



Newsletter

A publication of the American Economic Association's Committee on the Status of Women in the Economics Profession

Published three times annually

Fall 2001

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CSWEP Newsletter

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Women's Organizations in Economics and Related Fields

To quote from CSWEP's Mission Statement, "CSWEP was founded in 1971 to eliminate discrimination against women, and to redress the low representation of women, in the economics profession." CSWEP sponsors sessions at national and regional meetings, publishes this newsletter and actively tracks the representation of women in economics. There are many organizations in economics and related fields that promote similar ideals. What follows is a very small sampling of these organizations to which women in the profession might be exposed to further opportunities to network, share their experiences, and provide their expertise in ways that will strengthen our presence across these fields.

Committee on Women in Agricultural Economics

***Dr. Margot Rudstrom, West Central Research & Outreach Center,
University of Minnesota***

In 1980, the American Agricultural Economics Association (AAEA) appointed an *ad hoc* committee of women to determine the status, role and opportunities of women agricultural economists. This committee also determined the need for a women's committee in AAEA and in the summer of 1981, the Committee on Women's Opportunities in Agricultural Economics was formed. In 1984, the name was changed to the Committee on Women in Agricultural Economics (CWAE).

CWAE grew from an initial membership of 39 professionals to around 200 members. While membership in CWAE is primarily women, there are a number of men who belong to the organization. All of the members are individuals who wish to promote and facilitate accomplishments of women agricultural economists.

Over the years, CWAE has provided service to AAEA. It organizes pre/post conference workshops, symposia and paper sessions on a

wide variety of agricultural economics and career issues. CWAE hosts an annual undergraduate/professional breakfast at the AAEA meetings.

In the early 1980s, CWAE conducted a base line survey that identified the status of women in AAEA. In 1998, CWAE initiated a tracking survey to monitor the progress of agricultural economists through their careers. In addition, the survey was designed to identify issues that directly impact on career choices and job satisfaction. These data are analyzed for differences across positions, gender and cultures.

CWAE provides an important support network for women agricultural economics professionals. The Sylvia Lane Mentorship is designed to provide graduate students and new professionals with a valuable mentorship experience. The Mentorship is awarded annually on a competitive basis. CWAE hosts CWAENet, a listserv to provide a forum for professional

issues, such as dual-career family challenges, and an announcement site for career opportunities. The CWAE Newsletter is published two-three times a year. It highlights accomplishments of women, discusses career issues and provides information on job positions.

In addition, CWAE maintains a website (<http://www.aaea.org/cwae>), which provides information about CWAE, copies of recent issues of the newsletter, position announcements, and information about upcoming events. The website contains information about joining CWAE or subscribing to the listserv. For further information individuals may also write to:

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Women's Networking in the Financial Management Association

Pamela P. Peterson, Professor of Finance, Florida State University

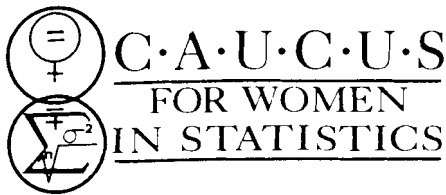
There are no precise figures for the proportion of women in academic finance, but it is estimated that 8-10% of finance faculty members at U.S. schools and colleges of business are women. And this percentage does not appear to be increasing. It is often the case that there is only one woman in a university's finance faculty. To address the needs of women to connect when we represent such a small portion of finance faculty, we began a women's breakfast gathering at our annual Financial Management Association meeting a number of years ago.

Most of the women attending the annual FMA meeting convene for breakfast, with

attendance in recent years around 60-70 women. Primarily an opportunity to network, this breakfast offers the chance for women of all ranks to meet and discuss issues that are specific to women faculty. The breakfast is organized each year by volunteers and the format is left up to the organizers: in some years we have had speakers and in other years we have had roundtable discussions led by the more senior women. It's a great place to find out how to become active in associations, participate in the journal reviewing process, and meet women who you can provide guidance on the publication and tenure processes.

In addition to the breakfast, a web site was created to further networking, located at: <http://garnet.acns.fsu.edu/~ppeters/wf/>. This site provides statistics on women in the profession, resources for learning more about issues facing women faculty, and a listing of women in the finance profession. The latter is a listing by submission only and it is password protected in order to protect the privacy of those listed.

To attend the breakfast, sign-up as you register for the FMA annual meeting. To get listed on the web site, simply fill out the form at the site.



The Caucus for Women in Statistics was formed in 1970 to focus on specific problems associated with the participation of women in statistically oriented professions. The Caucus is an independent association with membership open to all women and men who support its purposes and objectives.

The membership of about 300 consists of individuals from the USA and Canada. The Caucus works with all statistical professional societies. It is informally associated with the American Statistical Association (ASA) and participates in its annual meeting.

The Caucus works closely with the Committee on Women in Statistics of the ASA, as well as similar committees in other statistical organizations, to promote its purposes and objectives.

The Caucus fosters opportunities for the education, employment and advancement of women in statistics and the recruitment of women into the statistics profession. The Caucus promotes increased participation of women in professional meetings and on governing boards and committees of statistical societies. The Caucus encourages women to publish in professional journals. It stimulates professional and social contact among its members, and the interchange of concerns, ideas and information related to its objectives.

... an independent association with membership open to all persons who support its purposes and objectives.

The Caucus strives for the elimination of sex discrimination and improvement of the status of professional women in general and female statisticians in particular.

To meet its objectives and to facilitate networking among its members and other statisticians, the principal activities sponsored by the Caucus are:

- ASA/Caucus Gertrude M. Cox Scholarship Fund drive, to provide annual scholarships to one or more female students pursuing graduate training in a statistically oriented field. At the Joint Statistical Meetings the Caucus sponsors the Gertrude M. Cox 5K Run/Walk to raise money for the scholarship fund. Contributions to the scholarship may be made in conjunction with payment of membership dues.
- COPSS F.N. David Award Fund drive. In 2000, the Council of Presidents of Statistical Societies (COPSS) adopted the Caucus's proposal for a new award for a woman in statistics. The F.N. David Award is granted to a female statistician who serves as a role model to other women by her contributions to the profession through excellence in research, leadership of multidisciplinary col-

laborative groups, statistics education, or service to the professional societies. The first award will be made in 2001. A gift directed to the Caucus is tax-deductible and will be forwarded to the COPSS for the award fund.

- Technical sessions at the annual Joint Statistical Meetings to promote and present gender-related issues and studies.
- Quarterly newsletter including news items, editorials, job ads, and other articles and items of interest to the membership.
- Directory of the membership.
- Roundtable discussion groups at the annual Joint Statistical Meetings and other statistical association meetings to discuss technical issues and personal development issues.
- Social events at statistical meetings to stimulate contacts and enhance networks.
- Minimal cost "job wanted" advertisements in the Caucus newsletter for members, with an expanded job advertisement targeted to the January academic application deadlines.

Visit our website at:
<http://www.statwomen.org>

Canadian Women Economists Network

The Canadian Women Economists Network/Réseau de Femmes Économistes (CWEN/RFÉ) was founded in 1990 as an independent association of persons interested in promoting women economists and their ideas.

There are three essential dimensions to the perspective of women economists. One dimension is a desire to raise the profile of issues of childcare, women's labour, and the like in the context of mainstream economic policy analysis. A second dimension involves advancing feminist inquiry into economic issues, as an alternative to a mainstream view. The third entails the expansion of opportunities for women in a traditionally male-dominated profession, regardless of the individual's point of view. Admittedly, the line demarcating the first two dimensions is fuzzy.

Regardless of how one differentiates between issues of concern to women and feminist inquiry,

CWEN/RFÉ has been instrumental in

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raising the profile of gender-specific research and promoting women's involvement with and within the wider Canadian economics community. Their most recent initiative to this end was a nation wide survey of the Status of Women Economists in Canada.

Ongoing CWEN/RFÉ Activities

- 1) Organization of sessions at the Canadian Economics Association (CEA) annual meetings.
- 2) Organization of a CWEN/RFÉ luncheon and luncheon speaker at the CEA meetings.
- 3) Maintenance of a web page for publication of news of Network activities, opportunities (including job opportunities) and resources of interest to women economists.
- 4) Maintenance of an electronic mail network to provide easy and low-cost communication among subscribers interested in issues

concerning Canadian women economists.

- 5) Advising and offering recommendations to the CEA on matters relating to the status of women in economics in Canada.
- 6) Continuous consideration and exploration of new ways to facilitate and promote the goal of gender equity in the Canadian economics profession.
- 7) Pursuit and maintenance of active connections to sister organizations within Canada and internationally.

For more information about CWEN/RFÉ, including contact information and to view an electronic copy of the *2001 Report on the Status of Women Economists in Canadian Universities*, please visit the CWEN/RFÉ website at <http://www.yorku.ca/cwen>



International Association for Feminist Economics

Founded in 1992, the International Association for Feminist Economics (IAFFE) is a non-profit organization dedicated to promoting research and action on economic issues of concern to women, children and men worldwide. IAFFE was founded to foster dialogue and resource sharing among economists and others from all over the world who take feminist viewpoints; to advance feminist inquiry into economic issues; to educate economists, policy makers, and the general public on feminist points of view on economic issues; to foster evaluations of the underlying constructs of the economics discipline from feminist perspectives; to aid in expanding opportunities for women, and especially women from underrepresented groups, within economics; to promote interaction among researchers, activists, and policy makers in order to improve scholarship and policy; and to encourage the inclusion of feminist perspectives in the economic classroom.

In 1997 IAFFE was awarded NGO in special consultative status with the Economic and Social Council of the United Nations.

Currently, IAFFE has over 550 members in 40 countries. While the majority are academic economists and social scientists, the group includes a growing number of activists, and policymakers.

Current IAFFE activities:

- Publication of the journal *Feminist Economics* to provide a forum for feminist research in economics. By opening new areas of economic inquiry, welcoming diverse voices, and encouraging critical exchanges, the journal enlarges and enriches economic discourse. The goal of *Feminist Economics* is not just to develop more illuminating theories, but to improve the conditions of living for all children, women, and men. The Council of Editors of Learned Journals awarded *Feminist Economics* the 1997 Best New Journal Award. For more information, please contact the editor, Diana Strassmann, at dls@rice.edu, or visit www.feminist-economics.org.
- An annual conference where current research is presented, future research is planned, and economists and advocates with similar interests interact. Conference locations alternate between North America, Europe and the global South. The 11th Annual IAFFE Conference will be July 12-14, 2002, at Occidental College, Los Angeles, CA USA. Recent conferences have been held in Oslo, Istanbul and Ottawa.

- An annual Pedagogy Workshop held prior to the annual ASSA meetings.
- Sponsored sessions at international, national, and regional economic meetings, including the ASSA.
- Publication of three newsletters each year as well as bulletins that report on activities, opportunities, and resources of interest to IAFFE members.
- Compilation of course syllabi and a list of working papers on feminist economics.
- The listserv IAFFE-L is open to IAFFE members.

IAFFE Membership:

Membership in IAFFE includes a subscription to the journal, *Feminist Economics*, a membership directory, newsletters; bulletins; and mailings regarding IAFFE conferences and other activities. Dues are based on a sliding fee scale.

For more information or membership applications, please contact Jean Shackelford, Department of Economics, Bucknell University, Lewisburg, PA 17837, e-mail, iaffe@bucknell.edu, fax 570-577-3451 or visit: <http://www.iaffe.org> for membership, conference, or workshop information.

Joan Haworth Appointed CSWEP Interim Board Chair

As a result of other professional activities, Beth Allen has stepped down as CSWEP Board Chair. AEA President, Robert Lucas, has appointed Joan Haworth to replace until such time as the AEA and the Board can select a new Chairperson.

The Board thanks Beth for her service as Board chair from 1999 to 2001.

Royal Economic Society's Committee on Women

The Royal Economic Society has established a Committee on Women in 1997, following a working party led by Professor Denise Osborn on Women in the UK Economics Profession. This working party assembled data for 1995 and 1996 showing the under-representation of women in the profession, particularly at senior levels. This pattern has already been reported in the US and in their scientific disciplines. For example, in the UK, in 1995 only 4 percent of Economics (full) professors were women, compared with 19 percent of the academic sector as a whole, with females relatively over-represented (39%) among the largely untenured research staff. Within the Government Economic Service, the overall proportion female (in 1996) was also 19%, ranging from 6 per cent in the top grades (above Grade 5) to 22 percent among the entry grade of Assistant Economist. There was concern that this under-representation might be neither equitable nor efficient, and that one obstacle to the advancement of women within career paths might be the lack of role models and mentors.

The Committee was established to promote the role of women in UK economics. Its particular objectives included the monitoring

of the position of women within the profession, initiation of research on career choices by men and women, encouraging support networks, organizing social and scientific events at the RES annual conference, and contributing material to the RES newsletter. Information about the Committee's activities also appears on its website (<http://www.res.org.uk/women.htm>).

The Committee is constituted so that it should always have a majority female membership, but there must always be at least one male committee member, apart from the President of the Society, a member ex officio, who has hitherto, been male. Members are recruited through election and co-option to ensure the required gender composition and representation of the government, business and academic sectors. To ensure that the Executive Committee of the Royal Economic Society should always have at least one woman, the Chair of the Committee on Women is ex officio a member of the Executive.

The major activity of the Committee in recent years has been to undertake a survey of academic departments of economics, to monitor gender (and ethnic) composition of academic staff. Results have been published in the Economic Journal ('The Position of Women

in UK Academic Economics', Alison Booth and Jonathan Burton, *The Economic Journal*, 110(464), pp F312-F333 (June 2000). The most recent results show 7% of Economics Professors in 2000 were female and 36% of researchers. The latest figures for the Government Economic Service IN 2000 show significant increases in the proportion female at all levels; to 10% above Grade 5 and 30% among Assistant Economists. The Committee are currently considering a longitudinal survey of economists, probably with particular focus on the sources of female dropout at relatively junior stages.

The Committee's secretariat is based at the Institute of Education, in the hands of Vanessa Gordon (vg@cls.ioe.ac.uk). Its members are:

Chair: Heather Joshi
President of RES: Steve Nickell
Rachel Griffith, Institute for Fiscal Studies
Myrna Wooders, University of Warwick
Simon Burgess, University of Bristol
Margaret Stephens, University of Oxford
Joanna Swaffield, University of York
Amanda Rowlett, Office for National Statistics
DeAnne Julius, Bank of England

The CSWEP "Brag Box"

"We need every day to herald some woman's achievements ... go ahead and boast!"

Carolyn Shaw Bell

Susan Ettner just received the 2001 Alice S. Hersch New Investigator Award from the Academy for Health Services Research and Health Policy (the professional organization for health services researchers). It's awarded every year for contributions in the field of health services research by a "new" investigator (Susan is not really that new, but didn't start publishing in health services journals for a few years after her Ph.D., so she qualified!). Although it is not an economics award, it is considered quite prestigious in the health services field.

In Memory of Leslie Whittington

November 3, 1955 - September 11, 2001

by H. Elizabeth Peters with contributions from Susan Averett, James Alm, Shoshana Grossbard-Shechtman, and Jean Mitchell

The tragic events of September 11 hit particularly close to home for me and for many others in the economics community with the death of Leslie Whittington. Leslie was my student, colleague, co-author, and friend. Leslie, her husband, Charles, and two daughters, Zoe (almost 9) and Dana (3), were headed to Australia to spend a sabbatical when their plane was hijacked by terrorists and crashed into the Pentagon. Leslie was an Associate Professor, and had just stepped down as Associate Dean, at the Georgetown Public Policy Institute. She specialized in research on public finance, labor markets, and family policy.

I first met Leslie when she was a Ph.D. student in economics at the University of Colorado at Boulder. She had a keen interest in topics related to social and family policy issues, and she completed fields in labor (with a focus on economic demography) and public finance. Her dissertation, "Taxes and the Family: Fertility and the Personal Exemption in the United States", began as a joint research paper for my Economic Demography class and Jim Alm's Taxation class. Papers from her dissertation were eventually published in *The American Economic Review*, in *Demography*, and in *Public Finance Quarterly*. Leslie received her Ph.D. in 1989 and began her academic career at the University of Maryland, first in the Department of Textiles and Consumer Economics and then in the Department of Agriculture and Resource Economics. She later moved to the Georgetown Public Policy Institute.

Leslie was an extraordinary teacher, as numerous students and colleagues attested to. Leslie's friend and GPPI colleague, Jean Mitchell said that Leslie had a knack for making microeconomics an entertaining and enjoyable subject—no small accomplishment! She also enlivened and personalized her lectures by incorporating stories about her family. She took her role as mentor seriously and believed that her job extended beyond the classroom. One of Leslie's favorite classes was one called "Race, Gender and the Job Market" that she co-taught with Geraldine Ferraro, a former Democratic candidate for vice president of the U.S.

In addition to the dissertation papers, Leslie's best known scholarly work was a series of papers with longtime collaborator Jim Alm that explores the marital disincentives created by the marriage tax in the U.S. personal income tax. These papers were published in the *National Tax Journal*, *Journal of Public Economics*, *Journal of Human Resources*,

Demography, *Economica*, and the *Journal of Economic Perspectives*. In these papers Whittington and Alm provide convincing evidence that taxes do play a role in marriage and divorce behavior. They also looked at the tax consequences of legalizing same-sex marriage with Lee Badgett, were working on a paper on the choice of cohabitation over marriage, and were writing a book that would bring together and update their numerous findings on the taxation of the family.

Leslie was also keenly interested in topics relating to the balancing of work and family and the status of women in both industrialized and developing countries. She published papers with numerous co-authors on the transition to parenthood, breast-feeding and maternal employment, post-partum labor force behavior of professional women, and maternity leave and fertility. She was also working on a book with Saul Hoffman on women, work, and family.

Balancing family and work were of central importance to her personal life, as well as her professional life. Leslie had her first child, Zoe, at the age of 37, when she was an assistant professor, and she used to joke that she wanted to write a paper entitled "Competing Clocks: the Tenure Clock and the Biological Clock."

Leslie's family was her first priority and her children were the light of her life, but she managed to maintain a high level of academic productivity. Part of the secret to her success was the support of her husband. Leslie was married for 17 years to Charles Falkenberg, a computer scientist who developed scientific data delivery systems for oceanographers, ecosystem scientists, and space scientists. Their marriage was a true partnership. A major reason for Leslie's initial move to Maryland was the opportunities for Charles' computer work, and Charlie was in turn a wonderful husband, supporting Leslie's career and sharing equally in parenting duties. Leslie and Charlie had joint parenting down to a science. When putting their children to bed at night, despite the protests of their children for one parent or the other, they always traded off. This allowed each of them the chance to have a night off from the daily bedtime routine. During two summers spent in Alaska while Charlie was working, Leslie gladly took over as primary caretaker. In Australia, Charlie was set to do the same. Leslie joked with one colleague before leaving that she was not quite sure how young Dana would

spend her days in Australia. Charlie was in charge of finding her a suitable preschool: otherwise Dana would be home with him. Upon their return from Australia, the couple was planning on moving into a new home closer to Leslie's work. This new location would allow her to have a little more time at home with the girls. In true Leslie and Charles fashion, the move to the new home would have meant that each would travel roughly the same distance to work.

Among friends, Leslie is perhaps best known for her sense of humor. According to Jim Alm, Leslie was responsible for the more entertaining of their paper titles, like "Wedding Bell Blues..." or "Shacking Up or Shelling Out..." Susan Averett recalls "she was one of those rare, charismatic individuals whose personalities draw others to them. Her razor sharp and sometimes self-deprecating wit made it easy for Leslie to make friends." She was particularly sensitive to concerns that friends had with their own balance of work and family. In terms of her own balance, her Georgetown website said it best: her spare time was spent with the PTA and carpooling but her ideal hobbies would be gardening, piano, skiing and weight training. That was Leslie, she always had a sense of humor about everything.

In the aftermath of Leslie and her family's tragic deaths, colleagues, friends, and family have shared stories and memories about Leslie's influence on their lives. One friend, Shoshana Grossbard-Shechtman put it this way: "Leslie is not just a martyr like most of the other 6000+ people killed by those who hate the values the U.S. stands for. She and her husband died in the process of accomplishing what so many of us strive for: a balance between work, family, freedom from stereotypes, search for meaning, and leisure." Leslie touched many lives, as teacher, role model, colleague, and friend. She will be sorely missed.

Memorial contributions can be made to the Leslie Whittington and Family Memorial Fund Georgetown University, Office of Alumni and University Relations, 2115 Wisconsin Avenue NW, Suite 500, Washington D.C. 20007

CSWEP-Sponsored Sessions at the Western Economics Association Annual Conference

Two CSWEP sessions were presented at the 2001 Western Economic Association Meetings held in San Francisco in July. The first session, chaired by David Lee of the University of California at Berkeley was called: "Industrial and Technological Change and the Gender Wage Gap". The first paper in this session was presented by Paul Devereux of UCLA. The paper, "Industry Composition Changes and Wages" asks whether changes in industry composition can explain changes in relative wages in the U.S. during the 1980s, the two most important changes being the decline in the gender gap in wages and the rise in the return to college education.

Devereux develops a Roy-type model of worker self-selection into industries. The model has two implications. First, workers who have already selected into an industry that experiences a positive demand shock subsequently should experience faster wage growth than workers who have selected into an industry that subsequently experiences negative shocks. Second, workers who "match well" in an industry should experience greater wage growth than those who do not. Devereux uses data from the Panel Study of Income Dynamics from 1972 to 1992 for men and women of working age to estimate models of wage growth over 10 year periods. He finds that he can explain the entire decline in the gender wage gap, and about half of the rise in the return to college using his model.

In a second paper: "The Information Technology Workforce's Gender Gap: A Quantile Analysis", Mo-Yin Tam and Gilbert W. Bassett Jr. of the University of Chicago, Illinois examine the gender gap in the choice of information technology as a college major. Their data come from administrative records from UCI which include information about scores on the MATH ACT test and also information about the students' high schools including pupil teacher ratio, teacher quality (fraction of teachers with a Masters degree), and per pupil expenditures. They find a significant gender gap in IT majors for all students and within ethnic groups. There would have to be 3 times as many female IT majors to close this gap. Also, the MATH ACT score is a stronger predictor of male enrollment in an IT major than it is for females.

In "The Role of Alternative Opportunities in the Female Labor Market on Teacher Supply and Quality: 1940-1990", Marigee Bacolod of UCLA asks how the relative wages of teachers and other professional groups affects teacher supply and quality. In effect, her paper asks

whether increases in wages for women outside of teaching are linked to declining relative teacher wages and quality. She uses data from a variety of sources including the Census and various cohorts of the National Longitudinal Surveys. These data are aggregated to the labor market area-year cell. She then regresses the proportion of teachers in the cell or average teacher IQ scores on measures of the average wages for teachers and other professional occupations. She finds that in areas where teachers are paid more relative to other professionals, skilled individuals are more likely to go into teaching.

In his comments on these papers, David Lee remarked on the fact that the decline in gender wage gaps has occurred in the face of increases in wage inequality within groups. This decline is all the more remarkable in light of the continuing occupational segregation documented by Tam and Bassett. However, Devereux's model provides a partial explanation. It may be that women tended to be "in the right place at the right time" to benefit from demand shocks. His Roy model might also be useful for interpreting Bacolod's results.

A second session: "Programs Affecting Women and Children" was chaired by Ken Chay of UC Berkeley. In the first paper, Lori Curtis and Shelley Phipps both of Dalhousie University examine "Social Transfers and the Health Status and Health-Care Utilization of Mothers in Norway and Canada". They point out that Norway and Canada are similar in terms of their health care systems, GDP per capita, trends in divorce rates, and female labor force participation. Yet, they find using data from two comparable micro-level data sets that in Canada lone mothers are more both more likely to be poor and more likely to be in poor health relative to married mothers, while in Norway this is not the case. A possible reason is that Norway provides generous universal transfers to families with children plus policies that support working families. These transfer policies have been effective in largely eliminating poverty among lone mothers in Norway. Further, the differences in health status between lone mothers and married mothers in Canada largely disappear when income is controlled for, suggesting that Norwegian-style transfers could improve the health of Canadian lone mothers. These last conjectures are supported using simulations based on data from the Luxemburg Income Study.

In "The Impact of Welfare Reform on Living Arrangements" the authors, Marianne

Bitler of the Federal Reserve Bank of San Francisco, Jonah Gelbach of the University of Maryland, and Hilary Hoynes of UC Berkeley, point out that most previous analyses of welfare reform have ignored possible effects on family structure. Yet these effects may have important implications. For example, it matters whether reductions in caseloads are occurring because poor families are moving in with others rather than becoming economically self-sufficient. Moreover, since poverty measures depend on family size, significant changes in living arrangements could affect this important indicator.

The authors use data from the 1985 to 1999 March Current Population Surveys to examine these effects. They find that welfare reform, as measured by the implementation of the Temporary Assistance for Needy Families Program (TANF) or the prior use of welfare "waivers" had significant effects on family structure for children less than 16 and for women aged 16 to 54. Specifically, welfare reform led to increases in the number of persons in the household and in the number of families in a household. In contrast, the effects of welfare reform on measured poverty and income are mixed. Household poverty declined for children but not for women. When the sample is restricted to women who are high school dropouts however, the authors find substantial increases in household and family income and decreases in poverty, consistent with other work on this topic. These differences suggest that the effects of welfare reform on poverty are sensitive to the definition of households.

Finally, Jayanta Bhattacharya of RAND presented "The Allocation of Nutrition within Poor American Families" which is joint work with Thomas DeLeire of the University of Chicago, Steven Haider of RAND, and Janet Currie of UCLA. This paper looks for a "heat or eat" effect asking whether and how families that face a cold weather shock reduce food expenditures and food intakes. Data on expenditures comes from the Consumer Expenditure Survey, which is merged with monthly weather data for each location so that weather shocks can be identified. Data on nutrient intakes comes from the 3rd Annual National Health and Nutrition Examination Survey (NHANES) which contains data from both blood and urine samples and more traditional food diaries. In the NHANES, the

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BIO: Rachel T.A. Croson

As a child, I had a crush on Mr. Spock from Star Trek. All my friends liked Captain Kirk, but I was enthralled with Spock's reasoning on the show. "The Klingons threaten to attack the colony," he would begin, "and they expect us to defend it. We know they expect us to defend and thus we might gain a tactical advantage by withdrawing. Deeper analysis, however, reveals that they know that we know that they expect us to defend, and thus withdrawing might not be the optimal response." Imagine my surprise when as a freshman in college I encountered game theory in introductory microeconomics taught by Claudia Goldin (currently a member of the CSWEP board). I immediately changed my major from political science (pre-law) to economics.

I decided to become an *experimental* economist through a course scheduling accident in my sophomore year. I was taking a course in philosophy of science as well as intermediate microeconomics (taught by Beth Allen, a former chair of CSWEP). One day my philosophy course was rescheduled to meet directly before economics. That day we were studying the scientific method: the dialectic by which science progresses. One begins by deriving empirical

predictions from a deductive theory, then uses controlled experimentation to test these predictions. If the theory is supported, more experiments develop the theory (estimate parameters, search for countervailing forces, etc.). If the theory is not supported, it is revised, new predictions are derived, and the dialectic continues.

With memories of high-school science fairs resounding in my mind, I went directly to economics where we learned about theory, theory and more theory. I still have my notes from that day's lecture. I had scrawled my dissatisfaction in the margins, "this isn't science, it's just half of the dialectic! We need controlled experiments." I began to take psychology classes and to think about how to alter the experiments presented there to test *economic* theories rather than *psychology* theories.

One of my psychology professors (Jon Baron) recommended me for a job as a research assistant to a colleague of his, Colin Camerer. It was through Colin that I learned about the fledgling field of experimental economics, how to design and run experiments to test economic theories, and was encouraged to pursue my newfound passion in graduate school.

I entered the PhD program in economics at Harvard (and I remain) convinced that experiments are a critical component of the science of economics. In graduate school I specialized in game theory (advised by Eric Maskin) and an individualized field of experimental economics (advised by Jerry Green). My research uses experiments both to test and to refine theories of strategic behavior, primarily in bargaining and public goods provision, as well to explore topics not currently well-described by economic theory, primarily in negotiations. The research draws from social psychology in identifying factors not currently included in neoclassical models that nonetheless have powerful impacts on observed behavior. My research is published in both economics and psychology journals, as well as journals devoted to interdisciplinary work.

I am currently an Associate Professor at the Wharton School of the University of Pennsylvania. My husband of ten years is also a professor at Wharton (in the same department, no less). We were high school sweethearts... but that's another story entirely. Ask me about it sometime when you see me at a conference.

*CSWEP-Sponsored Sessions at the Western
Economics Association Annual Conference
... Continued from page 8*

authors compare consumption in winter and summer months.

They find that families tend to reduce both food expenditures and food intakes during cold spells, and that these reductions are bigger for poorer families than for richer ones. Moreover, it is adults in poor families who suffer most, as they apparently make efforts to shield their children from the nutritional effects of strains in the family budget. These results cannot be explained by participation in school food programs, since they also apply to households with preschool children.

Call for Abstracts.

The Committee on the Status of Women in the Economics Profession (CSWEP) of the American Economic Association will sponsor sessions at the January 2003 American Economic Association meeting. We will organize three sessions on gender-related topics. Anyone doing research with gender implications is encouraged to submit an abstract. The three sessions on nongender related topics will focus on Public Policy. Abstracts are particularly encouraged in the areas of tax policy, social security reform, health care policy, and social policy. However, all research topics on the impact of public policy are welcome. Send a cover letter (specifying to which set of sessions the paper is being submitted) and three copies of a one to two page abstract (250 – 1000 words), clearly labeled with the paper title, authors' names, affiliations, and complete contact information by January 11, 2002, to Joan Gustafson Haworth, Ph.D., CSWEP interim chair, Economic Research Services, 4901 Tower Court, Tallahassee, Florida 32303.

Regional Meetings

Mid-West Economics Association Meetings

Chicago IL, March 14-16, 2002

Evaluating Social Policies that Target Women

Organizer: Traci Mach (Columbia University)

Chair: Patricia Reagan (The Ohio State University)

"Do Medicaid Physician Fees for Prenatal Services Affect Birth Outcomes?" — Bradley Gray (Institute for Government and Public Affairs)

"Welfare Reform, Medicaid Disenrollment, and Access to Prenatal Care in New York City"—Traci Mach (Columbia University) and Pinka Chatterji (Montefiore Medical Center)

"Re-assessing the Impacts of Head Start"—Kumiko Imai (Cornell University)

"Who Gets Sanctioned under Welfare Reform? Evidence from Child Support Enforcement in Illinois"—Yunhee Chang, Andrea H. Beller, Elizabeth E. Powers (University of Illinois at Urbana-Champaign)

Discussants: Donna Anderson (University of Wisconsin-La Crosse)

Meta Brown (University of Wisconsin-Madison)

Lan Liang (University of Illinois at Chicago)

Kosali Ilayperuma Simon (Cornell University)

School Choice and Education Policy

Organizer: Annie Georges (Columbia University)

Chair: Annie Georges

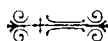
"Juvenile Substance Abuse & Public Educational Initiatives: Does School Governance Matter?" —Catalina Amuedo-Dorantes and Traci Mach (San Diego State University)

"Gaining Access to College: The Impact of School Policy and Practice" —Annie Georges (Columbia University)

"A Range of Options: Higher Education Choice as Evidenced by where College-bound Texas Students Send their SAT and ACT Scores" —M. Kathleen Thomas and Thomas J. Kane (The University of Texas at Dallas)

Discussants: Kathryn Wilson (Kent State University)

Heather O'Neill



Southern Economic Association Meetings

Tampa, FL, November 17-19, 2001

Mentoring Women Economists in Non-Academic Careers

Session Chair: Andrea Ziegert, Denison and NSF CCOFFE Program

Participants: Joan Haworth, Economic Research Service

Cathy McHugh Weintraub, NY State Banking Department

Claudia Elliott, LKG-CMC Consultants

Myriam Quispe-Agnoli, Federal Reserve Bank of Atlanta

Roundtable on Legal Issues in Higher Education

Session Chair: Rachel Willis, UNC-CH

Participants: Saranna Thornton, Hampden-Sydney College

Donna Euben, American Association University Professors

Manuel Zurita, Equal Employment Opportunity Commission

Eastern Economics Association Meetings

CSWEP will be sponsoring two sessions at the Eastern Economics Association meetings: one on gender-related research and the other on research in experimental and behavioral economics. The meetings will be held March 15-17 at the Park Plaza Hotel in Boston, MA. The sessions will be held on Saturday, March 16th at 11am and 2pm.

One-page abstracts for either or both sessions should include your name, affiliation, snail-mail and e-mail address, phone and fax numbers. Abstracts can be sent via snail-mail, e-mail or fax.

Abstracts should be submitted by **November 1, 2001** to

Rachel Croson

1322 Steinberg Hall-Dietrich Hall

OPIM: The Wharton School

University of Pennsylvania

Philadelphia, PA 19104-6366

crosonr@wharton.upenn.edu

phone: (215) 898-3025

fax: (215) 898-3664

Please note that this submission is separate from any submission sent in response to the EEA's general call for papers, but any papers rejected here will be passed on to the EEA. For further information on the EEA meetings please see <http://www.iona.edu/eea/>



Western Economics Association Meetings

CSWEP will be sponsoring two sessions at the Western Economics Association meetings. While submissions on any topic are welcome and will be considered, we would particularly welcome papers on job security, non-standard work arrangements, job mobility, or effects of maternal employment. The meeting will be held in Seattle at the Westin Hotel from June 30 to July 4, 2002.

One page abstracts should include your name, affiliation, mail and email addresses, phone and fax numbers. Abstracts can be sent via regular mail or fax and should be submitted by November 1, 2001 to

Janet Currie

Dept. of Economics, UCLA

405 Hilgard Ave.

Los Angeles CA

90095-1477

fax: 310 825 9528

Please note that this submission is separate from the WEA's general call for papers, but any papers not included in CSWEP sessions will be passed on to the WEA. For more information about the WEA meetings see: <http://www.weainternational.org>.

**The International Association for Feminist Economics
and
The IAFFE Teaching and Pedagogy Issues Committee**

invite you to a workshop on

Assessment and Evaluation Techniques and Strategies

When: Thursday, January 3, 2002 (the day before the ASSA Meetings)

Where: Spelman College, Atlanta, GA

The Seventh Annual IAFFE Teaching Workshop organized by the teaching and pedagogy committee of the International Association for Feminist Economics is planned for Thursday, January 3, 2002 in Atlanta, GA, USA. This workshop is dedicated to feminist approaches toward Assessment and Evaluation Techniques and Strategies and will be coordinated by Zohreh Emami, Associate Dean for Academic Affairs, Alverno College. Those teaching in U.S. colleges and universities are aware of increasing discussion to assess the outcomes of both assignments and student learning, and at the same time respond to program and institutional assessment requirements mandated by accrediting associations and others. While dealing with these issues, can we explore assessment alternatives that will better meet the needs of students? This workshop will provide participants with effective strategies for assessment in the context of teaching and learning. Starting with the assignments and class activities they are already using, participants will refine their skills at setting learning goals for students and creating assessments of those goals, in part by exploring ways through which we empower students to do their best work by incorporating self assessment into the students' learning activities. Workshop participants will receive materials to use in their own classes and in other arenas where assessment and evaluation are needed. Participants will have the opportunity to discuss the workshop's ideas, with the workshop staff and each other.

Proposed Schedule:

Morning Session: 10:30-12:30 PM	Welcome, Introduction Assessment in the Context of Teaching and Learning
12:30-1:15	Lunch
Afternoon Session: 1:30-3:30	Strategies for implementing new ideas in the classroom and at the University. These sessions will focus on developing successful strategies in today's learning and teaching environments.
Wrap Up Session: 3:30-4:00.	Questions and Wrap-up from the day

Please register me for the "Assessment and Evaluation Workshop," on January 3, 2002. (Enrollment for the workshop is limited.)

Name: _____

Address _____

Phones: (O) _____ ; (F) _____ ; e-mail: _____

Workshop Registration: \$100 students; \$125 IAFFE Members; \$150 Non-members
Check enclosed: _____

VISA MasterCard # _____ Expiration Date: _____

Signature _____, Printed Name _____

Please send the coupon below to:

Barbara Krohn, IAFFE, 100 D Roberts Hall, Bucknell University, Lewisburg, PA 17837, USA

Tel: 717 577 3637 (O); 717 524 3451 (F) or see <http://www.iaffe.org>

Job Postings

Available positions are located on the CSWEP web site: <http://www.cswep.org>.

Candidates seeking positions are also encouraged to visit the American Economic Associations Job Postings for Economists (JOE): <http://www.eco.utexas.edu/joe>.

Organizations and departments wishing to add to this list should contact: Joan Haworth, CSWEP Chair.

EAST CAROLINA UNIVERSITY

Qualified applicants are being sought for the position of Department Chair in the Department of Economics at East Carolina University. Details about the position and application information can be found on the department's web page at <http://www.ecu.edu/econ/> as

well as in the November issue of JOE. If you have questions, feel free to contact Marjorie Baldwin, a CSWEP member and tenured professor at East Carolina.

UNIVERSITY OF CALIFORNIA, SAN DIEGO

Assistant Professor

The Department of Economics (<http://econ.ucsd.edu>) invites applications for one Assistant Professor (tenure track) position specializing in education economics with field knowledge in labor economics or public finance. The candidate will participate in CREATE (The Center for Research in Educational Equity, Assessment, and Teaching Excellence), the interdisciplinary center on campus that focuses on issues of educational equity and diversity (<http://create.ucsd.edu>).

Qualifications

Applicants should have or expect to complete a Ph.D. in economics by September 1, 2002.

Salary & Benefits

Commensurate with qualifications and based on University of California pay scales. The University of California has excellent benefits.

How to Apply

Candidates should provide vita, 3 original letters of reference (sent under separate cover) and a sample of their work. Deadline for receipt of all materials in their entirety is November 30, 2001.

CONTACT: CREATE Recruitment Director, Department of Economics 0508-CSW, University of California San Diego, 9500 Gilman Drive, La Jolla, CA 92093-0508

Lecturer with Potential Security of Employment

The Department of Economics is seeking an instructor deeply committed to undergraduate instruction to fill the position of Lecturer with Potential Security of Employment. This position closely parallels a professorial tenure track position; level of appointment dependent upon experience and qualifications and contingent upon funding.

In addition to teaching, this individual is expected to oversee the economics undergraduate program; assist with staffing undergraduate courses and recruitment of temporary faculty as needed; oversee curricular development and seek to ensure that course offerings are coordinated and consistently taught year to year; advise students in the program; assist faculty dealing with student problems; and in general, ensure that the program meets the needs of our students.

Qualifications

Junior applicants must hold a Ph.D. in economics or be advanced to candidacy with degree expected before September 2002. Senior applicants must hold a Ph.D. in economics and have a distinguished teaching record. Senior candidates may be considered for Security of Employment in their second year. The position begins on July 1, 2002.

Salary & Benefits

Commensurate with qualifications and based on University of California pay scales. The University of California has excellent benefits.

How to Apply

Candidates should provide vita, teaching evaluations reflecting evidence of outstanding teaching performance, and names and addresses of 3 references. Teaching load is 6 quarter courses per year; starting salary commensurate with experience. Deadline for receipt of all materials in their entirety is November 30, 2001.

CONTACT: LPSOE Recruitment Director, Department of Economics 0508-CSW, University of California San Diego, 9500 Gilman Drive, La Jolla CA 92093-0508.

Assistant Professor (tenure track)

The Department of Economics invites applications for one or more **Assistant Professor (tenure track)** positions in all fields of economics, an Associate Professor (tenured) position with a preference for specialty in applied economics and a full Professor (tenured) position with a preference for specialty in econometrics. All positions begin on July 1, 2002 (subject to budget provisions).

Qualifications

Candidates for the senior positions must have a Ph.D. in economics and a distinguished scholarly record in published research. Junior candidates must show potential for achieving significant results in original research. All candidates should possess strong teaching skills. Applicants for the junior positions should have or expect to complete a Ph.D. in economics by September 1, 2002.

Salary & Benefits

Commensurate with qualifications and based on University of California pay scales. The University of California has excellent benefits.

How to Apply

To apply, Assistant professor candidates should provide vita, 3 original letters of reference (sent under separate cover) and sample of their work. Associate professor and professor candidates should send vita and names/addresses of 4 references. Deadline for receipt of all materials in their entirety is November 30, 2001.

Contact: Faculty Recruitment Director, Department of Economics, 0508-CSW, University of California, San Diego, 9500 Gilman Drive, La Jolla, CA 92093-0508

An equal opportunity-affirmative action employer.

Membership – a Source of Ideas, Priorities and Information!

Women in the economics profession, who are part of the CSWP umbrella, number in the thousands. Like all professionals women have moved from one position to another and in and out of the labor force so keeping current addresses is sometimes a problem. However, our group of women has been very good at keeping us informed as to their location and their activities. This is a great help to the CSWEP Board in planning our activities, knowing what needs more support, and identifying women economist's concerns.

We are pleased to have over 4,800 women in our database, of which about one third are actively participating in CSWEP activities. While academic positions dominate our employment, approximately one fourth of the active members are in government or business organizations. Almost 60% of the active women economists in our base are tenured faculty, while slightly less than 10% are on a tenure track.

Our data has many uses in addition to the mailing labels for the newsletters we send out three times a year. We respond to frequent requests from academic and government institutions for lists of women who are interested in being considered for appointments on committees or new positions. These requests usually have requirements concerning the degree held and the field so those are important data to keep current.

We also use these data to provide a network tool for our members to keep in contact. The website at cswep.org will eventually include a roster of members who are current in their contributions and who have not asked to be removed from public lists. Member's preferences as to privacy and information dissemination are important to us so we ask each person to keep the questionnaire data current and supply us with their preferences on that questionnaire. Your *field*, your *location*, and your *degree date*, as well as your email address are important items on the questionnaire so please be sure to update them when you receive the questionnaire this fall.



NEC Speaker Series

On Thursday January 31st, CSWEP and the National Economics Club (NEC) are co-sponsoring a speaker in their continuing series of quarterly luncheon events in Washington, DC. Nancy Gordon, Associate Director for Demographic Programs of the Bureau of the Census and a former Chair of CSWEP, will speak on the American Community Survey and re-engineering the 2010 Census. Any changes in the date of the program will be announced on the NEC web page.

The luncheon begins at noon, ends at 1:30, at the Chinatown Garden Restaurant - 618 H Street NW (just east of the H Street exit from the Chinatown/Gallery Place Metro Station). The speech begins at 12:40. Reservations are required for those who want lunch by 11AM on Tuesday January 29th through the NEC reservations line (703-739-9404). The cost of the luncheon is \$15 for CSWEP and NEC dues paying associates/members, \$20 for others.



How to Become an Associate

CSWEP

THE COMMITTEE ON THE STATUS OF WOMEN IN THE ECONOMICS PROFESSION

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

If you have not paid your dues for the current member year (July 1, 2000 – June 30, 2001), we urge you to do so.

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

NOTICE: STUDENTS DO NOT HAVE TO PAY ASSOCIATE DUES!!! JUST SEND IN THIS APPLICATION WITH A NOTE FROM A FACULTY MEMBER VERIFYING YOUR STUDENT STATUS

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

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

Name _____

Mailing Address _____

City _____ State _____ Zip _____

Check here if currently an AEA member _____

Check one: Renewal of CSWEP associate _____ New CSWEP associate _____ Student _____

If you checked student, please indicate what institution you attend _____

CSWEP: People to Contact

General Policy Matters	Joan G. Haworth, Chair Economic Research Services, Inc. 4901 Tower Court Tallahassee, FL 32303 jhaworth@ersnet.com
Routine Matters and Items for Newsletter	Lee Fordham Economic Research Services, Inc. 4901 Tower Court Tallahassee, FL 32303 lfordham@ersnet.com
Dues, Change of Address, Roster	Joan Haworth, Membership Secretary Economic Research Services, Inc. 4901 Tower Court Tallahassee, FL 32303 jhaworth@ersnet.com
CSWEP East	Rachel Croson, OPIM: The Wharton School University of Pennsylvania Philadelphia, PA 19104-6366 http://wharton.upenn.edu/faculty/crosonr.html crosonr@wharton.upenn.edu
CSWEP Mid-West	Jean Kimmel Western Michigan University Kalamazoo, MI 49008-5023 jean.kimmel@wmich.edu
CSWEP South	Rachel Willis, American Studies and Economics University of North Carolina-Chapel Hill Chapel-Hill, NC 27599-3520 Rachel_Willis@unc.edu
CSWEP West	Janet Currie, Department of Economics University of California - Los Angeles 405 Hilgard Avenue Los Angeles, CA 90095-1477 currie@simba.sscnet.ucla.edu
CSWEP Washington	Caren Grown, Director, Poverty Reduction & Economic Growth Team International Center for Research on Women (ICRW) 1717 Massachusetts Avenue N.W., Suite 302 Washington, DC 20036 cgrown@icrw.org

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