



American Economic Association

1986 Committee on the Status of Women in the Economics Profession

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NEWSLETTER

NANCY M. GORDON, EDITOR

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Winter Issue - February 1986

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*** * * WELCOME TO NEW CSWEP BOARD MEMBERS * * ***

Beth A. Allen, Associate Professor, Department of Economics,
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CSWEP ANNUAL REPORT, 1985

One hundred years ago when the American Economic Association was founded, there were few women economists. Since that time there have been enormous changes in women's status in American society. Women are now permitted to vote, to attend the same schools as men, and to work in a variety of occupations outside the home. Currently, more than three-fifths of adult women (age 20 to 64) are gainfully employed compared to less than one-fifth a century ago. In spite of these changes, women still earn much less than men and lack the power and status traditionally associated with economic success. Their low earnings stem in large part from their concentration in low-paid occupations and their underrepresentation in most of the professions. In recognition of these facts, the American Economic Association established the Committee on the Status of Women in the Economics Profession in 1972. Hopefully, by the time the American Economic Association celebrates its bicentennial in the year 2085, such a Committee will no longer be needed.

This report summarizes changes in women's status within the profession over the past decade and describes the most recent activities of the Committee. The overall trends on women's representation are generally positive for the decade as a whole and we would like to think that the Committee's activities contributed to some of that progress. It is also clear that women do not progress within the profession at the same rate that men do. We need to learn more about why this is so, and continue efforts to integrate them fully into the profession.

The Changing Status of Women Economists. As indicated in Figure 1, there has been a substantial increase in the number of women majoring in economics at the undergraduate level and in the number completing advanced degrees. Women now receive 34 percent of all BA degrees in economics up from 22 percent a decade ago, and 18 percent of all PhD degrees, up from 11 percent over the same period. This has translated into considerable improvement at the entry level for the profession as well. In fact, women's share of all assistant professors has tended to mirror their share of PhD degrees over time. Progress to the top academic ranks of the profession, on the other hand, has been slow or nonexistent. Only 3 to 4 percent of all full professors were female in both 1974-75 and 1984-85.

It is interesting to compare the ten-year record to changes over the past four years (1981-1985). Tables 1 and 2 contain data on a matched sample of institutions for these two years and, for comparative purposes, data from an unmatched sample (all that is available) for the preceding four years, 1977-81. One might hypothesize that there would have been a slowing of progress due to flagging interest in, and pressures for, affirmative action during this most recent period. However, most of the indicators presented in Tables 1 and 2 show continuing progress at rates comparable to earlier periods with two notable exceptions: the proportion of women BAs has levelled off and the proportion of women PhD students taking jobs in the academic sector appears to have dropped sharply. Since these are two critical points of entry into the profession, these data do not augur well for the future.

Closer inspection of the trends suggests that some recent progress is the result of "pipeline effects" at work. For example, the sharp increase in women's representation at the MA degree level between 1981 and 1985 seems to mirror the sharp increase in their representation at the BA degree level between 1977 and 1981. Table 3 is an attempt to look at these pipeline effects more systematically by comparing women's representation at each level of the profession to a logically prior level four years earlier. If women progressed within the profession in the same way and at the same rate as men, the ratios in Table 3 would all eventually be close to 1.00. The fact that they are all well below 1.00 indicates that the problem is not just a lack of women with the requisite prior training or experience. Moreover, the problem is more serious the higher one goes in the hierarchy. Women seem to succeed reasonably well (though not as well as men) in translating their educational credentials into a first job but much less well at moving up the ranks from assistant to associate to full professor. (My impression is that they do better in nonacademic pursuits and this may be one reason the proportion of female PhD graduates entering the academic labor market has dropped.) The critical point appears to be promotion from assistant to associate professor suggesting that few women receive tenure. In this connection, it is interesting to note that the number of newly tenured people dropped between 1981 and 1985 but the proportion who were women went up, especially in the Chairman's Group (where no women received tenure in 1981). Another conclusion that can be drawn from Table 3 is that the rate of progress within the profession did not deteriorate between 1981 and 1985; indeed it appears to have improved somewhat at most levels.

In summary, we know that more and more women are acquiring the requisite training and experience to advance within the profession and that their ability to translate these into concrete advances within the academic community has probably improved somewhat. But women are still poorly represented, especially in the higher ranks. We do not know what factors lead to these gender differences. As always, one can advance both demand-side and supply-side reasons. One of the Committee's priorities in the coming year will be to launch a more in-depth investigation of these factors, building on work done earlier in the Committee's history by Barbara Reagan, Myra Strober, and others.

Committee Activities. CSWEP has traditionally maintained a roster of women economists. The data are usually updated annually and a hard copy mailed to all dues-paying members of CSWEP. Both the hard-copy version and on-line searches are available for use by employers and those interested in doing specialized research on women economists. There has been some debate within the Committee about the utility of continuing the roster, particularly in light of the more frequent publication of the AEA Directory in recent years. But we have decided to continue publication of the roster for now since the Committee has made a considerable investment in the basic data,

* Since the data used to construct the ratios in Tables 3 and 4 are stocks (proportions at a point in time) rather than annual flows, it is possible for women to do as well as men in terms of hiring and promotion rates but still be poorly represented at the senior levels for many years since turnover is low in the higher ranks and women are the "new entrants".

because there are a very large number of women economists who belong to CSWEP but not to the AEA, and because the CSWEP roster is a better tool for conducting targeted employment searches. In addition, updating the roster is a natural extension of the work entailed in maintaining a mailing list and sending out annual dues notices. We are extremely pleased that Joan Haworth has agreed to take on all of these tasks and we owe her and her staff a big debt of gratitude for all their hard work. A new roster is now being prepared and should be available in early 1986.

In addition to the roster, a major activity of the Committee is publishing a newsletter three times a year. The Committee spent considerable time this year discussing the purposes of the newsletter (and implicitly, the purposes of the Committee). A major issue is the extent to which the newsletter should contain items of professional interest to women economists, whatever their field, and the extent to which it should feature material on gender-related research and the status of women generally. While we believe that both are important, the prevailing view on the Committee was that more emphasis should be put on the former than the latter, and that any new editor should feel comfortable with this set of priorities. In this connection, I am very happy to report that Nancy Gordon, a new member of the Committee, has agreed to take on the editorship of the newsletter.

CSWEP is pleased to see an increasing number of women represented as officeholders and committee members of the AEA. For example, Elizabeth Bailey is a Vice President, Janet Norwood serves on the Executive Committee, Clair Brown was a member of last year's nominating Committee, Marianne Ferber is on the Committee on Economic Education, Claudia Goldin is on the editorial board of the American Economic Review and Carolyn Shaw Bell on the editorial board of the Journal of Economic Literature.

We are particularly pleased that Alice Rivlin became President-elect in 1985. The President of the AEA serves as an ex officio member of CSWEP and the Committee has generally tried to stay in contact with the President even though he or she does not normally attend our meetings. Alice demonstrated her particular interest in our efforts by accepting an invitation to attend the Committee's first meeting this year. She saw three issues for possible CSWEP attention: (1) the process by which sessions and papers are chosen for the annual meetings, (2) the lack of upward mobility for women beyond the BA level in the profession and the possibility of doing some organized research on the reasons, and (3) using information from the Universal Academic Questionnaire (an outgrowth of earlier data collection efforts by this Committee) to learn more about the career patterns of both men and women within the profession.

The first issue was cogently addressed in an article by Cordelia Reimers in the CSWEP newsletter (summer issue). In the article, she describes how the current process works and what women (or men) interested in getting on the program can do to improve their chances. The Committee will continue to monitor the process, work with incoming Presidents to insure that women are represented on the program, and discuss possible modification of the procedures with the Executive Committee. We have written to this year's President-elect, Gary Becker, about our concerns.

The problem of upward mobility among women economists was highlighted in the first section of this report, and we are currently seeking foundation support for a small research project that would help us to learn more about why women have not made greater advances within the profession. Several foundations have expressed a willingness to consider support for the project and a number of good people have expressed interest in conducting the work. We would, of course, welcome any Executive Committee interest in extending such efforts to study the career patterns of economists more generally.

CSWEP has given attention to a number of other issues this year with various members of the board taking the lead responsibility. These activities have included consideration of a student prize in economics as a means of recognizing and encouraging young women to pursue further work in the field (Michelle White), compiling an on-line bibliography of women economists' publications (Mary Fish), arranging for a workshop on the NSF economics grants program at the December meetings (Sharon Megdal), updating our information packet for those considering careers in economics (Sawhill), monitoring an on-going project investigating gender bias in economics texts (Beneria), and investigating the extent to which women are appropriately represented on the editorial boards of various journals (Reimers). All of this is in addition to our usual activities of sponsoring sessions and get-togethers at the AEA and regional meetings. Particular thanks go to our regional chairs: Cordelia Reimers (CSWEP-Northeast), Sharon Megdal (CSWEP-West), Mary Fish (CSWEP-South), and Michelle White (CSWEP-Midwest).

Four Committee members' terms expire this year: Barbara Bergmann (past chair), Aleta Styers (past editor of the newsletter), Cordelia Reimers, and Joseph Pechman. All have contributed substantially to the Committee's work. They will be replaced by Beth Allen, Nancy Gordon, and Katharine Lyall.

Isabel V. Sawhill
Chair

TABLE 1
Selected Data on Women's Status in the Economics Profession:
All Departments

	1976-77		1980-81		1984-85	
	N=343 Depts. Total <u>a/</u>	Percent Women	N=200 Depts. Total <u>a/</u>	Percent Women	N=200 Depts. Total <u>a/</u>	Percent Women
BA Degrees Awarded	10,759	23.7	9,975	35.0	11,424	36.5
MA Degrees Awarded	1,434	17.4	1,149	22.7	1,192	38.3
Ph.D Degrees Awarded	628	8.6	693	13.1	559	17.2
Employment <u>b/</u>						
Asst. Professors	1,294	8.5	889	11.9	876	16.1
Asso. Professors	1,017	4.5	698	4.4	825	7.9
Full Professors	1,458	3.1	1,314	3.0	1,391	3.6
Changes in Academic Status <u>b/</u> , <u>c/</u>						
New Hires	339	9.1	231	10.4	201	21.4
Newly Tenured	131	9.2	75	8.0	71	9.9
Promoted to Rank	256	7.4	151	7.3	123	10.6
Graduate Students: <u>d/</u>						
Ph.D Students	2,389	14.3	4,631	18.1	5,090	20.4
MA Students	1,080	17.3	2,808	20.9	2,061	26.3
Grad Students Receiving Any Aid: <u>d/</u>						
Ph.D Students	1,802	14.4	3,017	18.3	3,320	21.1
MA Students	418	17.3	605	27.6	595	33.6
Ph.D Grads Employed as Economists: <u>e/</u>	%	%	%	%	%	%
All Sectors	89.9	87.8	95.5	92.1	90.9	88.7
Educational Institutions	53.9	57.6	60.1	63.5	61.3	49.1

Data for 1976-77 are from an unmatched sample of institutions responding to the Universal Academic Questionnaire. Data for 1980-81 and 1984-85 are from a matched sample.

- a. Total represents the sum of men + women and not necessarily the raw data totals.
- b. Includes both full-time and part-time professors.
- c. Only considers assistant, associate, and full professor slots.
- d. Includes both full-time and part-time students.
- e. "All Sectors" includes: Educational Institutions, Business, Industry, Federal, State & Local Governments, Banking, Finance, Consulting, Research Institutions, Foreign Employment and International Agencies.

TABLE 2
Selected Data on Women's Status in the Economics Profession:
Chairman's Group

	1976-77		1980-81		1984-85	
	N=43 Depts.	Percent	N=33 Depts.	Percent	N=33 Depts.	Percent
	Total <u>a/</u>	Women	Total <u>a/</u>	Women	Total <u>a/</u>	Women
BA Degrees Awarded	3,196	21.2	3,014	29.3	3,562	30.4
MA Degrees Awarded	610	18.2	427	23.9	382	23.6
Ph.D Degrees Awarded	408	8.1	303	13.5	249	16.9
Employment <u>b/</u>						
Asst. Professors	310	9.3	249	12.0	240	14.2
Asso. Professors	212	2.8	166	3.0	221	5.4
Full Professors	570	1.6	438	2.1	465	2.6
Changes in Academic Status <u>b/</u> , <u>c/</u>						
New Hires	88	3.4	50	10.0	55	12.7
Newly Tenured	12	8.3	23	0.0	13	15.4
Promoted to Rank	57	3.5	40	2.5	27	7.4
Graduate Students: <u>d/</u>						
Ph.D Students	1,951	14.5	2,014	18.3	2,240	20.2
MA Students	570	15.6	539	22.4	595	25.9
Grad Students Receiving Any Aid: <u>d/</u>						
Ph.D Students	1,465	14.7	1,329	18.5	1,493	20.6
MA Students	189	15.3	183	26.8	180	33.9
Ph.D Grads Employed as Economists: <u>e/</u>	%	%	%	%	%	%
All Sectors	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Educational Institutions	91.5	88.9	96.0	92.9	90.6	87.5
	53.3	57.4	61.6	64.3	63.4	45.8

Data for 1976-77 are from an unmatched sample of institutions responding to the Universal Academic Questionnaire. Data for 1980-81 and 1984-85 are from a matched sample.

- a. Total represents the sum of men + women and not necessarily the raw data totals.
- b. Includes both full-time and part-time professors.
- c. Only considers assistant, associate, and full professor slots.
- d. Includes both full-time and part-time students.
- e. "All Sectors" includes: Educational Institutions, Business, Industry, Federal, State & Local Governments, Banking, Finance, Consulting, Research Institutions, Foreign Employment and International Agencies.

TABLE 3
Upward Mobility Within the Profession
All Departments

	1980-81	1984-85
Women's Share of Ph.D and MA Degrees Awarded Relative to Share of BA Degrees Awarded Four Years Earlier	0.81	0.90
Women's Share of Assistant Professors Relative to Share of Ph.D and MA Degrees Awarded Four Years Earlier	0.80	0.84
Women's Share of Associate Professors Relative to Share of Assistant Professors Four Years Earlier	0.52	0.66
Women's Share of Full Professors Relative to Share of Associate Professors Four Years Earlier	0.67	0.82

* * * * *

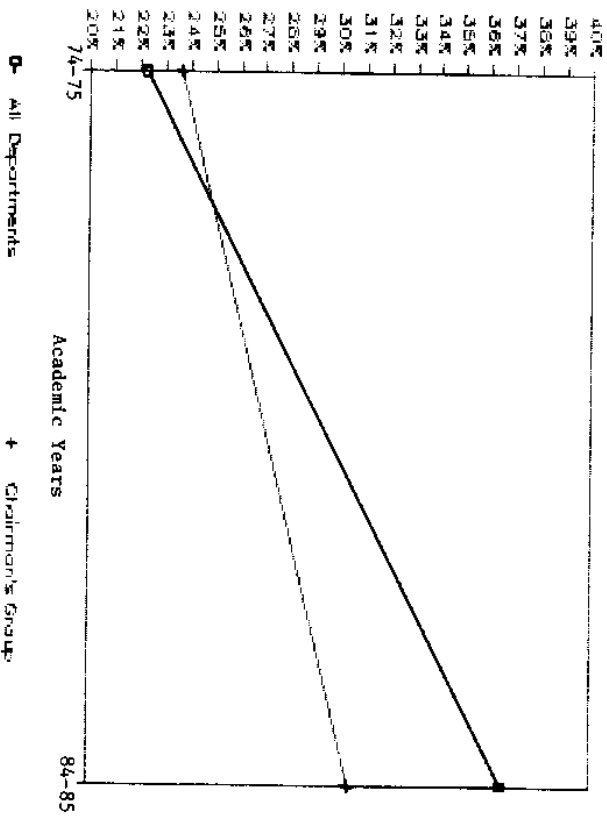
TABLE 4
Upward Mobility Within the Profession
Chairman's Group

	1980-81	1984-85
Women's Share of Ph.D and MA Degrees Awarded Relative to Share of BA Degrees Awarded Four Years Earlier	0.92	0.71
Women's Share of Assistant Professors Relative to Share of Ph.D and MA Degrees Awarded Four Years Earlier	0.85	0.72
Women's Share of Associate Professors Relative to Share of Assistant Professors Four Years Earlier	0.32	0.45
Women's Share of Full Professors Relative to Share of Associate Professors Four Years Earlier	0.75	0.87

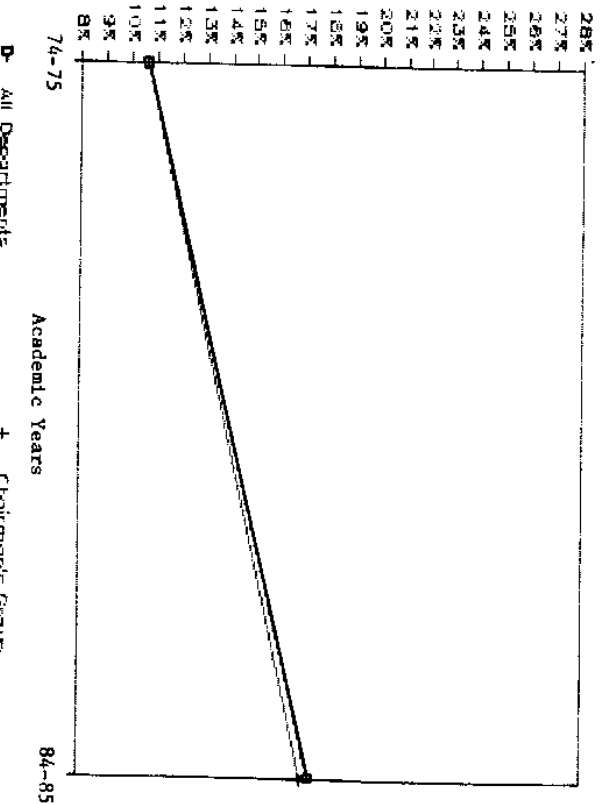
NOTE: For both tables, the above ratios are computed from the percentages in Tables 1 and 2. Thus, if women earn 30 percent of all BAs, they might also be expected to earn 30 percent of (a smaller number of) all Ph.Ds four or five years later if their rate of moving up the hierarchy were the same as men's. In this case, the ratio would be 1.00. Thus, this table attempts to measure, albeit crudely, whether women's rate of progress within the position has changed.

FIGURE 1
The Changing Status of Women Economists, 1975-1985

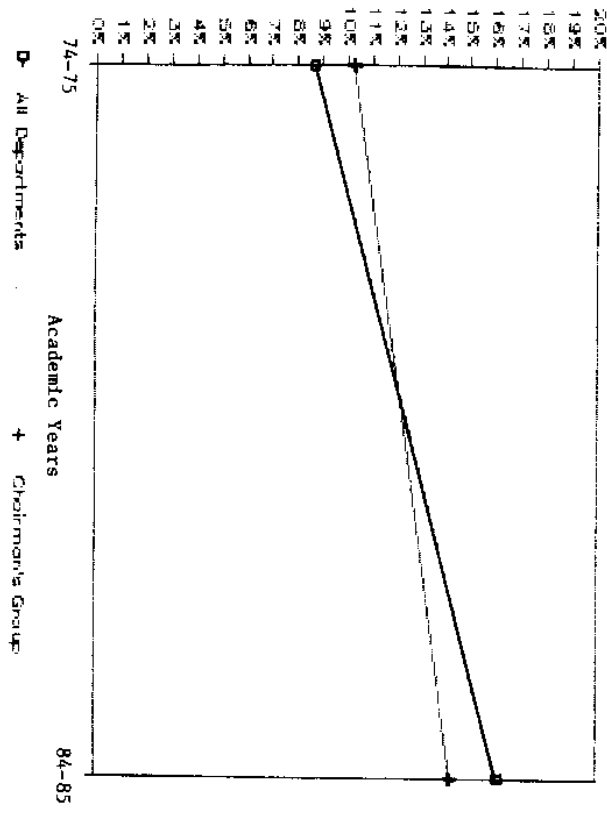
Women as a Percent of all BA Recipients



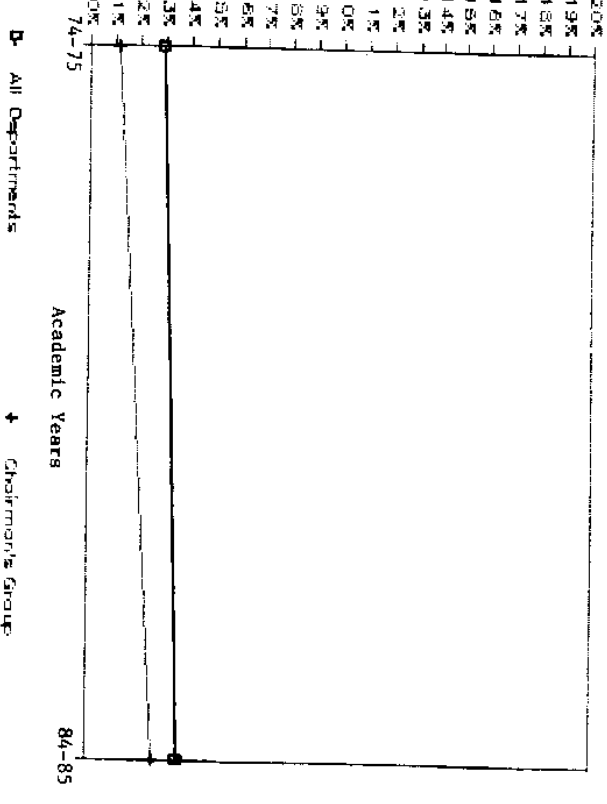
Women as a Percent of all PhD Recipients



Women as a Percent of all Assistant Professors



Women as a Percent of all Full Professors



AN ECONOMIST'S JOB IN THE INTERNATIONAL MONETARY FUND

The article below briefly describes what an economist in the International Monetary Fund does. It has been written by Margaret Garritsen de Vries, one of the first members of the staff, who joined the Fund in 1946. After having held a number of positions, Dr. de Vries was appointed Historian of the Fund in 1973.

Economists play an unusually pervasive and powerful role in the International Monetary Fund. Standards of recruitment are extremely high. Not only do young economists joining the staff customarily have Ph.Ds in economics from leading universities, with emphasis on theory and methodology, but frequently they have already been professors at highly-reputed universities, made recognized contributions to the professional literature, or held positions of responsibility in their national governments or other international organizations. Degrees in economics, preferably a Masters, are often required even for statistical officers, research assistants, and some editing positions. There are no nationality quotas but the Fund does try to recruit from as many of the 149 member countries as possible without sacrificing professional standards.

With these high qualifications, what do economists at the Fund do? The answer, in a nutshell, is just about everything. They hold the key slots throughout the organization. The majority deal with member countries. They follow developments in the countries for which they are responsible and conduct sensitive negotiations with high-level financial officials in those countries. They are responsible, for example, for negotiating the conditions attached to the Fund's lending and for assessing the country's economic situation and its economic policies. These are the economists who have been responsible, for instance, for dealing with the developing countries faced with serious external debt problems that have been much in the news in recent years. They are in close touch with the Managing Director and their reports are discussed at length by the Board of Executive Directors, that is, by the officials at the Fund appointed or elected by each member country. While nearly all economists in the Fund travel extensively, these economists responsible for the Fund's relations with members are away from the headquarters in Washington most frequently.

Other economists help form the Fund's general policies. They draft papers and recommendations--for example, on the Fund's lending and on its policies concerning exchange rates--for consideration by the Executive Board. Another part of their responsibility is to see that policies are applied uniformly to all member countries. In addition, they examine and report on developments in international capital markets. In the debt crisis of recent years, they are the ones who have had prime responsibility for the Fund's relations with private commercial banks. Others specialize in the problems of restrictions on trade and payments or on fiscal problems. These economists, too, usually serve on missions to member countries and are "frequent travelers."

Still other economists carry out the Fund's basic research. Some of this research is mathematical and econometric; some is oriented toward the Fund's operations. Recent research topics include the functioning of the international monetary system, the effects of floating exchange rates for the main currencies, and the relation between the Fund's programs for adjusting balance of payments deficits of developing countries and economic growth in these countries. With the help of the "desk economists" covering specific countries, the research economists also make regular forecasts of the output, prices, employment, trade, and balance of payments in all member countries and put together the Fund's major periodic study, "The World Economic Outlook."

Economists also take part in actually conducting the Fund's financial operations and in forming policies regarding those operations. They help decide, for instance, what each member country's quota in the Fund should be. Economists throughout the Fund also give technical assistance to members on a variety of economic topics, but most often on exchange rate arrangements, fiscal matters, central banking operations, and financial statistics. Some serve as resident representatives abroad for a year or two to offer technical help and to facilitate liaison with the Fund. And economists organize and conduct training courses for financial officials from member countries.

Still other economists in the Fund are concerned with statistics, information, and publications. They maintain the Fund's statistical data base, prepare statistical publications, develop statistical concepts and methodologies, provide computing services and data processing for use throughout the Fund, deal with the press, organize seminars on the Fund, and write speeches for the Managing Director. Others write periodic publications, books, and pamphlets explaining the Fund's activities and policies. Economists who serve in the Fund's two overseas offices, one in Paris and one in Geneva, maintain close contact with other international or regional organizations of an economic nature, such as the OECD, the European Community, and the GATT. Finally, a few economists, who are also unusually skilled in management, help run meetings of the Executive Board, administer the Fund's budget and personnel, and oversee the translation of documents and the interpretation of speeches into languages other than English, the Fund's working language.

All in all, the work of an economist in the Fund is unusually exciting and offers challenging opportunities. Economists are also usually the ones who become promoted to the highest staff ranks. But the work and responsibility is also unusually demanding, both professionally and personally.

Last but not least, it is worth noting the role of women economists. Although the Fund, like virtually all financial institutions, both public and private, is primarily male, especially in the most senior positions, the number of women economists on the Fund staff has gradually been increasing. Moreover, in the last several years, women have been given more opportunities to do the Fund's main lines of business and they have been gradually advancing into more senior positions.

NOTE: We would like to carry more articles of this type, so if you would like to let other women economists know about your line of work (in a business firm, a state or local government, consulting, or teaching in a department other than economics, for example), please consider writing a short article for the NEWSLETTER.



More Sylvia by Nicole Hollander

CWAE - A CSWEP Sister

The Committee on Women in Agricultural Economics (CWAE) has been a standing committee of the American Agricultural Economics Association (AAEA) since 1982. The purpose of the committee is to enhance communication among women in the profession; and to establish a support network for professional growth. Further, it intends to formalize and heighten the status of women in the profession, to facilitate job information and placement, and to encourage and facilitate participation in AAEA activities.

Like CSWEP, CWAE publishes a roster of women agricultural economists which is regularly updated and expanded. The CWAE newsletter is published four times a year, and CWAE submits proposals for sessions at the AAEA meetings. CWAE has had a symposium or invited paper session accepted every year since 1981 (although there is no formal identification of the session as initiated by CWAE in the program). CWAE also holds a business meeting and a luncheon at the summer AAEA meetings which are open to all.

CWAE has organized a one-day conference on "Career Development Choices for Agricultural Economists" for the day before the AAEA meetings begin (see below) to increase the chances of success for members of our profession. This Conference is designed to address the needs of agricultural economists in their career decisionmaking and should be especially helpful to new professionals actively engaged in the job search process. CWAE was interested in proposing this Conference because many of the women in the profession are newcomers. Men are welcome to participate freely in the Conference; moreover, a mixed attendance is viewed as mutually beneficial. The Conference will present an overview of career opportunities for agricultural economists with an emphasis by degree level and cover a broad range of topics which affect the success of careers.

Career Development Choices for Agricultural Economists July 27, 1986 in Reno, Nevada Tentative Agenda

The Job Market:

Overview of Options for MA, ABD, Ph.D Level Jobs and Implications for Career Development:
Industry, Government, and University Perspectives
New Professionals' Points of View of the Job Market and Job Search Strategies

Publishing Decisionmaking: perspective of experienced journal editors and successful authors
on their first journal article

Luncheon Speech: The Demand for Agricultural Economists in the Year 2000

Workshops on How to Get Along and Ahead in the Workplace:

- A. Building Support in the Workplace: Conflict, Competition and Cooperation
- B. Getting a Job: Resumes and Interviewing
- C. Time Management: The Scarcest Skill
- D. Acquiring Outside Funding for Research
- E. Professional Activities That Enhance Career Advancement
- F. Long Run Career Planning and Flexibility

Closing Session: Highlights of each workshop will be presented to the full Conference by each workshop coordinator

FOR FURTHER INFORMATION ABOUT CWAE OR THE CONFERENCE, contact the CWAE Chair: Linda Lee, Externalities Group Leader, NRED/ERS/USDA, 1301 New York Avenue, N.W., Room 438, Washington, D.C. 20005-4788; phone 202/786-1444.

MIDWEST ECONOMICS ASSOCIATION

FIFTIETH ANNUAL MEETING

March 20-22, 1986

Chicago, Illinois

For additional information on registration, contact Alan Dillingham, Secretary of the Midwest Economics Association, on 309/438-8625.

The session sponsored by CSWEP is on **Thursday, March 20, 1986, 1:30-3:30 p.m.**

SESSION #7, GENDER RELATED RESEARCH

Chair: Collete Moser, Michigan State University

Papers: "A Value Estimate of Housework in the U.S."
Brooks Albery, Southwestern Bell Telephone Company
"The Rising Rate of Female Labor Force Participation
and the Rate of Divorce"
Elyce Rotella, Indiana University
"Commuting Behavior by Men and Women Workers
in a Decentralized City Model"
Michelle White, University of Michigan
"An Econometric Approach to Valuing a Housewife's Time"
Michael V. Leonesio, University of Missouri-St. Louis

Discussants: Janet Goulet, Wittenberg University

WESTERN ECONOMIC ASSOCIATION

SIXTY-FIRST ANNUAL CONFERENCE

JULY 1-5, 1986

San Francisco, California

The Western Economic Association (WEA) International will hold its 61st Annual Conference Tuesday, July 1 through Saturday, July 5, 1986 at the Hyatt Regency in San Francisco. This year's theme is "Marketplace of Ideas!" The WEA promotes its conference as a forum for your research, a sounding board for your ideas, and an opportunity to share views with Nobel laureates, top-level business and government economists, and others world-renowned in the field. One of their major goals is to encourage the exchange of ideas between academic economists and those in private business, government, and research.

WEA especially needs discussants and urges you to volunteer, even if you are participating in other capacities on the program. If you would like to discuss a paper or to chair a session, you must notify WEA International by the beginning of March 1986. Program participants must register for the conference by **March 15, 1986** in order to be placed on the program.

For additional information about the conference, please write the WEA, 7400 Center Avenue, Suite 109, Huntington Beach, California 92647, or call (714) 898-3222.

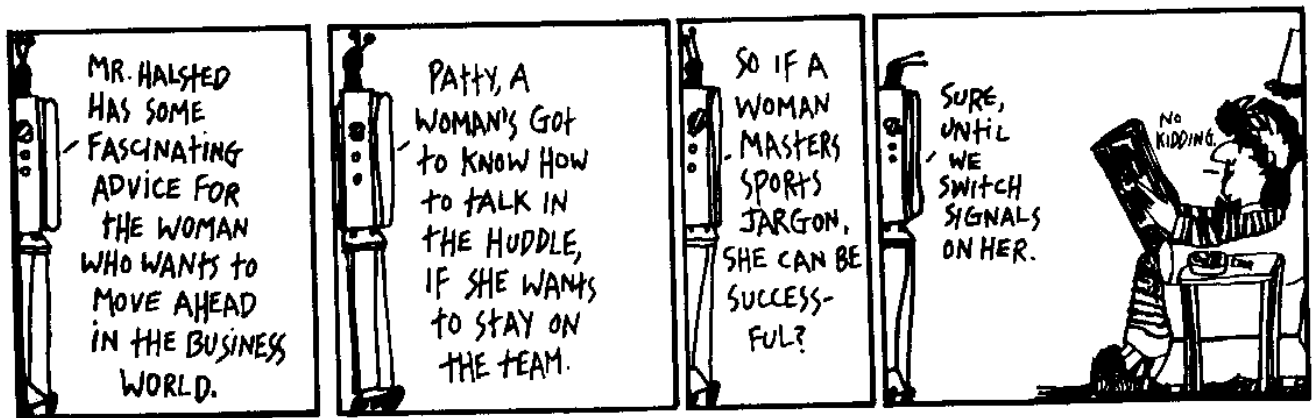
CALLS FOR PAPERS

SIGNS: Journal of Women in Culture and Society accepts on a continuing basis manuscripts for publications. Articles in the fields of the humanities, social sciences, natural sciences, the arts, and education written from a feminist perspective will be considered. Send all manuscripts to Signs, 207 East Duke Building, Duke University, Durham, NC 27708.

LAST CALL FOR PAPERS FOR 1986 AEA MEETINGS

Send paper abstracts on gender-related issues to Isabel Sawhill and abstracts of session proposals on other topics to Gary Becker, President-Elect of the AEA. (For more information on the process, see Cordelia Reimer's article in the summer 1985 issue of the CSWEP newsletter.)

Role of Women in the Socialist Economies, or their roles in socialist economies compared with capitalist economies. Deborah Duff Milenkovitch, as President-Elect of the Association for Comparative Economic Studies, is organizing a panel at the 1986 AEA meetings on this topic. If you are currently working in this area and would like to present a paper, contact Professor Milenkovitch at Barnard College, Columbia University, 606 West 120th Street, New York, New York 10027.



More Sylvia by Nicole Hollander

SOURCES OF RESEARCH FUNDING

The Panel on Pay Equity Research of the National Research Council/National Academy of Sciences announces the availability of research funds for empirically based studies on wage determination, sources of wage inequity, and strategies designed to remedy wage inequities. The panel is especially interested in the wage determination process (particularly whether and how occupational wage rates are affected by gender) and the implementation and consequences of comparable worth strategies. It is anticipated that approximately 10 to 15 awards in the neighborhood of \$15,000 each will be made. Applicants may want to consult Comparable Worth: New Directions for Research, published by the National Academy Press, Washington, DC 20418 (Telephone 202/334-3313).

Address Inquiries About How to Apply to: Heidi Hartmann, Study Director, Panel on Pay Equity Research, Room JH852, National Research Council/National Academy of Sciences, 2101 Constitution Avenue, NW, Washington, DC 20418 (Telephone 202/334-3590). **Applications must be received by March 10, 1986.**

The W.K. Kellogg Foundation offers fellowships for qualified professionals from academic settings and the public or private sectors to carry out nondegree, interdisciplinary, self-directed activities designed to take them beyond the boundaries of their chosen profession. Awards of up to \$30,000 for a three-year period plus 12.5 percent of annual salary will be made. For more information, contact **National Fellowship Program, W.K. Kellogg Foundation**, 400 North Avenue, Battle Creek, MI 49016; 616/968-1611. No deadline given.

Attracting Women and Minorities to the Faculty

The University of California has awarded \$500,000 in fellowships for 1985-86 to groups who are underrepresented in the school's faculty. Annual stipends of \$21,000 for postdoctoral students and \$13,500 for dissertation research were offered to entice more women and minorities onto the faculty. Preference was given to candidates in computer and mathematical sciences, business, engineering and the physical and life sciences. Besides financial support, fellows will also be given faculty mentors in areas such as research, publication and teaching. For more information on the program, contact **The President's Fellowship Program, University of California**, Office of the President, University Hall, Room 191, Berkeley, CA 94720.

GETTING PUBLISHED - A WORKSHOP

Mainly For Women In Academe

This workshop grew out of many different experiences -- EO/AA consultations, Women Studies and other teaching, service on associations' committees, and counseling. It is offered throughout the USA and abroad to help participants in their career development and in sharing their professional concerns and insights. The workshop consists of lectures, participatory discussion, and active learning. A typical one is from 9 AM - 4 PM, but other formats may be arranged.

For Further Information: Write or Call: Helen Wheeler, 2701 Durant Avenue, #14, Berkeley, California, USA 94704; 415/549-2970.

SHORT NOTES

Margaret Garritsen de Vries is the author of a new three-volume work covering the history of the International Monetary Fund for the years 1972 through 1978. It is available from Publications Unit, Box A-853, International Monetary Fund, 700 19th Street, N.W., Washington, D.C. 20431; 202/473-7430.

Dr. de Vries was among the first members of the Fund staff, joining in August 1946 shortly after the Fund was established. For a description of economists' responsibilities at the Fund, see her article on page 10.

Emily P. Hoffman received tenure at Western Michigan University, where she has been an Associate Professor since 1981.

Andrea Beller Stolarsky gave birth to a healthy baby boy on December 9, 1985. The new addition's name is David Nels Stolarsky, and he weighed in at 5 pounds, 3 ounces. Andrea is a professor at the University of Illinois.

Alice Hanson Jones, WU professor emeritus of economics, passed away on August 31 at the age of 80. After her retirement from the University of Chicago in 1975, Alice Jones continued her own research and was named the Globe-Democrat Woman of Achievement for Historical Research in 1980. She also served as president of the Economic History Association in 1982-83. Her papers will be part of the rare book section of Columbia University in New York.

Elsie M. Knoer, professor of economics at the University of California at Davis, died suddenly on January 29, 1985, at the age of 37. She had received her doctorate in 1978 from the University of Kansas, spent one year at Arizona State University, and then joined the University of California at Davis in 1979, where she specialized in economic theory.

New Survey on Faculty Salaries -- Same Old Results

The annual salary survey of the American Association of University Professors (AAUP) shows that there is still a large discrepancy between women faculty's salaries and those of their male counterparts. At the professorial level, men earn 8.5 percent more than women at public institutions and 16 percent more at private institutions. The salary report is available for \$25 from AAUP, 1012 14th Street, N.W., Washington, D.C. 20005.

Women Aren't Quitters

The unexpected conclusion of a study of 13,000 workers points to the fact that young women in blue-collar, male-dominated occupations do not quit their jobs any more than men in the same kinds of jobs. Of the full-time employees (aged 14-21) in the study, conducted in 1979, 57 percent of the men versus 55 percent of the women had left their jobs within a year. The study also showed that the turnover among young women in nontraditional jobs such as welding and truck driving was no higher than for women in traditional jobs such as secretarial work.

The results of the study, "Women in Nontraditional Occupations: Choice and Turnover" challenge employers' long-held belief that it is better to invest money in hiring and training young men because they will not quit to get married or have children. Linda J. Waite and Sue E. Berryman of the Rand Corporation analyzed the data from the U.S. Department of Labor to conduct the study. Copies are available for \$7.50 from the Rand Corporation, Publications Dept., 1700 Main Street, Santa Monica, CA 90406.

Catalyst Career Briefs

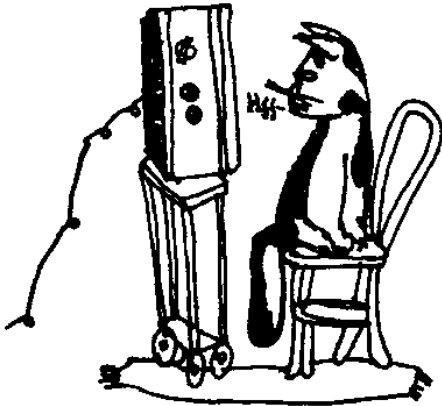
The Catalyst Career Opportunities Series for Women is a set of 40 career briefs designed for women just entering the work world or making a career change. The occupational briefs, each about 10 pages in length, cover a wide range of fields from advertising to veterinary medicine. They provide current facts on the various jobs within an industry, salary levels, and opportunities for women, plus education and training, getting started, and the general employment outlook. Each brief outlines a career path explaining the structure of the field and how to move within it. A final section lists additional resources. The full set of 40 briefs are available for \$120. Individual briefs are \$3 each. To obtain a publication list and order form, write to Catalyst, 250 Park Avenue South, New York, NY 10003.

(From the Spring and Fall 1985 issues of On Campus With Women, published by the Project on the Status and Education of Women, Association of American Colleges. If you would like to subscribe to it, make your check payable to AAC/PSEW and send it to 1818 R Street, N.W., Washington, D.C. 20009. The subscription rate for one year (four issues) is \$15, or \$25 for two years.)

How to Develop a Women's Center

To Make A Difference is a comprehensive manual for trainers who work with campus-based women's centers and other women's organizations. The manual provides the materials needed to conduct a five-day training program for individuals seeking to establish a women's center. The program was designed to address needs related to power and leadership, organizational development, program and budget planning, and negotiation and communication skills. Based on a pilot training program involving 130 women from approximately 70 centers, the resource covers all the issues and concerns of staff and trainers. The project which developed To Make A Difference was co-directed by Joan Sweeney and Kathryn Girard of the Everywomen's Center, University of Massachusetts at Amherst. Copies of the 44-page manual are available for \$28 from the EDC/WEEA Publishing Center, 55 Chapel Street, Suite 215, Newton, MA 02160.

(Article from in the Spring 1985 issue of On Campus With Women.)



For information about the position of women in European countries, you may want to ask to be placed on the mailing list for Women in Europe. Write to:

Commission of the European Communities
Directorate-General Information
Information for Women's organisations
and press
Rue de la Loi 200
B-1049 - Brussels
Belgium

More Sylvia by Nicole Hollander

HELP! HELP!

All readers are invited to send notes, articles, and information for possible inclusion in the newsletter. Please also send news about yourself and others: job moves, promotions, awards, books, and changes in family composition are all of interest to your friends and colleagues.

RECENT PUBLICATIONS OF INTEREST

The Second Paycheck: A Socioeconomic Analysis of Earnings, Alice and Masao Nakamura. Published by Academic Press, Inc., 1985

A Declining Federal Commitment to Research About Women, 1980-1984, prepared by Mary Rubin, Research Associate of the Commission on New Funding Priorities. The book may be obtained from The National Council for Research on Women, 47-49 East 65th Street, New York, New York 10021

Women and Work: An Annual Review, Laurie Larwood, Ann H. Stromberg, and Barbara A. Gutek, editors. Published by Sage Publications Inc., 275 South Beverly Drive, Beverly Hills, CA 90212

There are three new studies on women's employment from the National Research Council:

Women's Work, Men's Work: Sex Segregation on the Job, Barbara F. Reskin and Heidi I. Hartmann, editors.

Sex Segregation in the Workplace: Trends, Explanations, Remedies, Barbara F. Reskin, editor.

Comparable Worth: New Directions for Research, Heidi I. Hartmann, editor.

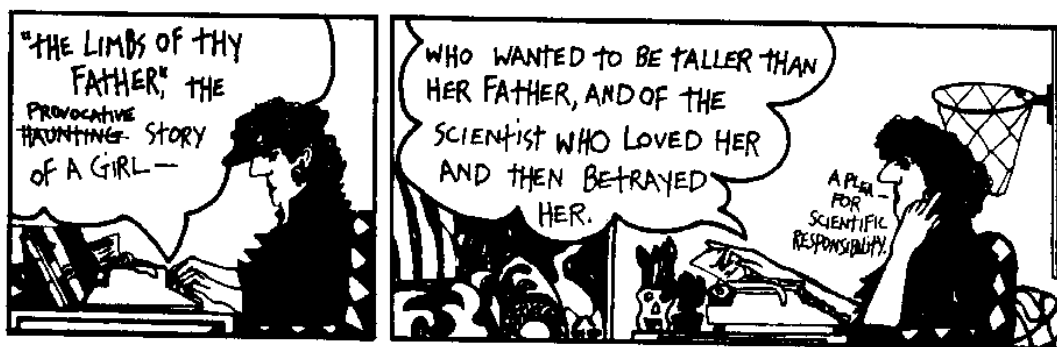
These studies may be obtained from the National Academy Press, 2101 Constitution Avenue, N.W., Washington, D.C. 20418.

Temple University Press has several series of books that are relevant to women. One series of particular interest -- Women in the Political Economy -- is edited by Ronnie J. Steinberg. Two recent books in this series are:

Alone in a Crowd: Women in the Trades Tell Their Stories, Jean Reith Schroedel

The Process of Occupational Sex-Typing: The Feminization of Clerical Labor in Great Britain, 1870-1936, Samuel Cohn

For additional information or a brochure, contact Temple University Press, Broad & Oxford Streets, Philadelphia, PA 19122



More Sylvia by Nicole Hollander

JOB OPENINGS

Mary Baldwin College, Staunton, VA 24401, seeks Assistant Professor of Economics, beginning September 1986. Contact: Dean of the College.

California State University, 5151 State University Drive, Los Angeles, CA 90032, seeks to fill tenure track and temporary full-time positions in the Department of Mathematics and Computer Science, fall 1986. Contact: Wayne Bishop, Chair, Department of Mathematics and Computer Science.

Sloan School of Management, MIT, 50 Memorial Drive, Cambridge, MA 02139:

- New faculty member, Assistant Professor or untenured Associate Professor, to teach courses in Corporate Strategy, Policy and Planning, and elective courses in individual's areas of specialization, fall 1986. Contact: Arnolde C. Hax.
- New faculty member in Macroeconomics, International Finance, and International Trade, at the assistant professor level, July 1, 1986. Contact: Ernst R. Berndt, Chairperson, Search Committee.
- One or two new faculty members, assistant professor or higher level, to teach basic Capital Market Theory and Corporate Finance as well as more specialized courses, July 1, 1986. Contact: Steward C. Myers, Chairperson, Search Committee.
- Faculty position in International Management, September 1986. Concentration in international management, corporate strategy, or industrial economics are preferred, but consideration will also be given to candidates with backgrounds in international economics or political economy, behavioral science, or other disciplines or functional areas of management. Contact: J.D. Nyhart, Chairman IM Search, E52-542.
- The Behavioral and Policy Sciences Area is seeking new faculty in broadly defined area of human resource management. Contact: Thomas A. Kochan, E52-586.

University of Connecticut, Storrs, CT 06268 is seeking:

- An applied microeconomist for a tenure track assistant professorship. Contact: Barbara Beliveau, Search Committee Chair, Dept. of Business Environment and Policy.
- Director for Women's Studies Program, preferably Ph.D in Psychology, Anthropology, Political Science, or Modern and Classical Languages. Contact: Maria Shevtsova, Chairperson, Search Committee, Gulley Hall, U-86.

The World Bank, 1818 H Street, N.W., Washington, D.C. 20433, seeks to recruit:

- Country Economists (solid training in economics; specializations: macroeconomics, international economics, public finance, and/or development policy);
- Sector/Project Economists (specialties in microeconomics, public finance, resource economics, agriculture, energy, industrial organization, human resource economics, and international economics);

- Young Professionals Program for candidates aged 30 or under. Must have the equivalent of master's in economics or related fields, superior academic performance, and evidence of strong analytical skills, usually demonstrated through a Ph.D degree or several years of relevant experience;
- Research/Policy Economists (preferably Ph.D level in economics, with mastery of economic theory and analytical techniques clearly demonstrated through teaching experience and/or strong publication record).

Contact: Aklog Birara, 202/473-3443.

ICF Incorporated, International Square, 1850 K Street, N.W., Washington, D.C. 20006, has openings for Ph.D economists to work on major issues concerning environment, taxation, energy, antitrust, telecommunications, health and safety regulation, retirement income security, health care, international trade, and economic development. Contact: Dr. Frank Arnold.

Wheaton College, Norton, MA 02766, seeks a Henry Luce Professor of Families, Change and Society. Contact: Hannah Goldberg, Provost.

Cornell University, NY State College of Human Ecology, Ithaca, NY 14853, announces a tenure track extension and research professorial appointment in family resource management focusing on older adults (Ph.D in Family Resource Management, Household or Consumer Economics, or related field). Contact: Jean R. Robinson, Chairman, Dept. of Consumer Economics and Housing.

Rockefeller College of Public Affairs & Policy, Dept. of Public Administration, State University of NY, Albany, NY 12222, is seeking to fill a tenure track position, assistant professor level, in economics of public finance and public policy analysis, fall 1986. Contact: Irene Lurie, Milne 213B.

Bates College, Lewiston, ME 04240, seeks to fill:

- Charles Franklin Phillips Chair in Economics, fall 1986, some preference for a macroeconomist. Contact: Phillips Chair Search Committee, 14D Libbey Forum.
- One year sabbatical replacement, assistant professor of econometrics, and industrial organization or international economics, fall 1986. Contact: Anne Williams, Chair, Economics Dept.

Gettysburg College, Gettysburg, PA 17325, has tenure track position in economics, instructor or assistant professor, beginning September 1986, to teach introductory economics, labor economics, and possibly industrial organization. Contact: Ann Harper-Fender, Economics Department, Box 391.

California State University, Long Beach, CA 90840, seeks Vice President for Academic Affairs. Candidates must be qualified to hold the rank of full professor; record of administrative experience in an academic institution or extensive record of academic leadership is preferred. Appointment effective July 1, 1986; deadline February 21, 1986. Contact: Vice President Search Committee, Office of Faculty and Staff Relations.

9to5, National Association of Working Women, 1224 Huron Road, Cleveland, OH 44115, has two full-time positions in the National Office in Cleveland, Ohio.

- Research Director to direct the work of the Research Department staff. Candidates should have previous research experience in one or more of the following areas: health and safety, employment trends and statistics, public policy. Contact: Karen Nussbaum.
- Research Associate to maintain research files on a variety of subjects, from employment data to health and safety issues, women's political participation, etc. Candidates should have an ability to seek out, digest and organize large bodies of information including technical data, and analyze it clearly and systematically. Contact: Ginny duRivage.

Canadian University to Start Aggressive Hiring of Women Faculty Now!

University of Western Ontario, Canada, is hiring more women faculty now for tenure-track positions based on the number of anticipated retirements by 1995. Individual departments will absorb the cost of the extra jobs. According to Clark Leith, vice-president for academic affairs, the University has taken the action now because the market situation is better than it will be in the 1990s when all universities will be competing to replace the large number of faculty who will be retiring. Currently, 13 percent of tenured professors and 23 percent of the non-tenured faculty members are women. No specific targets for the new hiring program have been set.

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



More Sylvia by Nicole Hollander

PEOPLE TO CONTACT

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

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

CSWEP depends on all of its dues-paying members to continue its activities and maintain its viability within the AEA. In addition to publishing this newsletter, we maintain a roster of women economists that is used by employers. We also organize sessions at the AEA and regional meetings, introduce women's point of view in the Committee work of the AEA (where women are now quite well-represented), and publish an annual report on the status of women in the profession. We would like to encourage more women (and men) to support our efforts. **If you have not paid your dues for the current membership year (September 1985 - August 1986), we urge you to do so. If you have, please pass this newsletter on to a student, friend, or colleague and tell them about our work.**

Thank you!

To become a dues-paying member of CSWEP
send this application, with a check for \$20 (tax deductible),
made out to CSWEP to:

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

NAME _____

MAILING ADDRESS _____

CITY, STATE, ZIP CODE _____

Check here if currently an AEA member

a student : INSTITUTION _____