



# American Economic Association

1988 Committee on the Status of Women in the Economics Profession

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## NEWSLETTER

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\* \* \* \* WELCOME TO NEW CSWEP BOARD MEMBER \* \* \* \*

Elizabeth Hoffman, University of Arizona

## HOW TO GET ON THE PROGRAM AT THE ASSA MEETINGS

Michelle White  
Department of Economics, University of Michigan

CSWEP would like to see women well represented on the program at the annual Allied Social Science Associations (ASSA) meetings in December, particularly giving papers, but also as chairs and discussants. **This article discusses how the program is decided on, how to get included, and how decisions are made concerning which papers will be published.** While it emphasizes the procedures of the American Economic Association (AEA), some information about sessions sponsored by other members of the ASSA is presented.

The AEA's President-elect for 1989, Gerard Debreu of the University of California at Berkeley, is responsible for the program at the 1989 AEA meeting. He has selected "The Diversity of Economics" as his theme. Abstracts of papers or proposals for entire sessions should be sent to: C. Elton Hinshaw, American Economic Association, 1313 21st Avenue South, Nashville, TN 37212. It is extremely important that they include the standard code for the field of specialization (e.g., 000, 100, ... 900), because abstracts and proposals for sessions will be sent to the appropriate member of Professor Debreu's Program Committee. They are: Roy Radner (000), Stanley Fischer (100), Arthur Goldberger (200), Alicia Munnell (300), Rudy Dornbusch (400), Eduardo Schwartz (500), Richard Schmalensee (600), Kerry Smith (700), Daniel Mitchell (800), and Edward Gramlich (900).

For your convenience, a listing of these codes is included on page 22.

**To be considered, submit your proposal early--the best time is now and certainly no later than December 31, 1988.** Don't be misled by the official deadline of February 1, 1989, because the probability of acceptance declines rapidly as time passes.

The AEA's program usually stresses current policy issues rather than papers on mathematical theory and theoretical econometrics; the latter areas are generally covered in sessions sponsored by the Econometrics Society. Thus, it is important to target your proposed paper or session to the most appropriate organization. If you are planning a session, suggest two to four proposed papers (perhaps including your own), discussants, and a chair. Since well-known names always help, consider asking an established researcher in your field to give a paper in your session.

Occasionally, contributed sessions or papers are published, but don't get your hopes up too high on this score. There are many more AEA-sponsored sessions at the meeting than are published--only about one of every five is included in Papers and Proceedings--and many of the published sessions consist of solicited papers from well-established economists. If your paper is published, its length will be subject to strict limits, usually around 10 double-spaced pages.

Remember, however, that giving a paper at the AEA meeting is worthwhile, even if the session isn't published. At a minimum, you will meet people working in the same area from other universities, and you will probably receive many requests for your paper from those doing research in related areas.

CSWEP is responsible for arranging five or six sessions at the AEA meeting each year; usually five or six papers chosen from them are published in Papers and Proceedings. These sessions include, but are not restricted to, gender-related topics, so it is worthwhile to send your abstracts or proposed sessions to the CSWEP Chair, as well as to the AEA office, regardless of the topic. Members of CSWEP's Board will then coordinate with members of the Program Committee. **The best way to be considered for gender-related sessions is to send your proposal directly to the CSWEP Chair.**

The sessions arranged by CSWEP are based on a combination of submitted proposals and invited papers. The decisions concerning which papers to publish are made shortly before the AEA meeting by a subcommittee of CSWEP's Board based on the papers themselves.

The Econometric Society's (ES) approach is somewhat different. Its many sessions consist almost entirely of contributed papers in the fields of the theoretical economics and mathematical theory. Each year, the Program Chair of the ES selects a person from each major field to screen abstracts in that field and put together five or six sessions. Usually the ES's deadline for submissions occurs in March, that is, nine months ahead of its meeting. Consult Econometrica for precise deadlines and the name of the person in charge of your area. (If your field is theory or econometrics, consider submitting an abstract for the Summer meeting of the ES, which is smaller than the ASSA meetings and which provides excellent visibility and a better chance to make good contacts. Again, see Econometrica for details.)

Finally, you should remember that many other organizations also sponsor sessions at the ASSA meetings. They include: the American Real Estate and Urban Economics Association (AREUEA), the American Finance Association, the American Agricultural Economics Association, the Association of Environmental and Resource Economists, the Health Economics Research Organization, the Industrial Relations Research Association, the History of Economics Society, the Association for the Study of the Grants Economy, and a number of others. Write directly to these organizations or consult their bulletins for deadlines and other guidelines for submissions. Organizations typically plan their programs about nine months in advance, so it is not too early to consider contributing a paper or arranging a session for the 1989 meetings of these organizations.

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### **More Sylvia by Nicole Hollander**

#### **MORE ON GENDER AND RACE BALANCE IN THE ECONOMICS CURRICULUM**

The Committee for Gender and Race Balance in the Economics Curriculum is continuing to work on guidelines designed to foster fair treatment of women and minorities by textbook authors, researchers, and teachers.

The Committee will meet during the AEA meeting in New York at the Marriott-Marquis Hotel on Tuesday, December 27 at 7:00 a.m. to discuss such guidelines. If you would like further information please contact: Professor Susan Feiner, Chair, The Committee for Gender and Race Balance in the Economics Curriculum, Department of Economics, 1015 Floyd Avenue, Virginia Commonwealth University, Richmond, VA 23284; 804/367-1717.

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## THE JOINT JOB-HUNTING PROBLEM

Katharine C. Lyall, University of Wisconsin System

Past issues of the CSWEP Newsletter have carried a number of articles on job hunting and this summer's mail brought several inquiries about what advice might be offered to those engaged in joint job hunting as part of a couple. The following observations, based on conversations with an unscientific sample of department chairs and individuals who have made joint job searches, are intended to open a dialogue on this question.

Look candidly at the market for your specialty and your spouse's--are you competing with each other in the same field or subfield? If you are, look specifically for schools and communities that have several sources of jobs. Searching among universities that have both a business program and an economics department, communities that have more than one college or university within reasonable commuting distance, and geographic areas that have other public or private employers who may hire economists will increase the probability of finding two jobs simultaneously.

Decide in advance whether you require two job offers in-hand simultaneously or whether you are willing to accept one while continuing a search for the other. It is likely that you will be faced with this tactical decision at some point in your search, and it will be less traumatic if you have thought through the risks and probabilities calmly in advance.

Be straightforward about your situation in the cover letters for applications and in interviews with potential employers. You might say: "My spouse, who has a Ph.D. in physics, will also be seeking employment in the Boston area (in the university)." Alternatively, if you are not prepared for a commuter marriage or other separate working situations, you might say: "My spouse has been offered a position at (campus/firm) and I am seeking a position that would enable us both to continue our careers in Cleveland;" or "My spouse, a professional engineer, is also seeking a position that would enable us both to come to Cleveland."

If you are silent about this issue, employers will assume that you are prepared to make a decision on the basis of your own position alone. They will not look kindly on side conditions and "complications" that emerge after an offer has been made. Conversely, employers who know that you're facing a joint job decision are more likely to be active in exploring opportunities for a spouse inside and outside their own organizations.

In universities, it is essential that the department chair or interviewing committee know if your spouse is also seeking an appointment in the university. It is not improper to ask directly in an interview whether the department or committee would be willing to discuss the possibility of an appointment for a spouse with other departments.

Be resourceful and persistent -- do some research on other possible employers in the area, and at some suitable point ask your interviewers: "Do you know someone in the biology department at (campus/firm) that my spouse might contact for possible opportunities?"; or "Do you have contacts in the community that might help my spouse obtain an interview?"

Universities and other employers are encountering joint job searches with increasing frequency. Nationally, about one-third of current faculty at colleges and universities are going to retire and be replaced between now and the year 2000. This turnover will create a bull market in opportunities and an increasing willingness on the part of employers to find creative solutions for dual-career households. Joint job hunters need to be persistent, straightforward, and creative in helping employers help them.

If you have other perspectives or advice for joint job hunters, please write the author at: University of Wisconsin System, 1730 Van Hise Hall, 1220 Linden Drive, Madison, WI 53706.

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## GETTING WOMEN APPOINTED TO THE NEXT ADMINISTRATION

Over 70 national organizations have joined together to reactivate the **Coalition for Women's Appointments**. The Coalition is identifying qualified women to fill key policy making positions within the next Administration. One of its task forces is concentrating on women economists.

A similar coalition was successful in 1976 in increasing the number of women appointed to such positions during the Carter Administration and during the first term of the Reagan Administration. Regardless of the outcome of this year's election, there is an unprecedented opportunity for women to play a greater role than ever before in the future policy making of the nation. Both Vice President Bush and Governor Dukakis have expressed their support of the Coalition and its goals.

The focus of the Coalition and its task forces will be on those full-time jobs for which the new president will nominate a person and the Senate must confirm--cabinet secretaries, undersecretaries, assistant secretaries, agency directors, commission heads, and federal judges among others. The typical nominee will therefore have exceptional professional qualifications as well as strong political ties.

Suggestions and inquiries may be directed to:

National Women's Political Caucus    or  
1275 K Street, N.W., #750  
Washington, DC 20005  
202/898-1100

BASS and HOWES  
2000 P Street, N.W., #515  
Washington, DC 20036  
202/822-6630

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**More Sylvia by Nicole Hollander**

## THE ECONOMIC EMERGENCE OF WOMEN: A REVIEW

by Cordelia W. Reimers, Department of Economics  
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City University of New York

The old order is disintegrating. Women can no longer be relied upon to devote a lifetime to care of home and family, and men can no longer be relied upon to share their incomes with women and children. The traditional system was, one must admit, a neat solution to society's problem of assuring its own daily maintenance and reproduction--if only one could ignore the fearful price involved for women!

Unlike so many who are in the public eye today, in **The Economic Emergence of Women**, Barbara Bergmann does not mourn the passing of these traditional arrangements. Instead, she has written a book that probes the reasons for this radical shift in gender roles in the United States and focuses on the problems arising from the collision of the new behavior with policies and habits inherited from the past. She recommends specific government actions to hasten the adjustment to the sex-role revolution and to remedy the injustices still suffered by American women.

Many of Bergmann's points will not be new to those who have been aware for the past two decades of feminist critiques of housework and the traditional family, of the debates over affirmative action in the 1970s and comparable worth in the 1980s, and of recent proposals for welfare reform. In fact, some of her views are currently a bit out of fashion, even within feminist circles. However, in today's intellectual climate, when Good Housekeeping magazine is featuring the "New Traditionalist" mother-homemaker (whose job is strictly an afterthought) in its advertising, and when even feminist theorists are celebrating traditional "female" values such as caring and nurturing, Bergmann's book is a breath of fresh air. Reading it reminded me of how exciting it was to discover a feminist perspective on society twenty years ago. If some of us are complacent about the progress women have made, or just plain "burned out" from struggling against the political tide in the 1980s, Bergmann is not. She forcefully reminds us of some things we cannot afford to forget, but have tended to lose sight of, such as the structure of power in the traditional breadwinner-homemaker family. Her passionate commitment to equal opportunity for women shines through, and she does not equivocate on the policy implications of her analysis. This leads her to oppose some proposals that are currently popular in the women's movement, such as paid leave for childrearing and liberalized welfare benefits. Even those who do not agree with Bergmann will find the book stimulating and will enjoy arguing with her.

Bergmann begins her book by analyzing the historic movement of women out of lifelong full-time homemaking and into the paid work force. She argues, quite predictably for an economist, that this is the inevitable and irreversible consequence of the rise in market wages stemming from technological advances and capital accumulation, with no further explanation being needed. Higher wages have simply made the opportunity cost of women's time too high to spend it only on household tasks. Other explanations that have been proposed for the rise in women's labor force participation, are as much effects as causes, in her view. Thus, women's market work contributes to declining fertility rates, rising divorce rates, increasing education levels for women, and the spread of feminist ideas, which in turn reinforce women's shift into the labor force in a positive feedback loop.

Women's situation in the labor market is the subject of the next section of the book. She claims that discrimination by employers is responsible for excluding women from all but a few jobs and reserving the rest for men, and that this restriction of demand for women's labor depresses their wages. Most economists would agree that this is at least part of the story. The real question, which continues to be hotly debated, is how much of the gender difference in occupations and wages is due to employer discrimination and how much to differences in productivity and/or preferences, stemming from causes outside the labor market. The extreme degree of sex segregation of jobs at the firm level is Bergmann's strongest evidence that discrimination is widespread. Why else would

we not find at least a few women who wanted, qualified for, and got "male" jobs? Those who minimize the role of sex discrimination in the labor market must confront this question.

On the other hand, those who believe employer discrimination is the major problem need to explain why it persists so stubbornly in the face of market pressures to minimize costs. Why are employers not forced by competition to hire women, who are available at lower wages than men, or else eventually be driven out of business? Bergmann's answer is that mixed work groups may temporarily be less productive, due to male employees' resistance to working with women as equals (much less working for them). So she tells a version of the productivity story after all. It isn't that women are less productive than men as individuals, but that their presence lowers the productivity of the team! Then, why not have all-female teams in the better jobs? Again, the transition would involve lower productivity. Thus, without outside pressure to offset the transition costs, the process of opening up more occupations to women is very slow.

To remedy the low wages and limited job opportunities available to women, Bergmann advocates vigorous government enforcement of equal employment opportunity (EEO) laws and regulations, and pay equity wage realignments as well. Affirmative action, with numeric goals and timetables, is necessary to force employers to stop sex-segregating jobs and to hire and promote meritocratically. In answer to the critics of affirmative action, Bergmann argues that numeric goals are less unjust than the status quo, where de facto quotas of zero exist for women in many jobs. Moreover, goals are the only way to overcome the transition costs and the male desire to keep women subordinate that perpetuate the existing situation.

Because affirmative action would work only slowly and indirectly to raise wages in traditional women's occupations, Bergmann also favors having the federal government set occupational wage guidelines based on principles of pay equity or comparable worth. Government agencies and government contractors would then be required to follow these guidelines. This, she argues, would not change the outcome of legitimate market forces, but would bring wages closer to the pattern of a nondiscriminatory market in long-run equilibrium, reflecting the human capital requirements of jobs (skill, effort, responsibility) and workers' preferences (working conditions).

I am less enthusiastic about this remedy than about a reinvigorated federal EEO policy. Such a wage realignment policy, if enforced, would of course amount to a major wage control program, with all the attendant problems of administration and market disruption. How shifts in demand or supply for various jobs would be accommodated, Bergmann doesn't say. She is also silent on the administrative difficulties of setting wages and then enforcing them. As for some of the other repercussions that critics have worried about, Bergmann believes that disemployment in the women's jobs would be negligible, because women's jobs and men's jobs are complements in production. Nor is she bothered that women may be encouraged by higher pay to stick to their traditional dead-end occupations.

Having analyzed the problems faced by women in the labor market and proposed remedies, Bergmann devotes the other major section of her book to the consequences for the family of women's movement into paid work. In one delightful chapter, she analyzes the "occupation" of housewife: its duties, working conditions (including wife-beating as a job hazard), payment provisions, tenure system, job market, and turnover. It is a devastating portrayal, in the spirit of de Beauvoir and Friedan. Because the housewife's lack of direct access to economic resources perpetuates women's subordination to men, Bergmann opposes policies that would make this occupation more attractive and encourage women to spend time as full-time homemakers. Thus, she opposes pay for housewives, including paid childrearing leaves of long duration.

One side effect of women's improved labor market opportunities, Bergmann notes, has been a rising divorce rate and a growing number of female-headed families. With better alternatives available, women are less willing to tolerate a bad marriage, and men perhaps feel less guilty about leaving them. For all their faults, traditional lifelong marriage and taboos on nonmarital sex did provide a system for funneling resources from men to children. Their decline has meant increasing poverty for single mothers and children. The problem is how to replace the old mechanism of assuring

children's support. Bergmann proposes to scrap our outmoded welfare system, which keeps women dependent and poor, and replace it with nationally enforced child support from all fathers based on automatic deductions from pay. If the father's contribution falls below some minimum level, the state would make up the difference. Unlike a welfare check, this child support would not be reduced by the mother's earnings. With higher wages for women's jobs and subsidized child care, two other items on Bergmann's agenda, this system would enable single mothers and their children to achieve a decent standard of living.

The last problem Bergmann discusses is the division of labor within the family, or how to get the housework done. She shows how little of it husbands do (or admit to doing), so that employed wives have to do two jobs. Why won't men share the work? Because they dislike it and find it demeaning, and they have more bargaining power within the family, since their alternatives to marriage are better than their wives'. The only solution would seem to be for women not to permit an unequal division to get started, even in the glow of a new love or a new baby. If he will not share responsibility for meals or laundry, for example, why in the world is he still eating and getting clean clothes?

Beyond sharing the housework, working couples need shorter and more flexible work hours and access to purchased meals, housecleaning, and child care services. The private market seems to be doing fine as far as meals go, but Bergmann thinks government-provided child care centers are needed to assure quality and dependability. (She is more sanguine about the ability of government to assure quality child care than users of the New York or Chicago public schools might be.) She suggests tax subsidies to encourage the development of high-service apartment complexes for families, with child care, housecleaning, and food services provided on the premises, patterned after existing housing developments for the elderly. Bergmann does not identify the source of market failure that would justify subsidizing these family services. A good many families, after all, are richer than many childless taxpayers, who would be the net losers.

In her final chapter, Bergmann sets forth a twelve-point policy agenda for dealing with the problems caused by habits that are out-of-date, given the sex-role revolution. Five of these policies would address issues of fairness in the workplace:

- o enforce Title VII better, including audits by the EEOC of large firms and loss of eligibility for government contracts for violators;
- o require governments and government contractors to realign their wage rates based on comparable worth, following guidelines set by the federal government;
- o end sex segregation in high school vocational courses and in engineering schools;
- o end sexual harassment, which discourages women from seeking nontraditional jobs even though the pay is better; and
- o end discrimination against part-time workers by giving them the same hourly pay and fringe benefits as full-time workers.

I agree wholeheartedly with all but two.

I have already stated my doubts about the comparable-worth wage realignment idea. The last idea would tend to reduce the number of part-time jobs, since it would make part-time workers more expensive per hour than full-timers once fixed costs of hiring, training, and fringe benefits were taken into account. This would work against the interests of those couples who want to reduce their working hours to have time for children, housework, and leisure.

The next three policies would help single parents by replacing the welfare system with:

- o a payroll-deduction-based uniform national child support plan, based on the absent parent's income and the number of children;



- o special unemployment insurance for which single parents would be eligible even after a spell out of the labor market or with an intermittent employment record; and
- o a publicly funded, high quality child care system that would be free to single parents and subsidized for two-parent families.

In the context of the child support plan, the free child care for singles seems to me to involve undesirable discrimination between married and nonmarried parents. If the child support plan were in place, so that fathers were contributing a share of their income and mothers were earning, the income available for child care would be about the same whether the parents were married or not. Why then should the price of child care be based on marital status? This would result in some high-income divorced parents paying less than some low-income married couples. Wouldn't it be better to subsidize child care, if at all, either uniformly or based solely on income?

Bergmann's remaining four policy recommendations are aimed at equalizing the share of household and child care tasks performed by husbands and wives:

- o reduce standard hours of work;
- o provide subsidies for building housing complexes that include child care facilities;
- o change attitudes toward husbands sharing housework by open discussion of the problem and by paid child care leave for fathers; and
- o establish a social insurance fund to help families care for an impaired child.

The details of how working hours might be reduced are not discussed. What difference would it make to set a lower standard on paper, if people want income or promotions more than shorter hours? They would simply work overtime or moonlight, defeating the intent of the shorter standard workweek. For that matter, all twelve of the policy proposals raise many questions regarding how they might be realized and how they might work in practice. For instance, how much new bureaucracy and invasion of privacy would the child support system entail? Bergmann does not attempt to provide detailed blueprints, only the general ideas for what is to be done.

As should be clear by now, this book is not a comprehensive, balanced survey of facts, ideas, and policy prescriptions, but a well-argued brief for a certain set of conclusions. Bergmann gives short histories of trends, with some well-chosen statistics, but not too many numbers. She describes specific cases and "human interest" situations to illustrate her points. There are no graphs or diagrams or economic jargon. All this makes the book eminently readable and accessible to a wide audience. It is the best presentation I have seen of the liberal, "equal-opportunity" feminist position. There is no sympathy for the strain of feminist thought that emphasizes gender differences and exalts women's traditional values and roles--such as cooperation and nurturance. Nor is there any nostalgia for the traditional family with full-time homemaker. Supplemented with other material, this book would be fun to use in a course on women and the U.S. economy. It ought to stimulate a good debate.

Bergmann's rather cavalier treatment of alternative hypotheses to explain male-female differences in wages and occupations, such as human capital theory and gender-related preferences regarding job characteristics, is sure to irritate those who are not so certain that employer discrimination explains all of women's disadvantages in the labor market. Her impatience with other views sometimes leads her to caricature them as absurd abstractions or insincere rationalizations of the status quo. This tactic, however, does not answer their arguments, nor will it convince anyone who does not already share her view. I wish she had stuck to dealing seriously with the arguments of those she disagrees with and showing where they go wrong.

One can, it seems to me, use the theories and evidence produced by researchers such as Becker, Mincer, and Polachek to draw radically feminist conclusions (whether or not they would agree). After all, their work shows quite convincingly that the traditional division of labor in the family is the ultimate source of women's disadvantaged position in the labor market. They also show that

comparative advantage tends to sustain this traditional division of labor. Thus, they point directly to two things that Bergmann argues are necessary for women's full equality with men: an equal sharing of housework and child care between spouses, and nonsexist childrearing to reduce the correlation between gender and comparative advantage in adults. Moreover, comparative advantage only tells how to maximize the family's total production of goods and services, but nothing prevents a couple from choosing to substitute some of this "efficiency" for greater equity in the sharing of tasks.

In the current political climate, Bergmann's final chapter leaves me with distinctly mixed feelings. On the one hand, I share most of her agenda. On the other, quite apart from disagreements over particular policies, I am worried by the overemphasis on federal government action. Even if these policies would work as intended and be good for women, most of them are a long way from being enacted at the federal level in the present anti-regulation, anti-spending mood. What then? Must the problems Bergmann has so eloquently identified simply be endured until the pendulum swings again? I hope not! Rather than waiting for the federal government, I think we also need to be discussing what can be done through local government, the private market, and individual choices to ensure the continued emancipation of women.

Bergmann is ultimately optimistic about progress for women. As she says in the last paragraph of her book:

Those of us who are beneficiaries of the sex-role revolution have time on our side. The changes we are seeing in the economic sex roles are the inevitable results of a progressive economy and advancing technological change. Sooner or later the policies and institutions appropriate to the new arrangements in the family, in childrearing, and in the workplace will be realized and built. It is our job to see that they are built with justice, common sense, and humanity, and sooner rather than later.

This is fundamentally an evolutionary, economic-deterministic view of social institutions. It argues that practices that currently cause injustice originally developed because they served a purpose as part of the old system for channeling resources to the rearing of children. Now that the old order has been destroyed by rising wages, those outmoded practices will eventually disappear because their former purpose no longer exists. The problems we are currently experiencing are due to cultural lag until social arrangements adapt to the new conditions. But adapt they will, according to this view of social change.

But could this be too sanguine? In another view of history, women's subordination is the result of a power grab by men. It certainly long precedes the traditional breadwinner-homemaker family system. Will women now at last gain equality as a result of technological changes--in contraception and in production methods--or will their subordination simply take a new form? According to this view, there are no guarantees. Let us hope Bergmann's view is right.

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**More Sylvia by Nicole Hollander**

## ECONOMISTS AS BUDGET PLANNERS

Kathryn M. Morrison, NYC Health & Hospitals Corporation

In the following thoughts and observations, I have tried to reflect on the special talents and training that economists can bring to the budget planning function of public agencies ... and the interesting challenges and opportunities that budgeting presents to economists. My examples are from the area of health economics, but the general observations apply to many public policy fields.

Erroll Flynn once captured the superficial purpose of budgeting: "my main problem is how to reconcile my gross habits with my net income." But the deeper truth is that public agency budgeting is also:

- o public policy making,
- o program monitoring, and
- o accountability.

### Budgeting as Policy Making

For public agencies and government units, the budget is a direct embodiment of many key public policy decisions. While elected officials and top managers ultimately make the key policy decisions, budget planners are called upon to identify and project basic program parameters such as participation rates and elasticity responses to changes in key parameters that affect program costs and that may alter the distribution of costs and benefits among constituencies. "Budgeteers" also generate and evaluate options for changing programs to meet various goals, such as reducing costs, providing incentives or disincentives for use, and redistributing benefits.

AIDS and long-term care provide examples of budgeting as policy making. Policy making about AIDS encompasses many aspects: confidentiality, service delivery systems, defined access to drugs and treatment, and guidelines for behavior towards persons with AIDS in schools and other public institutions. While some dimensions of the policy are set by ordinance, law, or regulation, other aspects are finally determined by the amount and kind of resources made available. Economists can pose and answer the following kinds of questions that reflect who will get services and how.

- o Are Medicaid outpatient fees high enough to encourage more providers to treat AIDS patients?
- o Does enough space in long-term care facilities exist for the projected number of AIDS patients? Are reimbursement rates high enough to ensure an adequate supply of beds?
- o How are expensive drugs paid for--through grants, which may not be large enough to cover everyone who might benefit, or through entitlements?
- o Are inpatient hospital payment rates high enough to encourage voluntary hospitals to provide more than minimal services, thereby relieving pressure on public hospitals?

Long-term care in institutions is largely financed by public funds--typically Medicaid and state mental health systems--but most long-term care is provided in the community by voluntary or profit-making enterprises. Policy considerations include the availability and mix of services, as well their quality. Again, economic analysis can identify the effects of alternative policies.

- o Is supply constrained by the government's reimbursement rates--that is, by the prices it is willing to pay?
- o Do these prices result in providing services for the severely functionally disabled, as well as for the less difficult--and, therefore, less expensive--cases?
- o Do these prices result in an "appropriate" mix of home care and institutional care?

### Budgeting As Monitoring and Control

Another responsibility of budget offices is to monitor expenditures and to analyze factors that cause deviations from projections. In the real world, you often "get what you measure" ... large, complex organizations respond to the indices that define success or failure, so the power to define them is the power to focus organizational performance.

The New York City Health and Hospitals Corporation (HHC), for example, does not have the usual incentives for collecting revenue. If the HHC collects additional revenue, New York City (NYC) keeps it. If the HHC has more expenses, it negotiates with NYC for more expenditure authority without regard to collections. To meet the challenge posed by this lack of economic incentives, HHC carefully monitors several indices of revenue performance and alerts the Chief Financial Officers and Executive Directors to less than acceptable results. So far, the hospitals have responded to the challenge and have generally collected more than their goals.

From its monitoring function, the HHC can also glean information to help refine operating programs to minimize cost; that is, the budget monitoring function often builds important databases used for refining programs through the policy process described above. In addition, budget offices are often repositories of comparative statistics used to flag and measure performance.

### Budgeting As Accountability

Budgeting serves as an obvious form of accountability by assuring that resources are spent for authorized or intended purposes, but budget planners are also asked to assess the efficiency of those expenditures. Because the assessments of policies and possible policy changes must often be "quick and dirty," these assignments both give full scope for, and require, creativity in analysis.

Over the last few years, NYC and HHC have established programs to enhance women's health services. HHC allocates resources among the hospitals based on indices of activity and uses its budget monitoring system to assure that money is being spent for the stated purpose. Not only does HHC wish to make sure that the resources are used for women's health, but more importantly, it also uses the data to ensure that pregnant women receive more frequent care by the same doctors, thereby enhancing the quality of that care.

### Is a Career in Budgeting for You?

As an economist, you should consider a career in public sector budgeting if you:

- Are interested in policy making and its connection with macroeconomic trends;
- Like to know how programs work and how they can be redesigned for greater efficiency;
- Are interested in distributive effects and welfare economics; and
- Like to be near the action.

Budget planning skills are portable and transferrable among many kinds of organizations and many different program areas, although the best budget planners also master specific knowledge of particular programs, client groups, and relevant market trends. Budget planning lets you exploit your economic training right from the start, because knowing about price incentives and disincentives, how to estimate and use elasticities, how to analyze information from large datasets, and how to interpret economic trends all contribute to performing well. Graduate training may be useful but certainly is not required--rather, basic economic skills and a strong curiosity about real world policy making are the essentials.

\* \* \* \* \*

## WOMEN AND MINORITIES IN SCIENCE AND ENGINEERING

The National Science Foundation issued a fact and information report in January 1988, titled "Women and Minorities in Science and Engineering." Women and members of minority groups have had historically low rates of participation in science and engineering. This report highlights academic degrees, employment, and salary differences from 1975/76 through 1985/86.

The number of employed economists doubled from 1976 to 1984 and grew an additional 30 percent in 1986 (Table 1). Women continue to constitute a smaller ratio of the science and engineering work force than they do of either total U.S. employment (44 percent) or total employment in professional occupations (49 percent). Women were only 13 percent of the total number of employed economists in 1976, increasing their percentage slightly to 19 percent in 1986. Minorities lost ground during this ten year period, from 13 percent in 1976 to only 9 percent of all employed economists in 1986.

Women economists employed with doctoral degrees remained a small percentage, only 9 percent of the total employed in 1983 and 1985 (Table 2). Women, blacks, and Hispanics remained underrepresented in all science and engineering employment fields in 1985 based on their representation in the overall work force. Asians represented the largest share of all minorities employed as doctorate economists, with 1,500 employed in 1985.

The percentage of women as degree recipients increased at all levels from 1975 to 1985 (Table 3). Women received 17 percent of the total bachelor's degrees in economics in 1975, increasing to 34 percent in 1985. The number of men receiving master's and doctorate degrees declined from 1975 to 1985, while women recipients increased slightly. Because of this, women increased their percentage of the total degrees received to 24 percent of all master's degrees and 16 percent of all doctorate degrees in economics in 1985.

The salary information listed in this report was for all social scientists, of which economists were only 28 percent (Table 4). All social scientists earned an average salary of \$31,800 in 1986. Asian and native Americans earned higher average salaries than white social scientists. Looking at the salary differentials between men and women, men generally earned an average of \$10,000 more in 1986.

The data in this report suggest less favorable job market conditions encountered by women and minorities who have earned science and engineering degrees. Given the facts and information presented in this report, the National Science Foundation is concerned with the overall vitality of U.S. science and engineering and the furtherance of equal opportunities and equal treatment for women and minorities in these fields.

TABLE 1. NUMBER OF EMPLOYED ECONOMISTS BY YEAR

	1976	1984	1986
Total	62,500	125,600	163,600
Men	54,500	106,900	131,700
Women	8,000	18,700	31,900
White	54,500	113,000	149,000
Black	800	4,400	5,200
Asian	6,700	5,600	6,100
Native American	NA	700	1,000
Hispanic	NA	2,500	3,400

NA: Not available.

Numbers may not add to total due to rounding.

TABLE 2. NUMBER OF EMPLOYED DOCTORAL ECONOMISTS BY YEAR

	1975	1983	1985
Total	11,800	17,000	17,900
Men	11,200	15,500	16,200
Women	600	1,500	1,700
White	10,800	15,100	15,800
Black	100	300	300
Asian	500	1,300	1,500
Native American	NA	100	100
Hispanic	100	300	400

NA: Not available.  
Numbers may not add due to rounding.

TABLE 3. NUMBER OF DEGREE RECIPIENTS IN ECONOMICS BY YEAR

	1975	1983	1985
Total Bachelor's	14,118	20,556	20,769
Men	11,679	13,718	13,606
Women	2,439	6,838	7,163
Total Master's	2,133	1,975	1,994
Men	1,808	1,506	1,509
Women	325	469	485
Total Doctorate's	868	792	786
Men	784	663	664
Women	84	129	122

TABLE 4. AVERAGE 1986 ANNUAL SALARY FOR ALL SOCIAL SCIENTISTS

	All	Men	Women
Total	\$31,800	\$34,700	\$25,000
White	32,200	35,100	25,200
Black	22,800	23,800	21,400
Asian	38,700	41,900	31,700
Native American	34,300	39,100	21,500
Hispanic	25,600	28,500	18,700

Submitted by Annette Clauson, ERS, and reprinted from The Newsletter of the Committee on Women in Agricultural Economics (CWAE), June 1988.

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**CSWEP ACTIVITIES AT THE 1988 AEA MEETING**  
New York Hilton, December 27-30, 1988

**CSWEP BUSINESS MEETING**

The CSWEP business meeting will be held on December 28, 1988 at 4:45 p.m. in Gibson A and B.

**RECEPTION AND REUNION OF FIRST CSWEP BOARD**

Come meet members of the first CSWEP Board at this year's reception, which will begin at 5:45 p.m. in Sutton Parlor Center--free hors d'oeuvres and cash bar. Please mark your calendar and plan to attend.

**HOSPITALITY ROOM**

The hospitality room (Suite 551) will be open on December 28th and December 29th, from 7:30 a.m. to 4 p.m. A complimentary continental breakfast will be available from 7:30 a.m. to 10:30 a.m.

**We need your help** to welcome people at the hospitality room. Please send your name, phone number, and times you could be there to Nancy Gordon (address on back cover). Two-hour increments, especially in the morning, would be the most helpful.

**SWAPPING CHILD CARE AT THE AEA MEETING**

Several AEA/CSWEP members have expressed a desire to share child care with other parents at the AEA/ASSA Winter Meetings and CSWEP is happy to operate as a clearinghouse. If you know you'll be attending and want to swap child care during the meetings, send

- o Your name, address, and telephone number;
- o The number and ages of your children;
- o The age ranges of children you'd consider caring for; and
- o If possible, a self-addressed stamped envelope.

Mail to: CSWEP/Child Care, c/o Shulamit Kahn  
Boston University, School of Management  
704 Commonwealth Ave., Boston, MA 02215

We will send all respondents a complete list of other respondents' information in late November.

Please note that this is a voluntary, cooperative arrangement among the participants and that the AEA assumes no liability related to it.

## CSWEP SESSIONS

**Wednesday, December 28, 8 a.m. - Nassau A**

Equal Employment Opportunity for Women in the 1980s

Chair: Barbara Bergmann, American University

Discussants: Ronald Ehrenberg and Shelly Lundberg

"Occupational Segregation by Gender: A Look at the 1980s," Francine Blau, University of Illinois, Urbana-Champaign

"Women and Affirmative Action in the 1980s," Jonathan Leonard, University of California, Berkeley

"Effects of State Comparable Worth Policies: A View from the 1980s," June O'Neill, Baruch College; Michael Brien, University of Chicago; and James S. Cunningham, U.S. Commission on Civil Rights

**Thursday, December 29, 8 a.m. - Clinton A & B**

Women's Economic Activity and Minority Family Income

Chair: Alice Nakamura, University of Alberta

Discussants: Solomon Polachek, Finis Welch, and Alice Nakamura

"The Labor Force Participation of Black Women and the Variability of Other Family Income: Evidence from the SIPP," James S. Cunningham and Nadja Zalokar, U.S. Commission on Civil Rights

"The Role of Women in the Economic Assimilation of Asian Immigrant Families," Harriet Orcutt Duleep, U.S. Commission on Civil Rights and Seth Sanders, University of Chicago

"Immigration, Assimilation, and Labor Supply of Hispanic-American Wives," Cordelia Reimers, Hunter College

"Job Training for Welfare Recipients: The AFDC Homemaker-Home Health Aide Demonstrations," Larry Orr and Stephen Bell, Abt Associates

**Thursday, December 29, 10:15 a.m. - Murray Hill B**

The Labor Market Transitions of Women:

Issues and Policy Implications

Chair: Olivia Mitchell, Cornell University

Discussants: Paula England, Michael Leeds, and Joseph Altonji

"The Role of Part-Time Work in Women's Labor Market Choices Over Time," Rebecca Blank, Princeton University

"Women in Transition and Part-Time Employment," Leslie Sundt, University of Arizona

"Female Mobility and the Returns to Seniority: Should EEO Policy Be Concerned with Promotions?" Shulamit Kahn, Boston University



Thursday, December 29, 2:30 p.m. - Nassau A

Public Policy Issues Concerning Elderly Women

Chair: Nancy Gordon, Congressional Budget Office

Discussants: Marilyn Moon and Alice Rivlin

"The Poverty of Elderly Women: Implications for Public Policy in Coming Decades," Karen Davis and Barbara Lyons, The Johns Hopkins University

"Women's Retirement Behavior: Implications for Their Economic Well-Being," Timothy McBride, The Urban Institute

"Transitions in the Living Arrangements of the Elderly: Implications for Financing Long-Term Care," Christine Bishop, Brandeis University

Friday, December 30, 8 a.m. - Murray Hill B

Women in Poverty

Chair: Isabel Sawhill, The Urban Institute

Discussants: Jodie Allen and Ralph Smith

"Employment Programs for Welfare Mothers in the 1980s," Barbara Goldman, Daniel Friedlander, and David Long, Manpower Demonstration Research Corporation

"Welfare Dependency and Its Causes," Patricia Ruggles, The Urban Institute

"Urban Labor Markets and Poor Black Women Heading Families," Margaret Simms, The Joint Center for Political Studies

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**More Sylvia by Nicole Hollander**

**CSWEP AT THE SOUTHERN  
ECONOMIC ASSOCIATION MEETING**  
Hyatt Regency Hotel  
San Antonio, Texas, November 20-22, 1988

**SESSIONS**

**Sunday, November 20th, 12:30 - 2:15 p.m.**

Culture Diversity in Approaches to Economics,  
A Panel Discussion

Chair: Robert W. Clower, University of South Carolina

Panelists: Barbara R. Bergmann, American University  
Susan F. Feiner, Virginia Commonwealth University  
Donald N. McCloskey, University of Iowa  
Karen Vaughn, George Mason University

**Monday, November 21st, 3:30 - 5:15 p.m.**

Marriage and the Family in Developed and Developing Countries

Chair: Kathryn H. Anderson, Vanderbilt University

Discussants: Jennie Raymond, Virginia L. Wilcox-Gok, and Karen Marie Smith

"A MIMIC Model of Mental Health: Implications for Marital Dissolution," Kathryn H. Anderson, J.S. Butler, Vanderbilt University; and Jean M. Mitchell, Florida State University

"Gender Differences in Parental Investments in Children," M. Anne Hill, Rutgers University

"Change in the Status of Women Across Generations in Asia: Marriage, Education, and Labor Force Participation," Elisabeth King, The World Bank

**BUSINESS MEETING AND RECEPTION**

The CSWEP-South **business meeting** will be held on Monday, November 21st from 5:30 to 6:30 p.m. in the Frio Room. Everyone is invited to attend the meeting. Following the business meeting, CSWEP will host a cocktail party (with free hors d'oeuvres and cash bar) from 6:30 to 8 p.m. in the Nueces Room.

On **Sunday, November 20th at 4 p.m.**, Gary S. Becker of the University of Chicago will be the distinguished guest speaker.

**CSWEP AT THE MIDWEST  
ECONOMIC ASSOCIATION MEETING**  
Omni Netherlands Plaza Hotel  
Cincinnati, Ohio, March 30 - April 1, 1989

CSWEP will sponsor a **session** at the Midwest Economic Association meeting in Cincinnati, but no other details are available at present. Look for additional information in our Winter 1989 issue.

CSWEP will host a **reception** with free hors d'oeuvres and cash bar on Friday, March 31, 1989 at 6:30 p.m.

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## CALLS FOR PAPERS

### The 27th International Atlantic Economic Conference, Barcelona, March 18-24, 1989

Those wishing to have a paper considered for acceptance, to be a discussant, or to chair a session should contact John M. Virgo at 618/692-2291. October 15, 1988 was the deadline date for submissions, but abstracts may be considered afterwards.

### Western Economic Association International, Lake Tahoe, June 18-22, 1989

If you want to be a discussant or session chair, to present a paper, or to organize a session on a topic of your choice, contact WEA International, Executive Office, 7400 Center Avenue, Suite 109, Huntington Beach, CA 92647-3055. Deadlines: December 1, 1988 to submit a paper; February 1, 1989 to organize a session; and March 1, 1989 to be a session chair or discussant.

### American Economic Association, Washington, DC, December 27-30, 1989

- o **CSWEP** is organizing five or six sessions on a variety of gender-related and nongender-related topics, some of which will be published. Send your proposals for papers or sessions, by December 15, 1988 if possible, to: Nancy Gordon, Congressional Budget Office, U.S. Congress, Washington, DC 20515. See the article starting on page 2 for more details.

The International Economic Association will hold a World Congress in Athens on August 28 - September 1, 1989. One of the features of the Congress will be an all-day session on Women's and Men's Roles in the Economy of the Future. The format will be 15-30 scheduled short talks, with plenty of time for discussion from the floor. The talks may take various forms: summary of results of scholarly research, descriptions and projections of sex roles, policy-oriented discussions, and more broadly philosophical essays. We welcome talks on a wide variety of subjects, including:

labor force participation  
retirement and pensions  
discrimination in employment  
income distribution and poverty  
population and fertility  
scheduled hours of work

women and men in development  
the new "baby-making" industry  
sex-ratios in the future  
women as entrepreneurs  
single parenthood  
parenting leave

economic equality between the sexes  
the past and future of economic specialization by sex  
anti-discrimination policies  
the harmonization of work and family roles  
economic incentives to get and stay married  
child care issues and "the child care industry"  
the sharing of housework among spouses  
cross-national and cross-cultural comparisons  
the two-earner family  
women's roles in socialist and capitalist societies  
will the economy become less competitive and hierarchical?  
women's economic organizations: past and future

Anyone wishing to present a scheduled talk or wanting information on attending and taking part in the discussion, should write or call: Professor Barbara R. Bergmann, Department of Economics, The American University, Washington, DC 20016, USA; 202/537-3036 (home); 202/885-2725 (office).

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## RECENTLY ESTABLISHED JOURNALS

**Information Economics and Policy** is devoted to theoretical and empirical articles on information economics, broadly defined. It is explicitly international in character, and takes "and Policy" seriously. Articles may be submitted to Professor R. R. Braeutigam, Department of Economics, Northwestern University, Evanston, IL 60201, or Professor R. G. Noll, Department of Economics, Stanford University, Stanford, CA 94305.

**International Journal of Development Planning Literature**, publishes both theoretical and empirical studies. Articles may be submitted to S. Bhagwan Dahiya, Chief Editor, Department of Economics, M.D. University, Rohtak - 124 001 (INDIA).

The National Women's Studies Association will begin publishing the **NWSA Journal** in spring 1988. The journal will contain essays written from an interdisciplinary approach, research focusing on feminist pedagogy, and articles by and about minority women. Editors are soliciting scholarly articles of interest. For further information, contact MaryJo Wagner, Editor, **NWSA Journal**, Center for Women's Studies, 207 Dulles Hall, 230 West 17th Avenue, Ohio State University, Columbus, OH 43201; 614/292-7014.

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## QUESTIONNAIRE! QUESTIONNAIRE! QUESTIONNAIRE!

If you have not already filled out a questionnaire like the one on page 21, please complete it and send it back. The data you provide help us maintain an accurate, complete profile of women economists. CSWEP uses these data in a variety of ways to help build women's careers, but please note that there is a space to indicate if you do not want to be included on lists of women economists that are distributed.

We have already been successful in this type of informational outreach. For example, CSWEP provided people organizing sessions for this year's AEA meeting with names of women economists who might be appropriate participants. At their request, we have provided chairs of academic departments with lists of women in specific research fields and have given others the names of women who earned their doctorates in the last ten years. We've also helped an interest group identify women economists in a specific geographic area who might be interested in a local network. (While we are pleased to have both male and female members, and want every member to return a questionnaire, all requests to date have been for lists of women economists.)

Won't you help by sending in your own questionnaire and encouraging others to do so? Otherwise, there is no way for us to know if the information we have is still current--and it helps no one if we provide inaccurate information. We also welcome your suggestions for further outreach or items to be added to the questionnaire.

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American Economic Association  
Committee on the Status of Women in the Economics Profession

QUESTIONNAIRE - 1988

NAME

MAILING ADDRESS

EMPLOYMENT ADDRESS  
(If different from mailing)

TELEPHONE NUMBERS

HOME PHONE:  
OFFICE PHONE:

CURRENT EMPLOYMENT

TYPE OF EMPLOYER:

JOB TITLE:

ACADEMIC \_\_\_\_\_

EMPLOYER:

GOVERNMENT \_\_\_\_\_

BUSINESS \_\_\_\_\_

OTHER \_\_\_\_\_

CONCURRENT OR PRIOR EMPLOYMENT

JOB TITLE:

EMPLOYER:

EDUCATION

HIGHEST DEGREE:                      YEAR:  
INSTITUTION:

FIELDS OF SPECIALIZATION

PRIMARY FIELD

CODE:  
DESCRIPTION:

SECONDARY FIELD

CODE:  
DESCRIPTION:

NUMBER OF PUBLICATIONS

ARTICLES:                      BOOKS:

HONORS (Use additional sheet if necessary)

\_\_\_ I do \_\_\_ I do not wish to have my name on lists sent to requestors.

SEND QUESTIONNAIRE TO: Joan G. Haworth  
Economic Research Services, Inc.  
4901 Tower Court  
Tallahassee, FL 32303

ID:

## Classification Codes for Fields of Specialization

<p>000 General economics; Theory; History; Systems            010 General economics            020 General economic theory            030 History of thought, methodology            040 Economic history            050 Economic systems</p>	<p>500 Administration; Business finance; Marketing; Accounting            510 Administration            520 Business finance and investment            530 Marketing            540 Accounting</p>
<p>100 Economic growth; Development; Planning; Fluctuations            110 Economic growth, development, and planning theory and policy            120 Economic development studies            130 Economic fluctuations, forecasting, and inflation</p>	<p>600 Industrial organization; Technological change; Industry studies            610 Industrial organization and public policy            620 Economics of technological change            630 Industrial studies            640 Economic capacity</p>
<p>200 Economic statistics            210 Econometric, statistical, and mathematical methods and models            220 Economic and social statistics</p>	<p>700 Agriculture; Natural resources            710 Agriculture            720 Natural resources            730 Economic geography</p>
<p>300 Monetary and fiscal theory and institutions            310 Domestic monetary and financial theory and institutions            320 Domestic fiscal policy and public finance</p>	<p>800 Manpower; Labor; Population            810 Manpower training and allocation, labor force and supply            820 Labor markets, public policy            830 Trade unions, collective bargaining, labor-management relations            840 Demographic economics            850 Human capital</p>
<p>400 International economics            410 International trade theory            420 Trade relations, commercial policy, economic theory            430 Balance of payments, international finance            440 International investment and foreign aid</p>	<p>900 Welfare programs; Consumer economics; Urban and regional economics            910 Welfare programs            920 Consumer economics            930 Urban economics            940 Regional economics</p>
	<p>A00 Related Disciplines</p>

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## FELLOWSHIPS

**American Association of University Women Educational Foundation** -- applications for fellowships are being accepted for the following areas. For additional information or to request an application for the 1989-90 fellowships, contact AAUW Educational Foundation, 2401 Virginia Avenue, N.W., Washington, DC 20037; 202/728-7603.

- American Fellowships are awarded to women at the dissertation or postdoctoral level for full-time study or research. Applicants must be U.S. citizens or permanent residents and hold the doctoral degree by November 15, 1988. Dissertation applicants must complete all required coursework for the doctoral degree, except the dissertation defense, by November 30, 1988 and must receive their degree by the end of the fellowship year. Deadline: November 15, 1988.
- International Fellowships are awarded to women for coursework to prepare for reentry into the workforce, career change, or career advancement. Applicants must be U.S. citizens or permanent residents, hold a baccalaureate degree, and have completed their most recent degree no later than June 30, 1984. Deadline: January 1, 1989.

**1989-90 Fulbright Scholar Awards** -- the deadline for applications for research and lecturing in Africa, Asia, Western Europe, Eastern Europe, the U.S.S.R., and the Middle East, as well as lecturing awards in Mexico, Venezuela, and the Caribbean, was September 15, 1988, but applications are still being accepted for some areas. The basic eligibility requirements are U.S. citizenship, Ph.D. or the appropriate terminal degree, and university or college teaching experience. For additional information and application forms, call or write CIES, 11 Dupont Circle, N.W., Washington, DC 20036; 202/939-5401.

**National Science Foundation, Visiting Professorships for Women**, enable women scientists or engineers to undertake advanced research at a host university or four-year college. In addition to research responsibilities, the awardees lecture, counsel, and work to increase the visibility of women scientists. Applicants must hold a doctorate in a field of research supported by NSF; have independent research experience; and be currently or recently affiliated with an institution of higher education, research institute, government, or industry in the United States. The usual award is from 12 to 24 months. Funds may be requested to defray costs of salary, travel, relocation, and research. Contact: Margrete S. Klein on 202/357-7734. Deadline: November 15, 1988.

To help increase the number of women in scientific research, the National Science Foundation has published Research Opportunities for Women. This booklet lists the different programs available for women to expand their research. Copies are available free from the Research Opportunities for Women Coordinator, Room 1225, National Science Foundation, Washington, DC 20550.

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## RECENT PUBLICATIONS OF INTEREST

**Building Women's Studies Collections** lists up-to-date information on sources of women's studies materials. Edited by Joan Ariel, women's studies librarian at the University of California-Irvine, the guide is available for \$12 prepaid from Choice Magazine, 100 Riverview Center, Middletown, CT 06457.

The Council of Graduate Schools and the Graduate Record Examinations Board has issued the **CGS/GRE Annual Survey of Graduate Enrollment: 1986 Report**. It lists data on total enrollment and first-time full enrollment by race and sex (e.g., Black females). It also includes data broken down by sex on master and doctoral degree recipients. Single copies are available free from the Council of Graduate Schools, One Dupont Circle, N.W., Washington, DC 20036.

**Guide to Nonsexist Language** is available for \$2 from the Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, N.W., Washington, DC 20009. Please make checks payable to AAC/PSEW. All orders must be prepaid. Bulk rates are available.

Not all men on campus harass women but some do, and their behaviors can range from mild to extreme. **Peer Harassment: Hassles for Women on Campus**, also published by the AAC/PSEW, examines possible causes of peer harassment, discusses collusion by women, and lists more than 75 recommendations to help administrators prevent or deal with peer harassment. The report also contains an institutional self-evaluation checklist. Copies are available for \$5 (prepaid) from AAC/PSEW, 1818 R Street, N.W., Washington, DC 20009. Bulk rates are available.

**Slipping Through the Cracks: The Status of Black Women**, edited by Margaret C. Simms and Julianne M. Malveaux, covers a broad range of issues involving Black women. It is available for \$12.95 from Transaction Books, Rutgers-The State University, New Brunswick, NJ 08903.

The American Council on Education's Commission on Women in Higher Education has issued a special report urging colleges and universities to adopt 15 guidelines that will improve the status of women on campus. **The New Agenda of Women for Higher Education**, written by Donna L. Shavlik, Judith G. Touchton, and Carol R. Pearson, is available for \$2 from the Publications Department, American Council on Education, One Dupont Circle, N.W., Washington, DC 20036.

**Women: Their Underrepresentation and Career Differentials in Science and Engineering**, helps to explain the reasons why women are underrepresented in the scientific career path, including economics. Single copies may be obtained from Office of Scientific and Engineering Personnel (OSEP), National Research Council, 2101 Constitution Avenue, N.W., Washington, DC 20418.

As of 1986, the participation of women students in science and engineering (including economic) had leveled off or even declined in some areas, compared with 1970. **Professional Women and Minorities**, written by Betty M. Vetter and Eleanor L. Babco, presents information on participation rates of women and minorities in various sciences, as well as other professional fields such as business, law, medicine, and pharmacy. Copies of the book are available for \$85 from the Commission on Professionals in Science and Technology, 1500 Massachusetts Avenue, N.W., Suite 831, Washington, DC 20005.

To help increase the number of women in scientific research, the National Science Foundation has published **Research Opportunities for Women**. The booklet lists the different programs available for women to expand their research. Single copies are available from the Research Opportunities for Women Coordinator, Room 1225, National Science Foundation, Washington, DC 20550.

**Directory, A Guide to Women Foreign Policy Specialists and Listings of Women and Organizations Working on International Affairs**, published in an effort to increase the participation and visibility of women in U.S. foreign policy -- both as discussants and policymakers. The **Directory** has also proved to be a valuable resource for organizations seeking to enlarge their pool of public speakers. Available from Women's Foreign Policy Council, 1133 Broadway, Suite 923, New York, NY 10010, for \$35.

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## SHORT NOTES

The National Research Council has established a panel, chaired by Marianne Ferber of the University of Illinois, to examine how a variety of policies--such as flexible work hours, child care assistance, parental leave, and "cafeteria" programs that allow employees to choose among several different types of benefits--will affect working families. The committee is expected to issue a final report in spring 1990.

The National Research Council's Office of Scientific and Engineering Personnel (OSEP) has created a planning group to assess possible OSEP initiatives for increasing the participation of women in science and engineering careers, which is chaired by Mildred S. Dresselhaus, Institute Professor of Electrical Engineering and Physics at the Massachusetts Institute of Technology.

### Help for Students Who Are Single Parents

The Women's Resource Center at the University of Utah has published a pamphlet titled, How to Be a Successful Single Parent Student. A copy can be obtained for \$3 from the Women's Resource Center, 293 Union, University of Utah, Salt Lake City, UT 84112.

The Research Clearinghouse on Women of Color and Southern Women maintains a computer-based information retrieval service that provides access to complete citations of social science and historical works on Black and southern women. Contact the Research Clearinghouse of the Center for Research on Women, Memphis State University, Memphis, TN 38152; 901/454-2770.

### CONGRATULATIONS!

**Carolyn Shaw Bell**, Professor of Economics at Wellesley College, has received an honorary degree (an L.H.D.) from Denison University.

**Professor Elizabeth Bogan**, Chairman of the Department of Economics and Business at Fairleigh Dickinson University, was awarded the University prize for outstanding teaching.

### 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

**Montana State University**, Department of Agricultural Economics and Economics, Bozeman, MT 59717-0002

- assistant; agriculture marketing; yes; yes; until filled; Contact: Alan E. Baquet, Chairperson, Search Committee.
- assistant; agricultural economics; yes; yes; until filled; Contact: John M. Antle, Search Committee Chair.
- assistant or associate; open; yes; yes; until filled; Contact: Douglas J. Young, Search Committee Chair.

**Nassau Community College**, Professor M. Kratochvil, Department of Economics, Garden City, NY 11530; NA; economics instructor; yes; yes; until filled.

**Oakland University**, Professor Richard A. Hofler, Recruiting Chair, Department of Economics, Rochester, Michigan 48309-4401; assistant; macro and international; yes; yes; December 1, 1988.

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

**Sarah Lawrence College**, Bronxville, NY 10708

- NA; family policy and/or labor economics; NA; NA; until filled; Contact: Janet Held, Faculty Secretary.
- Henry Luce Chair; interdisciplinary research interests and public policy experience in family policy and/or labor economics; NA; NA; until filled; Contact: Priscilla Hawkins, Special Assistant to the President.

**State University of New York at Buffalo**, Richard Manning, Chair, Department of Economics, 608 O'Brian Hall, Amherst, NY 04260

- open; international economics or macroeconomics with interest in international economics; yes; yes; November 21, 1988.
- assistant or associate; applied economics including economic history and Canadian studies; yes; yes; November 21, 1988.

**The University of Michigan**, Associate Chair, Department of Economics, Lorch Hall, Ann Arbor, MI 48109-1220; several positions; applied macroeconomics, history, econometrics, international macro/finance, general macroeconomics, mainland Chinese economy; yes; yes; December 1, 1988.

**Towson State University**, Dean Sam Barone, School of Business and Economics, Baltimore, MD 21204; assistant; all fields; yes; yes; December 15, 1988.

**University of California, Berkeley**, Professor Mary Ryan, Director of Women's Studies, Division of Undergraduate Interdisciplinary Studies, 301 Campbell Hall, Berkeley, CA 94720; advanced assistant to full; women's studies; NA; yes; November 1, 1988.

**University of California, Berkeley**, John M. Quigley, Faculty Search Committee, Graduate School of Public Policy, 2607 Hearst Avenue, Berkeley, CA 94720; assistant; public policymaking and its management; yes; yes; until filled.

**University of California, Riverside**, Professor Keith Griffin, Chair, Department of Economics, Riverside, CA 92521

- full or associate; economic development; yes; yes; December 1, 1988; Search Committee #1.
- assistant; labor economics; yes; yes; December 1, 1988; Search Committee # 2.

**University of California, Santa Cruz**, Professor Carl Walsh, Chair, Board of Studies in Economics, Crown College, Santa Cruz, CA 95064

- assistant; economic development, international trade, finance, and industrial organization; yes; yes; December 31, 1988; Position #60-867.
- full; international economics; yes; yes; December 31, 1988; Position #133-889.

**University of Illinois**, Professor Howard Thomas, Chair, Search Committee for The Head of the Department of Economics, College of Commerce and Business Administration, 260 Commerce West, Box 110, 1206 South 6th Street, Champaign, Illinois 61820; full; economics; yes; yes; until filled.

**University of Iowa**, Chairman of Recruiting Committee, Department of Economics, Iowa City, IA 52242; several at various ranks, including visiting; macroeconomics and economic theory; yes; NA; until filled.

**University of Maine at Farmington**, VPAA Search Committee, Office of the President, Farmington, ME; vice president for academic affairs; substantial years of successful teaching and administrative experience in higher education; NA; yes; until filled.

**University of Maryland**, Department of Economics, College Park, MD 20742

- associate and full; economic theory: micro and macro, international economics, econometrics, public economics, industrial organization; NA; NA; until filled; Contact: Chairman.
- assistant; economic theory: micro and macro, monetary economics, international economics, industrial organization, econometrics; yes; NA; until filled; Contact: Christopher Clague, Junior Recruitment Chairman.

**University of Massachusetts/Boston**, Chairperson, Personnel Committee, Department of Economics, Boston, MA 02125; assistant; macroeconomics, economics of gender, labor economics, international economics; yes; yes; November 15, 1988.

**University of North Carolina at Asheville**, Shirley C. Browning, Chairman, Department of Economics, One University Heights, Asheville, NC 28804; assistant; general economics; yes; yes; until filled.

**University of North Carolina at Chapel Hill**, Michael I. Luger, Coordinator, MPA in Public Policy, New East Building 033 A, Chapel Hill, NC 27514; visiting; public economics, decision analysis, and infrastructure and urban services planning and policy; no; yes; until filled.

**University of Wisconsin-Whitewater**, Donald K. Zahn, Chair, Department of Business Education/Office Administration, 800 West Main Street, Whitewater, WI 53190; lecturer (half-time position for 1989 spring semester); business education/communications; no; yes; December 1, 1988 or until filled.

OTHER POSITIONS

**Congressional Budget Office**, Human Resources and Community Development Division, U.S. Congress, Washington, DC 20515

- researcher 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.
  
- researcher 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.

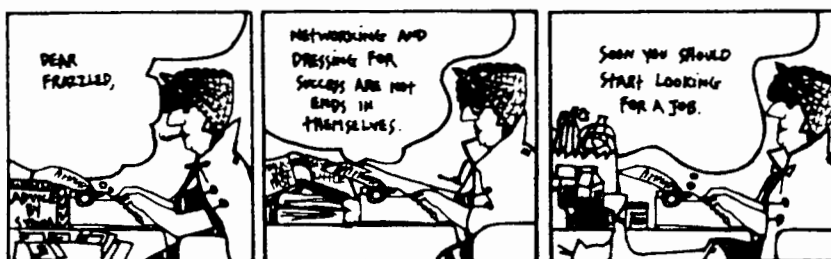
**Resources for the Future**, George E. Rossmiller, Director, National Center for Food and Agricultural Policy; Box LDP, 1616 P Street, N.W., Washington, DC 20036; associate to administer National Leadership Development Program, to cooperate in communication and outreach efforts, and to prepare policy analysis on U.S. agriculture and rural policy issues; MS/MA or equivalent experience in agricultural economics, economics, public administration, or related discipline; October 15, 1988 or until filled.

**EDITOR'S NOTES:** Apply as quickly as possible, because many employers will interview selected candidates at the ASSA's meetings in New York in December.

You may notice some vacancy announcements whose deadlines have recently passed. They are included intentionally because deadlines are often extended and such announcements can provide information about the general state of the job market.

**IF YOU WOULD LIKE COPIES OF JOB NOTICES RECEIVED AFTER PUBLICATION OF THIS NEWSLETTER**, send a large (9" x 12") self-addressed envelope (with 65 cents postage) to: Job Notices List/CSWEP, Attn. Toni Foxx, Congressional Budget Office, U.S. Congress, Washington, DC 20515.

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**More Sylvia by Nicole Hollander**

NOTE: Additional information is provided in **Job Openings for Economists (JOE)**. It 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, TN 37212.

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

**If you have not paid your dues for the current membership year (July 1, 1988 - June 30, 1989), 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!

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

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

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

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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, DC 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, Dept. 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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