



American Economic Association

1991 Committee on the Status of Women in the Economics Profession

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NEWSLETTER

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NEW CSWEP CHAIR

Elizabeth Hoffman, University of Arizona

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COMMITTEE FOR RACE AND GENDER BALANCE
IN THE ECONOMICS CURRICULUM
Presents Its Recommendations
by Rebecca M. Blank

The Committee for Race and Gender Balance in the Economics Profession was founded in 1988 to improve teaching on race and gender issues in economics.¹ One of the main priorities of the Committee has been to prepare a set of guidelines for avoiding race and gender bias in economics. The Committee's guidelines are now available, entitled Guidelines for Recognizing and Avoiding Racist and Sexist Biases in Economics. The next efforts of the Committee will be focused on having these *Guidelines* widely disseminated; this includes efforts to have them formally adopted by the American Economic Association (AEA).

The introduction to these *Guidelines* includes the following statement: "Unless economists make an effort to correct these biases they are likely to continue. A profession-wide effort to address problems of race and gender bias has precedent in other social science disciplines and in many of the physical sciences as well. To prevent race and gender bias, teachers, textbook authors, and researchers must understand that the ways in which we select subjects for study, frame questions, and choose illustrations affect both the analysis and the learning process."

The following areas are identified in the *Guidelines* as areas where gender and race bias are likely to occur. The document itself provides a variety of examples in each of these areas.

Bias in Defining Economic Problems

Gender and race blind social theory: Considering an economic situation in which gender or race is a significant variable, but the gender/race variable is not explored or incorporated into theory, interpretation, or analysis.

Significant topics ignored: Cases in which topics of particular significance for white women, women of color, and minority males are ignored, while similar or related problems of relevance to white males are addressed at length.

Selective treatment of topics: Cases in which aspects of a topic of special significance for the majority race or for males are taken to cover the entire topic, while aspects of special importance for minority males and females and white women are underemphasized or ignored. Cases in which an issue is formulated for either men or women, blacks or whites, but this limitation is not explicitly noted.

Pejorative or stereotypical labeling or conceptualization: Implicitly ignoring the possibility of nonconventional gender roles or high status positions for members of a minority race; downgrading the value and skill of the work they typically do.

1. Its members are: Susan Feiner, Chair, Robin Bartlett, William Baumol, Barbara Bergmann, Robert Cherry, William Darity, Jr., Robert Eisner, Marianne Ferber, Donald McCloskey, Paul Samuelson, Robert Solow, Lester Thurow, and Rhonda Williams.

Review of Previous Research

Failure to mention that samples are single-sex or single-race or have highly unbalanced sex or race ratios.

Methodological weaknesses of previous research ignored: Reference to studies that cast women or members of racial minorities in an inferior light, without criticizing the method used by these studies or challenging their findings.

Marginalizing Minority and Female Experiences

Arbitrarily excluding women or minorities from the general discussion.

Inferences unwarranted by the data: Improper extrapolation from data to conclusions with biased implications for women or members of racial minorities.

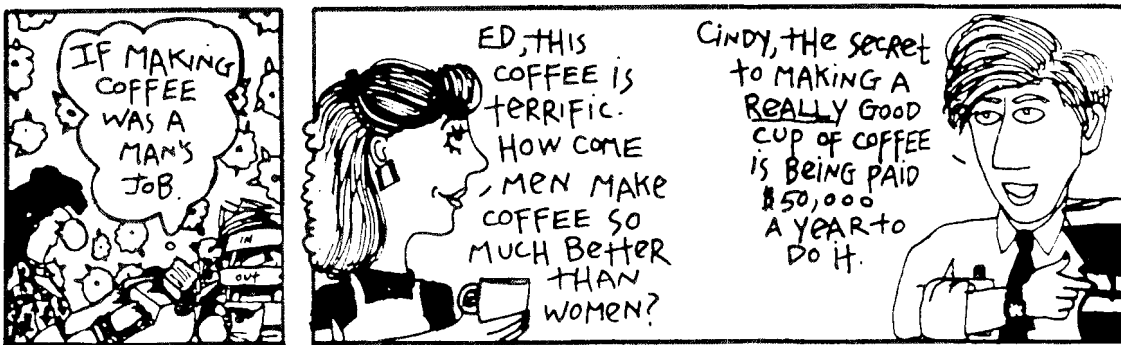
Reliance on unscientific concepts of genetics and biology: Cases in which observed differences between males and females and members of minority groups are attributed to individual level biological and psychological differences, while social influences correlated with gender and/or race are ignored.

The *Guidelines* also include an extensive list of suggestions for further reading.

In addition to the guidelines, the Committee is pursuing funds to run a summer seminar program for faculty teaching introductory economics to receive training in the new scholarship on women and minorities in the economy, so that they can integrate this material into their introductory classes. At the invitation of the AEA Committee on Economic Education, several members of the Committee have organized a panel at the January 1992 AEA meeting, entitled "Alternative Pedagogies in Economic Education."

More information on the work of the Committee or a copy of the complete *Guidelines* can be obtained from Susan Feiner, Department of Economics, Hampton University, Hampton, VA 23668.

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More Sylvia by Nicole Hollander

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THE QUALITY OF GRADUATE EDUCATION IN ECONOMICS

by Daniel H. Newlon

Papers have started appearing on the results of a major self-assessment by the economics profession of the quality of graduate education in economics. Anne Krueger presented the "Report of the Commission on Graduate Education in Economics," W. Lee Hansen summarized his paper on "The Education and Training of Economics Doctorates," and June O'Neill and Nachum Sicherman gave a paper entitled "Is the Gender Gap in Economics Declining?" at the AEA meeting in December 1990. These and other papers prepared for the Commission on Graduate Education in Economics (COGEE), a book, and an extensive new database on graduate education in economics will soon be more widely available.

COGEE was established in 1988 by the American Economic Association to examine the structure, content, and quality of graduate education in economics. Surveys and special studies were used by COGEE to follow graduate students in economics from their senior year of undergraduate study through dissertation and subsequent career experience. The picture of graduate education in economics that emerges is one of strengths (high technical standards of training, high earnings for economists relative to other fields of research, availability of many jobs for economists, and publication of large numbers of articles by new doctorates in economics) and weaknesses. Some of the more disturbing findings reported are:

- There is currently a striking degree of conformity in the structure and content of graduate education in economics. Few graduate programs differentiate themselves by offering special programs or specializing in a limited set of fields.
- A majority of the graduate students, faculty, and employers surveyed by COGEE were dissatisfied with graduate education in economics. The most frequently suggested changes include better links between theory and real-world applications; less emphasis on technique and more on economic substance; more stress on data and empirical research; and greater emphasis on writing, creativity, and doing research.
- The typical graduate student prepares a relatively small number of research papers, attends few research workshops and seminars, and has infrequent opportunities to make presentations of research during the first two years of graduate training. As a consequence, substantial numbers of students have considerable difficulty starting and completing their dissertations.
- The financial attractiveness of graduate study in economics for American citizens has declined, with the number enrolled in graduate study and later receiving doctorates dropping dramatically. This reduction has been offset by the enrollment of many talented foreign students, so graduate enrollments and the number of doctorates awarded have remained relatively constant. But graduate enrollments in related fields like business have increased sharply during the same period.

The COGEE results show significant improvements in the last two decades for women economists. The percentage of doctorates in economics earned by women increased from 8.7 percent in 1977 to 19.3 percent in 1986. The percentage of women enrolled in graduate programs increased from

19.2 percent in 1977 to 25.9 percent in 1986. At the beginning of the 1970's, women's basic academic salary was 21 percent less than that of men, after adjusting for experience, race, region, marriage, and years out of the labor force. This differential fell steadily until, by 1986, women economists with doctorates earned 99 percent of the adjusted basic academic salary of men economists. These results were based on data from the "Survey of Natural and Social Scientists and Engineers," which is conducted by the Bureau of the Census. Other interesting results about women economists should be available later this year. For example, COGEE has assembled data on publications and other performance indicators for three cohorts of PhDs (1977-78, 1982-83, and 1987-88) from 35 economics departments. These data are being used to study the determinants of career success for men and women with doctorates in economics.

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 make contributions, 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

NOTE: Please send all future information for the Newsletter to:

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NANCY SCHWARTZ (1939-1971); SOME PERSONAL VIEWS
OF AN OUTSTANDING ECONOMIST

Nancy Lou Schwartz died on December 7, 1981 after a short but illustrious career in economics.

by Myrna Holtz Wooders¹

This article continues a series on women who have made notable contributions to economics. Please send suggestions for economists to be included in this series and, as available, information on their careers, to M.H. Wooders (at the address on the front cover).

Probably many of us remember when we heard of the death of Nancy Schwartz. She was, without doubt, one of the most outstanding and well-respected women in economics of our generation. Although I had never met her, I experienced her death as a personal loss because Nancy Schwartz was showing that women could have successful careers in academic economics. She was a role model for many of us before the idea of role models was accepted.² It has been a pleasure to prepare to write this article and to learn that Nancy was about how she appeared to be -- serious, focused on the science of economics, and, although quiet, a person of strong viewpoints.³

Nancy Schwartz received an A.B. from Oberlin College in 1960 and a Ph.D. from Purdue University in 1964, was appointed Assistant Professor at Carnegie Mellon in 1964, went on to an Associate Professorship at Northwestern University in 1968, and was promoted to Professor in 1970. She was Chair of Managerial Economics and Decision Sciences at Northwestern from 1977 to 1979 and the Director of Doctoral Programs from 1979 until her death in 1981. She was also an Associate Editor of Econometrica. During her career she received numerous honors and published more than 40 articles and two books with her long-time collaborator Mort Kamien. She was known for her work on dynamic models of the firm, especially in the areas of limit pricing and technical advance. Her book Dynamic Optimization, based on her teaching and research experience is an important text. Her other book, Market Structure and Innovation, is a monograph encompassing her contributions to the microeconomics of technical advance. She also coauthored some less well known papers on public goods with exclusion that study ways in which the possibility of exclusion can be used to reduce the free-rider problem, currently the topic of much game-theoretic work in public finance.

In Jonathan Hughes manuscript, "Nancy Schwartz as a Student," she is portrayed as an outstanding student and as a modest, unpretentious, quiet, and brilliant person. The following perhaps is typical of the reaction that the faculty came to have toward Nancy. Hughes writes:

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1. I am indebted to Mort Kamien for providing information about Nancy Schwartz, to Jonathan Hughes for excerpts from his manuscript, "Nancy Schwartz as a Student," and to Linda Moeller for her comments on a version of this article and her constant and supporting friendship.
 2. I did see Nancy Schwartz several times at meetings and each time noted how she looked, what she wore, and how she spoke, in addition to what she had to say about economics. She wasn't stylish, didn't wear any make-up that you would notice, and spoke carefully and without dramatization. But when she spoke the room became quiet. From my own recollections and reading Jonathan Hughes' stories of Nancy, she seemed to have much in common in her personal style with Barbara McClintock, a Nobel Prize winner in genetics, as described in Evelyn Fox Keller's biography. Both were very serious about their work, both quite quiet. Neither was known for her sophistication and poise.
 3. This became clear to me when I heard her discuss a paper at the Annual Meeting.

I taught an Economic History course. Nancy listened to my lectures for a whole semester without saying much. She then told me she wanted an incomplete. A year later she gave me a superb term paper without comment. I said to her, "Well, what did you think of it?" Her reply was: "I think I know why you put the reading list together that way." As someone once said about Nancy, her major talent was very simple, she was "Smart, Smart, Smart." By then her local reputation was such that I was too insecure to continue the conversation.

Nancy Schwartz was famous for her penetrating questions. About these, Hughes relates the following:

Nancy's preliminary Ph.D. examination went badly. After she left the room one of the committee members said, "Well, Nancy was never very good at answering questions." To which Rubin Saposnik exclaimed: "But what about the questions she asks?"

The committee decided that the questions they had asked were not good enough and passed her.

Hughes relates some interesting stories about Schwartz's job market experience. The first concerns her reaction to Oxford.

Sir John and Lady Hicks had met Nancy during a visit to Purdue. They arranged to fly Nancy over to London. A limo was sent down from Oxford for her alone, picked her up, and drove her back down. She was wined and dined and then offered a fellowship at Sommerville College, the first such offer ever given to an American woman. Back at Purdue we were thrilled and proud. But she declined. I was puzzled and asked her about it. It turned out that she had detected the nearly invisible but utterly deadly internecine politics of Oxford, as it was then, and wanted no part of it. She realized that certain poisonous characters in Nuffield College could, and probably would make it impossible, without an unseemly brawl, for her to fully participate in graduate seminars, which were held in a large part in Nuffield. I knew the place and cast of characters well, but was surprised that Nancy had seen through them so quickly. Sir John and Lady Hicks were crushed by her refusal to go to Oxford. They were certain that Nancy could easily have overcome the Nuffield business. I think they were right, but it was Nancy's decision.⁴

When Nancy went on the job market, Douglas North was, according to Hughes,

wild to get her to Seattle. But this was years before Doug's word became law at the University of Washington, and Doug had to convince his colleagues. (I omit his

4. We like to think that this sort of story is completely a part of history. In 1988, I had the opportunity to dine at All Souls, an important College of Oxford, on a Sunday evening. Everyone I spoke to was very pleasant. Sir Patrick Neill, the Warden of the College, was extraordinarily gracious, charming, and entertaining. I would be delighted to dine there again. However, as I was warned beforehand, one member of All Souls didn't stay for dessert. This was his way of objecting to the presence of women at dinner. (He should have gone to bed without his dinner too!) More seriously, one woman I met avoided dining in her College, a valuable perquisite of her position as a Visiting Fellow, because of such attitudes on the part of a few members of the College.

description of the colleagues.) Doug reported that the interview got off on the wrong foot with some unseemly remarks about Nancy's sex, Purdue, and God knows what else. Nancy went "cold" on them. She froze. The interview ended as follows.

X: What is your thesis about?
Nancy: Barges.
X: Full barges or empty barges?
Nancy: Some are empty, some are full.
Silence: End of interview.

Nancy's thesis did concern full and empty barges. It studied the minimal-cost routing and timing of barges transporting freight between two ports.

As placement officer at Purdue, Hughes tried to sell Nancy to Yale, and spoke to John Hooper, then Director of the Cowles Foundation. According to Hughes,

I took him aside, explained about Nancy and then urged him to "ask her any questions you can think of about economic theory." He was hesitant, partly amused by the situation, and then said "Okay." I introduced him to Nancy and they wandered off, talking. In an hour he was back, very agitated and tense. "Hughes" he said, "You've got to get Stan Reiter to talk to Koopmans about her. I can't hire a woman at Yale."

How times have changed. As already indicated, Nancy went to an Assistant Professorship at Carnegie Mellon, where she began her long collaboration with Mort Kamien. The final story Hughes tells is, as he says,

a part of the History of Women's Lib. We heard that Carnegie Mellon had been unable to promote Nancy to full professor because of her sex, that she had been told something like "Carnegie Mellon doesn't hire women full professors." We already had tried to lure Mort and Nancy to NU and had failed....Stan (Reiter) picked up the phone and said "Nancy, how would you like to be a full professor?" That was the beginning of moving the now-famous team of Kamien and Schwartz to Northwestern.

In reflecting about these impressions of Nancy Schwartz and her career, I see an extreme contrast between the barriers she encountered, the inappropriate allusions to her sex, and other situations that I can only imagine, and the exceptional supportiveness and constancy of her colleagues, exemplified by Jonathan Hughes, Mort Kamien, and Stan Reiter. These friends must have been very important to her.

Nancy Schwartz left us two important gifts -- her brilliant scholarly work and her path-breaking role in the history of women in economics. Each year, she is remembered at Northwestern by the Nancy L. Schwartz Memorial Lecture, which has had for its speakers some of our profession's most distinguished economists: Hugo Sonnenschein, Andeau Mas-Colell, Menachem Yaari, Robert J. Aumann, Truman F. Bewley, and Reinhard Selten.

RIDING OUT THE RECESSION
by Frank S. Levy

Since September 1990, the media has been filled with economists describing the white collar recession. While the market for new doctorates in economics is bad, it is far from unprecedented. Other cohorts have entered bad job markets (including the catastrophic job market of the Great Depression) and have ultimately done well. What follows are some ideas on getting through the business cycle trough.

Don't lose confidence. Rejection letters and unanswered telephone calls make it easy to give up on your ability. But the problems you face are facing many people including peers in other economics programs and contemporaries in business and law schools. The problems reflect the recession more than you, and the recession will ultimately end. Your first priority is to wind up with a good job offer. The rejections you acquire along the way are not recorded on your vita. But if you lose the confidence to keep on plugging, you won't get acceptances or rejections.

If the right offer doesn't come along, it is worth considering a temporary job and reentering the market next year. Choose a temporary job with care. Beyond providing income, the greatest value of a temporary job is the chance to finish your dissertation (if it isn't finished already) or the chance to start writing articles (if it is). But both activities usually require access to computing facilities, data sets, and libraries. Maintaining that access is important even if it reduces income for a year. If you have the option of staying in your department another year -- as a teaching or research assistant or as a post-doctoral fellow -- the option is worth your serious consideration. A second choice is a temporary teaching position with a nearby community college or similar institution.

Staying another year in your department also helps to deal with the deadly out-of-sight, out-of-mind rule. Since dissertation advisors and placement officers are human, they will usually expend their greatest effort to place the people they see frequently. Thus, getting on departmental placement lists and getting your advisor to make calls are both harder to do from a distance than from close at hand. Yet these "promotional" activities are important because the economics job market, like all markets, responds to signals. It will respond better to the signal of your graduate institution than to the signal of most temporary employers.

If you are forced to leave the area, make sure your advisor and placement officer know why you're leaving, know that you intend to reenter the market next year, and know of any strong leads you developed (for example, searches for positions canceled in mid-year because of hiring freezes). Over the fall, you should plan to maintain contact with your department not as a supplicant ("Here I am, please place me"), but rather as someone actively engaged in the profession. Ask your advisor to arrange for you to give a fall seminar to remind people who, and how good, you are.

Finally, you may want to consider nonacademic permanent jobs, such as with the federal government. If you are like most of your peers, you have been in an academic institution continuously since nursery school and the thought of leaving is scary. But many governmental and private positions dominate many academic positions in terms of the research you can do. And if you also have an interest in serving the public or making money, jobs outside academia deserve your most careful consideration.

Good luck and keep your chin up.

A REVIEW OF CLAUDIA GOLDIN'S
Understanding The Gender Gap
(Oxford University Press, 1990)
by Rebecca M. Blank

Anyone interested in the history of women in the labor market in the United States will find this book worth reading. Goldin provides a sweeping review of the changes in women's labor market participation from the late 19th century through the 1980s, as well as of the underlying causes behind these changes. The forte of the book is its wealth of data from an amazing variety of sources, combined with Goldin's careful discussion of a wide range of labor market issues. I will use this review merely to whet your appetite on a few of the issues the book discusses at length.

Labor Market Participation

From 1890-1960, growth in the participation rates of women in the paid labor market primarily occurred because of increases among married women. Single women were as likely to work in 1890 as 1960 (although, of course, the number of single women and the length of women's post-school, pre-marriage period varies over time.) Increased participation among married women is the result of a variety of interacting forces. Increasing demand for clerical workers, combined with rising education and changing fertility, are all important. Married women within each progressive 10-year birth cohort have consistently worked more for the last century. An interesting discussion looks at the potential effect of these changes on young women preparing for the labor market, who will consistently underestimate their future work if they use their mothers as an example.

Wages

Women's wages rose relative to men's through most of the 19th century, according to Goldin, because of the industrialization process that diminished the need for sheer physical strength and increased the demand for unskilled labor. Throughout most of the 20th century, female/male relative wages remained fairly constant, but began rising again in 1980. As others have also documented, this constant relative wage resulted because the influx of new female workers constantly diluted the pool of existing workers, so the average work experience level among the female labor force did not rise.

One of the more interesting sections of the book is an attempt to measure the extent of wage discrimination. Goldin's evidence indicates that only a relatively small share (20%) of the male/female wage difference was unexplainable by worker characteristics in 1900. By 1940, however, a much larger amount (55%) of the male/female wage difference seemed due to discrimination. Thus, the evidence here indicates that discrimination in wages rose for women as they moved from manufacturing into clerical jobs in the early part of this century.

Regulation of Women's Labor Market Involvement

Goldin devotes two chapters to a discussion of how firm and government regulations affected women. First, she discusses the emergence and disappearance of "marriage bars" -- internal rules

against either hiring or retaining married women -- between 1930 and 1950. These restrictions seemed to arise when firms created internal wage and promotion rules (internal labor markets) that divorced current productivity from current wages. Goldin gives a convincing, albeit complex, explanation of why it was advantageous for employers to establish rules against the employment of married women, at a low cost in lost productivity. The whole system broke down in the 1950s, when the supply of young unmarried women shrank because of rising fertility and earlier marriage. Suddenly, older married women become "preferred" employees.

Goldin also looks at the emergence of protective legislation aimed at women in the labor force. Was it an attempt to restrain women's labor market involvement and prevent their advancement? Or was it an effort to improve working conditions, making work more attractive for women? Goldin does a simple test, using data from 1910-1919, asking whether the emergence of protective legislation lowered or raised women's labor market participation, and whether it led women to reduce their hours of work more than men. In general, she finds little evidence that these laws substantially interfered with women's labor market involvement. She discusses the long-term social impact of such laws, however, which emphasized women's role as marginal workers and potentially delayed the emergence of concern over labor market discrimination against women.

This book is likely to be the definitive work on this topic for years to come. My only complaint is that there's a lot here that I want to see widely disseminated to a broad popular audience, and this isn't the book for that. For instance, many undergraduates would find the regressions and data analysis heavy going in places, although they should have no problem following the underlying arguments. When Goldin writes the popular version, I'll be the first to buy copies for all my nonacademic friends.

* * * * *

Obituary

Aryness Joy Wickens, an economist and statistician who played a crucial role in developing the government's cost-of-living index, died in February, in Jackson, Mississippi. In 1933, she served on a committee organized by the American Statistical Association to advise Secretary of Labor Frances Perkins on setting up the Bureau of Labor Statistics program. A few years later she directed the bureau's studies for the Temporary National Economic Committee's investigation of monopolistic practices in industry.

In 1952 she was president of the American Statistical Association and in 1960 she was one of six recipients of the first Federal Women's Awards of the Civil Service Commission. Mrs. Wickens was born in Bellingham, Washington, was a Phi Beta Kappa graduate of the University of Washington, and held a master's degree from the University of Chicago.

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CSWEP AT THE WESTERN ECONOMIC ASSOCIATION MEETING
Seattle Sheraton Hotel and Towers
Seattle, Washington, June 29 to July 3, 1991

CSWEP has organized three sessions for the WEA meeting:

New Frontiers in International Economics

Organizer: Debra Glassman, University of Washington
Monday, July 1, 12:00-1:45 pm

Papers: Catherine Mann (Board of Governors of the Federal Reserve), "U.S. International Competitiveness: The Relative Impact of Macroeconomic Policies and Trade Barriers."

Raquel Fernandez (Hoover Institution) and Sule Ozler (Harvard University), "Debt Concentration and Secondary Market Prices: A Theoretical and Empirical Analysis."

Debra Glassman (University of Washington) and Leigh Riddick (The American University), "A New Method of Testing Models of Portfolio Choice: Application to International Diversification."

Gender Issues and the Family

Organizer: Joni Hersch, University of Wyoming
Monday, July 1, 4:00-5:45 pm

Papers: Maryke Dessing (Bates College), "Labor Supply and the Family in the Course of Industrialization: The S-Shaped Labor Supply Curve."

Donna Anderson (Michigan State University), "A Theoretical Model of Strategic Use of Child Support Payments."

Joni Hersch (University of Wyoming) and Shelly White Means (Memphis State University), "The Effect of Family Composition on the Demand for Employer-Provided Fringe Benefits."

Discussants: Marsha Courchane, University of British Columbia
Denise Doiron, University of British Columbia
Charles F. Mason, University of Wyoming

The Economic Well-Being of Children

Organizer: Laurie Bassi, Georgetown University
Monday, July 1, 2:00-3:45 pm

Papers: Lauri Bassi (Georgetown University) and Burt Barnow (Lewin/ICF), "The Cost of Children: Theory, Measurement, and Policy."

Barbara Bergmann (The American University), "Guaranteeing Children's Well-Being: A Comparison of France and the United States."

Arlene Leibowitz (The Rand Corporation), "Rationing or Rationalizing Children's Medical Care."

Susan Averett (AT&T), "Tax Credits, Labor Supply, and Child Care: Theory and Measurement."

Discussants: Marieka Klawitter, University of Washington
Shelley White-Means, Memphis State University
Shelly Lundberg, University of Washington

CSWEP will also be sponsoring a reception with free hors d'oeuvres and a cash bar on Tuesday, July 2, from 6:30 to 8 pm. Everyone is urged to attend and meet other Western economists.

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CSWEP AT THE SOUTHERN ECONOMIC ASSOCIATION MEETING
Nashville, Tennessee, November 24-26, 1991

CSWEP has organized a panel discussion and one regular session for the Southern Economic Association Meeting. The panel discussion organized by Theresa J. Devine, is entitled, "Search and Labor Market Transitions." The regular session, organized by Jean Tesche, will focus on "Socialist Economies in Transition." Details will appear in the Fall Newsletter.

CSWEP-South will also have its annual business meeting and host a reception in honor of women in the job market at these meetings. Everyone is invited and encouraged to participate in the business meeting and attend the reception. Persons willing to assist at the reception should contact Ethel Jones, Department of Economics, 107 Thach Hall, Auburn University, Auburn, Alabama 36849-5242; telephone: (205)844-2916, FAX (205)844-4016.

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SUMMARY OF CSWEP-ORGANIZED SESSION AT THE 1991
MIDWEST ECONOMIC ASSOCIATION MEETING

Gender and Race in Economics

by Julie A. Nelson

This Saturday morning session was attended by about 25 people. Linda Lucas Hudgins (Eckerd College) and Diana Strassmann (Rice University) presented papers and Marianne Ferber (University of Illinois) was a discussant, as originally scheduled. Due to scheduling conflicts, the planned paper on race was replaced with a presentation by the session's chair, Julie A. Nelson (University of California, Davis), and Elizabeth Clayton (University of Missouri) filled in as a second discussant.

In "Women's Experience, Asymmetric Responsibility and Market Failure" **Hudgins** discussed the causes of the undervaluation of women. She suggested that, analogous to models of asymmetric information, "asymmetric responsibility" may be the market failure that leads to this undervaluation. Using George Akerlof's model of a caste system, Hudgins said it may be "in the self-interest of men to behave irresponsibly toward women in favor of being responsible to the requirements of the male caste system..." She closed by drawing analogies to moral hazard and adverse selection in the insurance industry.

In "Feminism and Economic Knowledge," **Strassmann** suggested that the definition of economics according to a core metaphor of individual self-interest and optimization has allowed "androcentric" biases to persist far longer than in other disciplines. Difficulties in the extension of the core metaphor have been met by "a renewed defense of the core metaphor, a withdrawal from the need for empirical validation, and the exclusion from membership of those who do not find the core metaphor intuitively obvious." Strassmann suggested that a greater openness to alternative metaphors would lead to economic practice that would more adequately capture the complexity and diversity of economic activities.

Nelson read excerpts from her paper on "Gender, Metaphor and the Definition of Economics" and a work-in-progress entitled "Gender and the Social Construction of Economics." She talked about the role of gender in the history of the definition of scientific ideals, about ways that language hinders our thinking about the relationship between gender and value, and about the difference between a "feminine" and a "feminist" economics. A "feminine" economics might use only those forms of analysis traditionally associated with femininity, while a "feminist" economics would incorporate all aspects of knowledge that are helpful in approaching a problem (and would also include both male and female practitioners).

Helpful comments from the discussants and a lively discussion from the audience followed the presentation of the papers.

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SUMMARY OF CSWEP-ORGANIZED SESSION AT THE 1991
EASTERN ECONOMIC ASSOCIATION MEETING

Gender Related Issues
by June O'Neill

In "The Decision to Work by Married Immigrant Women: Evidence from Asian Women," **Harriet Duleep** and **Seth Sanders** explore the factors underlying the relatively high rates of labor force participation among Asian immigrant women, as well as the reasons for intergroup differences in participation among these women. Consistent with previous research on male immigrants, the authors find that skill transferability is important. Thus proficiency in English is an important predictor of work experience. Among other interesting hypotheses examined, the authors find evidence of a "family investment strategy," whereby the husband's immigration history influences a married woman's participation, as does the permanent immigration status of the family. Because a married woman's work participation declines as the number of years since her husband's migration rises, the effect on participation of wives' years since migration has been underestimated in previous analyses.

In "Gender Bias in Compensation: The California Case," **Marlene Kim** found that the pay structure in the California State Civil Service remained extremely stable between 1931 and 1986. Regression analysis indicates that 1931 wages continue to influence current wages, even while controlling for the wages paid in similar establishments. Moreover, the author has evidence of discrimination against job titles held by women in the 1930s. Using an explicit gender differential of 22 percent to 27 percent found in 1931 (for the occupation Game Farm Cook), the author estimates that female dominated jobs continued to be underpaid by up to \$500 million from 1973 to 1986.

In "Income, Prices and Well Being: A Comparison of Older Single Males and Females," **Jane Kolodinsky** and **Roberta Walsh** examine differences in the expenditure patterns of single elderly men and women and explore relevant policy implications. Estimates are given for budget shares and price and income elasticities of given commodities including apparel, entertainment, food, health care, transportation, and other items.

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More Sylvia by Nicole Hollander

BIOGRAPHICAL SKETCHES OF SOME CSWEP BOARD MEMBERS (Continued)

Elizabeth Hoffman

Elizabeth Hoffman began her academic career in history. She earned a B.A. from Smith College in 1968, an M.A. from the University of Pennsylvania in 1969, and a Ph.D. from Penn in 1972 -- all in history. Her research as a historian focussed on European economic and demographic history. Her dissertation, on the decline in mortality in Italy since 1887, was published in 1981. Her first academic position was Assistant Professor of History at the University of Florida, but in 1975, she returned to graduate study in the Social Science program at the California Institute of Technology, receiving a Ph.D. in Economics in 1979.

In the Fall of 1978, she joined the faculty of Northwestern University as an Assistant Professor of Economics. While at Northwestern, she started a long-term collaboration with Matthew Spitzer, an Assistant Professor of Law at Northwestern and a classmate at Caltech, on experimental tests of the Coase Theorem. That collaboration has resulted in several published articles and the Coase Prize for Excellence in the Study of Law and Economics from the University of Chicago. They continue to collaborate on research in law and economics.

In 1981, she moved to Purdue University, where she was promoted to Associate Professor with Tenure in 1983. While at Purdue, she continued her experimental research on the Coase Theorem and started writing a textbook with her husband, Brian Binger, who was also an Assistant Professor of Economics at Purdue. The book, Microeconomics with Calculus, was published in 1988.

In 1988, she moved to the University of Arizona as a Full Professor, and since 1989, she has been Associate Dean and MBA Program Director at the Karl Eller Graduate School of Management. She continues to teach two economics courses a year, maintain an active research agenda, and participate in professional service. From 1989 to 1991, she was President of the Economic Science Association, an organization that promotes economics as an experimental science, and was a member of the National Science Foundation's Economics Review Panel. In the last 10 years she has published more than 30 journal articles, primarily in experimental economics and economic history.

On July 1, 1991, Elizabeth Hoffman will become the new Chair of CSWEP and Co-editor of the Newsletter. Her address is: Department of Economics, University of Arizona, Tucson, AZ 85721; telephone: 602-621-6227.

CONGRATULATIONS, BETSY!

Daniel H. Newlon

As Senior Program Director for the National Science Foundation's (NSF) Economics Program from 1980 to the present, Daniel Newlon is well-known among economists, if only because his name appears on the letters sent each year to thousands of economists soliciting reviews and on letters sent to the hundreds of economists who submit proposals to NSF. He and two codirectors choose reviewers for proposals; chair the meetings of the advisory panel; decide based on reviews and the recommendations of the advisory panel which proposals are funded and which are not; prepare documentation of these decisions; negotiate budgets; and report on the results of NSF-funded research. He also works as a consultant for the World Bank on science and technology in Latin America. In the past two years, he has participated in missions to Mexico, Venezuela, Bolivia, and Brazil.

Newlon went to NSF in 1974 as a coordinator in a special program to encourage energy-related research in the social sciences and as a staff associate in the Economics Program. Like the majority of NSF Program Officers, he was a "rotator" and expected to return to teaching and research at SUNY Binghamton after working two years at NSF. He was asked to stay permanently as an Associate Program Director and was later promoted to Program Director. The major challenge faced in his career at NSF came when the Economics Program budget was suddenly cut by 75 percent at the beginning of the Reagan Administration. He and his colleagues devised strategies to cushion the impacts of the budget cuts on economics research, to survive further attacks, and to rebuild NSF's financial support of economics.

Newlon is strongly committed to seeing that women are better represented in economics. There has been at least one woman economist on the advisory panel since he became NSF Program Director and he has recruited several women "rotators" as co-Directors of the Economics Program. Prior to 1980, only one woman had ever served on the advisory panel and there had never been a woman Program Director. After joining the CSWEP Board, Newlon worked successfully to build ties between CSWEP and NSF that will further the interests of women economists. He also started the practice of giving reports on NSF at CSWEP's business meetings and helped organize several CSWEP-sponsored panels at the AEA meeting on funding opportunities at NSF.

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UPCOMING MEETINGS

The **Economic Science Association** supports research combining theory and laboratory experiments. The 1991 Annual meetings are scheduled for October 18-20 in Tucson, Arizona. For information on joining the Association or to send an abstract of a paper for the annual meetings, contact: Elizabeth Hoffman, President, Economic Science Association, Department of Economics, University of Arizona, Tucson, AZ 85721.

The **Thirty-Second International Atlantic Economic Conference** will be held in Washington, DC., October 3-6, 1991. For further information, contact: John M. Virgo, Program Chairman, International Atlantic Economic Conference, Southern Illinois University at Edwardsville, Campus Box 1101, Edwardsville, IL 62026-1101.

NANCY GORDON RETIRES AS CHAIR OF CSWEP
AND NEWSLETTER EDITOR

The Committee on the Status of Women in the Economics Profession would like to thank Nancy M. Gordon for four years as CSWEP Chair and seven years as Editor of the Newsletter. One of her accomplishments as Chair was to broaden the representation of women participating actively in CSWEP to include many different fields of research. During her tenure, CSWEP began sponsoring and publishing sessions at the AEA's Annual Meeting in nongender-related fields, recognizing that women participate in many areas of the economics profession. She also carefully documented both the extent to which the status of women economists has improved, and how far we have to go. She showed that women are represented at the Assistant Professor level in proportion to their numbers as graduate students, but that they are underrepresented at the Associate and Full Professor levels, even taking into account the expected development of different cohorts of doctorates. The reasons for this underrepresentation remain to be determined. Throughout her participation on the CSWEP Board, she edited an informative, entertaining, and highly professional Newsletter. As CSWEP chair, she has provided a level of energy, organization, and commitment that has been appreciated by everyone who has worked with her.

THANK YOU, NANCY!

PUBLICATIONS OF INTEREST

"Maternal Labor Supply and Children's Cognitive Development" by Francine D. Blau (University of Illinois at Urbana-Champaign) and Adam J. Grossberg (Trinity College, Hartford, CN); a National Bureau of Economic Research, Inc., Working Paper (#3536).

Susan N. Houseman, *Industrial Restructuring With Job Security: The Case of European Steel*, Harvard University Press, 1991. This book examines the economic consequences of policies that increase workers' job security, drawing on evidence from the restructuring of the European Community's steel industry during the 1970s and 1980s. The work received the Wells Prize at Harvard University (the first time a woman has received the Prize). The author is an economist with the W.E. Upjohn Institute for Employment Research.

Jean Larson Pyle, *The State and Women in the Economy: Lessons from Sex Discrimination in the Republic of Ireland, 1990*. Available from SUNY Press, c/o CUP Services, P.O. Box 6525, Ithaca, NY 14851; for \$15.95 in paper, \$47.50 hardcover.

NEW ENGLAND WOMEN ECONOMISTS MEET

The Inaugural Meeting of the New England Women Economists Association was held with a dinner at Simmons College on Friday, April 5, 1991. Dr. Barbara Sawtelle, Associate Professor of Economics at Simmons College, organized the meeting, which was sponsored by Simmons College and CSWEP.

The meeting included a talk on "The Federal Budget: Political and Economic Realities," by Nancy M. Gordon, Assistant Director for Human Resources and Community Development, Congressional Budget Office. Discussion focused on efforts to control federal deficits, and the role of Congress in this process.

Fifty-six women economists from the greater Boston area responded favorably to the announcement of the organization. Participants indicated their professional interests when they registered for the meeting, and after-dinner round tables were organized for the interests most shared by the group. Group discussion in this organizational meeting focused on how best to meet the needs of the participants, as well as the frequency of future general meetings and the structure of the group. In addition, a list of participants, including addresses and phone numbers, was distributed to each woman who attended, along with listings of participants by expressed interests.

Participants decided on an initial dues structure and two general meetings each year, most likely in October and April, to include dinner and a speaker on a topic of general interest to economists. A Steering Committee has been formed to plan future events. The responsibility of arranging for a speaker may rotate among the interest groups, as the meetings proceed. As well, the topic groups were encouraged to contact those who identified themselves as sharing common interests and to organize themselves in ways that would best meet their professional needs.

New Hires

Please send the names of newly hired women economists by September 10 to: Elizabeth Hoffman, Department of Economics, University of Arizona, Tucson, AZ 85721. This is to be an annual feature of the Fall Newsletter, so please let us hear from you.

NEWS AND NOTES

Congratulations!

Carmen Diana Deere, Professor of Economics at the University of Massachusetts, Amherst, is the president-elect of the Latin American Studies Association.

Rebecca P. Judge of Saint Olaf College (Northfield, MN) has received tenure and has been promoted to the rank of Associate Professor.

Susan J. Linz, Michigan State University, has been selected as the editor of Comparative Economic Studies.

Christine Rider has recently been appointed Editor of the Review of Business, a quarterly refereed publication of the Business Research Institute at St. John's University. CSWEP readers are encouraged to submit manuscripts, especially those with appeal to a broad business-practitioner audience, for possible publication. For further information write to: Dr. Christine Rider, Editor, Review of Business, St. John's University, Jamaica, NY 11439.

Myrna H. Wooders has been awarded a Connaught Senior Fellowship in recognition of her work on the interface between competitive economies and cooperative game theory. She has shown, in a number of papers of increasing generality, that large economies with the property that for every agent there are many "similar" agents are competitive if and only if almost all gains to group formation can be realized by groups of agents bounded in absolute size. Her first results applied to economies with collectively produced and/or consumed public goods. Her current results apply to any economy, which, when modeled as a cooperative game has the property that small groups are efficacious. She will use the period of the fellowship to complete a manuscript for a book.

The Journal of Economics and Management Strategy, edited by Daniel F. Spulber and published by MIT Press, will begin publication in 1992. The journal's focus is the economic analysis of competitive strategies and the organization of firms. For information on subscription rates, contact MIT Press Journals at (617)253-2889; for information on submission procedures, contact Daniel F. Spulber, J.L. Kellogg Graduate School of Management, Northwestern University, Evanston, IL 60208-2013.

The formation of the **American Law and Economics Association (ALEA)** was announced in February 1991. Its purpose is to promote scholarship and education in law and economics. It will hold annual meetings (the first was scheduled for May 24-25 in Champaign-Urbana, IL) and distribute a newsletter announcing the availability of working papers from various law and economics programs. ALEA members will also receive discounts on subscriptions to the major law and economics journals. For more information on the costs and benefits of membership in the ALEA, contact the American Law and Economics Association, Box 2103A Yale Station, New Haven, CT 06520.

For information on the formation of a lesbian/gay/bisexual caucus of economists please contact: Professor Richard Cornwall, Department of Economics, Middlebury College, Middlebury, VT 05753; telephone 802-388-3711, ext. 5326 or Professor Julie Matthaei, Department of Economics, Wellesley College, Wellesley, MA 02181; telephone 617/235-2181.

A network of feminist economists is being organized by April Aerni and Jean Shackelford. Please contact them at: April Aerni, Business and Economics Department, Nazareth College of Rochester, 4245 East Avenue, Rochester, NY 14610; telephone 716/586-2525, ext. 549 or Jean Shackelford, Department of Economics, Bucknell University, Lewisburg, PA 17837; telephone 717/524-1476.

The **Federation of Organizations for Professional Women (FOPW)** has announced the establishment of a Legal Fund to help professional women fight harassment, discrimination, and lack of ethics in the workplace. For more information on this fund and the work of the Federation, contact: Viola Young-Horvath, Executive Director, FOPW, 2001 S Street, NW., Suite 500, Washington, DC 20009. Telephone: 202/328-1415.

Social Sciences and Humanities Research Council of Canada
Research Grants Program Awardees

Congratulations to all!

Rose Anne Devlin, Memorial University of Newfoundland. "The impact of liability rules and government regulation on private market incentives: automobile insurance provision and hazardous waste transportation."

Diane Dupont, Brock University. "A time-series, cross-sectional examination of the relationship between water quality, fish abundance, and recreational fishing benefits."

Evelyn Forget, University of Manitoba. "The economics of J.B. Say."

Nancy Gallini, University of Toronto. "Economic analysis of institutions promoting innovation and technology transfer."

Brenda Leith, Trent University. "Reconciling economic and biological models of the fishery in a dynamic stochastic environment."

Mary MacKinnon, McGill University. "The Canadian Pacific Railway and its employees, 1903-1945."

Shelly Phipps, Dalhousie University. "Assessing the economic well-being of Canadian children."

Margaret Slade, University of British Columbia. "Strategic pricing in imperfectly competitive markets."

Myrna Holtz Wooders, University of Toronto. "Games satisfying inessentiality of large groups; strategic, experimental, and cooperative foundations of competition."

JOB OPENINGS

For academic positions, the information is usually presented in the following order: university and person to contact; level of position (such as associate or visiting professor); specialization; whether the position is tenure-track/tenured or not; whether a Ph.D. is required; and deadline for applications. NA means that the information is not available.

Editors' Note: 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. There is no charge for advertising in the Newsletter.

ACADEMIC

South Dakota State University, Wayne D. Ellingson, Chairman, Search Committee, Economics Department, Box 504-A, Brookings, SD 57007-0895; assistant; economic theory and quantitative methods; yes; yes; April 15, or until filled.

University of Pittsburgh, Edmund M. Ricci, Chairman, ad hoc Search Committee, A620 Graduate School of Public Health, 130 DeSoto Street, Pittsburgh, PA 15261; associate to full professor with tenure; health economics with particular emphasis on financing, costs, and quality of care; yes; yes; September 1991.

University of Utah, John Burton, Search Committee Chair, Family & Consumer Studies, 2289 AEB, Salt Lake City, UT 84112; assistant or associate; family studies/ethnic studies; tenure track; yes; joint responsibilities between Department of Family and Consumer Studies and Ethnic Studies Program, with tenure accruing in the former. Application deadline is April 15, or until position is filled.

University of Utah, Chair, Search Committee, Department of Economics, 308 BuC, Salt Lake City, UT 84112; assistant; applied economics particularly international economics; yes; yes by starting date; May 15, 1991.

Wartburg College, Gloria Campbell, Department of Business Administration and Economics, Waverly, IA 50677; assistant; international economics and finance; yes; yes for tenure; until filled.

NONACADEMIC

Central Intelligence Agency, John E. McLaughlin, Director of European Analysis, Washington, DC 20505. Intelligence analysts, based in Washington, for economic, political, and military analysis on all of Europe. Degrees in economics, political science, and history as well as general liberal arts training and other backgrounds.

Institute for Women's Policy Research, Heidi Hartmann, Director, 1400 20th Street, NW., Suite 104, Washington, DC 20036. Research associate -- conceptualize and conduct research, write proposals and reports, and work on biennial conference. Masters degree in economics, sociology, or public policy and 2-3 years experience required; quantitative data analysis skills and background in women's policy research. \$25,000-\$33,000, benefits, competitive; EEO employer.

U.S. Department of Agriculture's Economic Research Service, Jerry Stam, USDA-ERS, 1301 New York Avenue, NW., Room 824, Washington, DC 20005-4788; (202)219-0892; qualified economist for research and policy analysis focusing on financial institutions and markets serving rural areas and the agricultural sector; must have MA/Ph.D. in economics; open until filled.

C S W E P
The Committee on the Status of Women in the Economics Profession

SPECIAL OFFER FOR DUES PAYING MEMBERS OF CSWEP!!

CSWEP has prepared a Special Reprint Issue of the Newsletter that contains reprints of ten articles designed to help women economists advance in the profession. To receive a copy, check the box on the form below and enclose it with your check. (If you've already paid your 1990-1991 dues, just request a copy from the address given below.)

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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, 1990 - June 30, 1991), we urge you to do so.

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

Thank you!

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

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

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

NAME _____

MAILING ADDRESS _____

CITY, STATE, ZIP _____

Check here if currently an AEA member _____

a student _____ Institution _____

Check here if you wish a copy of the Special Reprint Issue _____