



# American Economic Association

*1988 Committee on the Status of Women in the Economics Profession*

NANCY M. GORDON (Chair)  
Congressional Budget Office  
2nd & D Streets, SW  
Washington, DC 20515  
202 / 226-2669

BETH E. ALLEN  
Department of Economics  
University of Pennsylvania  
3718 Locust Walk CR  
Philadelphia, PA 19104-6297  
215 / 898-6774

CECILIA CONRAD  
Department of Economics  
Barnard College  
New York, NY 10027  
212 / 280-3333

ALAN E. FECHTER  
National Research Council  
2101 Constitution Avenue, NW  
Washington, DC 20418  
202 / 334-2700

ELIZABETH HOFFMAN  
Department of Economics  
University of Arizona  
Tucson, AZ 85721  
602 / 621-6224

SHULAMIT KAHN  
School of Management  
Boston University  
704 Commonwealth Avenue  
Boston, MA 02215  
617 / 353-4299

JUDITH R. LAVE  
Graduate School of Public Health  
University of Pittsburgh  
Pittsburgh, PA 15261  
412 / 624-0898

KATHARINE C. LYALL  
University of Wisconsin System  
1730 Van Hise Hall  
1220 Linden Drive  
Madison, WI 53706  
608 / 262-4048

MARJORIE B. McELROY  
Department of Economics  
Duke University  
Durham, NC 27706  
919 / 684-4003

KATHRYN MORRISON  
NYC Health and Hospitals  
Corporation  
230 W 41st Street, Room 500  
New York, NY 10036  
212 / 391-5510

BARBARA NEWELL  
Department of Economics  
Florida State University  
467 Bellamy Building  
Tallahassee, FL 32306  
904 / 644-5001

JUNE O'NEILL  
Baruch College, Box 348A  
17 Lexington Avenue  
New York, NY 10010  
212 / 505-5903

ex-officio, AEA President  
ROBERT EISNER  
Department of Economics  
Northwestern University  
Evanston, IL 60201  
312 / 491-5394

Membership Secretary:  
JOAN G. HAWORTH  
Economic Research Services  
4901 Tower Court  
Tallahassee, FL 32303  
904 / 562-1211

## NEWSLETTER

*Winter Issue - February 1989*

Nancy Gordon, Co-editor  
(202) 226-2669

Kathryn Morrison, Co-editor  
(212) 391-5510

Toni Foxx, Assistant Editor  
(202) 226-2650

### IN THIS ISSUE:

- Annual Report -- 2
- Older Women's Work -- 7
- Translating a C.V. to a Resume -- 10
- Strategies for Publishing Journal Articles -- 12
  
- Supply, Demand, and the Green Eyeshade -- 13
- Institute for Women's Policy Research -- 15
- CSWEP Activities at the Midwest Meetings -- 16
- Upcoming Meetings -- 16
  
- Calls for Papers -- 17
- Funding Available for Summer Institutes  
in Economic Theory -- 17
- Summary of SEA Meetings -- 18
- Summary of AEA Meetings -- 19
  
- Recent Publications of Interest -- 23
- Short Notes -- 24
- Job Openings -- 25
- Membership Information -- 27

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

Shelly Lundberg, University of Washington

## COMMITTEE ON THE STATUS OF WOMEN IN THE ECONOMICS PROFESSION ANNUAL REPORT, 1988

The Committee on the Status of Women in the Economics Profession (CSWEP), established by the AEA in 1972, was charged with monitoring women's position in the profession and undertaking activities to improve it. This report summarizes changes that have occurred in the position of women economists in academia during the 1980s and describes the Committee's activities during the past year.

### The Changing Status of Women Economists

Overall, women economists are more numerous now than in 1980 and they are slowly advancing in academia, but few have reached the rank of full professor. These conclusions are based on data from a matched sample of colleges and universities that responded to the Universal Academic Questionnaire in both the 1980-1981 and the 1987-1988 school years.<sup>1/</sup> Although the matched sample includes only half of all institutions reporting in 1987, the characteristics for the entire group are essentially the same as for the sample analyzed here.<sup>2/</sup>

As shown in Table 1, the proportion of Ph.D.'s in economics awarded to women by schools in the matched sample rose sharply between 1980 and 1987--from 12 percent to 19 percent, in part reflecting women's rapidly growing representation in economics at the Bachelor's degree level during the late 1970s.<sup>3/</sup> The share of Master's degrees in economics awarded to women also increased substantially--from 21 to 29 percent--but the proportion of Bachelor's degrees was stable at about 30 percent. The gender distribution of graduate students shifted somewhat, from 18 percent of Ph.D. students in economics being women to 22 percent. Among students in both Master's degree and Ph.D. programs, women remained slightly more likely than men to receive aid.

As women have progressed through their careers, they have made up a growing proportion of faculty at the ranks of assistant, associate, and full professor, as shown in Table 2. Only in the case of full professors at undergraduate institutions did the proportion of women fall, and when this relatively small group is combined with full professors at graduate institutions that award Ph.D.'s, the overall proportion of women rose from 2.7 percent to 3.7 percent. Nonetheless, only 30 of 803 full professors at institutions in the matched sample were women.

Women made up a higher proportion of those who were hired in 1987 than they did in 1980, as shown in Table 3, but their progress to higher ranks has been limited. This is especially true at the institutions with Ph.D. programs, which employed 66 percent of all associate professors and 81 percent of all full professors in 1987. Only 1 of the 30 faculty members promoted to associate professor in 1987 at these institutions was female and all 28 who became full professors were men. Considering that women made up 12 percent of assistant professors at these schools in 1980, rising to 19 percent in 1987, it seems that they are not advancing within academia in the same way as men. Moreover, women were not "bidden away" to tenured positions at other universities in this

- 
1. The Committee thanks Charles Scott and Joan Haworth for their valuable contributions to this analysis.
  2. The matched sample contains 80 of the 188 undergraduate institutions that responded in 1987, 20 of the 42 institutions that award only Bachelor's and Master's degrees, and 50 of the 71 institutions that award Ph.D.'s. The tables presented here are available for the entire 1987 sample on request.
  3. See CSWEP Annual Report, 1985, American Economic Review, Papers and Proceedings, May 1986, pp. 452-457.

sample. Of the 20 full-time female faculty hired in 1987, 18 had the rank of assistant professor. In contrast, 18 men were hired with ranks of associate or full professor.<sup>4/</sup>

Although many hypotheses have been advanced about why women economists are not progressing more quickly in academia, few facts are available. An ongoing study based on longitudinal data from the Survey of Doctoral Recipients will describe the career patterns of male and female economists in academia and other types of employment and analyze factors that may be related to differences in these patterns.

### The Committee's Activities

CSWEP pursued a number of activities in 1988. Several were designed to expand employers' use of CSWEP's roster of women economists, which contains information about their employers, educational background, fields of specialization, and publications. First, CSWEP's Board instituted the option of providing information from the roster in machine-readable form, as well as continuing to offer printed copies of it and the customized computer listings that were previously available. Thus, users may now obtain a diskette containing information about all CSWEP members and create their own listings of economists who meet specified conditions, or the diskette may be limited to information about members having characteristics specified by the user. Second, because employers often use the roster to expand their pools of job candidates, flyers describing how to obtain printed listings or diskettes will soon be sent to the chairs of Economics Departments and to the affirmative action officers for each state and for federal agencies likely to employ economists.

To ensure that the roster is as useful as possible, the Board has also devoted considerable effort to updating information about current members and expanding the number of women economists included in it. For example, questionnaires were sent to all current members and copies are also being distributed at the technical sessions and social events CSWEP organizes at meetings of the national and regional economics associations. Early next year, chairs of Economics Departments will be asked to help identify female graduate students, recent graduates, and new faculty.

Since the Committee's inception, one of the Board's goals has been to expand the participation of women economists on the program of the AEA's annual meeting. As in past years, the Board organized several sessions for the 1988 annual meeting, some on traditional gender-related topics such as equal employment opportunity for women and others on public policy topics such as the financial position of the elderly and long-term care that are of particular concern to women. At the suggestion of Joseph Pechman and with Gerard Debreu's concurrence, however, the Board has decided to expand the topics on which it organizes future sessions to include ones that are not related to gender. A different area will be covered each year, depending on the expertise of the Board. For 1989, we plan to focus on theory and applications in industrial organization. Another innovation in 1988 was sending each person asked by the President-Elect to organize a session lists of experienced women economists who specialize in the same fields as the organizer. These lists were intended as reminders of possible participants; whether relatively more women were represented on the 1988 program will be clearer when CSWEP's project to compare the AEA's programs for 1984 through 1988 is completed in 1989.

Another major activity was publishing the CSWEP Newsletter, one goal of which is to help young economists advance in the profession. Articles covered topics such as how to write grant proposals and how to pursue job searches involving more than one professional. Public policy topics such as child support, welfare dependency, and the changing income distribution were also addressed.

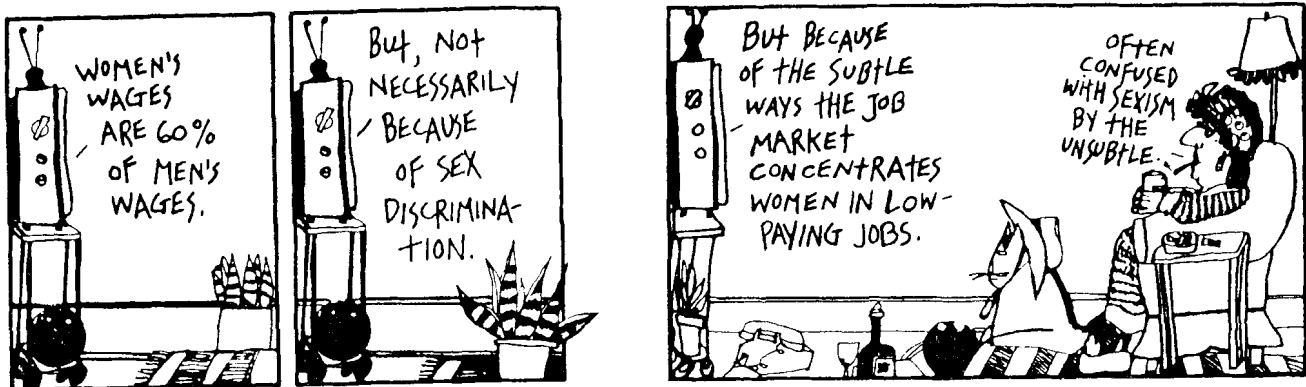
Finally, the Board thanks Joan Haworth, the Committee's Membership Secretary, and her staff for their many contributions--updating the mailing list, preparing listings from the roster, and

---

4. When all doctorate-granting institutions responding to the 1987-1988 survey are considered, 24 of the 26 women hired as full-time faculty had the rank of assistant professor.

completing special mailings, to name just a few. Three Board members, whose terms expire this year, have also contributed much to the Committee. Beth Allen has been the Eastern representative, written articles for the Newsletter, and arranged sessions for the annual meetings. Alan Fechter helped with access to the data necessary for the CSWEP-initiated project examining differences in the career paths of male and female economists and with arrangements for CSWEP's activities at AEA meetings. Katharine Lyall has been the Midwest regional representative throughout her term and has organized articles for the Newsletter during the last two years. The Board is also grateful to Toni Foxx, who continues to do an excellent job producing the Newsletter.

Nancy M. Gordon  
Chair



**More Sylvia by Nicole Hollander**

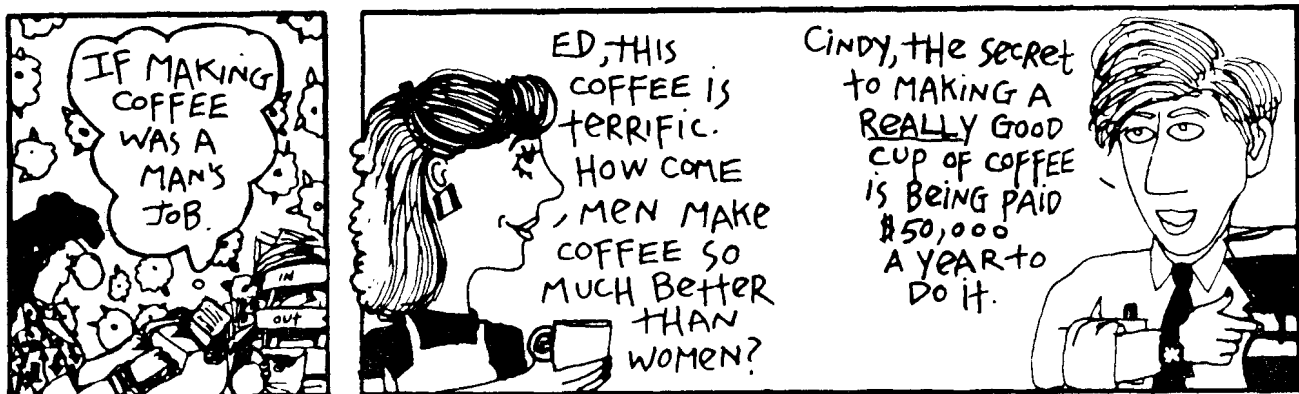


TABLE 1. SELECTED DATA ON STUDENTS IN ECONOMICS

	1980-1981		1987-1988	
	Total Number	Percent Female	Total Number	Percent Female
<b>Recipients of Degrees in Economics <u>a/</u></b>				
Bachelor's	5,889	29.2	6,910	31.4
Master's	710	20.7	719	29.1
Ph.D.	410	12.4	368	19.4
<b>Graduate Students in Economics <u>b/</u></b>				
Enrolled				
In Ph.D. Program	2,279	18.0	2,886	22.3
In MA Program	861	26.0	691	24.7
Receiving Aid				
In Ph.D. Program	1,582	19.2	1,997	23.6
In MA Program	271	29.5	188	27.1
<b>Distribution of Employment for Ph.D. Recipients (in percent) <u>c/</u></b>				
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
Educational Institutions	66	68	57	69
Government <u>d/</u>	8	6	11	5
Private Sector <u>e/</u>	12	18	12	10
Other <u>f/</u>	15	9	21	16
Total	100	100	100	100

SOURCE: Data from the Universal Academic Questionnaire for institutions responding in both the 1980-1981 and 1987-1988 school years.

- a. From 80 institutions awarding only Bachelor's degrees, 20 awarding Bachelor's and Master's degrees, and 50 that also award Ph.D.'s.
- b. Full-time students attending the 50 institutions in the matched sample that award Ph.D.'s.
- c. Excludes recipients whose subsequent activity is not known. Based on the 50 institutions in the matched sample that award Ph.D.'s.
- d. Includes federal, state, and local governments.
- e. Includes business, industry, banking, finance, consulting, and research institutions.
- f. Includes recipients employed in international agencies and other countries, as well as those in post-doctoral programs, seeking employment, or out of the labor force.

TABLE 2. NUMBER OF FULL-TIME FACULTY AND PROPORTION WHO ARE WOMEN, BY TYPE OF INSTITUTION AND RANK

	1980		1987	
	Total Number	Percent Female	Total Number	Percent Female
<b>Undergraduate Institutions a/</b>				
Full Professor	110	8.2	155	7.1
Associate Professor	128	3.9	151	8.6
Assistant Professor	150	10.7	150	20.7
Instructor	42	21.4	27	11.1
Total	430	9.1	483	12.0
<b>Graduate Institutions b/</b>				
Full Professor	624	1.8	648	2.9
Associate Professor	278	6.5	287	8.7
Assistant Professor	341	12.0	326	19.3
Instructor	45	24.4	22	18.2
Total	1,288	6.3	1,283	8.7

SOURCE: Data from the Universal Academic Questionnaire for institutions responding in both the 1980-1981 and 1987-1988 school years.

- a. Based on 80 undergraduate institutions that award bachelor's degrees in economics but do not have graduate programs.
- b. Based on 50 institutions that award Ph.D.'s in economics.

TABLE 3. CHANGES IN STATUS OF FULL-TIME FACULTY a/

	1980-1981		1987-1988	
	Total Number	Percent Female	Total Number	Percent Female
<b>Undergraduate Institutions b/</b>				
Hired	45	15.6	43	20.9
Promoted				
To Associate Professor	13	7.7	16	6.3 c/
To Full Professor	11	27.3	13	30.8 c/
<b>Graduate Institutions d/</b>				
Hired	78	12.8	93	21.5
Promoted				
To Associate Professor	28	10.7	30	3.3
To Full Professor	27	0	28	0

SOURCE: Data from the Universal Academic Questionnaire for institutions responding in both the 1980-1981 and 1987-1988 school years.

- a. Reflects changes for full-time faculty with ranks of assistant, associate, and full professor.
- b. Based on 80 undergraduate institutions that award bachelor's degrees in economics but do not have graduate programs.
- c. Whether the entire group or the matched sample is considered, the number of women being promoted is small--5 or less in each category. Because of the small number of promotions at the undergraduate institutions, however, the share of women among faculty promoted to associate professor is three times as large in the entire group, and the share promoted to full professor is one-third the size, as in this matched sample.
- d. Based on 50 institutions that award Ph.D.'s in economics.

\*\*\*\*\*

## OLDER WOMEN'S WORK

Barbara Wolfe, University of Wisconsin-Madison

A rapid upward trend in female labor force participation has been observed both in the United States and in other western industrialized countries. Analysis of the determinants of female labor force participation--labor supply--has been described as a major "cottage industry."<sup>1/</sup> In a recently completed study, "Labor and Transfer Incomes and Older Women's Work: Estimates from the United States" by Robert Haveman, Philip de Jong, and myself,<sup>2/</sup> we analyze older women's labor force participation focusing on the question: To what extent do older women (those ages 45-62) with work experience respond to market and transfer income opportunities when deciding between work and nonwork options? Because the bulk of public transfers available to older women are targeted on workers with health problems or disabilities, this question concerns the effects of disability-related transfers on labor supply. The issue has been extensively studied for older men, motivated by the observed secular decline in their labor force participation rates and assertions that this reduction in work effort has been caused by the growth and generosity of disability transfers.

The issue of the effect of transfer income--especially disability transfers--on women's work has seemed less urgent partly because its importance has been camouflaged by the generally increasing trend of women's work and partly because, until recently, only a small percentage of women have worked long enough to accumulate the necessary quarters of coverage to be covered by Social Security Disability Insurance (SSDI), the largest source of disability-related transfer income.<sup>3/</sup> In 1960, only 27.4 million women were covered under Social Security on the basis of their own earnings record. By 1986, however, this number had grown to 69.7 million.

As the incidence of women's work continues to grow, eligibility for SSDI will expand, as will the potential for disability transfers to influence women's work decisions. Hence, both for appraising the future of older women's work patterns and forecasting future costs and caseloads of public disability transfer programs, it is important to analyze the work-transfer linkage for older women. The common finding that women's labor supply response to wage and other income changes is substantially larger than men's suggests that future aggregate cost, caseload, and welfare impacts of various Social Security policies will be increasingly dominated by women and their decisions about work.

### Method

The responsiveness of older female labor supply to the level of income available if not working (primarily disability-related public transfers), and to expected income if working, is estimated. Because the circumstances and the process of choice is likely to differ between married and unmarried women, our estimates are done separately for wives and household heads.

The model is based on the standard utility maximization assumption in which individuals face a choice between working, with its associated income flow, and not working, with its available income

- 
1. For references, see Robert Haveman, Philip de Jong, and Barbara Wolfe, 1988, "Labor and Transfer Incomes and Older Women's Work: Estimates from the United States." NBER Working Paper No. 2728.
  2. The research for this paper was supported by a grant from the Assistant Secretary for Planning and Evaluation, U.S. Department of Health and Human Services.
  3. Recipients of Social Security Disability Insurance are allowed \$280 of earned income per month without calling into question their eligibility. Earnings beyond this amount are considered "substantial gainful employment" and are viewed as inconsistent with being "totally and permanently disabled."

flow. The income associated with each option, together with other sources of utility (such as time spent in leisure and the stigma associated with public transfer reciprocity), determine well-being.

The model is a three-equation simultaneous equation system where the first two equations estimate the income flows expected in the two options, and the third is the selection equation. The selection rule presumes that individuals know the outcome if either the work or the transfer reciprocity option is chosen and that a long-run equilibrium has been achieved. The selection equation, however, recognizes that for some individuals search may be incomplete, so that the realized income flow in an option may fall short of or exceed the ex ante estimate of expected income. The equation also reflects the cost of applying for benefits and the discretionary role of employers and administrators, to the extent that either depends on the observed characteristics that are included. In other words, the model is an example of a "switching regression," where the switch is endogenous. All coefficients, including the error covariance matrix, are estimated by iterative maximization of the log of the appropriately defined likelihood function.

This approach to modeling the work-nonwork choice is the result of simplifications--such as the use of one global nonwork income variable and a linear utility function--that preclude the specification of the complete and nonlinear budget constraint and the estimation of utility maximizing work-nonwork choices with respect to it. These simplifications are dictated by the complexity of the various transfer programs and by the interdependence of one family member's decisions about labor market participation with the incomes of other family members. For example, any person can receive benefits from a number of the programs simultaneously (such as, SSDI, Supplementary Security Income, and Worker's Compensation), depending on widely disparate coverage and eligibility provisions.

We use data for women aged 45-62 in 1978 who have worked full time for seven years or more, indicating a strong labor market attachment. This work history generally provides them with disability coverage by the Social Security system. The observations are from the Michigan Panel Study of Income Dynamics. The choice of work status in 1978 is taken as the dependent variable. Being a labor market participant is defined as having at least one of the following labor market characteristics: (1) labor income (earnings plus hours unemployed or on strike times average hourly earnings) greater than zero and no disability-related transfers, (2) being self-employed and reporting 500 or more hours worked last year, or (3) having disability-related transfers greater than zero but labor income greater than \$3,360. The panel character of the data allows the use of time-related information before and beyond 1978 to reflect both prior work history and expectations of future outcomes.

The variables included reflect demand-side and supply-side characteristics of both the labor market and the transfer-reciprocity "market" that are likely to affect the presence of an individual in either group. Education, family background, and disability status capture the individual's perception of potential work capacity and productivity, as does age. They also describe important determinants of eligibility for transfers. The presence of children reflects the income requirements of the household and influences the opportunity cost of working. The area-specific unemployment rate, region, and urban-rural background reflect the employment opportunities open to the individual and, hence, the likelihood of obtaining a job or gaining eligibility for transfers.

The response to income incentives is also captured by including another independent variable to measure the expected growth or change in income based on actual experience between 1978 and 1981. Change is included to reflect the long-term consequences of the work-nonwork choice at any point in time.

Location variables also reflect varying application of the criteria for determining eligibility for transfer benefits by site. Previous usual occupation and the cause of single status (for household heads) are used to proxy transfer program coverage, past earnings, and the probability of receiving child support or alimony income. The race variable captures the effect of potential labor market discrimination in employment opportunities and the resulting impact of lowered transfer payments.



Religion is used as a proxy for taste. In the estimate for wives, the effect of joint household considerations on the woman's work choice is captured by the age difference between the wife and her husband, the asset income of the family, and by the earnings capacity of the husband (as opposed to his actual earnings, which tend to be endogenous to the wife's labor market decision). A measure of disability is also included to capture earnings potential and eligibility for certain transfers.

### Findings

For both female heads and wives, the results suggest that expected income from work positively affects the decision to work outside of the home, but it is statistically significant only for wives. While the sign of the coefficient indicates that expected income if not working may deter a decision to work outside the home for both female heads and wives, the coefficient is not significant in either case. Older females, then, appear somewhat responsive to income incentives in both the labor market and the "transfer" market in making their labor force participation choice; however, in three of four cases, these concurrent market incentives are not significant.

Other coefficients provide evidence that health status is an important determinant of the decision to work; women with health problems are less likely to be labor force participants than healthier women. This effect is in addition to the impact of the health variables on the work choice, which operates through the expected income and income-change terms. The number of children borne by a woman before age 25 is also a significant determinant of the labor supply decision in later years, but has a quite different impact for heads and wives. For female heads, births early in life tend to discourage labor supply in later years. In our data, many female heads are widows, so the relation to early births suggests an income effect from the availability of Social Security survivors' and dependent benefits. For wives, having children early in life tends to encourage work in later years; for such women, child-rearing responsibilities have been significantly reduced by age 40. In the estimate for wives, husband's permanent wage rate and asset income, designed to control for the effect of nonwork income on the labor supply choice, are significant and have the expected signs.

Response elasticities suggest that the better (worse) the health or disability status of older women, the higher (lower) is their predicted probability of working and the lower (higher) is their response to income incentives, whether offered in the labor or "transfer" market.

Women with poorer labor market prospects (and hence superior income transfer opportunities) are estimated to be about twice as sensitive to income incentives as are those well up in the potential earnings distribution. Changes in income opportunities--either from working or through transfers--appear to elicit substantially greater response from low-skilled women than from those with more skills and higher earnings potential.

To obtain a rough estimate of the potential effects of changed expectations regarding both current transfer incomes and future transfer income prospects, we simulated the effect of a 20-percent increase and a 20-percent decrease in these variables. The results suggest that a 40-percent increase in total nonwork income flows could produce a 5-percent decrease in older wives' labor force participation, and a 13-point decrease in older female heads' participation.

These estimates suggest that income opportunities, whether in the labor market or the "transfer" market, have an effect on the work choices of older women, both household heads and wives. The rapid increase in female labor force participation during the 1970s, which accompanied increased relative female wage rates and an improved outlook for women's work opportunities, are consistent with these results.

Given recent trends in women's work patterns, a far greater proportion of older women in the 1990s will be eligible for benefits. The results reported here suggest that eligible women--especially low earners, wives, and those with health problems--do respond to changes in the generosity and availability of transfer income. Sizable increases in expected benefits, deriving from increases in either program generosity or leniency in administration, may well have substantial impacts on older women's work patterns.

• • • • •

## **TRANSLATING A C.V. TO A RESUME**

**Anne R. Edwards, Director of Career Services  
School of Urban and Public Affairs, Carnegie-Mellon University**

Although the words are often used interchangeably, a curriculum vita (c.v.) and a resume are not the same. "Curriculum vita" translates to "the course of a life" and, as applied to an academic life, is precisely that--a passive description. There may be differences in form among vitae, but they all contain information about education, publications, research interests, work in progress, community service, and teaching experience. Little changes in the vita's format with time; it simply expands. Since a c.v. is the accepted academic form, most researchers have developed a fairly good one and simply add new material periodically.

A resume, on the other hand, is a representation of skills and abilities, an active representation of a life, rather than a chart of its course. It shows results, not merely activities. Resumes, therefore, do not grow significantly longer with time; they are pruned. Typically, a maximum of two pages, they are more commonly used in business and government circles, where the name of the chair of your dissertation committee, for example, may be considered extraneous. Since most business and government employees consider themselves "bottom line" people, they usually feel that all the information in a vita is not necessary.

To meet the needs of those other than academics, researchers may wish to have a resume in addition to their curriculum vita. It will be useful in obtaining employment in another sector, whether that work be complementary or represent a career change. Turning a c.v. into a resume is not difficult, but will require some time and thought.

Begin by determining the audience(s) for your resume. Are you looking for consulting jobs in your area of expertise? A management or administrative position? For each target, your resume will be different. Each time you construct a resume, ask yourself what skills, interests, and background are necessary to do the type of job for which you are applying or for the occupation you are considering. Determine which of your many qualifications meet those needs; then only include them. Your research in progress, for example, no matter how fascinating, may not be of interest to every potential employer.

Since each case is different, there are no absolute rules about what to prune from your c.v. Generally, the sections about academic honors (membership in prestigious national honoraries can be recorded under your degrees), research interests, and teaching experience can be eliminated or, at least, condensed substantially. Conversely, your community service section, if it addresses your management experience, may be expanded on your resume.

You may choose to categorize your experience in sections that do not typically appear on a c.v. Grouping your abilities into sections such as "Technical Skills," "Management Experience," and "Communications Skills," for example, might be an extremely important element of landing an interview with a consulting firm. Think carefully about the experiences you want to present and choose sections that do so. A reverse chronological order resume (with work experience listing most recent job first) that includes a brief background summary section to highlight your skills and experience works well for many academics.

Some of the sections of your resume will be identical to those of your c.v., but their placement will be different. A vita usually begins with a list of your degrees; that may not be true on a resume. Leading off with the most important information is the key. If a Ph.D. is required for the job, put it first. But since many nonacademic employers often prefer to know first what kinds of relevant work experience you have had, your educational background may be last on your resume. Again, by looking at the needs of a potential employer, you will know how to place the sections on your resume.

When you have identified and placed relevant sections, make sure you adequately convey the kinds of experiences you have had. Nonacademics often have no idea of the time, effort, and abilities necessary to perform effective research and teaching, so it is important you use terms that they will understand. Avoid insider jargon, unless you are sure your audience will comprehend it. "Directed 22-person team in analysis of local welfare delivery system," for example, may have far more impact than "taught project course."

Amplify the one- or two-line description in your vita's "Other Professional Positions" section, if you are considering a nonacademic job. It may be sufficient for an academic search committee to know that you spent a year "assisting corporation with strategic planning." That description will probably not be enough for a nonacademic employer. She will want to know what kind of strategic planning you did, the tools you used, and, above all, the outcomes of your work. "Developed budgeting model that resulted in a yearly savings of 32 percent," is far more likely to impress her.

When you have done a first draft of a resume, have nonacademic colleagues in your field of interest critique it. Based on their knowledge of the job market, they will probably be able to suggest refinements. Consider taking it to a career counselor at your university; chances are she will also be able to assist you. It may take several iterations, but with practice and assistance, you will develop an excellent resume to take its place alongside your already excellent vita.

Further information about resumes and vitae is available in The Corporate Ph.D., by Carol Groneman and Robert Lear (Facts on File, 1985) and Finding a Job in Your Field, by Rebecca Anthony and Gerald Roe (Peterson's, 1984). Good luck!

\* \* \* \* \*

#### **LETTERS OF RECOMMENDATION: CSWEP Needs Your Help**

CSWEP is developing material for a series of articles on letters of recommendation for graduate students seeking their first jobs and for faculty being considered for promotion. We believe that good letters of recommendation are informative, accurate, and objective and that they contain sufficient specific material to portray the individual's strengths and weaknesses without repetition or banal generalities.

Many of CSWEP's members who have been active in searches conducted by their departments are concerned, however, that often these standards are not met. While this issue first arose in the context of women economists' advancement, we believe that the entire profession would benefit if both the requestors of such letters and many of their authors knew more about how to achieve these standards.

We are, therefore, interested in obtaining examples that are particularly good or particularly bad for some reason. Please send extracts from letters you have received that illustrate what you consider to be good and bad approaches. Or, if you prefer to send complete letters, we will make sure that no private material about the author or the subject is revealed. We would also be pleased to have your comments or suggestions.

Please send examples or letters and any comments or suggestions to: Nancy M. Gordon, Congressional Budget Office, United States Congress, Washington, DC 20515.

\* \* \* \* \*

## STRATEGIES FOR PUBLISHING JOURNAL ARTICLES •

Nancy E. Schwartz, Office of Management and Budget

The most important factor leading to success in publishing is submitting a well-organized, well-written paper between 10 and 25 double-spaced pages long, depending on the journal. The article should be brief and lively and make a clear contribution to the literature. Because the review process is highly random, another key to publishing success is persistence. Depending on the reviewers, the same article may be rejected by one major journal and accepted by another. The more general the journal, however, the lower the acceptance rate tends to be. In contrast, an article submitted to a promising new journal may have a higher chance of acceptance. In short, the burden is on the author to convince the best-known journals to accept an article, while smaller journals have to find reasons to reject it.

It is important to select journals carefully and to tailor the article to the journal's style suggestions and to its "words-to-math" ratio. References should also reflect the journal's audience (for example, submissions to an international journal should have references to international as well as American articles). Because of evidence that journals that do not use double-blind refereeing practices tend to have lower acceptance rates for articles written or co-authored by women, you may wish to consider a journal's reviewing practices before submitting an article.

How much peer review should your draft undergo before being submitted to a journals? Opinions vary from asking two or three of your toughest peers to review it to showing it to no one. For most authors, an intermediate position may be best, to ensure that your presentation is clear but to avoid unnecessary work since many comments may be different from those the journal's reviewers will make.

Views also differ on whether or not cover letters to the editor should state the importance and relevance of the article. On the one hand, doing so may provide a different perspective than the editor would otherwise have; on the other hand, some editors may regard it as irrelevant.

Authors should expect an article to come back with requests for changes. Reviewers often think that their status vis-a-vis the editor is determined by their ability to find problems with articles. Authors should address comments directly (and without being defensive), making those changes they agree with and carefully explaining why they did not make others. Be willing to make most of the recommended revisions before resubmitting an article. Otherwise, turning to another journal is likely to be more productive, although it is wise to bear in mind that starting over will substantially delay publication because of the lag in reviewing. Also, the more technical the article, the longer it generally takes editors to find suitable and willing reviewers.

Because reviewers are often chosen from the authors cited in the literature review in the article's introduction, it is usually wise to emphasize the good points of previous research. The introduction should also be highly polished, since the reviewer's opinion of the paper may be formed at this stage.

Several other strategies may also help you to publish more. First, try to break a set of research results (such as your doctoral dissertation) into two or three basic points, and write an article about each one. Three short articles have a better chance of acceptance than one long one. Second, choose narrow, well-focused topics that marginally advance the literature--they are easier to complete and have a higher probability of acceptance than large deviations from established views. Articles on topics of lasting interest are also more likely to be published. If you do write on a timely topic, whose relevance is likely to be short-lived, send it to a journal with fast turnaround. Third, try to keep several articles in the pipeline--that is one or two articles accepted, one or two articles under review, and one or two articles underway. Finally, because published articles generally appear a year or two after the research was completed, get on the mailing lists of key authors in your field.

---

• These observations are based on remarks made at panels sponsored by Washington Women Economists in late 1987.

\*\*\*\*\*

## **SUPPLY, DEMAND, AND THE GREEN EYESHADE** **The Role of an Economist in a Big Eight Accounting Firm**

Valerie Amerkhail, Deloitte Haskins & Sells

As the consulting practices of big eight accounting firms have grown, there has always been room for those with training in economics among the accountants, lawyers, MBA's, and others who advise clients on tax matters, strategic planning, and other traditional management consulting subjects. More recently, there has been growing use within the tax departments of the big eight of economists who are identified as--and work as--economists. A principal role these economists play is in the area of transfer pricing.

### Transfer Pricing Studies

Transfer prices (or inter-company prices) are the prices individual companies charge their subsidiaries, parents, or other entities with which they share common control, for goods, services, or the use of intangibles such as patents or industrial knowledge. Transfer prices determine the division of income among different entities within commonly controlled groups. Increasingly, these different entities may be doing business and paying taxes in different countries, or under different tax provisions.

Section 482 of the Internal Revenue Code gives the Commissioner of the Internal Revenue Service (IRS) authority to reallocate income or deductions between commonly controlled entities whenever necessary to prevent evasion of taxes or to reflect income clearly. Regulations and court cases have established that the prices required to avoid such reallocations must meet an "arm's length" standard--that is, they must be the same as the prices that would have been charged between unrelated entities under the same circumstances. In other words, to avoid problems with the IRS, a multinational corporation must set its transfer prices as though they were determined by competitive markets.

The economist's role in helping a taxpayer comply with section 482 is to study the firm and the industry to find the best procedure for determining proper arm's length prices. This involves reading financial statements and tax returns, and talking to people in marketing, research, finance, and production to learn how the firm functions--how prices are set, what functions are performed, what intangible and tangible assets are used, what kinds of risks are involved, and what entities bear those risks. It also involves searching for data from public sources that might provide "comparables,"--similar goods, services, or licenses that are traded between unrelated parties and for which prices can be determined.

This is basic microeconomics applied to complex, real world firms, with the advantage that the people you study are paying for your time and need your advice, so they have every incentive to answer your questions accurately.

### Other Areas

The other kinds of work an economist finds in an accounting firm are likely to be related to that person's background. Economists with government experience may analyze legislative and regulatory proposals. This analysis will be informed and made more concrete by access to information from the people who will actually be affected by proposals. The economist's comparative advantage, relative to accountants and lawyers, is our greater comfort and facility with the static, other things equal, assumptions of the arcane world of revenue estimating.

Economists who are comfortable with computers may get involved with tax planning software. This obviously means acquiring some of the skills of lawyers and accountants, but the economist's training and experience in building models of complex relationships and in dealing with hypothetical situations is extremely useful, especially when the tax planning involves new laws.

### Why Work for an Accounting Firm?

There are economists in academia and in traditional consulting firms who are hired, either by the IRS or by individual taxpayers to do transfer pricing studies and/or to serve as expert witnesses in transfer pricing cases. Academics and independent consultants also analyze tax policy and develop tax planning software. On the other hand, for anyone who is not already established as an expert, working for an accounting firm offers the obvious advantages of access to both an established client base and the expertise of accountants and lawyers who have much more practice than most economists in interpreting tax regulations and financial statements.

Most importantly, working for an accounting firm allows an economist to claim the benefits of the accountants' professional standards, which apply to anyone associated with an accounting firm. Because of this, the economist's responsibility to place loyalty to good analysis and objectivity ahead of the immediate interests of a client is not left solely to an individual's judgment and willingness to resist pressure, but is supported by the concern for reputation and fiduciary responsibility of a large, unlimited liability partnership. Because this support preserves the economist's professional independence, we can give good service to clients without becoming "hired guns."

### Should You Consider Working for an Accounting Firm?

NO:

- o If you chose economics because you wanted to make great breakthroughs in theory;
- o If you love to create mathematical models of theoretical economies; or
- o If your goal is to publish scholarly articles in prestigious journals.

Hands-on experience with the internal workings of real firms tends to soften the hard edges of pure theory and to introduce taints of institutional and other pragmatic thinking. It is much easier to acquire these taints than it is to get rid of them. Also, the normal workload in an accounting firm does not leave much time for mulling over abstract theory and writing articles that would not interest potential clients.

YES:

- o If economics first appealed to you because it seemed to offer a way to explore and understand how the business world actually works;
- o If you enjoy working with lawyers and accountants and feel that collaborations between members of those professions and economists are mutually beneficial;
- o If the thought of getting your hands on real data and using them to understand how a particular firm or economic relationship operates is exciting;
- o If the need to express economic concepts in standard English accessible to noneconomists is an interesting challenge rather than a frustrating chore;
- o If you have seen enough of the real world pressures on economists to appreciate the protection of the accounting profession's standards; and, finally,
- o If you like the idea of joining a true meritocracy, in which initiative is encouraged and productivity is rewarded.

\* \* \* \* \*

## INSTITUTE FOR WOMEN'S POLICY RESEARCH

The Institute for Women's Policy Research (IWPR) is a recently formed independent nonprofit research institute dedicated to conducting and disseminating research that informs public policy debates affecting women. IWPR seeks to bridge the communications gap between scholarly researchers, state and federal policymakers, and advocates. In its first year, IWPR has focussed on economic issues affecting women (welfare reform, family and medical leave, and child care). Future areas of research include health care and international relations. In all its work, IWPR seeks to address issues of ethnicity, race, and class as well as gender by recognizing the full diversity of women's situations.

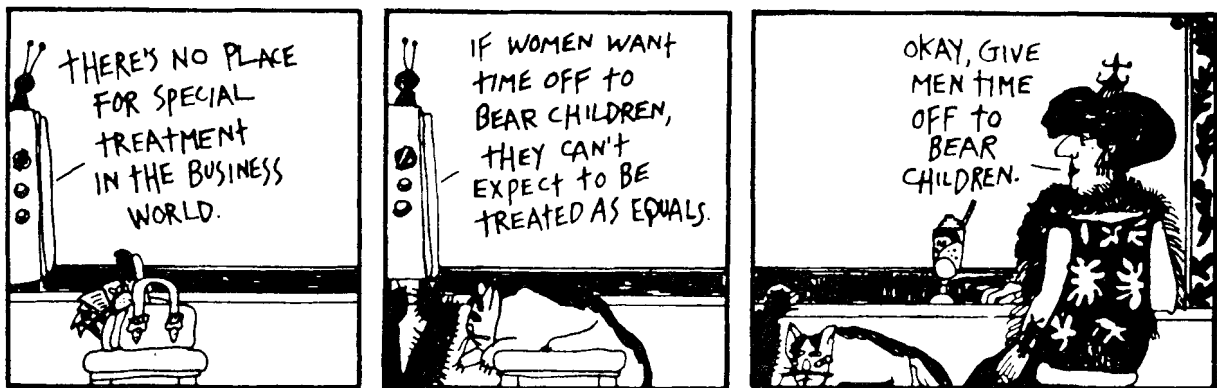
IWPR is unique in that its work focuses exclusively on policy research regarding women's interests. Organized in 1987 by Dr. Heidi Hartmann and Dr. Teresa Odendahl, IWPR received over \$20,000 from individual contributors to start the Institute. Funding sources have expanded to include foundations, women's groups, labor unions, and the U.S. Department of Labor. Individual members continue, however, to provide a large portion of the Institute's basic operating budget and have volunteered their expertise for testimony and their papers for publication. One of IWPR's most important goals is to expand the network of scholars producing policy relevant studies in order to bring their expertise to bear on the policy process.

A Ford Foundation grant resulted in IWPR's first major report: Unnecessary Losses: Costs to Americans of the Lack of Family and Medical Leave. The report broadened the discussion of parental leave by focusing on the costs to women, society, and taxpayers, rather than on the costs to business alone. Further work on family and medical leave is reported in the recent study, New Workforce Policies and the Small Business Sector: Is Family Leave Good for Business? Copies of the executive summary of Unnecessary Losses are available from IWPR, 1400 20th Street, NW, Suite 104, Washington, DC 20036 for \$4 and copies of Is Family Leave Good for Business? are available from 9to5 National Association of Working Women, 614 Superior Avenue, NW, Cleveland, OH 44113.

Another major IWPR project involves reviewing the salaries and qualifications of child care workers. IWPR has also prepared briefing papers on the wage gap, comparable worth, the feminization of poverty, and welfare reform. In addition, IWPR provides technical support to organizations that lack in-house social science expertise; acts as an information center for data concerning women for researchers, advocates, policymakers, and the media; holds informational seminars; provides testimony and speakers as requested; and organizes regional meetings to discuss research and policy issues of importance to women.

For further information on the Institute for Women's Policy Research, to contribute financially or otherwise, or to be included on the mailing list, write or phone: Institute for Women's Policy Research, 1400 20th Street, NW, Suite 104, Washington, DC 20036, 202/785-5100.

\*\*\*\*\*



More Sylvia by Nicole Hollander

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

CSWEP will sponsor a session organized by Marianne Ferber and Dan Hamermesh. It is scheduled for Saturday, April 1, 1989, at 8 a.m.

**WOMEN AND MINORITIES**

Gender-Related Opportunity Costs and the Supply of Female Executives, by Fay Ross Greckel

Assessing the Probability of Winning a Discrimination Suit: A Look at the Evidence, by Margaret Oppenheimer and Bala Batavia

Policy Changes Needed for Female-Headed Farm Households in Tropical Africa, by Jean M. Due and F. Magayane

Puerto Rican Female-Headed Families in the U.S. and in Puerto Rico, by Maria Canabal

CSWEP will also host a reception with free hors d'oeuvres and cash bar on Friday, March 31, 1989, at 6:30 p.m. in Salon H of the Omni.

\*\*\*\*\*



**More Sylvia by Nicole Hollander**

**UPCOMING MEETINGS**

**11th Annual National Women's Studies Association Conference, "Feminist Transformations,"** will be held on June 14-18, 1989 at Towson State University in Towson, Maryland. There will be over 250 sessions on feminist practice and research, a book exhibit, and film series. For more information, contact NWSA '89, Towson State University, Towson, MD 21204; 301/321-3681.

**The 64th Annual Conference of the Western Economic Association International** will be held June 18-22, 1989 in Lake Tahoe, Nevada. The theme for this year is "Economics at the Highest Level." For additional information, contact Western Economic Association International, Executive Office, 7400 Center Avenue, Suite 109, Huntington Beach, CA 92647-3055.

\*\*\*\*\*



## CALLS FOR PAPERS

**CSWEP-South** will sponsor two sessions at the 1989 **Southern Economic Association Meetings** to be held November 19-21 in Orlando, Florida. One session will be a continuation of the 1988 panel on "Cultural Diversity in Approaches to Economics." There was some sentiment at the CSWEP-South business meeting to have the second session on "Women in Developing Countries," but it was decided to leave the topic open so as not to foreclose good papers in other areas. Please send abstracts (or preliminary drafts) of papers by **March 31, 1989** to Marjorie B. McElroy, Department of Economics, Duke University, Durham, NC. 27706.

**Atlantic Economic Society 28th International Atlantic Economic Conference** will be held October 5-8, 1989 in Montreal, Canada. Those wishing to have a paper considered for acceptance must submit two copies of a 500-word summary **prior to March 15, 1989**. For additional information, contact John M. Virgo, Atlantic Economic Conference, Southern Illinois University at Edwardsville, Campus Box 1101, Edwardsville, IL 62026-1101; 618/692-2291.

**University of South Florida** will host its **1st Annual Conference on Gender in Academe: The Future of Our Past**, November 2-4, 1989 in Tampa, Florida. Scholarly research on the role of gender in higher education is solicited. Please submit a one-page single-spaced abstract of your work that addresses some aspect of the conference theme by **April 7, 1989**. For additional information, contact Dr. Ellen Kimmel, University of South Florida, ILL 012, Tampa, FL 33620.

\* \* \* \* \*

## FUNDING AVAILABLE FOR SUMMER INSTITUTES IN ECONOMIC THEORY

The National Science Foundation's (NSF's) Economics Program is soliciting proposals for summer research institutes in economic theory. The Economics Program is prepared to provide funding for summer institutes for up to three years at an annual rate of up to approximately \$75,000. Proposals should be prepared in accordance with NSF 83-57, rev. 11/87, "Grants for Research and Education in Science and Engineering" and submitted by August 15, 1989. Awards will be made for holding institutes beginning the summer of 1990. For more information contact Daniel Newlon, National Science Foundation, 1800 G Street, N.W., Washington, DC 20550; 202/357-9674.

\* \* \* \* \*

## SHOULD ECONOMISTS STORE THEIR DATA IN PUBLIC ARCHIVES?

The National Science Foundation's (NSF's) Economics Program believes they should. All Economics Program grantees are now required to place their data in public archives and footnote the availability of data each time they publish. The Inter-University Consortium for Political and Social Research (ICPSR) at the University of Michigan has agreed to store data files associated with articles published in economics journals at no cost to the journal, the author of the article, the person requesting the data files, or NSF. NSF is sponsoring a seminar at the June econometrics meeting in Ann Arbor, Michigan on how to store economics data at the ICPSR. We are now discussing the need for enforcement mechanisms (should proposals be declined just because the investigator has not yet stored data or footnoted the availability of data?), supplements to cover the cost of data storage, standards for documentation, and grants for replication of published research results.

## CSWEP AT THE SOUTHERN ECONOMIC ASSOCIATION MEETING

San Antonio, Texas  
November 20-22, 1988

CSWEP-South held a cocktail party (with margaritas and nachoes, but Perrier was the beverage of choice), a business meeting, and sponsored two sessions at the Southern Economic Association meeting.

The first session, a panel discussion of "Cultural Diversity in Approaches to Economics," was organized by Marjorie McElroy and chaired by Robert Clower. We obtained the following notes from Shirley Burggraf.

This panel sparked intense discussion and produced a wide ranging exploration of economic methodology and the possible contribution of a feminine perspective to economics. Donald McCloskey ("Some Consequences of a Feminine Economics") contended that the progress of economic knowledge is foolishly handicapped by a predominantly male perspective that emphasizes individualism as opposed to solidarity; objective data as opposed to surveys, anecdotes, and listening to people; and mathematical rules as opposed to understanding. The notion that one can prove a great social truth by standing at the blackboard is a peculiarly masculine notion.

Susan Feiner ("Hidden by the Invisible Hand: Race and Gender in Introductory Economics Textbooks") similarly argued that the twin pillars of positivism and general equilibrium serve to conceal (while pretending to answer) a lot of society's important questions, including questions pertaining to race and gender. Since the neoclassical model has been substantively attacked for both the restrictiveness of its assumptions and its inability to establish general equilibrium even given its assumptions, Feiner argued that textbooks have little justification for presenting such a one-dimensional approach, an approach that shields students from the kind of diversity needed to deal with some of the economy's most important problems.

Karen Vaughn ("Austrian Economics/Feminine Economics") described her personal odyssey from enthrallment with analytical economics, to disillusionment with "silly macho economics," to rediscovery of Austrian economics as espoused by von Hayek. Modern Austrian economics, she claims, has evolved away from warmed-over physics toward a more open, tolerant, and pluralist approach that places more emphasis on understanding than proofs. It is an approach that recognizes "the problem markets solve is not so much what to do when everything is known, but how anyone comes to know anything in the first place .... The market runs largely on past experiences, hunches and guesses about the future .... What is needed is a way to talk about such ordered change, not a way to describe static equilibrium outcomes... There is no sense in which economic outcomes are inevitable." If it is feminine to hope, then perhaps Austrian economics is, after all, feminine.

Due to illness, Barbara Bergmann was unable to attend. One of her papers that would have formed a partial basis for her discussion, "Does the Market for Women's Labor Need Fixing?" appeared in the Winter 1988 issue of the Journal of Economic Perspectives.

The second session, "Marriage and the Family in Developed and Developing Countries," was organized and chaired by Kathryn Anderson, whose report follows.

Kathryn Anderson, J.S. Butler, Deborah Haas-Wilson, and Jean Mitchell ("The Impact of Depression, Alcohol, and Drug Abuse on Marital Dissolution: A MIMIC Model") examined the relative importance of economic and psychological factors on the probability of divorce, using data from the NIMH Epidemiological Catchment Area Surveys for Baltimore, Los Angeles, and Durham, North Carolina. Using indicators of depression and substance abuse and a vector of demographic and economic causes of psychological distress, MIMIC models of depression and substance abuse were estimated. From these models, the underlying latent variables--depression and substance abuse--were estimated for each individual in the sample and included in logistic regressions of the

probability of being divorced. Separate divorce equations were estimated for men and for women. The probability of divorce was lower for married men and women with depression problems, and men with substance abuse problems, but higher for women with substance abuse problems. In contrast, both men and women who had been in treatment for psychological problems were more likely to divorce. Economic factors--earned and unearned income--were also important determinants in the expected direction, but they had smaller effects than mental health. Thus, mental health and treatment are important in divorce decisions and should not be ignored in economic models of family stability.

M. Anne Hill and Elisabeth Hill ("Gender Differences in Child Care and Work: An Interdisciplinary Perspective") examined one important barrier to income equality between men and women, namely that women may sacrifice income because they have primary responsibility for child care. The authors present evidence from animal behavior studies and cross-cultural studies of human societies on what factors affect males' investment in offspring. They conclude that the goals of social policy should be to increase investment by men and to change the type of investment men make, because that would have the effect of increasing income equality. Specifically, increasing the costs of desertion by men by instituting more effective child-support laws would increase the probability that men will invest in their children. Restructuring the work environment would also loosen constraints on men's ability to provide a different type of investment, beyond financial contributions. Finally, they argue that anything that enhances the compatibility of child care and economic activity would increase economic activity by women and, hence, could reduce income inequality.

\* \* \* \* \*

**REPORTS ON CSWEP-SPONSORED SESSIONS AT THE  
AMERICAN ECONOMIC ASSOCIATION MEETINGS  
December 27-29, 1988**

**Equal Opportunity for Women in the 1980s  
Erica L. Groshen**

This session explored three aspects of changes in equal opportunity for women during the past 10 years. Two papers focus on the direct effects of equal opportunity policies: affirmative action and comparable worth. The third paper studies trends in occupational segregation during the decade.

"Effects of Comparable Worth Policy: Evidence from Washington State," examines the impact of comparable worth policy on the structure of wages in the Washington State government. The authors, June O'Neill, Michael Brien, and James Cunningham, begin by describing the institutional background of the implementation of comparable worth in Washington. They then look at data collected from personnel files and conclude that comparable worth policy did narrow the gender gap in wages among employees. They express concern, however, about possible distortion of market-wage relationships, because the evaluation system imposed also appears to have lowered the returns to experience and schooling.

Discussant Ronald Ehrenberg encouraged the study of the circumstances associated with the adoption of comparable worth policies by institutions. He then noted that the use of job evaluation systems, no matter what the purpose, appears to disassociate wages from traditional measures of human capital. Furthermore, since the wage structure of government workers is frequently influenced by political factors, the imposition of another arbitrary system on their wages may not necessarily increase the level of distortion in their wages.

"Women and Affirmative Action in the 1980s," by Jonathan S. Leonard, documents changes in recent policy implementation and then empirically tests whether women have continued to advance

due to the program. He finds that, since 1980, funds for the enforcement of affirmative action dropped by a fifth. Although the fact that compliance reviews doubled during this period might suggest more vigorous enforcement, the imposition of sanctions (back-pay awards, show-cause notices, and debarments) declined dramatically. Leonard then presents estimates that suggest that, while affirmative action was probably never strongly effective, all evidence of its impact disappears after 1980.

In "Occupational Segregation by Gender: A Look at the 1980s," Francine D. Blau examines data from the Current Population Survey and finds a recent slowing in the pace of occupational integration, compared to the pace in the 1970s. On the basis of regressions across occupations, she argues that the apparent slowing in the 1980s may be caused by shifts in the dominant gender of some occupations. Perhaps the 1970s saw the first part of the movement (from mostly male to integrated), and the 1980s are capturing the latter part (from integrated to mostly female).

Discussant Shelley Lundberg found Leonard's work and arguments convincing, but wondered how the switch in enforcement policy was communicated to the staff of the agency. On Blau's paper, she noted that, unfortunately, we will only be able to distinguish with certainty ex post between gender-switching and integration as the source of trends in occupational segregation. She did, however, find it believable that the rate at which occupations "switched" genders would vary over time, especially in response to changes in technology and in the labor force participation of women.

### **Women's Economic Activity and Family Income** Harriet Orcutt Duleep

The basic motivation behind the session "Women's Economic Activity and Family Income" was to pull together evidence from a variety of groups and contexts to help expand our knowledge of the determinants of women's labor force participation. A brief summary of each paper is given below. The discussants were Soloman Polachek, Finis Welch, and myself.

James Cunningham and Nadja Zalokar's paper, "Racial Differences in the Labor Force Participation of Wives and the Variability of Other Family Income: Evidence from the SIPP" uses monthly income data from the Survey of Income and Program Participation to investigate whether the higher labor force participation rates of black wives can be explained by the greater variability of their husbands' income. The authors find that greater variability in husbands' income does increase wives' labor force participation, and that black husbands do have more variable income. Nevertheless, including husband's income variability in labor force participation equations does not narrow appreciably the unexplained racial differences in participation rates.

In "The Role of Women in the Economic Assimilation of Asian Immigrant Families," Harriet Duleep and Seth Sanders explore three hypotheses concerning variations among immigrant groups in married women's labor force participation. Their estimates appear to be consistent with a family investment strategy; the results suggest that whether a husband invests in skills specific to the U.S. labor market, and the extent of that investment, are factors affecting a woman's decision to work. Family living patterns and country-of-origin work experience apparently are not important determinants.

"Immigration, Assimilation, and Wives' Labor Supply" by Cordelia Reimers uses data from the Survey of Income and Education to sort out various effects of assimilation on labor force participation and annual hours worked of Hispanic, Asian, Black, and White married women. The effect of time in the United States is estimated for the foreign-born, and the second generation is distinguished from later generations among the U.S.-born. The impact of changes in English fluency is also considered. Reimers concludes that immigrant wives take about three years to adjust to the U.S. labor market before reaching their long-run level of labor supply, and that tastes for market work (as measured by parameters of the utility function) decline from the foreign-born to later generations born in the United States.

Finally, the paper "Job Training for Welfare Recipients: The AFDC Homemaker-Home Health Aide Demonstrations" by Larry Orr and Stephen Bell shows that employment and training programs for disadvantaged women can be worthwhile social investments even when direct costs to participants (e.g., lost leisure and home production) are taken into account. A benefit-cost analysis of 4,800 welfare recipients--mostly single, minority mothers--who participated in government-sponsored training programs between 1983 and 1986 yields tentative estimates of net social benefits of \$2,000 to \$13,000 per participant relative to an experimental control group. Much of this gain is due to increased post-program earnings, projected (with discounting and gradual decay) until retirement. These earnings gains are only partially offset by the value of leisure and home production sacrificed while working.

### **The Labor Market Transitions of Women** Olivia S. Mitchell

"The Role of Part-Time Work in Women's Labor Market Choices Over Time," by Rebecca Blank is based on the Panel Survey of Income Dynamics for the period 1976-1984. The author developed a data file on about 3,000 women's labor market transitions, distinguishing between three labor market states: full-time work, part-time work, and nonemployment (part-time work was defined as working fewer than 35 hours per week on the primary job). Interesting tables indicate that part-time work was a transitional stage for most: only 2 percent of the women were part-timers in all survey years and only 7 percent followed a pattern where they moved from out of the labor force, into part-time work, and then on to full-time employment. Perhaps contrary to popular opinion, Blank concluded that having pre-school children apparently does not appear to cause full-time women workers to become part-timers.

In "Involuntary Employment and Labor Market Constraints Upon Women," Leslie Sundt investigated data for about 11,000 women questioned in the 1975 May Current Population Survey, where part-time employees indicated whether they would like full-time jobs. Sundt found that about one-fifth of all women were employed part-time, with only a minority of these (15 percent) responding they would have preferred full-time jobs ("involuntary" part-timers). The author stated that some believe that there is a large unmet demand for full-time employment; her maximum likelihood estimates indicated that those working part-time "involuntarily" tend to be concentrated among younger, less educated, and nonwhite women.

In "Female Mobility and the Returns to Seniority: Should EEO Policy Be Concerned With Promotion?" Shulamit Kahn and Harriet Griesinger posited that women may appear to be promoted less quickly than men if the two groups have different quit patterns. To give an extreme example, if women's quit patterns were completely unresponsive to outside offers but men systematically changed jobs if offered higher salaries elsewhere, pay profiles for the select group of male "stayers" would be higher than pay profiles for the (more random) group of women at the same firm. The authors explored the National Longitudinal Surveys of Young Women and Men in the late 1970s to determine whether quit behavior did, in fact, differ by gender. In contrast to their hypothesis, the authors found that women employed full-time were more responsive to wages than were their male counterparts. Hence, their findings demonstrate that the lower wage-seniority profiles of women observed in the real world are apparently not explained by differential mobility patterns.

### **Public Policy Issues Concerning Elderly Women** Marilyn Moon

This session raised a number of common themes. Each of the three papers was explicitly or implicitly concerned with transitions that affect the economic well-being of older women: retirement, change in functional status, and widowhood.

The paper by Karen Davis and Jane Andrews, "Old, Alone, and Poor: Policy Challenges Facing the New Administration," reports on findings of the Commonwealth project on older Americans living alone. The prospects of this group are not good now or for some time come. In fact, the projections into the future are the most compelling: poverty will largely remain at the current level for women living alone until well after the turn of the century. Davis and Andrews then turn to policy changes that would expand eligibility for Supplemental Security Income (SSI) as a means of alleviating poverty for these women.

Timothy McBride's paper, "Women's Retirement Behavior: Implications for Future Policy," attempts to rectify the lack of attention given to women's decisions to retire. McBride uses the New Beneficiary Survey and finds that marital status is an important key to behavioral differences. Married women are much more likely to retire early, particularly if they have dependent children at home. Of greatest policy relevance is the fact that many married working women will still receive the dependent's benefit rather than their "own" Social Security benefit because the former is higher. Consequently, their staying in the labor force longer will not raise the ultimate retirement benefit received.

Christine Bishop presented a paper on "Transitions in the Living Arrangements of the Elderly." Like others who study these issues, Bishop is constrained to examining two snapshots of living arrangements over a two-year period. She is interested in the extent to which individuals living with families in the first period are more or less likely to be institutionalized in the second period than those who are living alone in the first period. Bishop concludes that living with relatives does indeed reduce the likelihood of institutionalization. Another interesting finding (not discussed, however) is that fully one-quarter of all those who started living with relatives have moved elsewhere (sometimes to an institution), while very few of those who lived alone initially have moved in with relatives.

The lively discussion that followed focused on the policy implications of the papers and the data limitations that hamper the type of work that many would like to do in this area. The first two papers raise important questions about financial status that also have implications for affording care at the end of life. The reasons for high poverty rates among widows were raised and, in addition to liberalizing SSI in response, Social Security might offer transition benefits to new widows. Social Security options to cut the work disincentives of married women include reducing the dependent's benefit in exchange for higher survivor benefits, or giving a married woman some credit for remaining longer in the work force by combining in some way the benefit based on her own earnings with the one she is entitled to as a dependent.

#### **Women in Poverty** Ralph E. Smith

The three papers in this session focused on poor women who head households. In 1987, one-quarter of white female householders and half of black female householders had cash incomes below the poverty threshold. Most of these poor female householders either did not work for pay at all during the year (61 percent of them) or worked less than 50 weeks (27 percent). Provisions in the recently-enacted Family Support Act that expand employment and training opportunities for AFDC recipients, and that extend their eligibility for child care assistance and Medicaid for up to one year after their earnings make them ineligible for cash assistance, are designed to assist recipients in making the transition from welfare to paid employment.

In "Urban Labor Markets and Poor Black Women Heading Families," Margaret Simms provided preliminary findings from a large study of black families being conducted at the Joint Center for Political Studies. Tabulations of decennial Census data for black female-headed households in 45 Standard Metropolitan Statistical Areas underscored the importance of paid employment for these families. For example, in most of the metropolitan areas that she examined, at least three-quarters of the black female household heads who were nonpoor in 1979 had worked during the Census week. Subsequent research will provide a more detailed analysis of the determinants of the variation across areas in labor market activities and in family income.

In "Welfare Dependency and Its Causes," Patricia Ruggles used monthly data from the Survey of Income and Program Participation (SIPP) to analyze the dynamics of welfare reciprocity over a 32-month period beginning in late 1983. Her preliminary findings increase our understanding of the role of welfare as a short-term source of support for some female householders and as a long-term source for others. She estimated that the majority of the women in the SIPP sample who began receiving Aid to Families with Dependent Children (AFDC) during the observation period left the program in less than a year. The women with the highest probabilities of remaining on AFDC for longer periods included those who had never been married, those who lacked recent work experience, and those who had large numbers of children.

Barbara Goldman, Daniel Friedlander, and David Long provided a succinct summary of the results of eight work-welfare demonstrations recently evaluated by them and their colleagues at the Manpower Demonstration Research Corporation (MDRC) in "Employment Programs for Welfare Mothers in the 1980s." These evaluations were based on a carefully implemented experimental design, in which AFDC recipients--mostly female householders--were randomly assigned to work-related programs, such as job search assistance, or to control groups. The evaluations provide perhaps the most convincing evidence to date that modest programs of this sort can increase the average earnings of welfare recipients and reduce somewhat their reliance on welfare.

\* \* \* \* \*

#### RECENT PUBLICATIONS OF INTEREST

**Background Material and Data on Programs Within the Jurisdiction of the Committee on Ways and Means, 1989 Edition**, prepared by the staff of the Committee on Ways and Means, includes comprehensive descriptions of the programs in the Committee's jurisdiction--such as Social Security, Medicare, Unemployment Insurance, Aid to Families with Dependent Children, Supplementary Security Income, and Child Support Enforcement--as well as various tables and analyses that are relevant when considering possible modifications to these programs. This report will be available March 20, 1989, for approximately \$30. Contact the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402-9325; telephone orders are accepted with Mastercard or VISA cards (202/275-3030).

**Academic Mentoring for Women Students and Faculty: A New Look at an Old Way to Get Ahead**, prepared by the Project on the Status and Education of Women, is as current today as when first released in 1983. This paper discusses several aspects of mentoring for women in an academic environment, including barriers to traditional mentoring, new approaches, and ways that institutions, potential mentors, and students or young faculty might modify their behavior to improve the situation. Individual copies of this paper are available for \$2 from the Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, N.W., Washington, DC 20009; 202/387-1300. (A list of all Project publications is available free with a self-addressed mailing label. Bulk rates are available.)

\* \* \* \* \*

## SHORT NOTES

**Alicia Munnell**, Senior Vice President and Director of Research at the Boston Federal Reserve Bank, will receive the Alumnae Achievement Award from Wellesley College in February 1989.

**Sharon B. Megdal**, President of Tucson based MegEcon Consulting Group, has been appointed Chairman of the Arizona Joint Select Committee on State Revenues and Expenditures, also known as the Fiscal 2000 Committee. The Committee's charge is to review and analyze all major areas of state taxation and expenditure and to recommend changes to the Arizona legislature.

**Theresa McGuire** is serving as full-time Staff Director to the Committee.

**Marjorie McElroy** was installed as one of the two Vice Presidents at the Southern Economic Association meetings.

**Helen Bohem O'Bannon**, Vice President of the University of Pennsylvania, died in October 1988. Her contributions stemmed from her training as an economist; and her work in public policy changed the lives of millions of people. She sued, successfully, Merrill Lynch et al for discrimination against women and changed the patterns of hiring and promotion in the entire securities industry. She served with distinction on the Pennsylvania Public Utility Commission and later as Secretary of Welfare for that state. At Carnegie-Mellon and at Penn, she furthered the cause of academic women. Contributions in her memory may be made to Wellesley College, from which she graduated as an economics major in 1961.

**The American Association of Retired Persons (AARP)** has designed a series of 18" x 24" posters in celebration of National Women's History Month. One of them shows ten pairs of women, a pioneer and her contemporary counterpart, to celebrate the achievements of women in various fields. You may receive up to five copies of it by writing to the National Women's History Month Poster (D13490) AARP Fulfillment, 1909 K Street, NW, Washington, DC 20049.

## HELP! HELP!

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

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

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



## JOB OPENINGS

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.

### ACADEMIC POSITIONS

**Brown University, Department of Economics, Providence, RI 02912**

- assistant; economic theory; possible; yes or near completion; January 20, 1989; Contact: Peter Garber.
- assistant; economies of the Soviet Union and/or Eastern Europe; possible; yes or near completion; February 17, 1989; Contact: George Borts, Search Committee.

**College of William and Mary, David H. Finifter, Director, Public Policy Program, Morton Hall 116, Williamsburg, VA 23185**

- CSX Chair of Economics and Public Policy; international economics, public finance, or regulatory studies; yes ; yes; until filled.
- Pamela Harriman Chair of Government and Public Policy; public policy; yes ; yes; until filled.

**East Carolina University, Professor Carson W. Bays, Chair, Department of Economics, Greenville, NC 27858-4353; two positions - assistant or associate; marine resource economics; yes or nearly completed; yes; until filled.**

**Eastern Illinois University, Dr. Ahmad Murad, Chairperson, Department of Economics, Charleston, IL 61920; assistant; macrotheory and international economics; yes; preferred; yes; until filled.**

**Illinois Wesleyan University, Robert W. Harrington, Director, Business and Economics Division, Bloomington, IL 61702; endowed professorship; labor, international; yes, yes; until filled.**

**Iowa State University, Dr. Thomas D. Galloway, Chair, Business Administration Dean Search Committee, Office of the Provost, 110 Beardshear Hall, Ames, IO 50011; Dean of the College of Business Administration; open; yes; yes; until filled.**

**Massachusetts Institute of Technology, Chris F. Kemerer or Thomas W. Malone, School of Management, E53-315, 50 Memorial Drive, Cambridge, MA 02139; depends on qualifications; information technology in organizations; yes; yes or near completion; until filled.**

**Montclair State College, Dr. Serpil S. Leveen, Department of Economics, Upper Montclair, NJ 07043; two positions - assistant; economics; yes; yes; February 3, 1989.**

**New York University, Professor Leanna Stiefel, Chair, Search Committee, Graduate School of Public Administration, 4 Washington Square North, New York, NY 10003; assistant; public management and policy; yes; yes; until filled.**

**Skidmore College, Professor Roy J. Rotheim, Chairperson, Economics Department, Saratoga Springs, NY 12866; assistant; liberal arts; yes; preferred; until filled.**

**South Dakota State University, Economics Department, Box 504-A, Brookings, SD 57007-0895**

- assistant; macroeconomics; yes; yes; March 31, 1989 or until filled; Contact: Dr. William E. Kamps, Chairman, Search Committee.

- instructor, assistant; accounting; NA; no; March 31, 1989 or until filled; Contact: Professor Pat Lyons, Chairman, Search Committee.

**University of Connecticut**, Polly Reynolds Allen, Department of Economics, Box U-63, 341 Mansfield Road, Storrs, CN 06268

- open; labor market analysis, human capital; yes; yes or advanced ABD; until filled.
- open; industrial organization, macroeconometrics, history, econometrics; yes; yes or advanced ABD; until filled.

**University of Pennsylvania**, Chairperson, Personnel Committee, Department of Economics, 3718 Locust Walk, Philadelphia, PA 19104-6296; several non-tenured and tenured; preferred; until filled.

**University of Pittsburgh**, Professor James Cassing, Department of Economics, Pittsburgh, PA 15250; two positions - assistant; econometrics, macroeconometrics, international, labor, regional economics and micro and macroeconomic theory; yes; yes; until filled.

**University of South Carolina**, Dr. L. Douglas Dobson, Director, Institute of Public Affairs, Columbia, SC 29208

- Director of the Institute's Survey Research Laboratory and Research Professor (open rank); survey research and public policy; no; yes; April 1, 1989.
- Director of the Institute's Program for Leadership and Public Management; open; no; no; April 1, 1989.
- associate or full; public policy analysis; yes; yes; April 1, 1989.

#### OTHER

**The National Science Foundation's (NSF's) Division of Social and Economic Science** is recruiting a qualified economist to evaluate economics proposals, chair meetings of the Economics Advisory Panel, represent NSF at economics meetings, and perform many other interesting and challenging professional tasks on a one- to two-year rotational basis. The rotator would serve as the Associate Program Director for the Economics Program starting no later than next September. NSF would match next year's expected income, cover moving expenses, and provide a cost-of-living adjustment. To qualify for the position you must have a Ph.D., and at least four years of independent research experience. For further information about this position, contact Dr. Roberta Balstad Miller, Division for the Social and Economic Science Division, NSF, 1800 G Street, N.W., Washington, DC 20550; 202/357-9674.

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

\*\*\*\*\*

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

\*\*\*\*\*

# CSWEP

## *The Committee on the Status of Women in the Economics Profession*

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

**If you have not paid your dues for the current membership year (July 1, 1988 - June 30, 1989), we urge you to do so.**

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

Thank you!

---

**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 \_\_\_\_\_

**CSWEP: PEOPLE TO CONTACT**

<b>General Policy Matters</b>	<b>Nancy M. Gordon, Congressional Budget Office, 2nd &amp; D Streets, S.W., Washington, DC 20515</b>
<b>Items for Newsletter</b>	<b>Nancy M. Gordon, Congressional Budget Office, 2nd &amp; D Streets, S.W., Washington, DC 20515</b>
<b>Dues, Change of Address, Roster</b>	<b>Joan Haworth, Membership Secretary, 4901 Tower Court, Tallahassee, FL 32303</b>
<b>CSWEP East</b>	<b>June O'Neill, Baruch College, Box 348A 17 Lexington Avenue, New York, NY 10010</b>
<b>CSWEP South</b>	<b>Marjorie B. McElroy, Dept. of Economics, Duke University, Durham, NC 27706</b>
<b>CSWEP West</b>	<b>Shelly Lundberg, Department of Economics, University of Washington, Seattle, WA 98195</b>
<b>CSWEP Mid-West</b>	<b>Nancy M. Gordon, Congressional Budget Office, 2nd &amp; D Streets, S.W., Washington, DC 20515</b>

**AEA/CSWEP**  
c/o Nancy M. Gordon  
Congressional Budget Office  
U.S. Congress  
Washington, DC 20515

**Nonprofit Org.**  
**U.S. Postage**  
**PAID**  
**Permit No. 1149**  
**Washington, DC**