



American Economic Association

1987 Committee on the Status of Women in the Economics Profession

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NEWSLETTER

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COMMITTEE ON THE STATUS OF WOMEN IN THE ECONOMICS PROFESSION ANNUAL REPORT, 1987

The Committee on the Status of Women in the Economics Profession (CSWEP) was extremely active in 1987. In addition to arranging technical sessions and social events at the annual and regional meetings of the economics associations, CSWEP updated and produced Women in Economics, a roster of women economists containing information such as employer, educational background, fields of specialization, and number of publications. Copies were sent to the chairs of economics departments that grant Ph.Ds for use in filling faculty positions, as well as to all CSWEP members. Many thanks are due to Joan Haworth, the Committee's Membership Secretary, and her staff for completing this demanding task on time, updating CSWEP's mailing list throughout the year, and preparing special tabulations of the roster for employers who requested them.

Another major activity was to publish three issues of the CSWEP Newsletter. This year, the Newsletter has continued to focus on helping younger faculty members advance their careers, with articles on topics such as searching for senior academic jobs and surviving the tenure process. Each issue also contained a description of a particular economist's current job or career path, a book review, and a listing of job openings. The Committee thanks Katharine Lyall, who is now arranging for articles to be written, and Toni Foxx, who is responsible for the Newsletter's production, for the excellent jobs they are doing.

Following a presentation by Belle Sawhill (CSWEP's former Chair) on double-blind reviewing to the AEA's Executive Committee, Orley Ashenfelter (Managing Editor of the American Economic Review) proposed examining the effect of single-versus double-blind reviewing procedures using manuscripts submitted to the AER. The evaluation is being conducted by Rebecca Blank of Princeton University, with considerable cooperation from AER's staff. The Committee is encouraged that more information on this topic is being gathered, although we continue to advocate the adoption of double-blind reviewing as a matter of principle--primarily because it is fairer for all groups against whom discrimination may exist, such as economists at less prestigious institutions or women.

The project to examine differences in the career paths of men and women with Ph.Ds in economics, which is being conducted by Sue Berryman and Arthur Kennickell and funded by the Russell Sage Foundation, has made little progress this year because of a lack of access to confidential data that are maintained by the National Academy of Sciences. These difficulties have recently been resolved and empirical results should be available in 1988.

Two new projects were begun this year. To facilitate employers' use of the roster of women economists, Judy Lave will work with Joan Haworth and her staff to prepare listings of women researchers by field and years of experience. The appropriate listings will automatically be sent to employers submitting job announcements for the CSWEP Newsletter. To keep the information current, the data for the roster will be updated each year (using the AEA's mailing list and questionnaires sent to those already on the roster); we will continue to produce "hard" copies of the roster only every other year.

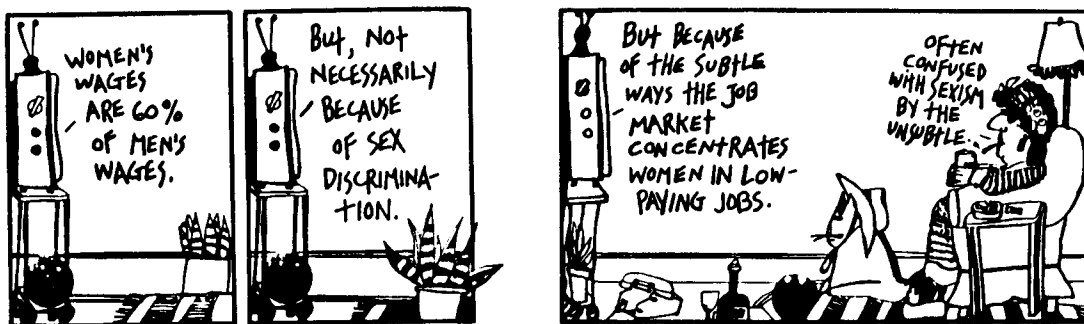
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The second project stems from a suggestion by Alice Rivlin to examine the process by which sessions and papers are chosen for the AEA's annual meeting. In the past, presidents-elect have used somewhat different approaches, including various ways of encouraging participation on the program by broader groups of economists. Recently, both Bob Eisner and Joe Pechman have been particularly supportive of CSWEP's goals and have expanded the Committee's responsibilities for arranging sessions. But do the characteristics of participants in the final program or of the authors represented in Papers and Proceedings depend on the way the meeting was organized? For example, does using a program committee matter? We will examine these questions using data about recent annual meetings.

Finally, the Committee thanks Belle Sawhill, who completed her three-year term as Chair this year, for her extensive contributions. For example, she provided the impetus for a serious examination of the effects of single- versus double-blind reviewing. She also initiated and obtained funding for the project that is comparing career paths of men and women economists. Karen Davis, whose term also expired this year, contributed much as well. In particular, she took major responsibility for reviewing the papers presented at CSWEP-organized sessions at the last two annual meetings to determine which would appear in Papers and Proceedings.

Nancy M. Gordon
Chair

* * * * *



More Sylvia by Nicole Hollander

GETTING GRANTS--SOME TIPS AND SOME OPPORTUNITIES

Obtaining outside funding for your research can be an important step in advancing your professional career. It can provide the opportunity to show what you can do, to stretch your mind in new intellectual directions, and to make professional contact with colleagues in your own and related fields elsewhere.

The following two articles provide information and encouragement to those anxious to try their hand at writing grant proposals.

HOW TO WRITE A GRANT (Nitty-gritty Guidelines for the Uninitiated) 1/ by Everywoman, Ph.D.

Writing your own grant proposal is ominous and, like many other things in "the real world," it is often ominous because there is no one around to teach you how to do it. This is being written with thanks to several people who helped me submit my first grant proposal. It is also written for two of my younger colleagues, whom I hope will go through the process of writing their own grant proposals long before I did, and with much less pain.

You might ask why anyone would need help in submitting a grant application. After all, it's your research and if you're really original, you're the only one who really understands what the problems are. It is my thesis that such an attitude does not help you get a grant proposal written and--the 0.001 percent of us who are brilliant, aside--that attitude doesn't help you succeed in getting funded, either.

After being in an applied statistics group for five years and participating in the writing of statistics sections for several grants on which others were the principal investigators, I submitted my own grant application last autumn. While I had a number of statistical problems I wanted to solve, I had no idea how to package a proposal. Statistics is different from science: in science it is not unusual to do preliminary experiments to demonstrate your ability to work in a problem area. In statistics, once you start thinking about your problem "preliminarily," you just might solve the problem altogether. (I was amazed to learn that some people do just that, but don't admit to it in the grant proposal.)

The Psychological State of the Grant Writer

Writing a grant proposal is a little like writing a thesis, very intense, with lots of pressure. You feel preoccupied, usually with technical details, a little removed from the rest of the world. Nobody else really understands what you're thinking about and perhaps that makes you short-tempered. You curse a lot, you forget to eat, and you don't sleep very much. You keep reminding yourself that the deadline is only XX days away, and then this will be all over, and gosh, will you be glad!

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1. Reprinted with permission from the Newsletter of the Caucus for Women in Statistics, February 1986, p. 13, with minor changes to enhance its relevance for economists.

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How can you protect yourself from abandoning collegiality and losing all your friends at a time like this?

Help From Your Institution. We'll assume you've got a problem area you want to work in (which everyone regards as the hardest part of grant writing). The first item required is a grant application form, which comes with instructions that you should not forget to read. The application form may be obtained from the Grants' Office of your institution, if there is one, or directly from the granting agency. (Sources for support of research in economics include most major federal agencies, the National Science Foundation, and many private foundations.) A Grants' Office will be very helpful in identifying potential sources of support. In my institution, a specific individual is responsible for assisting members of my department in obtaining grant support. While his training was in science and at our initial contact he knew only a little more about how to proceed than I did, he was willing to obtain information and supplied me with brochures of general advice which were prepared by his office. To my surprise, he also asked to see my Specific Aims to make sure they were in appropriate format and comprehensible. While I did not believe he really would help me improve upon them, I complied, figuring that at that point I could benefit from anybody's help. In due course, he read my whole grant. To this day, I am not sure how much of it he understood, but he was very supportive in telling me it looked the way it should, and his spelling and grammar were sometimes better than mine.

There were other functions that the Grants' Office served. I was applying for an N.I.H. grant and I was told to apply for another grant at the same time and shown how to reorganize my proposal into the format required by the other agency "through the miracle of modern word processing." The Grants' Office at my institution took responsibility for getting appropriate signatures on the face sheets of the proposal as well as responsibility for xeroxing and collating the required number of copies and being sure the proposal would reach its destination by the deadline. My grants' adviser urged me to have my original proposal ready-to-go one day early so I had 24 extra hours to implement the reformatting.

Another area in which I was totally inexperienced was budget writing. My grants' adviser sent me to someone in the budget office. He had an algorithm for writing budgets: what percent of my time did I want to ask for? (Multiply by salary at starting date of the grant.) Supplies? Telephones? Secretarial assistance? Travel? Overhead was a fixed percent of the total, and the budget for years two and three were 6 percent increments over the budget for year one, except for the personal computer, which would be a one-shot expense. My first conversation fixed the budget structure, but the details still needed to be ironed out. I had to find someone in my field with experience in writing budgets.

Help from Colleagues. The year I was writing my proposal, my department had a visiting investigator who was an experienced grants writer, successful at obtaining funding. This is the kind of information one obtains by having lunch with colleagues. Looking back on it, this colleague almost adopted me. Although not in my field, he read my proposal several times as it was evolving. He criticized very promptly and unabashedly and had numerous concrete suggestions. At the same time, he kept encouraging me to get the thing done. "You can do it, of course you can!" Frankly, he intimidated me slightly. I figured that if I gave up, he'd tell everyone in the department I couldn't cut the mustard. He knew how to write budgets, and with the structure supplied by the budget office and his help with details, in due course I got that part done.

Help from the Granting Agency. One of my visiting colleague's suggestions was that I call the program director at the agency to which I was applying, just to discuss things. I should call a complete stranger to discuss my grant? Why bother her? Will she want to talk to me? "Yes," he said, "she'll be very helpful, you'll see. Ask her how large your overall budget can get and what percent of your time she would consider reasonable. Ask her if there's anything else you should know." Okay, so I did it.

The program officer was unbelievably patient and supportive. Not only did she answer my direct questions, she told me how to target my proposal to her special study section and to make my title quite general, so that once funded, I could apply for renewals even with shifting research interests. She told me that, in her recent experience, someone with what seemed like a good idea did not get funded because they could not relate their theoretical proposals to "real world" problems, so I should be careful on that score. She told me to call her back with a definite title and to let her know that I would, indeed, make the deadline. My two conversations with the agency's program officer left me with the feeling that sisterhood is sometimes powerful in surprising ways.

Devising Your Own Support System. Another suggestion was that I include outside consultants in my proposal. What this required was some justification and a letter from the consultant stating that he or she would collaborate. Possibly there could be a fee for the consultant in the proposed budget. I included a scientific collaborator at my home institution (without budget) to ensure that my research was relevant. In truth, I discuss many of my ideas with him anyway. This "official" collaboration resulted in one more person who would read and criticize my proposal. By the way, I drafted the letter in which he agreed to collaborate and he was relieved merely to have to sign it.

Two others read my proposal critically, my husband and my department chairman. Both happen to have a lot of experience in writing and critiquing grant proposals. Both forced me to clarify and expand my ideas. Both were supportive, though in very different ways. My husband did all the grocery shopping and cooking for a couple of weeks (and swore he'd get even this spring when he was going to write a grant proposal). My chairman didn't mind not seeing me very often, as I preferred to do my writing at home. It would have been very difficult to get the application done without their cooperation.

The support of my other colleagues was very gratifying. They seemed to be quietly saying, "go ahead, do this, we're behind you." They didn't ask me to do anything extra while I was nearing the deadline, they were just there with their fingers crossed. I hope I can reciprocate.

Conclusions

The best advice I have to offer if you are writing a grant proposal is to open yourself up to the review of your colleagues and not to feel devastated by their criticisms. It's much better to get criticism while you can still make revisions than to wait and get it back as part of the official grant review. We each have resources that we should take advantage of when undertaking a new intellectual challenge. Wouldn't you help a colleague in a similar situation?

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SOME TIPS ON NSF GRANTSPERSONSHIP
by Daniel H. Newlon, National Science Foundation

The National Science Foundation's Economics Program will spend about \$11 million this year supporting both basic and applied research in economics. The overwhelming majority of recipients of awards from the National Science Foundation's Economics Program are white males, in part because the overwhelming majority of applicants are white males. This is true despite special programs to provide assistance to women in planning grant applications, obtaining their first award, getting research support after a career change, and visiting another university. The purpose of this article is to encourage more women economists to take advantage of these opportunities by submitting proposals to NSF.

The Economics Program's Review Process

Proposals go through the following review process. First, the proposal usually is sent to different specialist reviewers. We use bibliographies, citations, conference proceedings, and our own knowledge of the field to determine who would provide the most informed evaluations. Second, members of an advisory panel present their independent written evaluations of each proposal and then discuss the outside reviews. The panel consists of fourteen economists, typically serving two-year terms. Third, the program staff rereads each proposal, the outside reviews, and the panel's assessment and then recommends declining or funding the proposal. The final decision is usually made one to two months after the panel meeting. If declined, the applicant receives a letter with copies of the written reviews and a summary of the panel's recommendation. If funded, the applicant usually learns of the decision informally through a telephone call to discuss budgetary needs, data archiving, or substantive matters. Eventually an official award letter, with copies of the reviews a summary of the panel's discussion, arrives.

Grants for Research and Education in Science and Engineering, NSF-83-57 provides forms and a detailed description of the formal procedures for submitting a proposal. Research Opportunities for Women OMB 3145-005B describes the special research grants available to women. These pamphlets are available free from "Forms and Publications" at the National Science Foundation or from most university research offices.

Tips About Preparing Proposals

#1: Concentrate on substance. The key to success is time spent on substance to develop research ideas that your peers will find compelling. In order to obtain NSF support you have to develop research ideas that your peers will find compelling. A proposal without "beef" will not be supported, no matter how much attention is paid to NSF grantspersonship.

#2: A well-written proposal is necessary. The successful NSF proposal has to be as well-elaborated as the successful paper. It has to provide enough specifics--about relevant past research, data sources, the theoretical model, and statistical techniques--so that reviewers can evaluate the likely content of the research. You also have to have research plans; funds will not be provided for completed research.

#3: Call (don't write) the Economics Program Staff if you have any questions. The Economics Panel staff prides itself on its accessibility, but it is easier and quicker to answer a telephone call or electronic mail than to write a reply to a letter. Also, give us

several weeks after the panel meets to make up our minds before asking for some preliminary news about your proposal. The staff consists of me; Lynn Pollnow, the co-director of the Economics Program; Jim Slauch, the Assistant Economics Program Director; and Datiya Gunter, the Economics Program secretary. We can all be reached at 202/357-9674 or by electronic mail at dnewlon@note.nsf.gov (INTERNET) or dnewlon@NSF (BITNET).

#4: Participate in the review process. Reviewing proposals is a good way to learn how to write them. Send us your vita or a note with a brief description of your research interests, and we'll add you to our database of reviewers. We'd also appreciate your help in improving the participation of women economists in the peer review process—please send us names and addresses of other potential reviewers, applicants, or members of the advisory panel. The roster of past and present panel members includes Beth Allen, Ann Friedlaender, Claudia Goldin, Anne Krueger, Marjorie McElroy, Nancy Stokey, and Janet Yellin.

#5: Submit your proposal for the Fall cycle. There are two target dates for submitting proposals to NSF--August 15 and January 15. Historically, only one-third of the proposals are submitted by August 15 for the "Fall cycle," but these applicants have two chances of obtaining NSF support for the following summer, not just one, because they can resubmit if declined. In addition, the "Spring cycle" is not over for some proposals until late June or early July, making it difficult to plan for a project that starts July 1.

#6: Take advantage of Research Opportunities for Women (ROW). In the early 1980s, the ROW programs were primarily symbolic because there was little money for special initiatives, but in the last two years, significant amounts of funds were set aside for them.

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MORE ON GENDER AND ECONOMICS

by Susan F. Feiner, Virginia Commonwealth University

The recent article in the CSWEP Newsletter by Julie Nelson raises a number of interesting problems for those of us concerned with the way that the economics profession treats topics relating to women and minorities. At the 1985 meetings of the AEA, these topics were discussed in a panel session entitled "Gender and Race in the Economics Curriculum." Further research is now available. The Fall 1988 issue of The Journal of Economic Education contains an article by Barbara Bergmann on "Women's Roles in the Economy: Teaching the Issues," and an article by Susan Feiner and Barbara Morgan on "Women and Minorities in Introductory Economics Textbooks: 1974 to 1984."

Paul Samuelson, Lester Thurow, Barbara Bergmann, and I have formed The Committee for Gender and Race Balance in the Economics Curriculum, to initiate a project designed to remedy problems in economics curricular materials relating to race and gender. If you are interested, please contact Professor Susan Feiner, Department of Economics, Virginia Commonwealth University, Richmond, Virginia 23284-0001.

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**A BOOK REVIEW OF FRANK LEVY'S
DOLLARS AND DREAMS: THE CHANGING AMERICAN INCOME DISTRIBUTION
(NEW YORK: RUSSELL SAGE FOUNDATION, 1987)
by Katharine Lyall, University of Wisconsin System**

Is the distribution of the American economic pie becoming more unequal? Is the great American middle-class really shrinking? Is poverty becoming more "permanent" in the U.S.? How do the economic prospects of young people starting work compare with those of their parents at the same age?

With the support of the Russell Sage Foundation, the Social Science Research Corporation, and the Sloan Foundation, Professor Levy has done a key service for policymakers, journalists, academics, and the public at large by plugging a hole in analysis and interpretation of the 1980 Census data created as a consequence of the federal budget cuts of the past seven years. Dollars and Dreams is one of a series of analyses that extends a chain of snapshots of American society based on the 1930, 1950, and 1960 Censuses.

Levy provides a highly readable and sophisticated analysis that confronts and answers a number of the troublesome "senses" that the American dream is moving in the wrong direction. ¹/ He breaks the post World War II period into two distinct periods: 1949-1973--a period of rapid growth in labor productivity and real incomes in which "incomes grew faster than dreams," and 1974-1984--a period of stagnant labor productivity and declining real incomes in which those who already had attained their dreams enjoyed certain protections while those still trying for the middle-class dream saw their hopes fade. The latter experience, he maintains, is to be read as a cyclical phenomenon, not a basic structural change in the economy.

When plotted out in standard Lorenz curves, the U.S. distribution of family income (in 1984 dollars) became slightly more equal between 1947-1969 and slightly less equal between 1969-1984 (Gini coefficient moved from .376 to .349 and back to .385 during this period). As Levy notes, these movements are surprisingly small considering the enormous changes undergone by the economy, but it appears that "the relative stability of the distribution remains because most of the biggest economic and demographic changes have worked in offsetting ways." The dramatic reduction in the number of poor elderly--largely because of increases in transfer programs like Social Security--for example, has been balanced by an increase in the number of young, female-headed households below the poverty level.

In order really to understand the composition of these changes, Levy analyzes the impacts on the income distribution of changes in: industrial structure, especially the hypothesis that the shift of employment from manufacturing to services is responsible for declines in real income; geographic differences--regional differences are shrinking while city-suburban differences are growing; labor force composition--older workers are retiring earlier and living better in retirement while younger workers, as part of the baby

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1. See for example: "Is the Middle-Class Shrinking?" (Time Magazine), November 3, 1986, pp. 54-56) and David M. Gordon, "To Have and Have Not" (Washington Post National Weekly Edition), November 10, 1986, p. 23.

boom cohort, encounter more competition for slowly growing job opportunities and slower wage growth on the job; and family structure, especially the tremendous growth in female-headed households and the number of children that live in such households.

He devotes a separate chapter to each of these factors, analyzing its impact on incomes during the two time periods he's set out. 2/

His main message follows:

- o While the overall income distribution has been remarkably stable since 1949, the ability to move up through the income distribution--especially in a predictable way related to changes in educational attainment, occupation, and job seniority--has been dramatically affected by slow growth in the national economy. Instead of a revolution of rising expectations, many Americans now face the fear of falling expectations. As Senator Moynihan has expressed it: "This may be the first generation of Americans that cannot expect its children to be better off."
- o The range of absolute inequality in the incomes of families and unrelated individuals remains large (with those in the top quintile earning \$9 for every \$1 received by those in the lowest quintile), but this disparity has remained relatively constant since 1949.
- o However, the level of median family income (in 1984 dollars) has changed, rising to \$28,200 in 1973 but then falling to \$26,433 by 1984. In 1949, the poorest quintile of families had 4.5 percent of family income, in 1973 it had 5.5 percent, and in 1984 4.7 percent, while the richest quintile had 42.7 percent of family income in 1949, 41.1 percent in 1973, and 42.9 percent in 1984.
- o While the overall distribution of income has changed very little over the post-War period, the composition of those within the distribution, especially those in the lowest quintile, has changed significantly. In the 1940s, the poor were mostly elderly (with relatively few female-headed households) and were located disproportionately in the Southeast; only 15 percent of all children in the 1940s were in the lowest quintile. In the 1980s, the lowest quintile is composed mostly of female-headed households with relatively few elderly; they are far more evenly distributed throughout the country with concentrations in central cities; one in five of all children, and just over two in five of all black children, lived below the poverty line in 1986.
- o The movement of workers from manufacturing to services has been accompanied by a decline in average wages and more individuals caught in the transition find that their dislocations have a permanent impact on their incomes, rather

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2. The book also provides five useful appendices on technical issues. While many economists might prefer more extended technical discussions, the bibliography points to other sources and the use of appendices makes the book more accessible to the general reader.

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than the temporary effect they would have had in a period of more vigorous national growth. Levy concedes that labor-intensive services, by their nature, provide fewer opportunities for productivity improvements, but he argues that the shift to the service sector accounts for only a small proportion of the growing inequality of incomes in the 1980s. The larger reasons, he asserts, are the recession of the early 1980s (which put pressure on wages through factors like union give-backs) and the glut of baby boomers entering the labor market during the period of slow growth in job opportunities generally.

- o All of this adds up to the fact that: "A declining proportion of jobs pay enough to afford the middle-class standard of living" in the 1980s. In 1973, the median income of men working full time was \$26,000; if it had continued to grow at past rates, it would have reached \$31,000 by 1984. Instead, actual median income for full-time working men in 1984 was \$23,218--a 12 percent drop in absolute terms and a 25 percent drop from expected levels. Some of the adverse effects of this decline have been avoided by having two-earners in some families, a trend that widens the relative gap between these and female-headed households.

A recent study by the Congressional Budget Office (CBO)--Trends in Family Income: 1970-1986--argues that the Census measure of family income should be adjusted for four factors--shrinking family size, a corrected measure of inflation adopted in 1983, growth in in-kind income (especially health insurance, Medicare, and food stamps), and tax effects--to provide a more accurate picture of trends in the welfare of families over the period. CBO produces an adjusted family income (AFI) series that adjusts for the first two factors, family size and the new CPI measure of inflation.

The AFI measure indicates that median family income rose by 20 percent over the period 1970-1986 compared to a decline in the unadjusted series used by Levy of 4 percent; two-thirds of the difference is attributable to the family size adjustment and one-third to the new CPI measure. However, the relative patterns for subgroups are generally the same under both measures, showing significant declines for low-income female-headed households, young families with children, and families with no full-time earner. In contrast, elderly families' median adjusted income rose 50 percent and that of married couples with children grew 26 percent. CBO concludes that: "the uneven growth in AFI among income levels generally resulted in greater inequality in 1986 than in 1970, particularly among families with children." CBO does not attempt to adjust family income for in-kind income or taxes, because the necessary data do not exist.

Levy uses the Urban Institute's TRIM2 simulation model to adjust the Current Population Survey income data for taxes, Medicare, Medicaid, food stamps, employer-paid fringe benefits and family size for 1949, 1979, and 1984. He finds that:

"The extent of family income inequality is less (in 1984) than Census statistics suggest . . . but even with corrections, the trends shown in Census figures are correct: The family income distribution moved moderately toward equality through the early 1970s and moved toward inequality thereafter." (pp. 194-5)

He attributes this trend to growth in the number of female-headed families "reinforced by deep recession (after 1979) and declining means-tested benefits."

While Levy is careful not to enter into explicit discussion of particular poverty policies, a number of policy questions spring readily to mind. 3/ One cannot help but ponder, in the context of a slow-growth, high-deficit national economy:

- o What will be the consequences of these trends for intergenerational conflict? That is, what is the likely long-term impact on society when 12 percent of the elderly are poor, but 20 percent of children live in poverty? Expenditures on Social Security are indexed and Medicare is largely "cut proof," while funding for education, child care, and job training fluctuate with political and economic cycles. Even the national business leadership is beginning to anticipate and call for policies to counter the adverse effects of this relentless reduction in human capital investment on the labor pool and future labor productivity. 4/
- o What are likely to be the long-term impacts of declining expectations on the willingness of individuals to support the less fortunate and to invest in future generations, as well as on social and political stability? As Levy notes: "Increasingly, in a period of stagnation, redistribution seems the only way for the poor to advance" (p. 18)--the zero-sum society must be a socially and politically stressful one.
- o What will be the likely policy response of the American temperament to this? Will we find political support for more targeting of existing assistance programs (note Weinberg's analysis that we could fill the entire poverty gap merely by targeting existing amounts spent on federal transfer programs 5/) or will we move increasingly toward the "European model" by expanding the welfare state upward into the middle-class?

In sum, Dollars and Dreams is a careful, readable, nonpolemical analysis of what has been happening (and not happening) to the incomes and economic aspirations of Americans. It reminds us what sizeable changes have occurred in the economy and society since World War II and how robust the economy has been to these changes. At the same time, however, it makes us think what they may portend for our future and is a "must read," as we enter another presidential election.

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3. For those interested in poverty policy, this book should be read in conjunction with Sheldon H. Danziger and Daniel H. Weinberg, eds., Fighting Poverty: What Works and What Doesn't (Harvard University Press, 1986).
 4. For a carefully documented policy approach to this, see Children in Need, Committee on Economic Development, Washington, D.C., 1987.
 5. Daniel H. Weinberg, "Poverty Spending and the Poverty Gap" (Journal of Policy Analysis and Management, Vol. 6, No. 2, pp. 230-241).

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The following exchange of views on the issue of comparable worth is reprinted from Ms. among economists on important current policy issues! Since her article originally related issues in The Economic Emergence of American Women (Basic Books, 1986). Center for the Study of Business and Government at Baruch College in New York City.

What do you think? -- the Newsletter solicits your comments on this issue.

The 'Comparable Worth' Trap

By JUNE O'NEILL

Equal pay for jobs of comparable value has emerged as a goal of the women's movement. Advocates of this concept of "comparable worth" would have us abandon the market and substitute wage-setting boards to determine what women's occupations are "really worth" compared with men's. It recently received the blessings of a federal judge in the case of AFSCME vs. the state of Washington, where sex discrimination was equated with failure to pay women according to the comparable worth of their jobs.

At least as far back as the Middle Ages, the concept of "just price" has had some appeal. Practical considerations, however, have won out over philosophical musings. Most people recognize how inefficient it would be to use an evaluation system independent of the market to set wages or prices of consumer goods. So, for example, we accept a higher price for diamonds than for water, even though water is undoubtedly more important to our survival, and a higher wage for lawyers or engineers than for clergymen or bricklayers even though they may be equally important to our well-being.

The case for comparable worth is based on two beliefs: that women are relegated to certain jobs because of sex discrimination in the labor market and that pay in those jobs is low simply because women hold them. (The implication is that if nurses and secretaries were men, the pay in these occupations would rise).

Cultural Roles

The first argument may have some validity. Historically, there are many examples of barriers that restricted women's entry into particular occupations. These have included state laws governing women's hours and working conditions and the exclusion of women from certain schools. Individual employers who discriminate against women can always be found.

But the occupational patterns of men and women today also can be explained by factors that would operate even in the absence of any employer discrimination. The major reason men and women enter different occupations stems from the difference in their cultural roles, which are shaped early in life. Work roles may be starting to merge for young women and men, but most women already in the labor force have divided their efforts between home and work, spending about half as many years as men in the labor market. While employed, they have worked fewer hours. Research suggests that pay in women's occupations—for both women and men—is lower largely because of differences in education and on-the-job experience as well as differences in hours and other working

conditions (such as exposure to hazards or outdoor work).

Comparable worth would do nothing to remedy discrimination. To the contrary, comparable worth would reduce the incentive for women to seek access to nontraditional jobs because it would increase the pay in predominantly female jobs. The more logical remedy for discriminatory barriers—and one squarely in the American tradition of fair play—is to eliminate them. Up to now this has been the traditional goal of feminists.

What would happen if wages were set in accordance with comparable-worth standards and independently of market forces? Take the example of the state of Washing-

Raising the pay of clerical jobs, teaching and nursing above the market rate would reduce the incentive to enter other occupations, and simply lead to an oversupply in women's fields.

ton. In the 1970s the state hired a job-evaluation firm to help a committee set pay scales for state employees. The committee's task was to assign points on the basis of knowledge and skills, mental demands, accountability and working conditions. In the evaluation, a registered nurse won 573 points, the highest number of points of any job. A computer systems analyst received only 426 points. In the market, however, computer systems analysts earn about 56% more than registered nurses.

The Washington study differed radically from the market in its assessment throughout the job schedule. A clerical supervisor received a higher rating than a chemist, yet the market rewards chemists with 41% higher pay. The evaluation assigned an electrician the same points for knowledge and skills and mental demands as a beginning secretary and five points less for accountability. Truck drivers were ranked at the bottom, receiving fewer points than telephone operators or retail clerks. The market, however, pays truck drivers 30% more than telephone operators and the differential is wider for retail clerks.

If a private firm employing both registered nurses and computer systems analysts were required to accept the rankings from the Washington state study, it would have to make significant pay adjustments. It could either lower the salaries of systems analysts or raise the pay of nurses. If it lowered the pay of systems analysts it would find it difficult to retain or recruit

them. If it raised the pay of nurses it also would have to raise its prices and likely would end up reducing the number of registered nurses it employed as consumer demand for the service fell. Some women would benefit, but other women would lose. (In the Washington case, the state employee union explicitly requested and won a judgment that the wages in female occupations be raised, and not that wages to any male occupations be lowered.)

Public Sector

Of course, if the employer is a state government, the consequences would be somewhat different. The public sector does not face the rigors of competition to the same extent as a private firm, which probably explains why public-sector employee unions are in the forefront of the comparable-worth movement. The state, unlike a company, can pay the bill for the higher pay by raising taxes. But if taxpayers are unwilling to foot the bill, the result would be similar to that in the private firm: unemployment of government workers, particularly women in predominantly female occupations, as government services are curtailed.

Is the solution then to go beyond a state government or an individual company and institute nationwide pay scales based on comparable-worth principles? That would bring us to a planned economy, with all the allocation problems of centralized wages. And it would not result in more women becoming electricians, physicists, farmers or truck drivers. In fact, it likely would retard the substantial progress that has been made in the past decade. Women have moved into predominantly male occupations, and younger women have dramatically shifted their educational and occupational goals. They have been undertaking the additional training required for law, medicine and engineering because the higher pay they can obtain from the investment makes it worthwhile. Raising the pay of clerical jobs, teaching and nursing above the market rate would reduce the incentive to enter other occupations, and simply lead to an oversupply in women's fields, making it still harder to find a stable solution to the problem.

If women have been discouraged by society or barred by employers from entering certain occupations, the appropriate response is to remove the barriers, not to abolish supply and demand. Comparable worth is no shortcut to equality. It is the road to economic disruption and will benefit no one.

Ms. O'Neill is director of the Urban Institute's Program of Policy Research on Women and Families.

Magazine and The Wall Street Journal. It exemplifies the usual degree of unanimity appeared, Professor Bergmann has published a more complete examination of this and Professor O'Neil is currently Professor of Economics and Finance and Director of the

BY BARBARA BERGMANN

PAY EQUITY—HOW TO ARGUE BACK

An Economist Talks Dollars and Sense

THANKS TO THE PAY EQUITY campaign, state and local governments around the country are taking steps to raise the pay scales in the traditionally female occupations. The drumbeat of criticism continues, however, with that raucous, mocking tone that we are used to hearing in response to any proposal to improve women's status. Some of it comes from the same folks who oppose shelters for battered women—they are against anything that would make women more uppity. But some of the criticism is serious and needs answering.

The first count of the indictment is that pay equity adjustments tamper with "wage scales set in the marketplace." Of course they do. The pay that the market decrees for women's labor is badly depressed by discrimination. Pay equity adjustments, along with affirmative action for hiring and promoting women, are attempts to get away from the sex discrimination that most employers practice, and that now dominates the "market." The real question is, what harm would be done?

If women's wages are raised, then employers will want to employ fewer of them, say pay equity's critics. For a response we can point to the example of Australia, where government pay boards handed out equity raises in the traditional women's occupations amounting to about 30 percent. Australian economists fully expected to see women's unemployment rates rise significantly as a result. After thorough study, they had to report that the bad effects hadn't materialized. In Sweden, Britain, West Germany, Holland, and Denmark, women workers have had significant gains in pay. In terms of equity with men, they are way ahead of American women. In none of these countries are there reports of special unemployment problems for women. There is no reason to think that American women will experience such problems either.

Another complaint against pay equity is that, apart from the market, there is no really good way to compare men's and women's occupations, so how could we decide which ones should have comparable pay? "How can you compare a secretary to a truck driver, or a nurse to a tree trimmer?" the opponents of pay equity ask plaintively in mock anguish.



The answer is that employers do have a method that they rely on to make comparisons between very different occupations. It is called "job evaluation."

Many large employers already use job evaluation techniques in setting pay, and well-respected consulting firms help in the implementation. These employers use job evaluation because the idea of a "market" that will tell them the wage for each of hundreds of job titles is sheer fantasy. However, these firms have wanted to avoid paying male-level salaries to women, so they never directly compared the qualities of traditional women's jobs and traditional men's jobs. They set up a job evaluation system for the jobs labeled "clerical" and an entirely different one for the jobs labeled "administrative." It is as if they were doing job evaluations on blue paper for the men and on pink paper for the women, taking care not to compare the pink and blue sheets. The idea of pay equity is that men's and women's jobs should be evaluated by a unified system, and then pay scales adjusted accordingly. The basic methodology already exists, and already is in widespread use in business

and in government. It just needs to be cleaned up a bit.

Another allegation about pay equity is that the costs will be huge—billions of dollars. That's true, but since there are millions of women involved, billions of dollars are needed to make a dent in the problem. Where can we get the billions for pay equity? They will come out of the billions that are handed out every year as wage increases to workers. At most, for a few years, women will get larger-than-average increases, and for a few years men will get smaller-than-average increases. Nobody's pay need go down. Nor will profits or budgets be wiped out.

The silliest argument the pay equity critics have come up with is that women will be so satisfied with their pay in the traditional female jobs that they will stop trying to get into the better jobs reserved for men. That argument is an insult to every secretary who has been passed over for a promotion to a job she could do better than the man who got it. Better pay has never prevented men or women from wanting promotions.

Pay equity is going forward for the women employees of state and local governments because a combination of political and union pressure is being exerted behind it. For it to spread to the private sector, unions must confront the issue at the bargaining table. Where there is no union, or where the union is indifferent to women's issues, women employees must organize on their own. Whether pay equity lawsuits will be worthwhile depends on the Supreme Court (see page 19).

One of the economic effects of pay equity that seldom gets mentioned is its effect on poverty. A healthy boost in the pay of the traditional women's occupations is the best and may be the only way that we have of reducing poverty among women in the near future. It might rescue from poverty some of the millions of children dependent on those women. When you come to think about it, it's women's current salaries that make poor economic sense. Pay equity makes good economic sense.

Barbara R Bergmann is professor of economics at the University of Maryland. She is currently at work on a book entitled "The Economic Emergence of American Women" (Basic Books).

**CSWEP ACTIVITIES AT THE EASTERN
ECONOMIC ASSOCIATION MEETING**
Boston Park Plaza Hotel
Boston, Massachusetts, March 10-12, 1988

CSWEP-East will sponsor two sessions at the Eastern Economic Association meeting, as well as a reception--time and place to be announced.

**Career Strategies Roundtable: What I Wish I Had
Known as an Assistant Professor**

Presiding: Beth Allen, University of Pennsylvania

Ann Friedlaender, Massachusetts Institute of Technology

Carolyn Shaw Bell, Wellesley College

Carliss Baldwin, Harvard Business School

Gender Differences in Consumption and Labor Markets

Presiding: Lisa Lynch, Massachusetts Institute of Technology

"Expenditure Differences Between Men and Women," Stephanie Shipp, Bureau of Labor Statistics

"Borrowing Constraints and Family Labor Supply," Janice Shack-Marquez and William L. Wascher, Board of Governors of the Federal Reserve System

"Industry Life Cycles and Gender Composition of the Work Force," Cecilia A. Conrad, Barnard College

Discussants: Janice Shack-Marquez, Board of Governors of the Federal Reserve System
Shulamit Kahn, Boston University
Linda Datcher-Loury, Tufts University

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REPORTS ON CSWEP-SPONSORED SESSIONS AT THE
AMERICAN ECONOMIC ASSOCIATION MEETINGS

December 27-29, 1987

Feminization of Poverty
by John W. Graham, Chair

The "Feminization of Poverty" session was attended by approximately 60 people to hear three papers and comments on them by discussants Irwin Garfinkel and Sheldon Danziger. The first paper, "Getting Into Poverty Without a Husband, and Getting Out, With or Without" by Thomas J. Kniesner, Marjorie B. McElroy, and Steven P. Wilcox, analyzes poverty spells of young single mothers using 14 years of the National Longitudinal Survey of Young Women. It uncovers some important racial similarities as well as stark differences in how women enter and exit the status of being a poor single mother (often called a female-headed household, or FHH). For both blacks and whites, changes in family structure account for nearly all entrances and most exits from FHH poverty; and FHH poverty represents newly created poverty. On the other hand, blacks enter FHH poverty at much higher rates and exit more slowly than do whites. For whites, the dominant entry and exit modes are divorce and remarriage, while for blacks they are leaving and joining the household of another adult. The discussants questioned some of their AFDC measures, and suggested that age-specific differences may exist.

The second paper, "Poverty Among Women and Children: What Accounts for the Change?" by Laurie J. Bassi, uses grouped data from 10 cross-sections (the March Current Population Survey or CPS) between 1967 and 1985 to examine the empirical significance of a variety of factors that contribute to female and child poverty. It finds AFDC to be the most important factor related to increases in poverty over the period, directly through a 35 percent decline in real benefits, and indirectly through a secularly increasing marital status response of lower (re)marriage rates. Another factor related to the poverty rise is an increase in women's hours of work, which is associated with a lower probability of marriage. Little support is found for the W. J. Wilson hypothesis that poverty among black women and children rose due to declines in black men's earnings. The discussants questioned the methodology of data grouping, and suggested more sensitivity analysis.

The last paper, "Child Support Payments: Evidence from Repeated Cross-Sections" by Andrea H. Beller and John W. Graham, examines trends in awards and receipts of child support between 1978 and 1983 using data from the April CPS of 1979 and 1984. It finds that between 57 percent and 100 percent of the 4.5 percentage point increase in the receipt rate would not have been expected on the basis of changes in the characteristics of the child support population. Furthermore, these demographic changes, along with a 19 percent decline in real dollars due, should have led to an even larger decline in real dollars received than the observed 15.6 percent. The unexplained changes are attributed to improvements in the legal and social environment surrounding child support enforcement. The discussants expressed the need for a similar analysis of the award rate, disaggregated by race and marital status.

(continued)

Female Executives and Middle Managers: Earnings and Labor Supply
by Carolyn Shaw Bell, Chair

Three outstanding papers on labor supply dealt with the same subset of women in the labor force--executives and middle managers--by using original data collected specifically for this research. This approach pointed up the shortcomings of Becker's unfortunate notion that something called "the household" makes economic choices and carries out economic decisions. In fact, executives and managers who happen to be women differ from all employed women, not least because only about half of them are married. It is to be hoped that the quality of these papers will reinforce Barbara Bergmann's 1974 plea that more economists collect their own data.

Janet Goulet presented findings from her and Robin Bartlett's analysis of women executives that used a model of annual salary and hours worked to represent labor supply. To the conventional human capital variables of experience and education, the authors added data on risk-taking and, as a proxy for job search, data on membership on corporate boards and in private clubs. Unlike standard models, marital status was not a determinant of labor supply; the decisions about hours of work depended instead on the amount of household responsibility, which was a function of the amount of household help available and, when children were present, the amount of child care. Data came from a 1982 survey by Korn/Ferry, a top executive recruiting firm, and from Bartlett's 1984 poll of successful graduates from Wellesley College and Denison University. Frank Stafford, the discussant, suggested a simultaneous equation approach and Bell questioned the economic meaning of the term "household responsibilities," i.e., the extent to which they represent exogenous characteristics as opposed to women's choices.

Kathy Cannings estimated managerial earnings for both female and male middle managers in one large Canadian enterprise, using organizational theory as well as the human capital approach. She found that earnings differentials between men and women reflect different choices about "career-building" investments, depending on commitment to the job and commitment to the family. These concepts were measured by the number of children under five, the division of labor in the home, and the willingness to change employment to accommodate a spouse. Frank Stafford applauded the use of organizational theory, in particular Cannings' argument that long-term attachment to the firm can imply higher pay as a reward for commitment rather than lower pay because of the employer's monopsonistic power. Both he and Bell voiced some concern about conclusions based on data from a single employer, however. Other discussants noted that providing child care for those between 10 and 16 is more difficult than for younger children.

Jo Olson discussed findings on men and women MBA graduates of the University of Pittsburgh, from a paper coauthored by Irene Frieze. One significant advantage of the data source is that education can be omitted as an explanatory variable. Marriage and the presence of children positively affected both labor supply and earnings for men. By contrast, children and perhaps marriage reduced total employment, work experience, and the proportion of full-time managers among women, but did not have a negative effect on women's earnings. Bell noted the importance of alumni surveys, used by Olson and Bartlett, as a rich source of data and urged that other academic researchers explore this vein.

The Economic Independence of Women and Its Consequences

by Janice Fanning Madden, Chair

In "Female Occupational Status and Locational Decisions of Two-Worker Households," Michael Leeds presented an empirical test of the hypothesis that two earner households with more highly skilled workers are more likely to locate in large labor markets. The hypothesis is based on the suppositions that: (1) wages are an increasing function of the quality of the match between the worker's skills and the job's requirements; (2) the wage impact of the quality of the job-worker match rises with skill level; and (3) the quality of the match rises with the size of the labor market. With data from the 1976 Panel Study of Income Dynamics, Leeds estimates the effects of formal schooling, on-the-job training, and professional/managerial occupation on the probability of two earner households locating in larger SMSAs. The paper concludes that professional/managerial couples are more likely to locate in larger SMSAs, but that couples with more formal schooling and/or on the job training are not more likely to locate in larger SMSAs. In general, the wife's characteristics had a smaller effect on household location than the husband's.

In "Labor Force Participation and the Sex Ratio: A Cross-Country Analysis," Marianne A. Ferber and Helen M. Berg investigate two alternative explanations of the correlation between the number of men for every 100 women, the "sex ratio," and the female labor force participation rate, "LFPR." The marriage squeeze hypothesis views the variation in the sex ratio as causing the variation in LFPR. When there are relatively fewer men (women) there is less (more) opportunity for marriage so women look to the labor force market (marriage) rather than to marriage (the labor market) for financial support. In contrast, the labor force participation hypothesis views the variation in the sex ratio as an effect of variation in LFPR. As women's earnings capacity increases, women are given more resources, which in turn, increases both the quality and the duration of their lives. With 1980 data from 144 countries, Ferber and Berg first regress LFPR on indexes of the level of development, fertility, and religion and on the sex ratio. Second, they regress the sex ratio on lagged LFPR and the same independent variables. They find the sex ratio significant in the first regression and LFPR significant in the second regression. In the final section of the paper, Ferber and Berg argue that the marriage squeeze hypothesis is faulty because it offers no explanation of the reasons why the sex ratio is variable.

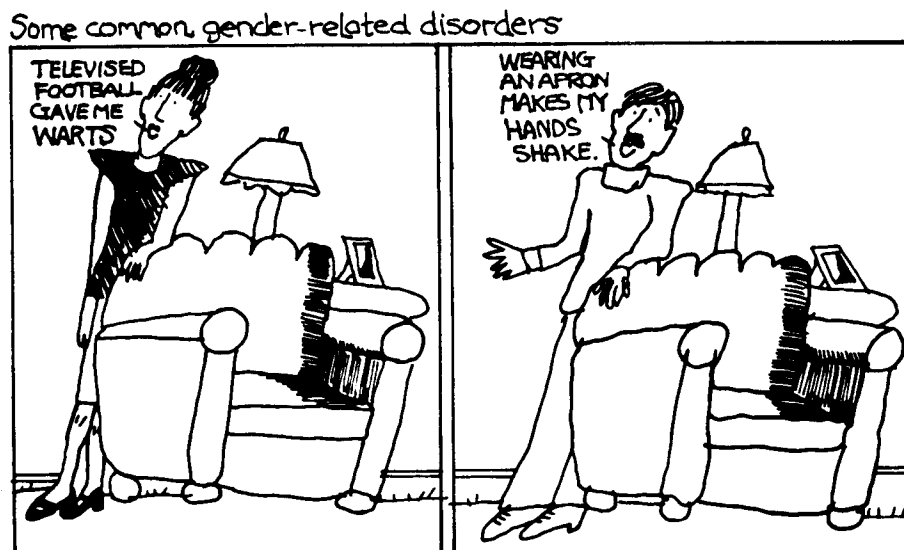
In "What Price Economic Independence: Women's Access to Resources in the Post World War II Period," Elaine McCrate, June Lapidus, and Randy Albelda argue that women's incomes have been affected by several post-war phenomena. Their increasing labor force participation has increased their earnings but they have received less through intrahousehold transfers, both because of the lower real earnings of men and because of the lower probability and/or duration of marriage. Also, variations in the income and asset cutoffs to qualify for Aid to Families with Dependent Children (AFDC) first raised and then stagnated income from government transfers. The authors develop two indices to trace the net effects of these changes. The PIM Index--personal economic independence of women--is the ratio of women's and children's average income outside marriage to their estimated share of family income within marriages. Between 1953 and 1984, PIM rose from .245 to .462 for white women and from .320 to .605 for black women. The PAR Index--per capita access to resources--is the ratio of per capita income in all households with women to the per capita income in all households with men. Between 1967 and 1985, PAR declined from .918 to .868.

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In "Prospects for the Economic Independence of Older Women," Cordelia Reimers and Marjorie Honig examine the effects of changing labor force participation rates and marriage patterns and of Social Security legislation on the incomes of single women retiring between 2005 and 2010. Between 1962 and 1976, there were significant legislated increases in the real level of benefits; at the same time, the percentages of women qualifying for Social Security benefits rose substantially. These factors have leveled off since 1976 and future increases in benefits for older women will come from higher pre-retirement earnings and more years of covered employment. Assuming that the age-specific labor force participation rates for women over age 45 continue to rise at the average rate experienced during 1960-1985, Reimers and Honig project a 40 percent increase in total work experience for women reaching age 65 between 2005 and 2010 relative to those who retired in the early 1980s. This increase, coupled with a projected 18 percent increase in wages, will have several income effects. First, Social Security benefit levels will rise by 50 percent after correcting for benefit reductions mandated by the 1983 Amendments. Second, projected increases in labor force participation after age 65 will raise income from earnings by about 8 percent, and if Social Security rules encourage greater delays in retirement, this increase in earnings could be 28 percent. Third, because more lifetime work experience increases wages and job tenure, it raises private pensions. Overall, Reimers and Honig estimate real income growth at a minimum of 15 percent for older single women by 2005-2010.

The discussants, Claudia Goldin and Janet Kohlhase, on all the papers made insightful comments.

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More Sylvia by Nicole Hollander

**A REPORT ON CSWEP-SPONSORED SESSIONS AT THE
SOUTHERN ECONOMIC ASSOCIATION MEETINGS
November 22-24, 1987
by Marjorie McElroy**

Women's Wages: History and Future Prospects

Ethel Jones organized and chaired this lively panel discussion which was widely praised by an overflowing audience.

James R. Smith presented the main thesis of his monograph coauthored with Michael P. Ward, "Women's Wages and Work in the Twentieth Century." Using data from the end of the nineteenth century up to the early 1980s, Smith traced the gap between women's and men's real wages over time as affected by work experience and schooling. He stressed that since not all women work in the market while most men do, and since the fraction of women who do work in the market has increased over time, one must distinguish the population of employed women from all women in the population. New female entrants into the labor force tend to depress the average wage of all working women on two counts. First, these new entrants will (tautologically) depress the average labor market experience of all working women, even though the experience of each individual working woman is rising. Second, self-selectivity will result in relatively low-wage women being the last to enter. After accounting for this tendency of new female entrants to depress the average wage of all working women, the gap between women's and men's real wages is reduced. Moreover, Smith noted that this experience gap between women and men is closing rather dramatically and will continue to do so in the future, thus further narrowing the wage gap.

Paula Stephan agreed with Smith that much more work on this problem is necessary and stressed the desirability of using micro panel data. She noted that previous research on gender-related differences, for example in the promotion and salaries of new MBAs from Stanford (by Myra Strober), showed no initial gap but a gap emerging over time. In contrast, Sherie Rhine emphasized that, as Smith acknowledged, much of the recent, exciting changes in the real wage gap between women and men probably postdates the Smith-Ward data. Tom Kniesner concurred and hypothesized that more micro-data might show the picture to be even rosier than that presented. He emphasized that although the number of years of education of men and women has been similar throughout this century, the type of schooling women are getting is changing. Women are majoring more in engineering and less in teaching; women are, in general, moving into the professions. All members of the panel were enthusiastic about this line of research in general and Smith and Ward's work in particular.

Human Capital and Divorce

Mary Fish chaired and organized this session with the assistance of Marjorie McElroy.

Teresa Mauldin presented "Moving Out of Poverty Following Divorce or Separation: Does Human Capital Make a Difference?" Using both univariate and discriminant analysis on the National Longitudinal Survey of Young Women, she examined the

(continued)

importance of human capital levels to a woman's ability to move out of poverty following separation or divorce. She concluded that human capital matters and that employment status crucially affects a woman's ability to provide for her family following divorce. Mary Jean Horney supported Mauldin's call for more research in this area and stressed the importance of research on the relationship between divorce and poverty. She suggested that the empirical payoff might be increased by the use of regression analysis in conjunction with standard human capital and labor supply models.

William Gunther and John Formby presented "Starting Salaries for New Ph.D.s in Economics: Is There a Gender Effect?" To answer their question, the authors developed their own survey of U.S. economics departments. After controlling for human capital variables, field of specialization, and such factors as the type of university (public vs. private, Ph.D. granting or not, etc.) and whether or not the department was located in a business school, they found essentially no difference in starting salaries by gender. Gary Zarkin was in general agreement with the methodology of the study and expressed his desire for more discussion of the authors' unique data set.

Elizabeth Peters explored the link between the income one expects at divorce and the probability of divorce in "Expected Income at Divorce: Does It Matter to Men and to Women?" She applied a model that predicts divorce will occur when the present value of economic opportunities after divorce exceeds the value of continuing in the marriage to data from the National Longitudinal Surveys of Young Women and of Young Men. She found that predicted income seems to affect the divorce probabilities of young women, but not of young men. William Johnson suggested that, in future work, Peters' measure of income should go beyond her use of simple per capita income, that her second-step standard errors required correction for the fact that her second-step data are stochastic, and that there might be better ways to separately identify the income and divorce equations. He commended Peters' research and especially this empirical foray into important and hitherto unexplored territory.

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More Sylvia by Nicole Hollander

CALLS FOR PAPERS

The **Eastern Economic Association's Fifteenth Annual Convention** will be held March 3-5, 1989 in Baltimore, Maryland.

- o If you wish to participate in a session at the Eastern meeting, send in your proposal. Contact: Eastern Economic Association, Department of Economics U-63, Room 345E, 341 Mansfield Road, University of Connecticut, Storrs, Connecticut 06268. Deadline: November 1, 1988.
- o **CSWEP** will organize several sessions, with at least one consisting of contributed research papers on topics involving gender. To submit a paper, send an abstract (or complete paper, if available). To volunteer as a discussant or chair, send your name, affiliation, and a list of your research areas of interest. Contact: Marjorie Honig, Department of Economics, Hunter College, 695 Park Avenue, New York 10021. Deadline: September 1, 1988, but late materials may be considered.

The editorial board of FRONTIERS: A Journal of Women Studies welcomes contributions to a special issue on **Women and Worth**. Articles, reviews, personal narratives, fiction, poetry, and photographic essays are of interest on a wide range of subjects, including: the value of women's activities; women and economic theory; women, worth, and power; current social and legal issues; women and unpaid labor; women and wealth; institutional devaluations of women; and worth beyond wage work. All submitted work must be original, previously unpublished, and not currently under consideration by any other publisher. Contact: Editor, FRONTIERS, Women Studies Program, CB 325, University of Colorado, Boulder, Colorado 80309-0325. Deadline: March 15, 1988.

The **Mid-Continent Regional Science Association** will hold its annual meeting on June 2-4, 1988 at the Marriott Hotel in St. Louis. Abstracts of papers on any topic in regional science are welcome. Contact: LaVonne Straub, Department of Economics, Western Illinois University, Macomb, Illinois 61444; telephone 309/298-1413. Deadline: April 1, 1988.

The **Association for the Social Sciences in Health** is seeking contributed papers for its sessions at the 166th Annual Meeting of the American Public Health Association in Boston, Massachusetts, November 13-17, 1988. Papers may report on completed or continuing research, developments in methodology, policy analysis, or other subjects of interest to an audience of social scientists and other health professions. Contact: Kenneth R. Whittemore, Ph.D., Associate Dean, Administrative Health Sciences, College of Health Related Professions, Medical University of South Carolina, Charleston, South Carolina 29425-2701. Deadline: April 15, 1988.

The University of Alabama annually publishes the Southern Review of Political Economy, a journal of student papers. For additional information or to suggest a paper, contact: Professor Charles Leathers, Economics and Finance Department, College of Commerce and Business Administration, University of Alabama, Tuscaloosa, Alabama 35487.

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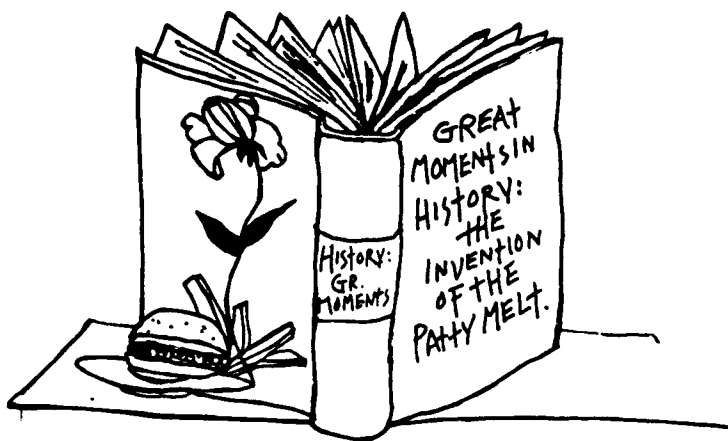
RECENT PUBLICATIONS OF INTEREST

Background Material and Data on Programs Within the Jurisdiction of the Committee on Ways and Means, 1988 Edition, prepared by the staff of the Committee on Ways and Means, includes comprehensive descriptions of the programs in the Committee's jurisdiction--such as Social Security, Medicare, Unemployment Insurance, Aid to Families with Dependent Children, Supplemental Security Income, and Child Support Enforcement--as well as various tables and analyses that are relevant when considering possible modifications to these programs. To order the report, send \$26 to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402-9325; telephone orders are accepted with CHOICE, Mastercard, or VISA cards (202/275-3030).

Access to current information is crucial for women, but many small organizations must rely on current lists prepared by other women's groups. In response, the **National Council for Research on Women** is compiling a Mailing List Directory, essentially an indexed "list of lists," that will be available both in print and computerized formats. The Council invites all organizations that maintain lists potentially useful to others to share information. Contact Mary Ellen S. Capek or Debra Schultz on 212/570-5001.

A newly revised version of Financial Aid: A Partial List of Resources for Women, published by the Project on the Status and Education of Women of the Association of American Colleges, is designed to help women learn about and obtain their fair share of student financial aid--scholarships, grants, and loans. The booklet details programs available to high school students applying to college, older women, minority women, women considering traditionally male careers, and others at all levels of postsecondary education. The booklet is available for \$3.50 (prepaid) from AAC/PSEW, 1818 R Street, N.W., Washington, D.C. 20009.

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More Sylvia by Nicole Hollander

SHORT NOTES

CSWEP-EAST EXECUTIVE COMMITTEE

The Executive Committee of CSWEP-East consists of:

Beth Allen (Chair), University of Pennsylvania

Marjorie Honig, Hunter College-CUNY

Anne Williams, Bates College

They would like to hear from economists in the Eastern region who are interested in advancing the position of women economists and in gender-related research.

CONGRATULATIONS!

Sharon B. Megdal, has been selected to participate in the inaugural year of Leadership America, a national leadership development program of the Foundation for Women's Resources. One hundred women from across the nation will participate in a series of three 3-day seminars, the first of which is to be held in Washington, D.C. in late February. Sharon, a former CSWEP Board Member, was an Arizona Corporation Commissioner prior to opening her own consulting firm.

Two Women Win the Federal Design Competition for Women's Rights National Historical Park. **Ray Kinoshita**, currently a student at Harvard's Graduate School of Design, and **Ann Marshall**, of Graham Gund Inc. in Cambridge, Massachusetts, have won the \$15,000 first prize in the federal design competition for the Wesleyan Chapel Block of the Women's Rights National Historical Park. **Diana Balmori** won the second prize of \$10,000.

HELP! HELP!

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

For those who would like to contribute such information, we publish three issues each year—Winter, Spring, and Fall. Our schedule is:

	<u>Copy Deadline</u>	<u>Mailing Date</u>
Winter Issue	January 10	February 15
Spring Issue	April 10	May 15
Fall Issue	September 10	October 15

JOB OPENINGS

Due to space constraints, we need to condense our listing of job vacancies. Please call or write if you have comments or suggestions for the next issue!

For academic positions, the information is usually presented in the following order: university and person to contact; level of position (such as associate or visiting professor); specialization; whether the position is tenure track/tenured or not; whether a Ph.D is required; and deadline for applications. When several people are the contacts at single university, the appropriate one is listed at the end of each job description. Descriptions of other positions follow this order as closely as possible. NA means that the information is not available.

ACADEMIC POSITIONS

Claremont McKenna College, Richard J. Sweeney, Chairman, Department of Economics, Bauer Center, Claremont, CA 91711

- assistant; international economics; yes; probably; until filled.
- assistant or associate; applied econometrics; yes; yes; until filled.

Hobart and William Smith Colleges, Scott McKinney, Chair, Department of Economics, Geneva, NY 14456

- assistant or instructor; labor economics; yes; probably; until filled.
- assistant or instructor; quantitative analysis; yes; probably; until filled.

Massachusetts Institute of Technology, Search Committee, Sloan School of Management, 50 Memorial Drive, Cambridge, MA 02139

- assistant and more senior levels in the Finance Group; Contact: Professor John C. Cox, Chairperson, Room E52-433.
- assistant; international finance, international trade, or macroeconomics; Contact: Professor Julio Rotemberg, Chairperson, Room E52-456.
- junior and senior levels; Accounting Group; Contact: Professor Paul Healy, Chairperson, Room E52-434.

The effective date of the positions listed above is July 1, 1988, or as soon thereafter as possible.

- assistant or associate; Information Systems Group; yes; probably; until filled; Contact: Professor Thomas W. Malone or Randall Davis, E53-333.
- research scientist/research specialist in computer science; Organizational Systems Lab; no; no; until filled; Contact: Professor Thomas W. Malone, E53-333.

Montclair State College, Dr. Serpil Sisik Leveen, Chairman, Search Committee, Department of Economics, Upper Montclair, NJ 07043; assistant; labor economics, development of economic thought, and economics of technological change; yes; yes; March 1, 1988.

Oregon State University, Gary W. Sorenson, Chair of Search Committee, c/o Dean, College of Liberal Arts, Corvallis, OR 97331-2602; chair for Department of Economics; yes, as associate or full for a four-year term; yes; March 15, 1988. Oregon State University has a policy of being responsive to the needs of dual-career couples.

San Jose State University, James F. Willis, Chairman, Department of Economics, San Jose, CA 95192-0014; assistant or associate; comparative economic systems; yes; yes; until filled.

SUNY/Empire State College, 1 Union Avenue, Room 4, Saratoga Springs, NY 12866

- director of college relations; Contact: Ms. Janet A. Zimmer, Director of Personnel and Affirmative Action.
- executive associate to the president; Contact: President James W. Hall, Search Committee, ESC.
- assistant vice president for academic affairs; Contact: Vice President Jane Altes, ESC.

SUNY-Stony Brook, Chair, Recruiting Committee, Department of Economics, Stony Brook, NY 11794; several openings at all levels, with special interest in theory, macroeconomics, development, international trade and finance, and industrial organization; NA; probably; until filled.

Texas Christian University, Dr. C. Richard Waits, Chairperson, Department of Economics, Box 32876, Fort Worth, TX 76129; assistant; public finance/applied microeconomics; yes; yes; January 4, 1988.

The College of Wooster, Barbara S. Burnell, Chair, Department of Economics, Wooster, OH 44691

- NA; introductory economics and economic theory; yes; NA; until filled
- NA; introductory economics and intermediate theory; no; NA; until filled

The Pennsylvania State University, Milton C. Hallberg, Chairperson, Search Committee, Department of Agricultural Economics and Rural Sociology, 101 B Weaver Building, University Park, PA 16802; head of the department; agricultural economics, rural sociology, or closely related field; NA; yes; April 1, 1988.

The University of Wisconsin Oshkosh, Dr. Ronald B. Marks, Associate Dean, College of Business Administration, Oshkosh, WI 54901; assistant and associate; accounting, management/business policy, and marketing. NA; probably; March 15, 1988.

(continued)

University of Alabama in Huntsville, Dr. C. David Billings, Dean, College of Administrative Science, Huntsville, AL 35899

- chair of department of economics and finance; yes; yes; February 15, 1988.
- endowed chair in management with experience in large resource management, produce development and innovation, technology assessment, advanced manufacturing, or quality of work life; long-term contract; yes; February 15, 1988.

University of California, Berkeley, The Women's Studies Program, Division of Special Programs, 301 Campbell Hall, Berkeley, CA 94720; two positions, associate or full; women's studies; yes; until filled.

University of Maryland, Professor Charles R. Hulten, Chairman, Department of Economics, College Park, MD 20742; several, associate or full; yes, probably; until filled.

University of North Carolina at Chapel Hill, Dale Whittington, Chairman, Faculty Search Committee, Department of City and Regional Planning, New East 3140, Chapel Hill, NC 27514

- assistant, associate; planning in developing countries; yes; yes; January 15, 1988.
- associate; public policy analysis; yes; yes; January 15, 1988.

University of Southern Maine, Director, Public Policy and Management Program, 96 Falmouth Street, Portland, MA 04103

- visiting; growth management; no; yes; March 16, 1988
- assistant, associate; policy analysis; yes; yes; February 19, 1988.

University of Wisconsin-Eau Claire,

- one or more probationary positions; economic theory, econometrics, health, urban/regional; NA; preferred; until filled; Contact: Dr. Donald Ellickson, Chair, Department of Economics, Eau Claire, WI 54702-4004.
- all; accounting, finance, business policy, management, marketing, production and operations management, and management information systems; yes; yes; until filled; Contact: Dr. James F. Wenner, Dean, School of Business, Eau Claire, WI 54702-4004.

University of Wisconsin-Green Bay, Business Administration, Green Bay, WI 54301-7001

- assistant or associate; business administration (accounting); NA; preferred; February 29, 1988; Contact: Dr. Karl M. Zehms, Chair, Managerial Accounting.
- assistant or associate; business administration-marketing; NA; preferred; until filled; Contact: Robert W. Obenberger, Ph.D., Marketing Coordinator.

University of Wisconsin-Madison, Halliman Winsborough, Chair, Search Committee, Institute for Research on Poverty, 3412 Social Science Building, 1180 Observatory Drive, Madison, WI 53706; director; economics or related field; yes; probably; March 15, 1988.

University of Wisconsin-Milwaukee, Leon Schur, Chairperson, Department of Economics, Post Office Box 413, Milwaukee, WI 53201

- associate or full; industrial relations and labor economics; yes; preferred; until filled
- assistant; labor and industrial relations; yes; yes; until filled
- assistant; monetary theory; yes; yes; until filled
- assistant; economics and mathematical statistics; yes; yes; until filled
- assistant; urban studies; yes; yes; until filled.

University of Wisconsin-Platteville, Scott White, Chair, Department of Business Administration, 1 University Plaza, Platteville, WI 53818; yes; finance and other areas of business administration; NA; preferred; March 18, 1988.

University of Wisconsin-River Falls, Professor Charles Flaherty, Chair, Search and Screen Committee; Department of Business Administration, River Falls, WI 54022, 715/425-3335; assistant, professor; one in finance, one in marketing; yes; yes; until filled.

University of Wisconsin-Stevens Point, Richard B. Judy, Associate Dean and Head, Division of Business and Economics, Stevens Point, WI 54481; lecturer or instructor; public finance and principles; no; yes; until filled.

Wheaton College, Professor Hilda Kahne, Chair, Department of Economics, Norton, MA 02766; one or two part-time replacement(s); introductory economics, intermediate economy theory, urban economics, public finance, statistics, comparative economic systems, history of economic thought, Marxist political economy; no; NA; until filled.

OTHER POSITIONS

Agency for International Development, Foreign Service Personnel, Recruitment Staff (CSWEP), Room 1430-SA-1, Washington, D.C. 20523.

- several openings for economists to serve overseas in their International Development Intern Program--a two-year training program which leads to a career in the Agency's Foreign Service. Masters in economics required with at least two years experience on macroeconomic topics such as government budget, growth prospects, and income distribution, as well as fiscal, monetary and trade policies. Standard Foreign Service allowances provided when stationed overseas. Submit SF-171 (Application for Federal Employment).

Congressional Budget Office, Human Resources and Community Development Division, 2nd and D Streets, S.W., Washington, D.C. 20515

- principal analyst in health policy; Ph.D. in economics or another relevant discipline or the equivalent experience; background in health services research preferred; until filled; Contact: Stephen Long.

(continued)

- principal analyst in education policy; Ph.D. in economics or another relevant discipline, or equivalent experience; background in research on education preferred; until filled; Contact: Bruce Vavrichek.

Federal Home Loan Bank Board, Dr. James R. Barth, Director, Office of Policy and Economic Research, 1700 G Street, N.W., Washington, D.C. 20552

- several permanent career positions prior to September 1, 1988; suitable for new Ph.Ds. and more senior economists.
- three visiting scholars on one-year appointments, commencing Summer 1988; interests and research in financial institutions and markets, housing finance, real estate, finance theory, insurance, or related areas.

Deadline: February 1, 1988, or until filled.

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) to: Job Notices List/CSWEP, Attn. Toni Foxx, Congressional Budget Office, Room H2-418A, 2nd & D Streets, S.W., Washington, D.C. 20515.

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More Sylvia by Nicole Hollander

OTHER SOURCES OF INFORMATION ABOUT JOB VACANCIES

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

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

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CSWEP

The Committee on the Status of Women in the Economics Profession

CSWEP depends on all of its dues-paying members to continue its activities and maintain its viability within the AEA. In addition to publishing the 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 points 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.

If you have not paid your dues for the current membership year (September 1987 - August 1988), 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!

**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 (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 _____

Check here if currently an AEA member

a student : INSTITUTION _____

CSWEP: PEOPLE TO CONTACT

General Policy Matters	Nancy M. Gordon, Congressional Budget Office, 2nd & D Streets, S.W., Washington, D.C. 20515
Items for Newsletter	Katharine C. Lyall, University of Wisconsin System, 1220 Linden Drive, Madison, WI 53706
Dues, Change of Address, Roster	Joan Haworth, Membership Secretary, 4901 Tower Court, Tallahassee, FL 32303
CSWEP East	Beth E. Allen, Dept. of Economics, University of Pennsylvania, 3718 Locust Walk CR, Philadelphia, PA 19104-6297
CSWEP South	Marjorie B. McElroy, Department of Economics, Duke University, Durham, NC 27706
CSWEP West	Shulamit Kahn, School of Management, University of Boston, 704 Commonwealth Avenue, Boston, MA 02215
CSWEP Mid-West	Katharine C. Lyall, University of Wisconsin System, 1220 Linden Drive, Madison, WI 53706

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