data source. Thus, the roster data reveal that there have been serious underestimates in the pool of women economists. The discrepancy is due in part to the fact that many universities do not complete the questionnaire data. In addition, because the questionnaire data are directed only at economics departments, substantial numbers of women economists who are in other departments are not picked up.

The status of women economists in the Chairperson's Group of Universities has always been considered an important indicator of our stature in the profession. With this in mind and because of doubts about the completeness of the questionnaire data, CSWEP conducted a survey this spring of the women economists at the Chairperson's Group of Universities. A total of 95 women in economics departments were found who were at a rank of assistant pro-

FACULTY DISTRIBUTION OF TENURE TRACK RANKS BY SEX
All Colleges and Universities, Economics Departments

	Universal Academic Questionnaire, 1972		Universal Academic Questionnaire, 1978-1979		CSWEP Roster, April 1980	
	Males		Males		Females	
	Number	Distribution	Number	Distribution	Number	Distribution
Full Professors	48	21.5%	48	19.7%	184	31.3%
Associate Professors	59	26.5	58	23.8	171	29.1
Assistant Professors	116	52.0	138	56.5	233	39.6
TOTAL	223		244		588	

Chairperson's Group of Universities,* Economics Departments

	Universal Academic Questionnaire, 1972		Universal Academic Questionnaire, 1978-1979		CSWEP Roster, March 1980	
	Males		Males		Females	
	Number	Distribution	Number	Distribution	Number	Distribution
Full Professors	14	26.4%	10	17.5%	20	22.1%
Associate Professors	8	15.1	8	14.0	17	16.8
Assistant Professors	31	58.5	39	68.4	50	61.1
TOTAL	53		57		95	

* The Chairperson's Group of Universities comprised 43 major universities in 1972 and 65 major universities in 1978-79.

fessor or above. This figure is nearly double the 57 women reported in the 1975-1979 Universal Academic Questionnaire data. The survey data are reasonably complete for the economics departments of the major campuses, and include at least some women economists from other departments and campuses. Indeed, the survey identified an additional 44 women economists in the Chairperson's universities whose appointments were in business schools, in departments of city or regional planning, in agricultural economics departments, in outlying campuses, and so forth. This represents a 40 percent increase in the number of women economists who would otherwise have shown up in the Chairperson's group.

Aside from finding a larger pool of women in these universities, the survey is not very heartening. Within the 65 economics departments of the major campuses of the Chairperson's group, 40 had no tenured women professors, 18 had one tenured woman and seven had two tenured women. Moreover, of the 40 departments with no tenured women, 17 also had no untenured women. So even using the survey data, there is no doubt that these departments remain nearly totally male.

The distribution according to professional rank of women in the Chairperson's economics departments is also disheartening. Whereas only 40 percent of tenure track women in the CSWEP roster are assistant professors, 61 percent of the women in the Chairperson's group of economics departments are at this rank. The associate professors constitute 17 percent of the Chairperson's departments but 29 percent in the membership at large. Full professors are 31 percent of the roster population, but only 22 percent of the Chairperson's group. A comparison of women's distribution by rank with that of the men in these departments is equally disheartening. In the 1973 CSWEP report, 51 percent of the male professors in the Chairperson's economic departments were full professors as contrasted to 26 percent of the women. In the 1980 CSWEP report, 57 percent of the men were full professors as contrasted to only 18 percent of the women. According to the CSWEP survey, 22 percent of the women professors in these universities are full professors. So in this dimension, as well, our status appears to have slipped rather than improved over the years since CSWEP was founded.

In the top seven economics departments, only one, MIT, has a tenured woman. There are no tenured women in the economics departments of Harvard, Yale, Princeton, Chicago, Stanford or Berkeley. Both MIT and Berkeley do, however, have a tenured woman in a noneconomics department. Thus, the traditionally dismal record of the top economic departments in the nation remains dismal as far as women are concerned.

Although the prestige schools have been closed to women, government service has opened up during the 1972-80 period. Not surprisingly, many of the women in our profession have risen to prominence along this latter path. Unlike academe, women economists have been appointed to the highest government offices: to the Cabinet, to the Council of Economic Advisors, to the Commissionerships as varied as the Federal Reserve Board, the Bureau of Labor Statistics, the Civil Aeronautics Board and the Consumer Product Safety Commission, to directorships as varied as those at the Congressional Budget Office and the National Commission for Employment Policy. I conducted an informal count of women economists who were at supergrade and appointed positions in Washington in 1980 and found at least as many women there as were tenured in economics departments at the Chairpersons Group of Universities. Thus, although there are substantially fewer numbers of women economists in government, they have achieved relatively greater stature than their counterparts in academe.

Report on a Meeting of Women in Economics, August, 1980 at Aix, France

A group of women attending the Econometric Society's International Meeting in Aix France last summer have initiated a program to redress the problem of underrepresentation of women in the Econometric Society. At the Aix meeting, of the 90 or so people assigned to prominent positions such as fellows, elected officers, executive committee members and chairs of meetings none were women.

Graciela Chichilnisky, Professor of Economics at the University of Essex, Wivehoe Park, Colchester C04 3SQ, England, has written to Professor John D. Sargan, President of the Econometric Society and Marc Nerlove, First Vice President and incoming Chairman, informing them of the dissatisfaction over the present status of women in the Society expressed by the women economists at Aix.

At the Aix meeting Geoffrey Heal and Werner Hildenbrand agreed to bring the subject of lack of women Fellows in the Society, Council members and members of the Executive Committee in the next meeting of the European Econometric Society in Amsterdam and to request positive action on this matter. Hildenbrand also agreed to do the same for the U.S. Econometric Society Meeting in San Diego June 24-27, 1981. In addition Myra Wooders agreed to ask Gerard Debreu and Roy Radner to bring up the subject of women

Fellows, Council members and Executive Committee members formally in the meeting of the Econometric Society in San Diego. She will offer to provide the needed statistical backup material to them. Martine Quinzii will contact G. Myzon and J.J. Laffont to attempt to arrange before the next European Econometric Society Meeting in Amsterdam a meeting of women economists, so as to prevent the last minute time problems such as occurred in Aix, and also to advertise it to members in advance. Beth Allen and Myrna Wooders will do the same for the San Diego meeting of the Econometric Society.

Members of the Econometric Society wishing to join the Aix Group of women should contact Prof. Chichilnisky.

AEA Meeting in Washington, December, 1981

CSWEP has submitted to Gardner Ackley 15 papers for consideration as invited papers for the 1981 AEA meetings. It is still possible for members to submit papers directly to Gardner Ackley for consideration as contributed (nonpublished) papers for these meetings.

Two of the limited session will definitely be organized by women: Alice Rivlin on "Political Obstacles to Effective Economic Policies" and Helen Ladd on "The Impact of Public Policy on the Status of Women and Minorities." In addition, at least five other sessions organized by women are under active consideration. Women are being heard from!

MIDWEST ECONOMICS ASSOCIATION

The Spring Meeting of the Midwest Economics Association will be held April 1-4, 1981 at the Galt House, Louisville, Kentucky.

CSWEP will sponsor a session entitled, "Economic Issues Facing Women in the 1980's" April 2 at 1:30 p.m.

A T T E N T I O N

The first annual seminar and workshop in econometric methods and economic theory, sponsored by the American Economics Association's Committee on the Status of Women in the Economics Profession will be held Sunday, April 12 in Philadelphia from 8:30 a.m. to 4:30 p.m. The program will follow the Eastern Economic Association meetings to be held April 9-11, 1981 at the Sheraton Hotel.

Professor Zvi Griliches of Harvard University will present the Program entitled The Analysis of Panel Data.

The objective of the seminar and workshop is to explore new techniques in the analysis of panel data. It is designed for economists with skills in statistics.

The fee for the program, which includes lunch, is \$20 for CSWEP members and \$25 for non-members. For additional information, please contact: Jean Shackelford, Department of Economics, Bucknell University, Lewisburg, PA 17837 (717-523-3387) or Teresa Amott, Department of Economics, Wellesley College, Wellesley, MA 02181 (617-235-0320 Ext. 348).

Attendance confirmed by registration only.

This seminar has been made possible by funding from the Avon Foundation, the Exxon Education Foundation and the RCA Corporation.

JOB OPPORTUNITIES

The Conservation Foundation

The Conservation Foundation, a nonprofit environmental research and communications organization located in Washington, D.C., is looking for a senior-level agricultural economist with interests in soil and water conservation, and other land use and environmental aspects of rural areas in the U.S. Candidates must have a PhD in economics and satisfactory publishing record. Ability to work with other staff members from different disciplines; to initiate, formulate and obtain funding for research projects; and to write fluently for nonspecialists are important qualifications. Salary commensurate with qualifications and experience. The Foundation is an equal opportunity employer. Send resume, references and writing sample to: Dr. J.C. Davies, Executive Vice President, The Conservation Foundation, 1717 Massachusetts Avenue, N.W., Washington, D.C. 20036.

Wheaton College

The Economics Department at Wheaton College has openings for two full-time faculty members (regular or visiting) for the 1981-82 academic year. A one year visiting position can be offered to a faculty member at senior rank. Minimum qualifications for applicants for the second position which may be a continuing tenure track appointment, include completion of the PhD requirements by September 1981.

One position includes teaching of introductory micro and macro economics, intermediate microanalysis, money and banking, and industrial organization. Courses in the second position include introductory micro and macro economics, economic development, international economics, statistics, and either mathematical economics or applied econometrics. The normal course load is three courses in each of two semesters. Salary and rank will depend upon qualifications.

Candidates should send letter of application, academic vitae and transcripts if relevant, and should arrange for letters of recommendation to be sent. CONTACT: Hilda Kahne, Chair, Department of Economics, Wheaton College, Norton, Massachusetts 02766.

The American University

Assistant or Associate Professor, PhD with specialization in the International Relations of Africa, and with a strong interest in Development and/or Communication in the African context. This person will have primary responsibility for teaching courses in the African Studies Program. Apply to: Dr. Coralie Bryant, Chair, Search Committee, School of International Service, The American University, Washington, D.C. 20016 (202) 686-2472.

Job Openings for Economists (JOE)

Don't forget JOE! JOE is published every two months and lists well over 500 jobs in each issue.

The subscription rate for JOE is \$12 for regular members and \$6 for student members of the AEA. Send payment to: The American Economic Association, 1313 21st Avenue South, Nashville, Tennessee 37212

FELLOWSHIPS

Postdoctoral Fellows Program (PDFP), the John F. Kennedy School of Government, Harvard University

A small and highly selective Program for Advanced studies in Public Policy and Management, the PDFP is designed for PhD's who, for various reasons, are not adequately prepared for participating in frontier-research in this area. Some will have doctorates in fields only peripheral to Public Policy. Others, especially from groups traditionally disadvantaged or discriminated against, will require an additional year's training to upgrade their skills. It is through programs like the PDFP that the School hopes to increase significantly the pool of women and minorities qualified to teach at schools of Public Policy throughout the country. While we do not limit postdoctoral candidates to individuals who fit into these two categories, we are making a particular effort to identify strong women and minority candidates who may be interested in our Program.

The postdoctoral stipend is equal to 75% of a first year, assistant professor salary at the School. Though we have no formal application form, we do require that each candidate submit a resume, two writing samples, a statement of purpose, and three letters of recommendation.

Further information can be received by writing to Shanta Devarajan, Assistant Professor or Ms. Kathleen Fox Room 217, KSG, Harvard University, Cambridge MA 02138 (617) 495-1126.

1982 Research Fellows Program, University of California, Berkeley

The Center for the Study, Education and Advancement of Women is sponsoring a Research Fellows Program on Women and Their Work: Intersections of the Marketplace and the Household. The Research Fellows Program will support two categories of researchers: Visiting Fellows and Graduate Fellows.

PURPOSE: To stimulate and support significant, original research on the dual roles of women in paid and unpaid work. Priority is given to studies which address:

1. women in clerical, service, factory and other low-income occupations, minority women and female heads of household; and
2. policy implications for working women

Projects which employ the humanities and social science disciplines are of particular interest to this program.

ELIGIBILITY: VISITING FELLOWS. Individuals who possess a doctoral degree or have equivalent independent research experience and who are able to be in residence on the Berkeley campus for a three or six month term.

GRADUATE FELLOWS. Individuals who are doctoral candidates completing a dissertation and who are accessible to the Berkeley campus.

DESCRIPTION: Visiting Fellows will have an opportunity to interact with scholars at the Berkeley campus and to participate in monthly faculty colloquia. They will have access to a shared office space, library privileges, some clerical and editorial services and the use of the Center facilities.

Visiting Fellows will be expected to pursue their proposed research project, complete a working paper or a manuscript for limited publication, and deliver one research presentation in a faculty seminar.

A stipend of \$1,200 per month will be provided during the term of residence. A small allowance will be available for research-related expenses. Round trip airfare to the Berkeley campus will be provided. Two to four awards will be given during each year of the program.

Graduate Fellows will be expected to complete an aspect of their dissertation within a twelve month period. They will be invited to present a report of their preliminary findings and research activities in a faculty seminar on the Berkeley campus and will have the opportunity to participate in a faculty colloquia.

An award of \$1,000 will be given for research-related expenses. Two awards will be made each year of the program.

AWARDS: Determination of awards will be based upon the scope and focus of the project, the potential contribution of the research to the program theme, the applicant's scholarly promise and achievement, and the feasibility of completing the proposed study during the award period. Final determination will be made by a faculty review committee.

APPLICATION INSTRUCTIONS: To be eligible for consideration for an award all application materials must be postmarked by the application deadline. A complete application consists of:

1. the Research Fellows Program Application Form;
2. a 3 to 5 page description of the proposed project;
3. a curriculum vitae;
4. three (3) references using the Research Fellows Program Recommendation Form

APPLICATION DEADLINE: April 1, 1981

Application materials and further information may be obtained by contacting:

Gleoria Bradley-Sapp, Research Program Coordinator
Center for the Study, Education and Advancement of
Women
Building T-9, Room 112
University of California
Berkeley, California 94708

(415) 642-4786

ANNOUNCEMENTS

National Conference on Women in the Professions: Science, Social Science and Engineering

A national conference on "Women in the Professions: Science, Social Science, and Engineering" will be held at Purdue University on March 20-21, 1981.

The major objectives of the conference are to review the opportunities for women, assess the current status of professional women, identify factors affecting their success, and generate methods for increasing the visibility and influence of professional women. The organization of this conference comes at a time when the combination of economic pressures and social attitude makes it important to critically evaluate the changes of the 1970's and to establish new goals for the 1980's.

This conference is the first that focuses on Women in Science, Social Science, and Engineering to be held in the Midwest. Women who are nationally recognized for their outstanding contributions in these disciplines have been invited as speakers and workshop leaders during the Symposium. The proceedings of the conference will be published, providing a comprehensive collection of the talks and discussions to serve as a framework for future conferences.

For further information and application forms, contact:

Ms. Cary Bowdich
Division of Conference
Stewart Center
Purdue University
West Lafayette, IN 47907

Telephone: (317) 749-2533

The Scholar and the Feminist VIII: The Dynamics of Control

The eighth annual conference of the Barnard Women's Center will be held at Barnard College on Saturday, April 11, 1981. The conference will focus on the forces that control women's lives in American society and how they affect women of different class, race and sexual orientation, particularly in the context of a strong right wing.

The morning panel will include: Blanche Wiesen Cook, historian at John Jay College of Criminal Justice, CUNY, will look at the role of government in monitoring women's organizations in this country in the 20th century; Charyl Gilkes, sociologist at Boston University, will discuss the social control of Afro-American women in a socio-historical perspective; and Zillah Eisenstein, political scientist at Ithaca College, will analyze the political attack on feminism, especially liberal feminism, and suggest directions for a new feminist politics.

The afternoon workshops will be devoted to specific issues concerning the control of women and will include such topics as sexism and racism in education, understanding women's lives through storytelling, Lesbian rights and the struggle for reproductive freedom, the welfare structure, women's resistance in Germany in the 1920's and 1930's. Puerto Rican Women and sterilization abuse, Asian-American women as the "model minority", and images of women in Latin American literature of protest.

A photography exhibit entitled "Generation of Women Private Lives" will be on display at the conference. The conference will close with actress Ruby Dee performing excerpts from Eve Merriam's new dramatic piece "And I Ain't Finished Yet."

Attendance at the conference will be pre-registered and will be limited to 500 participants. For further information, please contact the Women's Center, Barnard College, New York, New York 10027 (212) 280-2067.

"Women Respond to Racism" Third Annual Convention of the National Women's Studies Association

The National Women's Studies Association will hold its third annual convention -- "Women Respond to Racism" -- at the University of Connecticut, Storrs, May 31 - June 4, 1981. Contact NWSA Convention Coordinators, Women's Studies, U-181A, University of Connecticut, Storrs, CT 06268, (203) 486-4310.

The National Women's Studies Association was founded in 1977 "to further the social, political and professional development of women's studies at every educational level and in every educational setting." NWSA is the sole organized network of individuals and aca-

demic/community based groups involved or interested in feminist education. For more information about regional, caucus or national activities, membership, or the project to Improve Service Learning, please write to the national office.

University of Maryland
College Park, Maryland 20742
(301) 454-3757

Coordinator: Elaine Reuben

Attention: Professors and Instructors of Undergraduate Students

Since 1974, the American Economic Association's Committee on the Status of Minorities in the Economics Profession has sponsored an intensive summer program of intermediate micro and macro-economic theory and quantitative methods for minority students interested in pursuing their PhD in economics.

The program is primarily designed for students completing their junior year, but graduating seniors planning to enter graduate school and outstanding sophomores are also considered.

If you have a qualifying student, contact Donald Brown at Yale University for further information.