



# American Economic Association

*1990 Committee on the Status of Women in the Economics Profession*

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## NEWSLETTER

*Winter Issue - February 1990*

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\* \* **WELCOME TO THE NEW CSWEP BOARD MEMBERS** \* \*

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Marjorie Honig, Hunter College  
Barbara Wolfe, University of Wisconsin  
Myrna Wooders, University of Toronto

## COMMITTEE ON THE STATUS OF WOMEN IN THE ECONOMICS PROFESSION ANNUAL REPORT, 1989

The American Economic Association's (AEA's) charge to the Committee on the Status of Women in the Economics Profession (CSWEP) is to monitor women's position in the profession and undertake activities to improve it. This report briefly examines the position of women economists in academia from 1974 to 1988 and describes the Committee's recent activities.

### The Changing Status of Women Economists in Academia

Since 1974, there has been a strong upward trend in the proportion of faculty in graduate economics departments who are women, although the proportion of those receiving tenure remains somewhat lower than might be expected based on these trends. These results are based on data about graduate economics departments (that is, departments that grant Ph.D.'s) that responded to the AEA's Universal Academic Questionnaire (UAQ) in any year between 1974 and 1988.<sup>E</sup> Because few departments responded to the questionnaire in every year, the data used in this analysis for each year are based on all graduate departments that responded in that year.<sup>Z</sup> *Although* a large matched sample of departments would be preferable for this longitudinal analysis, the relative measures used here (such as the proportion of assistant professors who are women) would not be greatly affected by the year-to-year variation in the group that did respond as long as this variation was not systematically related to the presence of female faculty. If, however, the departments that responded later in the period tended to be the ones that had hired and promoted the most women, these data would overstate the progress being made by female economists./

As shown in Figure 1, the proportion of assistant professors who were women tripled between 1974 and 1988--rising from 7 percent to 21 percent. This increase reflected the growth in the proportion of Ph.D.'s in economics awarded to women from under 10 percent in the early 1970s to about 20 percent near the end of the 1980s. The proportion of associate professors who were women also tripled, from 3 percent to 9 percent, while the proportion of full professors more than doubled from under 2 percent to almost 4 percent. In both cases, this growth reflected the rising proportion of women at the lower ranks.

Similar patterns are apparent for promotions to associate and full professor. Figure 2 shows the proportion of faculty promoted to associate professor, and the proportion promoted to full professor, who were women. Of those becoming associate professors between 1974 and 1978, 6 percent, on average, were women. This proportion rose to about 9 percent in the 1979-1983 period, and to 10 percent in the 1984-1988 period. Of those becoming full professors in the three five-year intervals, an average of 2 percent, 4 percent, and 5 percent, respectively, were women.

The proportion of faculty receiving tenure who were women is shown in Figure 3. Again, the progress of women in the economics profession is apparent: this proportion averaged 4 percent, 6 percent, and 9 percent in the three five-year periods. Nonetheless, these figures are somewhat lower than might be expected, considering that the proportion of assistant professors who were women has been over 10 percent since 1977 and at least 13 percent since 1979.

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1. The Committee thanks Charles Scott and Joan Haworth for their valuable contributions to this analysis.
  2. The number of departments responding declined over the 1974-1988 period, however, from an average of 90 during the 1970s to an average of 70 in the past six years.
  3. The longitudinal results presented here are consistent with information based on two particular matched samples. One sample, consisting of departments that responded in both the 1980-1981 and the 1987-1988 school years, was examined in last year's annual report (see American Economic Review, Papers and Proceedings, May 1989, pp. 422-425). Data about departments that responded in both the 1984-1985 and the 1988-1989 school years are analyzed at the end of this section.

Progress over the past four years may be examined using data from the departments responding to the UAQ in both the 1984-1985 and the 1988-1989 school years, although the results must be treated with caution because the two years may not be representative ones.) As shown in Table 1, women received a higher proportion of the Ph.D.'s awarded in 1988 than in 1984, but represented about the same proportion of graduate students in both years. Female Ph.D. students were about as likely as their male counterparts to receive financial aid, although female master's students were more likely than their male counterparts to be assisted in both years.

The increasing representation of women on the faculty of economics departments was also apparent for the matched sample. Table 2 shows growth between 1984 and 1988 at all ranks except full professor, and there the decline was minimal. In fact, because of the growing number of full professors in the undergraduate and graduate departments in this sample, the number of women at that rank actually rose from 35 to 36 during this period. Nonetheless, this increase of one woman stands in sharp contrast to the increase of 45 men with the rank of full professor in these departments. Among the graduate departments in the matched sample, the number of male full professors grew by 21, but the number of women at that rank did not change.

Table 3 provides information about the hiring, promotion, and tenure decisions of the graduate departments in the matched sample. Women made up a smaller proportion of newly hired assistant professors, but a larger proportion of newly hired associate or full professors, in 1988 than in 1984. Although it may appear that there were substantial differences regarding promotion and tenure between the two years, small numbers of events are the actual explanation. For example, the 5.3 percent of promotions to full professor in 1984 represented one woman, compared with none in 1988.

In summary, as female economists progress through their careers, they are advancing in rank and becoming tenured in greater numbers. A basic question remains, however. How fast should the proportion of associate and full professors who are women grow? The answer depends on the total number of positions at these levels, the rate of turnover caused by factors such as retirement, and the quality of particular male and female faculty members being considered for promotion. The CSWEP Board hopes to be able to shed some light on these questions in next year's report.

### The Committee's Recent Activities

The Committee's activities in 1989 continued to focus on helping women advance in the economics profession. To expand the number of entries in CSWEP's roster of female economists, chairs of economics departments were asked to provide questionnaires to their female graduate students and faculty, as well as any men they thought might want to join CSWEP.<sup>5</sup> They were also asked to send the same information to any recent graduates whose current addresses were available. The Board is extremely grateful for their cooperation, which has resulted in many new members and large numbers of new entries in the roster. In addition, the Board has begun updating and expanding the roster using information from the new AEA directory.

To expand the number of employers using the roster to identify potential job candidates, the Board now routinely provides prospective employers with information about the contents of the roster and about the new computer-readable forms in which the data can be obtained. The employers contacted by CSWEP include all those placing announcements in Job Openings for Economists or the CSWEP Newsletter, as well as the chairs of economics departments.

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4. The matched sample contains 78 of the 159 undergraduate institutions that responded in 1988, 19 of the 38 institutions that award only Bachelor's and Master's degrees, and 45 of the 66 institutions that also award Ph.D.'s. Although the matched sample includes only half of all institutions reporting in 1988, the characteristics for the entire group are remarkably similar to those for the sample analyzed here. The tables presented here are available on request for the entire 1988 sample.
  5. CSWEP's roster contains information about characteristics such as current employer, educational background, fields of specialization, and number of publications.

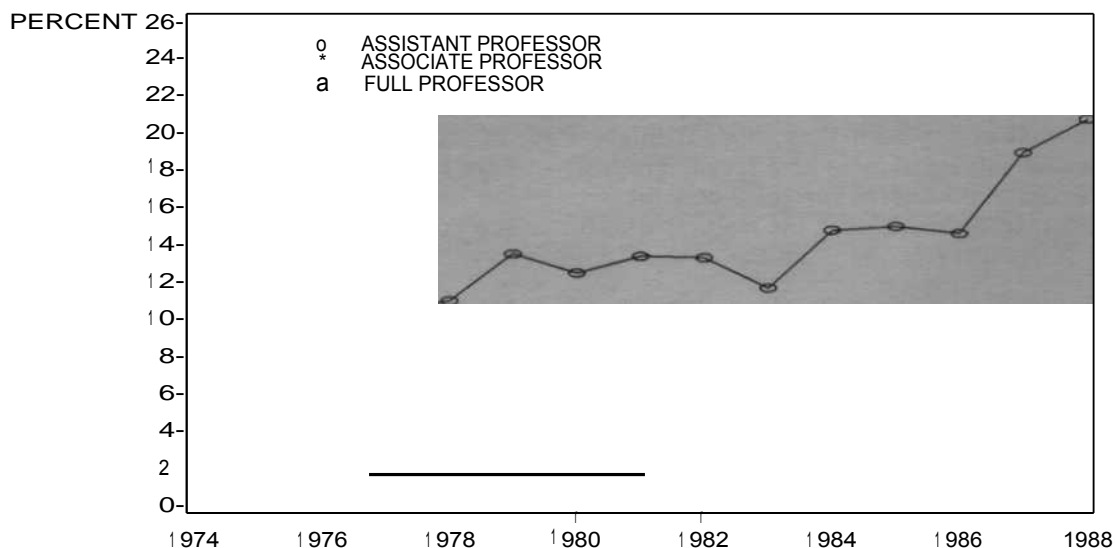
Another major activity was organizing six sessions for the AEA's 1989 annual meeting--three on gender-related topics and three on theory and applications in industrial organization. For 1990, the nongender-related sessions will focus on science, technology, and productivity. The Board also continued its practice of sending each person asked by the President-elect to organize a session lists of experienced female economists who specialize in the same fields as the organizer. Preliminary results from the Board's study of participation in sessions at the past seven annual meetings indicated that these reminders were associated with greater representation of women.

Publishing three issues of the CSWEP Newsletter absorbed a considerable portion of the Board's resources. The Newsletter continued to provide information designed to help young economists succeed in the profession, including calls for papers and notification of sources for research funding. Articles covered topics such as an ex-editor's tips on how to write journal articles that will be accepted and the process for awarding grants used by the Economics Program of the National Science Foundation.

Finally, the Board thanks Joan Haworth, the Committee's Membership Secretary, and her staff, for their outstanding work updating the roster, preparing special mailings, and creating customized lists of female economists from the roster. Three Board members, whose terms expire this year, have also contributed a great deal to the Committee. Marjorie McElroy was the Southern regional representative, responsible for organizing sessions, a business meeting, and a reception at each annual meeting of the Southern Economic Association during her term. As well, she and Cecilia Conrad each co-edited an issue of the Newsletter. McElroy, Conrad, and Judith Lave all organized sessions for the AEA's annual meetings and reviewed papers from them for publication. The Board is also grateful to Dennis B. Melby for doing an excellent job in producing the Newsletter.

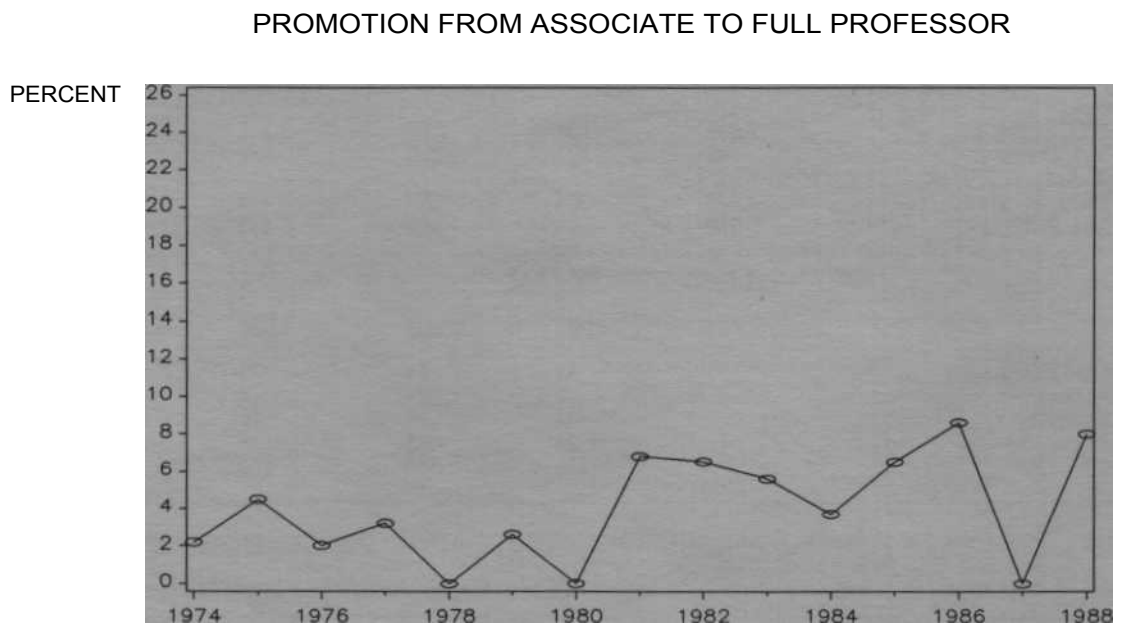
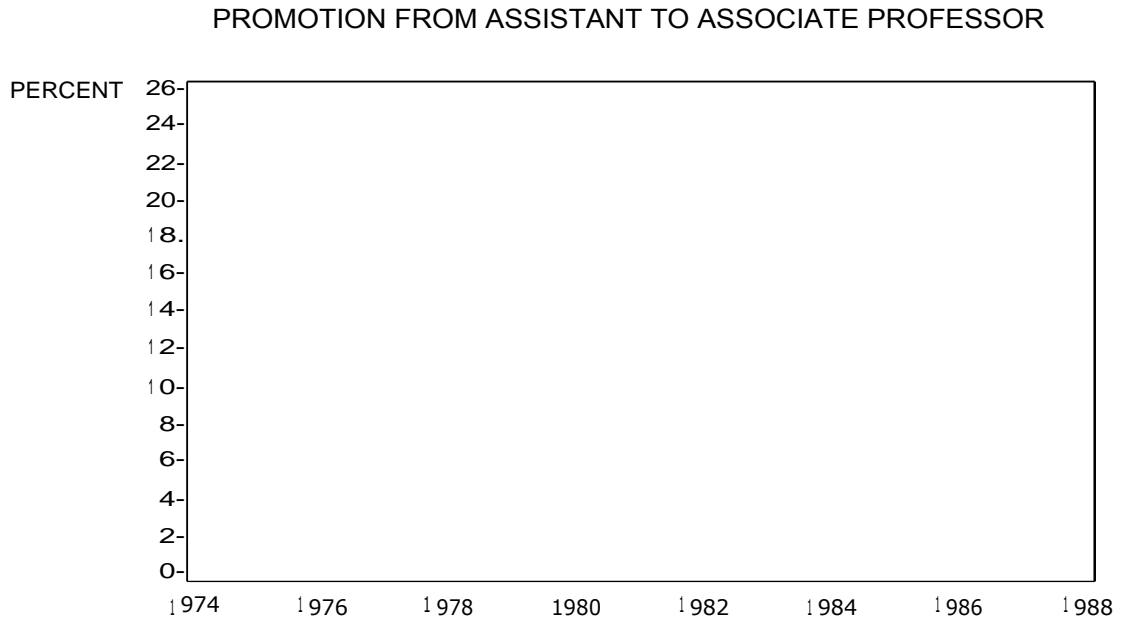
Nancy M. Gordon  
Chair

**FIGURE 1. PROPORTION OF FACULTY IN GRADUATE DEPARTMENTS WHO ARE WOMEN, BY RANK: 1974-1988** (As a percent of faculty with the same rank)



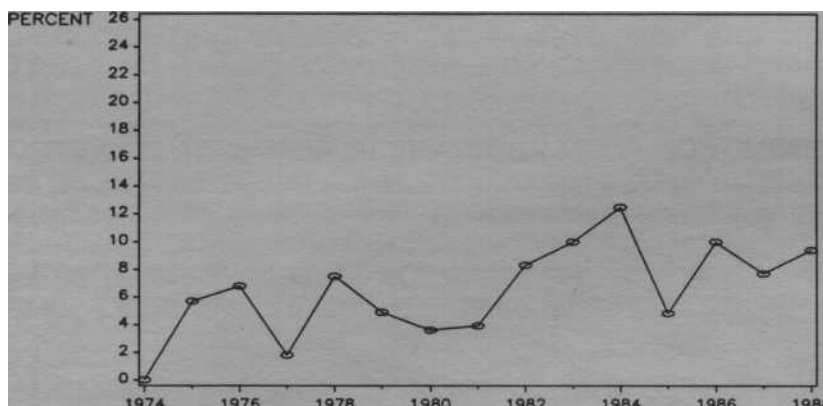
SOURCE: American Economic Association, Universal Academic Questionnaire, 1974-1988.  
NOTE: Graduate departments are those that award Ph.D.'s.

**FIGURE 2. PROPORTION OF FACULTY PROMOTED TO THE NEXT RANK WHO ARE WOMEN, GRADUATE DEPARTMENTS ONLY: 1974-1988**



SOURCE: American Economic Association, Universal Academic Questionnaire, 1974-1988.  
 NOTE: Graduate departments are those that award Ph.D.'s.

**FIGURE 3. PROPORTION OF FACULTY RECEIVING TENURE WHO ARE WOMEN, GRADUATE DEPARTMENTS ONLY: 1974-1988**



SOURCE: American Economic Association, Universal Academic Questionnaire, 1974-1988.  
 NOTE: Graduate departments are those that award Ph.D.'s.

**TABLE 1. SELECTED DATA ON STUDENTS IN ECONOMICS**

	1984-1985			1988-1989		
	Total Number	Number Female	Percent Female	Total Number	Number Female	Percent Female
<b>Recipients of Degrees in Economics li/</b>						
Bachelor's	6,595	2,150	32.6	7,546	2,562	34.0
Master's	536	151	28.2	566	153	27.0
Ph.D.	304	46	15.1	381	80	21.0
<b>Graduate Students in Economics &gt;J</b>						
Enrolled						
In Ph.D. Program	2,338	499	21.3	2,341	501	21.4
In MA Program	701	177	25.2	552	143	25.9
Receiving Aid						
In A.D. Program	1,648	358	21.7	1,784	386	21.6
In MA Program	229	78	34.1	177	55	31.1
<b>Distribution of Employment for Ph.D. Recipients (in percent)</b>						
		Male	Female	Male	Female	
Educational Institutions		44	56	49	53	
Government V		8	11	8	20	
Private Sector e/		24	19	10	8	
Other f/		24	15	34	18	
<b>Total</b>		<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	

SOURCE: Data from the Universal Academic Questionnaire for economics departments responding in both the 1984-1985 and 1988-1989 school years.

- a. From 78 institutions awarding only Bachelor's degrees, 19 awarding Bachelor's and Master's degrees, and 45 that also award Ph.D.'s.
- b. Full-time students attending the 45 institutions in the matched sample that award Ph.D.'s.
- c. Excludes recipients whose subsequent activity is now known. Based on the 45 institutions in the matched sample that award Ph.D.'s. Details may not add to totals because of rounding.
- 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 OF FACULTY

	1984-1985			1988-1989		
	Total Number	Number Female	Percent Female	Total Number	Number Female	Percent Female
<b>Undergraduate Institutions I/</b>						
Full Professor	105	15	14.3	130	16	12.3
Associate Professor	107	12	<b>11.2</b>	<b>129</b>	17	<b>13.2</b>
<b>Assistant Professor</b>	<b>152</b>	24	<b>15.8</b>	143	29	20.3
Instructor	47	8	17.0	24	8	33.3
<b>Total</b>	<b>411</b>	<b>59</b>	<b>14.4</b>	<b>426</b>	70	<b>16.4</b>
<b>Graduate Institutions h/</b>						
Full Professor	567	20	3.5	<b>588</b>	20	3.4
Associate Professor	270	15	5.6	230	21	9.1
Assistant Professor	320	48	15.0	313	64	20.4
Instructor	28	3	10.7	18	2	11.1
<b>Total</b>	<b>1,185</b>	<b>86</b>	<b>7.3</b>	<b>1,149</b>	107	<b>9.3</b>

SOURCE: Data from the Universal Academic Questionnaire for economics departments responding in both the 1984-1985 and 1988-1989 school years.

- a. Based on 78 undergraduate institutions that award bachelor's degrees in economics but do not have graduate programs.
- b. Based on 45 institutions that award Ph.D.'s in economics.

TABLE 3. CHANGES IN STATUS OF FULL-TIME FACULTY AT GRADUATE INSTITUTIONS 0/

	1984-1985			1988-1989		
	Total Number	Number Female	Percent Female	Total Number	Number Female	Percent Female
<b>Hired</b>						
As Assistant Professor	54	13	24.1	67	9	13.4
As Associate/Full Professor	22	1	4.5	23	3	13.0
<b>Promoted</b>						
To Associate Professor	23	2	8.7	23	2	<b>8.7</b>
To <b>Full Professor</b>	<b>19</b>	1	<b>5.3</b>	<b>18</b>	0	0.0
<b>Tenured</b>						
At Associate Professor	20	3	15.0	<b>18</b>	1	<b>5.6</b>
At Full Professor	4	0	0.0	2	0	0.0

SOURCE: Data from the Universal Academic Questionnaire for economics departments responding in both the 1984-1985 and 1988-1989 school years.

- a. Entries reflect changes for full-time faculty with the rank of assistant, associate, or full professor, based on 45 institutions that award Ph.D.'s in economics.

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## HOW TO GET THE SPECIAL REPRINT ISSUE

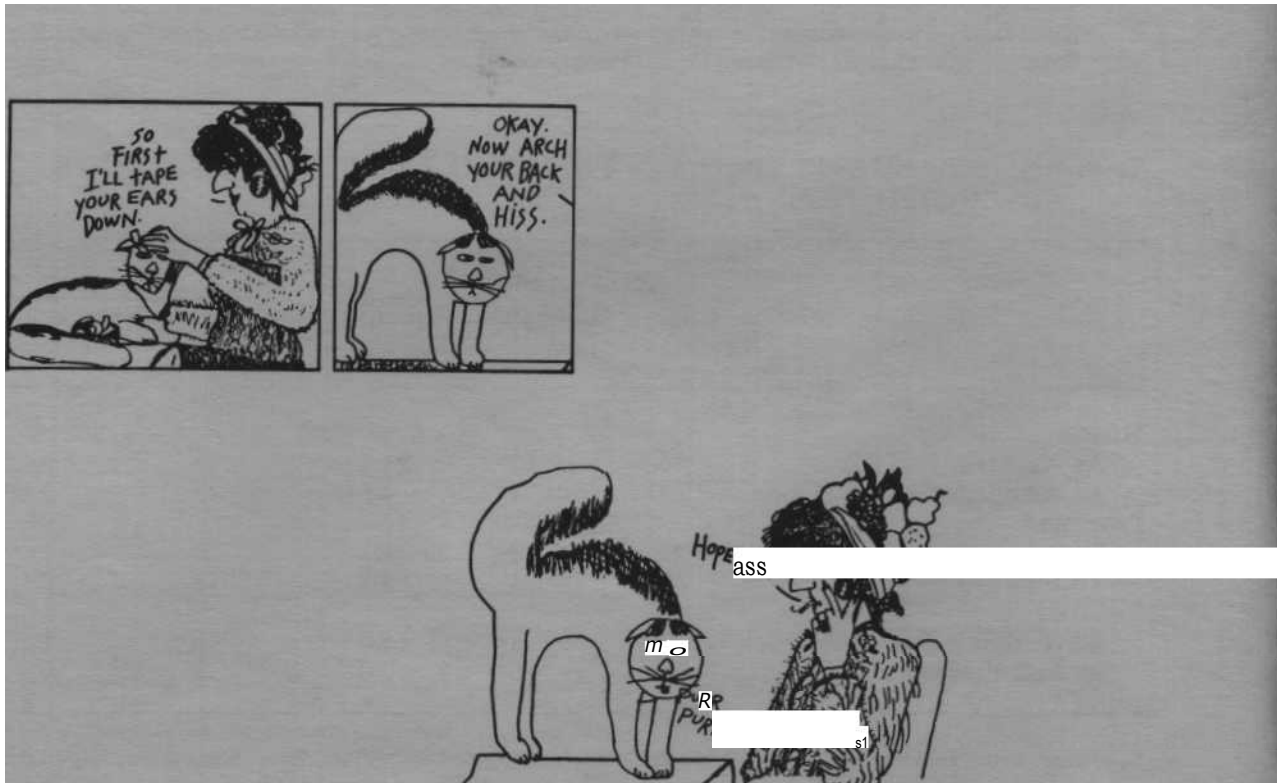
CSWEP has prepared a Special Reprint Issue of the Newsletter that contains reprints of articles designed to help women economists advance in the profession.

To obtain a copy, either pay your dues (\$20) and receive all the benefits of membership, including a copy of the special issue, or pay \$8.

Checks should be made payable to CSWEP, and sent to:

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

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## WRITING LETTERS OF RECOMMENDATION THAT WORK

Katharine C. Lyall  
Executive Vice President  
University of Wisconsin System

Effective letters of nomination or recommendation are rare. Full of stock phrases and generic statements, they often provide precious little information that distinguishes the candidate from a hundred others and little evidence that the candidate's particular talents fit the specific needs of the employer. The advent of the personal computer has not helped. In fact, it has made the "boilerplate" letter of recommendation a virtual art form. As a consequence, employment references are being sought increasingly by telephone -- a medium in which the responses can be more candid and, perhaps, more discriminatory.

How can you write a letter of recommendation or nomination that "works," that communicates to the reader something of the candidate and her unique skills?

1. Read the job description carefully and address its requirements specifically in your letter. Make certain you understand what kinds of skills the employer is looking for and the organizational setting of the position. Imagine yourself in the employer's position: what would you like to know about the candidate that you can't learn from her resume -- ability to work in groups? leadership capacity? reaction under stress? does she have a sense of humor? can she take initiative or will she need constant supervision? public speaking ability? If you find that you can't say anything more than is revealed on the resume, you probably shouldn't be writing a recommendation for that person.

If the letter is one to be sent to several institutions, make sure you know whether the candidate is applying to colleges and/or universities known for teaching or for research. Then draft a letter that emphasizes the relevant skills. Students may offer to do "bullet" points for their letters. If so, ask them to be specific with examples of various skills. Do not use their points unless you agree with them.

2. Establish your credibility as a reference. Indicate how and how long you have known the candidate. If the announcement is for a teaching position and you know the candidate only as a research assistant, say so. You can provide evidence on the candidate's strengths as you have observed them and indicate that "I am not able to speak to her teaching abilities since I have not observed her in the classroom."

Often it is useful to rank a student. "Dr. Smith is one of the best students to graduate from our department in the last several years." Or, if it is true, you may compare her to a recent graduate who is known to be excellent.

3. Indicate both strengths and weaknesses that may be relevant to the position. Noting weaknesses is not the same as giving a bad reference. It is more persuasive to note a weakness, where it is relevant to a position, and then indicate that the candidate is a quick study and likely to be able to remedy it, than it is to ignore an important element of the job or to imply that the candidate has skills she lacks.
4. Especially for women -- the specific mention of certain kinds of skills is often helpful and/or reassuring to search committees. Since the unspoken questions are often whether a woman candidate has "hard analytical skills" and can really fit into a department or work unit, it may be useful to address these questions directly -- stressing the candidate's analytical, political, and policy skills. Is she able to work effectively in teams? Does she have any supervisory experience? If so, what has she done especially well -- motivated staff to good performance? handled crises well? upgraded her staff through professional development opportunities? guided students successfully through dissertation or prize competitions?

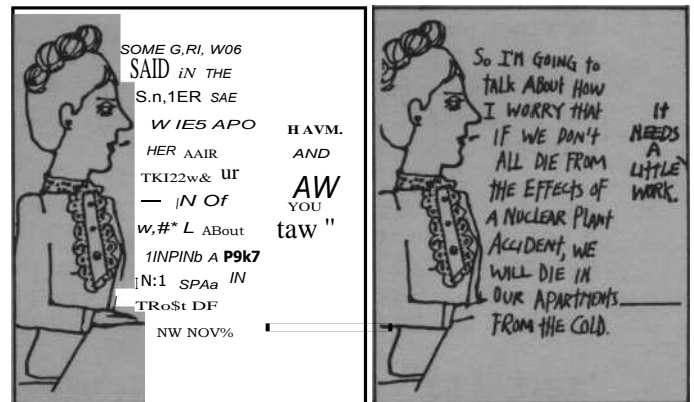
For herself, does she meet deadlines? Can she make effective public presentations for herself and on behalf of her department or organization? Does she work conscientiously on committee assignments and have a sense of corporate as well as individual objectives?

Anecdotes and examples help. It is more effective to cite an example of creative problem-solving on the part of the candidate than simply to say "she is a creative problem solver."

5. Personal observations. A matter of some delicacy. Observations about a candidate's temperament, sense of humor, or working style may be relevant and helpful in persuading a committee that the candidate is an individual who can perform professionally and make a pleasant colleague. At the same time, observations about an individual's marital status, family obligations, and other factors may be prejudicial to fair consideration. Imagine for a moment that the candidate is a male. Would you be making these comments about him? The only guide here is to ask yourself: "Is it relevant to job performance -- will it help the candidate?"

You may wish to meet with your colleagues and discuss the graduate students for whom you will be writing letters. Obviously, letters will be more successful if the several faculty members recommending a person for a position do not make contradictory statements. However, it is important that this process not result in all the letters sounding similar or becoming a mush of generic phrases.

Remember, your purpose in writing a letter of recommendation is primarily to help the candidate rise from a pile of faceless applicants to the next step in the process -- usually an interview. You do not have to "sell" her to the committee -- that is her own responsibility. Your letter is simply urging the committee to look more carefully and see for themselves what a splendid opportunity they have to obtain a fine colleague!



Mere Sylvia by Nicole Hollander

**CSWEP AT THE EASTERN  
ECONOMIC ASSOCIATION MEETING  
Omni Netherland Plaza Hotel  
Cincinnati, Ohio, March 30-April 1, 1990**

CSWEP will hold a reception at the Eastern Meeting on Saturday, March 31, at 5:15 pm in the Omni Netherland Plaza Hotel.

**CSWEP AT THE MIDWEST  
ECONOMIC ASSOCIATION MEETING  
Palmer House Hotel  
Chicago, Illinois, March 29-31, 1990**

CSWEP will sponsor two sessions organized by Marianne Ferber.

**1:30 to 3:30 pm, Thursday, March 29**

The American Family: Some Economic Issues  
Chair: Robin L. Bartlett

Religion and the American Family: Marriage, Fertility, and Divorce. by William Sander.

Emolover Policies and Working Families. by Marianne A. Ferber.

Changing Family Structure and Its Implications for Education. by Margaret C. Simms.

Discussants: Stephen A. Woodbury and Karen C. Holden

**10:00 to 11:45 am, Friday, March 30**

The Economic Causes and Consequences of Divorce  
Chair: Marianne A. Ferber

Determinants of the Stability of First, Second, and Higher-order Marriages. by Evelyn L. Lehrer.

A Game Approach to Understanding the Outcomes of Divorce. by Carol C. Fethke.

Trends in Child Support Payments. by Andrea H. Beller.

Discussants: Michael J. Brun and Daniel Hamermesh

CSWEP will sponsor a reception with complimentary hor d'oeuvres and a cash bar at 6:30 pm on Friday evening, March 30 in the Palmer House Hotel. Come meet other economists from the Midwest.

**CSWEP AT THE WESTERN  
ECONOMIC ASSOCIATION MEETING  
Sheraton Harbor Island Hotel  
San Diego, CA, June 29-July 3, 1990**

CSWEP-West will sponsor two sessions at the 65th WEA International Conference:

**Gender and Work Histories**  
Session Organizer: Joni Hersch

Gender Differences in On-The-Job Training, Capital, and Wages. by John Barron, Purdue University; Dan A. Black, University of Kentucky; and Mark A. Lowenstein, VPI.

Job Matching and Women's Wage Tenure Profile. by Joni Hersch, University of Wyoming and Patricia Reagan, Ohio State University.

Gender and Cohort Differences in Participation and Earnings. by Manuelita Ureta, Claremont Graduate School and Audrey Light, SUNY Stonybrook.

Discussants:  
Diana Strassmann, Rice University  
Paula England, University of Arizona  
Marsha Courchane, University of British Columbia

**Consumption, Utility, and the Family**  
Session Organizer: Melissa Famulari

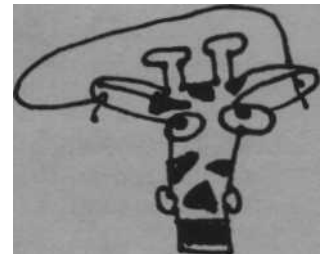
Gender Roles and Intra-Family Allocation. by Shelly Lundberg and Robert Pollak, University of Washington.

Severability, Scales, and Intra-Family Distribution. by Julie Nelson, University of California-Davis.

Non-Parametric Tests for the Existence of Family Utility Functions. by Melissa Famulari, Bureau of Labor Statistics.

Discussant: Marilyn E. Manser, Bureau of Labor Statistics

CSWEP-West will also sponsor a reception with complimentary hor d'oeuvres and a cash bar -- an opportunity to meet other economists from the West.



## OTHER UPCOMING MEETINGS

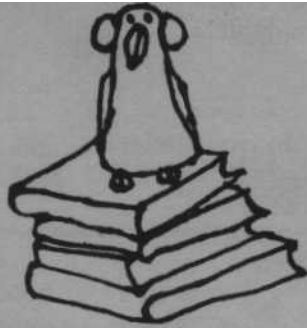
**Fourth International Interdisciplinary Congress on Women**, Hunter College, The City University of New York, New York, NY, June 3-7, 1990. The theme of this year's Congress is "Women's World's 1990: Realities and Choices."

The **Berkshire Women's History Conference**, Rutgers University, New Brunswick, NJ, June 7-10, 1990. Call (202)931-8918 for more information.

**National Women's Studies Association Conference**, University of Akron, Akron, OH, June 20-24, 1990. Call (301)454-3757 for more information.

**Women and Work: What Difference Does Gender Make?** Massachusetts Institute of Technology, July 23-26, 1990, Summer Session Program 30.24s. (Tuition: \$800.) This seminar is designed for teachers, managers, and other professionals who want to explore the place of gender in creating a diversity of styles in teaching, learning, thinking, and working. Call (617)253-2101 for more information.

**Association for Public Policy Analysis and Management (APPAM)** will hold this year's meeting in San Francisco, October 18-20 (see further details under Calls for Papers); the 1991 meeting will be in Bethesda, MD, October 24-26; and the 1992 meeting will be held in Denver, CO.



**More Sylvia by Nicole Hollander**

## RESEARCH FUNDING

**1991-92 Fulbright Chair Opportunities in Western Europe.** The deadline for submission of applications is June 1, 1990. Mailing address: Suite M-500, 3400 International Drive, NW, Washington, DC 20008-3097. For further information call Steven A. Blodgett (202)686-6240.

The **California State University** system has established a program to encourage women and members of minority groups to obtain their doctorates. The program provides up to \$30,000 for doctoral study, which is then "forgiven" if the recipient works within the state system for at least five years. For more information, contact the Public Affairs Office, California State University-Los Angeles, 5151 State University Drive, Los Angeles, CA 90032.

**Research Experiences for Undergraduates (REU) Program** (closing date: October 10, annually). The National Science Foundation invites proposals that involve undergraduate students in meaningful ways either in ongoing research programs or in research projects specially designed to include students. The Division of Social and Economic Science is particularly interested in soliciting proposals for REU Sites. Grants will be based on independent proposals to initiate and conduct research projects involving undergraduate participation for whatever number of students would be appropriate. Most REU Sites projects are expected to be within the scope of a single discipline and/or single academic department. Interdisciplinary proposals are also acceptable, but a common project focus or orientation is necessary. For more information, contact Joanne Hazlett, Division of Instrumentation and Resources, Directorate for Biological, Behavior and Social Sciences, Room 312, National Science Foundation, Washington, DC 20550. Or call (202)357-9880.

A new program called **Small Grants for Exploratory Research (SGER)** at the National Science Foundation, provides a limited number of awards for preliminary work on untested and novel ideas; ventures into emerging research areas; research that cannot wait for regular peer review (for example, collecting data on the economic effects of the Alaska oil spill); and efforts likely to catalyze rapid and innovative advances. The proposals are briefer (two to five pages) than regular proposals. SGER awards cannot exceed \$50,000, are nonrenewable, and are funded out of the budgets of existing NSF programs. If interested, contact the staff of NSF's Economics Program at (202)357-9674 to discuss whether or not funding is likely to be available.



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More Sylvia by Nicole Bollaeder

## CALLS FOR PAPERS

CSWEP will again sponsor a panel discussion and a session at the Southern Economic Association Meeting to be held in New Orleans, November 18-20, 1990. The topic for the session is open. Those who wish to present a paper are encouraged to send abstracts and preliminary drafts by March 31, 1990, to Marjorie McElroy, Department of Economics, Duke University, Durham, NC 27706.

**Review of Social Economy**, Association for Social Economics, uses double-blind refereeing, encourages submissions from women and about women, and has no submission fee. The Review is particularly interested in questions of social policy, poverty, equity, cooperatives, methodology, and the normative dimensions of economics.

**The Association for Social Economics** generally has eight to ten sessions at the ASSA meetings each year. For the 1990 meetings, which will be held in Washington, DC, write to Professor Kishor Thanawala, Department of Economics, Villanova University, Villanova, PA 19085.

**The Twelfth Annual APPAM Research Conference** will be held October 18-20, 1990, at the Sir Francis Drake Hotel, San Francisco, CA. Proposals should be submitted no later than March 22, 1990, to: Alan K. Campbell, APPAM Program Chair, ARA Services, Inc., The ARA Tower, 1101 Market Street, Philadelphia, PA 19107-2988. Proposals should be no longer than one page and should include: paper or panel title; name of author(s), position, address, and telephone number; major questions the paper/panel will address, the relevant body of empirical research, theory, or practice in which it resides; and in the case of proposals for panels and roundtables, the names and positions of participants, topics of presentations, and perspectives represented. For more information on APPAM, call Dante Noto, APPAM Assistant Treasurer (919)684-5851.

Abstracts of papers on topics in econometrics for the 1990 ASSA meetings should be submitted by April 1, 1990, to the appropriate member of the conference program committee. The list of program chairs and the procedures are available in the November issue of Econometrica.

### A NEW FEATURE!!

**Announcement:** A *Letters to the Editor* column is being planned. Please send letters expressing your views on topics of interest to other CSWEP members to Nancy M. Gordon (address on the back cover).

**CSWEP AT THE SOUTHERN ECONOMIC ASSOCIATION MEETING**  
**Orlando, Florida**  
**November 19-21, 1989**

Anna Maria Turner Lomperis hosted the well attended CSWEP reception. Kathryn Anderson of Vanderbilt chaired the business meeting. A novel aspect of the meeting was the strong surge of interest in the career problems of academic couples, including job hunting, how joint authorship of wife/husband teams is viewed, special problems of couples in the same department, and what happens when one gets tenure and the other does not. A survey of such couples was suggested.

**Cultural Diversity in Approaches to Economics, Continued**  
by Diana Strassmann

The first session continued last year's panel discussion. Based on his paper "On Interpretive and Feminist Economics," Arjo Klamer argued for an interpretive approach to economics. This approach would take economists beyond the current analytical metaphors and on to explore subjects such as the rhetoric in the market place, the formation of beliefs, and the operation of power. The intent is to take the subjects we study seriously. To do so requires observing and listening to the subjects in their economic settings, rather than simply constructing our own models about how the subjects behave. Klamer believes that his approach is similar to that argued by feminist theorists.

**Barbara Bergmann**, drawing from her paper "Why Economists Always Come to Conclusions They Like," suggested that little of what economists claim to know has been discovered by running regressions. Rather, most of what economists claim to know comes from "theories" derived from musing on data gathered casually in the course of our everyday lives. Regressions are used mainly to bolster one theoretical argument over another, and are easily countered by someone else's regressions. Bergman argued that if we are to build an economic science, we need to gather knowledge about actual decision making and about the conventions that are observed when economic agents interact. Our failure to proceed in that way allows people with sexist agendas to make up stories they like and come to any conclusions they like.

In "Gender, Rhetoric, and Economic Theory," **Diana Strassmann and Karey Harrison** argued that economic models contain implicit judgments about which phenomena are worthy of emphasis and inclusion and which phenomena can reasonably be suppressed. Because models represent only a partial viewpoint, they necessarily contain implicit biases. Harrison and Strassmann suggest that the metaphors underlying economic theory reflect a masculinist bias because they emphasize features of economic activity that are more prototypic of male rather than female experience. By demoting alternative metaphorical approaches as "not economics" and by excluding such approaches from graduate training, economists limit their ability to assess the value of alternative metaphors to explain phenomena in cases where their own core metaphor is being stretched to distant and perhaps inappropriate limits. Harrison and Strassmann suggest that greater openness to alternative metaphors would lead to a multiplicity of perspectives that would more adequately capture the complexity and diversity of economic activities.

**Government Policy, Women's Labor Supply, and the Academic Labor Market**  
by Kathryn Anderson

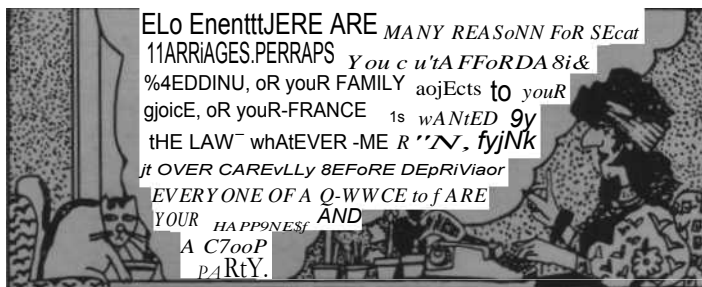
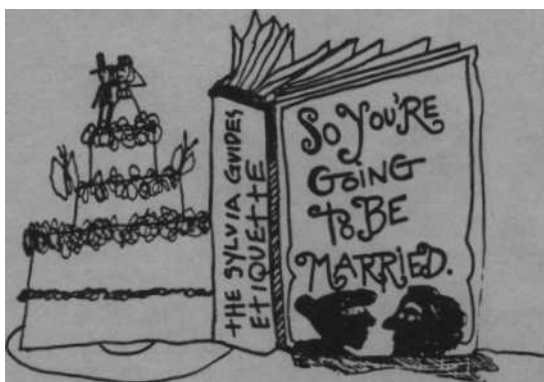
In her paper, "Labor Supply Effects of Government Transfers, in Cash and in Kind," **Barbara Steinberg** examined the effect of transfers on the labor supply decisions of single women. The model incorporates in the budget constraint benefits from Aid to Families with Dependent Children (AFDC), food stamps, and housing subsidies. Utility is a function of leisure, housing, and other goods. The complicated structure of the kinked budget plane means that the parameters of the utility function cannot be estimated using maximum likelihood techniques or the method of moments. She employs the method of simulated moments on a sample of women from the Survey of Income and Program Participation (SIPP). The procedure is costly. She did not have estimates of the parameters



function cannot be estimated using maximum likelihood techniques or the method of moments. She employs the method of simulated moments on a sample of women from the Survey of Income and Program Participation (SIPP). The procedure is costly. She did not have estimates of the parameters of the model because the variance-covariance matrix was still not estimated. However, the paper is the first to fully incorporate income and in-kind transfers into the budget space and to attempt to estimate the welfare structure correctly in a utility maximizing framework.

In "The Incentive Effect of Medicaid on Women's Labor Supply," Anne E. Winkler examined the effect of another transfer program on the labor supply of poor women. The focus is on Medicaid which automatically provides health care benefits to AFDC recipients. Recipients receive full benefits as long as they are on AFDC, but lose all Medicaid a few months after they go off AFDC. Using data from the 1986 Current Population Survey (CPS) on female household heads or subfamily heads, she estimates a labor force participation equation and an hours of work equation among those in the labor force. To measure the impact of AFDC and Medicaid, she includes the AFDC guarantee and tax rate and the market value of Medicaid benefits in the area. She finds a negative effect of Medicaid on labor force participation, but the effect is small. Medicaid has a positive but insignificant effect on hours of work.

Finally, Ana Maria Turner Lomperis's paper "Women and Academic Labor Markets," is a descriptive examination of women in academic labor markets using summary data from the National Research Council and the Equal Employment Opportunity Commission. She examines changes over time on the supply side and on the demand side. On the supply side, some of the most interesting findings are: (1) Between 1970 and 1987, there was a marked increase in the share of women among all new doctorates. Why? First, the number of doctorates earned by women has been rising steadily, while the number awarded to men peaked in 1972, and dropped continuously through 1985. Second, the share of women receiving Bachelor's degrees who have gone on for a doctorate has remained at about 2.8 percent since the 1960s, but there has been a large increase in the number of women getting Bachelor's degrees. Third, only 4.2 percent of men receiving Bachelor's degrees are likely to get a doctorate today, compared with 10 percent in 1960. (2) Women have increased their representation in all fields, but the smallest penetration has been in the physical sciences and engineering, which have experienced the largest influx of international students in recent years. On the demand side, some of the more interesting results are: (1) There has been an increase in the number of off-track jobs, a decrease in tenure-track jobs, and a slight increase in senior appointments. On balance, there has been a disproportionate fall in tenure-track jobs for men. (2) Half of the net increase in tenured positions from 1975 to 1985 went to women. (3) Characteristics of the typical academic are also changing. Today, academics are more likely to be unmarried and, on average, to have fewer children than in the early 1970s.



More Sylvia by Nicole Bouaeder

## SUMMARIES OF CSWEP-ORGANIZED SESSIONS ON GENDER-RELATED TOPICS AT THE 1989 AEA MEETING

### Gender Differences in Labor Market Turnover

by Donald O. Parsons

Evidence is mounting that women who behave "like men," especially in their commitment to the labor force, are much more likely to receive pay like men. Light and Ureta estimate the prevalence of continuous early career work activity among women and confirm the similarity in wages and job-to-job mobility rates for this group to those of men. Hill explores the time trend in the prevalence of continuous early career work activity and reports that the incidence of this activity has increased sharply in recent years, suggesting that this phenomenon may play an important role in the recent convergence of female and male wages. Even with the strong trend toward full-time work commitments, however, women remain much more likely than men to be engaged in part-time work, which highlights the importance of understanding the market forces that determine the pricing of full-time and part-time work. Hartley and Strassman develop a theoretical analysis of the pricing of non-pecuniary benefits, including part-time work as a special case, that provides insight into situations in which market prices are or are not efficient.

**Audrey Light and Manuelita Ureta** use the young men and young women cohorts of the National Longitudinal Surveys of Labor Market Experience to determine (1) the fraction of women who work continuously during their early careers, (2) the characteristics of those who work continuously, and (3) how women continuously attached to the labor force compare with men in terms of their interfirm mobility and earnings. They find that roughly 88 percent of the women in the sample spend more than 10 percent of their time working when they are between the ages of 24 and 30, while 25 percent work for more than 90 percent of their time. Women with a college education are especially likely to work a large fraction of these early years. The prevalence of essentially continuous work (90 percent or more of the time) has increased tremendously over time, again especially among the well educated. In comparing the job turnover behavior of continuously employed men and women, they find that both genders exhibit identical degrees of negative duration dependence. While women born in 1944-1946 are less likely than men to leave their jobs (regardless of race, education, and current tenure), the opposite is true for a cohort born just six years later. In comparing wages of men and women, Light and Ureta find that the wage gap is less pronounced among continuously employed workers than among the full sample in almost every race-cohort-schooling group, and the gap is narrowing far more rapidly among the continuously employed.

**M. Anne Hill** analyzes the extent to which female labor supply has actually changed by comparing the early experience of women who were between the ages of 16 and 21 in 1968 with those who were between the ages of 16 and 21 in 1979. Eight-year samples from the National Longitudinal Surveys of Young Women and Youth form the data base for this research. Multiple-spell hazard models are estimated for the determinants of exits from work spells as well as from nonwork spells. The data indicate an intercohort increase in the length of censored work spells of nearly one year (of a potential eight) for both white and black women. The effects on duration of work and nonwork spells of human capital variables, in particular the level of labor market experience and schooling, appear stronger for the younger cohort of women, especially so for black women. The intercohort differences related to demographic variables are mixed. Relative to being single, all marital states deter exits from nonwork spells; these effects are weaker for the younger cohort. Yet, the labor supply effects of childbearing appear to have diminished only slightly.

**Peter R. Hartley and Diana Strassman** reported on a theoretical analysis of gender roles, job mobility, and labor market discrimination, applying models from the search and job matching literature. The models imply that workers will tend to sort themselves according to preferences for non-pecuniary benefits. Those who care strongly about such benefits will be more willing to accept lower wages in jobs that offer high levels of benefits than will those who do not care. This sorting tendency becomes even more pronounced if employers are able to respond by manipulating the level of non-pecuniary benefits. In other words, firms may be able to exploit this phenomenon to their advantage by subtly differentiating jobs in ways that allow them to engage in monopsonistic discrimination. The analysis also suggests substantial interaction among wage rates, job search, and

on-the-job human capital accumulation, and implies that empirical examinations of such interactions should be done in a simultaneous equations framework.

### **Women's Changing Roles in Family Care** by Barbara Wolfe

Three papers examined two different aspects of demands on women's time. The first paper, by Rachel Boaz and Charlotte Muller, investigated the relationship between the amount of time women work and the amount of time they provide unpaid care for disabled and frail elderly relatives. This demand on women's time is likely to keep increasing as the length of life continues to increase and more and more working-age women have elderly frail relatives who need care. The other two papers, one by Jacob Klerman and Arleen Leibowitz, the other by David Blau and Philip Robins, dealt with child care demands and the return to work of women after the birth of their children. The simple statistics in these two papers conveyed an important change: Women are likely to return to paid work quite soon after the birth of a child, rather than leaving the labor force for an extended period of time. This major change is likely to have important implications for the labor force, the demand for child care, and returns to investment in education.

**Boaz and Muller** addressed two questions: "How does paid work affect women's ability to provide unpaid help?" and "How does the responsibility for helping elderly relatives affect women's work outside their homes?" Using data from the 1982 National Long-term Care Survey and a companion survey, the National Informal Caregivers Survey, they found that among caregivers, full-time work reduces such care-giving by about 20 hours per week, but part-time employment does not reduce care-giving time. Similarly, care-giving time does not reduce part-time employment and has only a slight negative effect on the probability of full-time employment. What we would like to know more generally is the relationship between paid work and providing care among all women who have an elderly relative in need of their care. Unfortunately, these data do not allow the exploration of this broader topic. Pamela Farley Short, the discussant of this paper, asked the authors to add some discussion of this broader issue to the paper. She also encouraged the authors to present the first-state results -- the reduced form estimates -- which should be a set of demand equations for alternative uses of time. She also raised the interesting question of whether the potential caregiver bases her decision on her own utility or whether and how the utility of the care receiver affects the decision.

**Klerman and Leibowitz** focused on "the labor supply of women immediately following their first birth in order to understand to what extent child care subsidies have promoted the rapid growth in labor supply that has been seen observed among mothers of very young children." The National Longitudinal Survey of Youth (NLS-Y) was used for the empirical work in this and the following paper. In both papers, the type of child care was aggregated into two categories -- market and nonmarket (that is, care by a relative). The authors found that child care tax credits have not significantly affected the probability of returning to work. Rather, such factors as the presence of a grandmother and the financial returns to working have played a larger role. Rachel Connelly, the discussant of this paper, stressed the continuous work pattern of the majority of women -- a pattern that contrasts with the common perception that most women enter and leave the work force in response to the presence of their young children. She raised the question of how welfare (that is, potential benefits from the Aid to Families With Dependent Children program) interacts with these decisions, especially in light of the significant role of grandmothers in the decision of a mother to return to work immediately following the birth of a child.

**Blau and Robins** added several dimensions to the exploration of the demand for child care and the labor supply of mothers of young children by including determinants of fertility and labor supply to the determinants of child care. Their goal was similar to that of Klerman and Leibowitz (K-L) -- to explain the observed trends in employment and child care in the recent past. Using four years of the NLS-Y data, they found that economic variables (wage rate, cost of child care, and other sources of family income) have played a significant role in the increased employment of young mothers as well as in the trend to use market or paid child care. They, like K-L, found that policy variables such as child care tax credits have not played a significant role in influencing the type of child care used (but these policy variables do influence the decision to work outside the home).

Robin Barnes, the discussant, found a number of the results puzzling. The dependent variable in the fertility equation is children aged 0-5 -- not what we and demographers usually mean when measuring fertility! The dependent variable in the employment equation is dichotomous -- work or not -- rather than a more useful measure such as hours of work or full-time vs. part-time [vs. no](#) employment. And the quite large coefficient on child care credits in the employment equation is perhaps, in part, due to correlations with predictors of such credits.

What have we learned from the session? (1) The majority of women who give birth are now returning to work shortly afterwards. Women's labor force participation is becoming continuous rather than intermittent. (2) Part-time work and caring for frail elderly relatives seem compatible, but full-time work reduces the hours of such care significantly. (3) Economic factors explain part of the change in the labor force participation of young mothers. (4) Child care tax credits have not played an important part in influencing the choice of child care. These factors raise many questions about the increased demands on women's time, the availability of reasonably good child care for infants and young children, and other policies needed to accommodate the changing patterns of women's lives during their working-age years.

### **Household Decision Making and the Process of Economic Development** by Irma Adelman

Martha Ainsworth analyzed the problems of child-fostering in the Ivory Coast, using a Becker-type household decision model.

Anita Chawla developed a game-theoretic household model for the study resource allocation within a West African household.

Sherrie Kossoudji used a descriptive approach to study the patriarchal pattern of resource allocation and migration in Latin America.

This session applied household models to various decisions made by households in developing countries. Mark Rosenweig and Ann Case were able discussants. The papers presented were very good; they spanned the technical approaches to modelling household decisions. The session was very well attended and the discussion was lively.

## **SUMMARIES OF CSWEP-ORGANIZED SESSIONS ON INDUSTRIAL ORGANIZATION TOPICS AT THE 1989 AEA MEETING**

### **The Regulation of Firms and Products** by Valerie Suslow and Elizabeth Hoffman

**Paula-Ann Cech** experimentally studied the behavior of monopolists under various forms of regulation. She found that, in a posted-offer pricing regime, without regulation, monopolists quickly found the profit-maximizing pricing and output strategy. Moreover, when allowed to earn a return that was a function of their capital investment, they also found the profit-maximizing amount of capital. The resulting price-quantity combination was even more inefficient than in the case of unregulated monopoly. Cech concludes that the potential for rate-base padding could negate any potential benefits from traditional rate-of-return regulation. Timothy Bresnahan, the discussant for this paper, suggested ways to make the experimental incentive structure better parallel the incentives of regulated firms.

**Linda Cohen and Amihai Glazer** investigated the possibility that collective choice processes introduce a natural bias in favor of more capital-intensive over less capital-intensive projects. Their argument is that more capital-intensive projects commit future voters to continue to service those projects, thus locking them in even after the current winning coalition is no longer decisive. Leigh Tesfatsion, this paper's discussant, suggested several ideas for extensions.

**Duncan P. Mann and Jennifer P. Wissink** examined the intuition that firms giving only replacement

warranties will offer junk for junk, while money-back warranties will generally maximize welfare. Using a simple model and assuming that administering any warranty is costly, they found that the relative benefit to consumers of the two warranties depends on the cost of servicing those warranties. At high and low servicing costs, money-back warranties dominate replacement warranties. However, for a range of intermediate costs, replacement warranties dominate. Jonathan Hamilton, their discussant, suggested several ideas for extensions.

**Experimental Applications in Industrial Organization**  
by Elaine Bennett and Elizabeth Hoffman

**Jamie Kruse** experimentally studied the effect of the distance between duopolists on price-setting strategies when consumers are uniformly distributed along a line. She found that experimental subjects chose a security level of profit over the Nash equilibrium as the penalty for deviation from the Nash solution became larger. Charles Mason, the discussant for this paper, suggested some more sophisticated econometric tests combining the time series and cross-sectional data from Kruse's experiments.

**Debra Holt** developed a theoretical foundation for inferring the strategies experimental subjects actually use from experimental data. Elizabeth Hoffman, this paper's discussant, focused on the importance of Holt's work for linking experimental tests to the development of economic theory.

**Charissa P. Wellford** investigated experimentally the effect of market concentration on post-merger pricing, using the Department of Justice's Merger Guidelines for mergers likely to be challenged. She found that mergers in industries that vary from somewhat concentrated to very concentrated would raise prices by at least 5 percent, the rule currently used by the Department to decide which mergers to challenge. However, that increase was not statistically significant, suggesting that the rule is perhaps too strict. Moreover, when the new merged firm enjoyed increasing returns to scale, prices fell. This result supports Williamson's hypothesis that mergers may allow welfare-increasing economies of scale. Sheryl Ball, the discussant, suggested ways the paper might be tightened and the research extended.

**The Industrial Organization of Markets**  
by Elizabeth Hoffman

Debra J. Aron and Edward **P. Lazear** studied a product race between an incumbent, who dominates the market for an existing product, and an entrant, who must decide whether to compete in the old market or enter a new market. They likened the race to a sailboat race. If one boat is clearly in the lead, the follower boat has to tack, even if it means losing by more. However, once the follower has tacked, the leader must also, in order to continue to guarantee winning the race. The United States failed to do that in the 1983 America's Cup and lost. The analogy to a product race is that an entrant may have to enter a new, more risky, market; however, once the entrant does that, the leader may have to follow in the new market. The result is that new products are often introduced simultaneously by several different firms.

Cecilia A. **Conrad** and Martine Duchatelet developed a game-theoretic model of industry evolution. They were interested in discovering whether there exist equilibria in which a traditional product life cycle might develop. They begin by considering industry growth through cost reductions resulting from either learning by doing or cost reducing investments. They contrast this model driven by supply shifts with a traditional product life cycle model, in which industry growth is a function of demand growth. They find that supply-side changes can generate the product life cycle, but only with complete diffusion and restricted entry.

**Andrea Shepard** studied the choice of contracts between gasoline station owners and oil companies as a function of local demand characteristics and firm-specific characteristics. She found that low-price, high volume stations were more likely to be company owned or vertically integrated with the oil company. In contrast, stations with higher prices and more services were more likely to be leased to the station owner. In general, gasoline stations tended to cluster in high demand areas but to differentiate themselves by brand and service.

## RECENT PUBLICATIONS OF INTEREST

**A Women's Thesaurus**, an index of language used to describe and locate information by and about women, edited by Mary Ellen S. Capek. Available in bookstores or from Harper and Row, Publishers, Dept. 361, 10 East 53rd Street, New York, NY 10022-5299. Or, call toll-free 800-638-3030. Hardcover \$37.50, paperback \$16.95, plus \$2 postage and applicable sales tax.

**Black Women in Academe: Issues and Strategies**, explores Black women's campus experiences, both at predominantly white institutions and historically Black institutions. Individual copies are available for \$5 (prepaid) from the Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, NW, Washington, DC 20009.

**Deceptive Distinctions: Sex, Gender, and the Social Order**, by Cynthia Fuchs Epstein, shows how the contention that women are different serves to strengthen the social barriers to women's achievement. Available for \$25 (hardcover) from Yale University Press, 92A Yale Station, New Haven, CT 06520.

**Directory of Women Research Centers** appears in the Fall/Winter 1988 issue of the Women's Studies Quarterly. For information on the National Council for Research on Women, contact Mariam Chamberlain, President, NCRW, 47-49 East 65th Street, New York, NY 10021. For information about Women's Studies Quarterly, contact Feminist Press, 311 East 94th Street, New York, NY 10128.

**Educating the Majority: Women Challenge Tradition in Higher Education** discusses the diversity of American women students. It is available for \$24.95 (prepaid) from the American Council on Education, Publications Department M, One Dupont Circle, NW, Suite 800, Washington, DC 20036.

Financial Aid: **A Partial List of Resources for Women** is designed to help women learn about and obtain financial assistance for post-secondary education. It describes, among others, programs available to high school students applying to college, older women, minority women, and women considering traditionally male careers. Published by the Project on the Status and Education of Women of the Association of American Colleges, the booklet is available for \$3.50 (prepaid) from AAC/PSEW, 1818 R Street, NW, Washington, DC 20009. Bulk rates are available.

Professional Women and Minorities, A Manpower Data **Resource Service**, compiles data from more than 200 sources to provide both updated and new statistics on enrollments, degrees, and the labor force. Available for \$85 from Commission on Professionals in Science and Technology, 1500 Massachusetts Avenue, NW, Suite 831, Washington, DC 20005.

**The American Woman 1988-89:** A Status Report documents the current status of American women. It is available in softcover for \$11.95 (prepaid) from Women's Research and Education Institute (WREI), 1700 18th Street, NW, Suite 400 Washington, DC 20009; or in hardcover for \$19.95 from the publisher: W.W. Norton and Company, Inc., 500 Fifth Avenue, New York, NY 10110.

**The Political Economy of U.S. Agriculture--Challenges for the 1990s**, edited by Carol S. Kramer, examines U.S. agricultural policies. Copies are available from the Publications Department, Resources for the Future, 1616 P Street, NW, Washington, DC 20036 (202)328-5025.

**The Restoration of Title IX: Implications for Higher Education** summarizes Title IX, the law that prohibits sex discrimination in federally assisted education programs. It discusses who is covered, who is exempt, and what constitutes discrimination. It is available for \$5 from AAC/PSEW, 1818 R Street, NW, Washington, DC 20009. Bulk rates are available.

**Women in Academe: Progress and Prospects**, examines the impact of the women's movement and legislative initiatives on women in the higher education community. It is available for \$29.95 (hardcover) plus \$2 postage from CUP Services, P.O. Box 6525, Ithaca, NY 14851.

## NEWS AND NOTES

**Sadie Tanner Mosell Alexander**, 91, a lawyer and civil rights advocate for 50 years, died in November 1989. She was the first black woman in the nation to obtain a Ph.D. in economics, the first to receive a doctorate from the University of Pennsylvania, and the first to graduate from the University of Pennsylvania's Law School. In a 56-year career, she made significant breakthroughs in the pursuit of civil rights for minorities.

**Eleanor Brown** of Pomona College has been promoted to Associate Professor.

**Lynn Burbridge** has been appointed the new Associate Director for Research on Women at Wellesley College.

Claudia Golden of the University of Pennsylvania is the new Associate Director of the NBER's Program on The Development of the American Economy.

**Helen Hunter**, long-time chair of the Economics Department at Bryn Mawr, is retiring at the end of this academic year.

Alice **Nakamura** of the University of Alberta is on the Program Committee of the Sixth World Congress of the Econometric Society.

**Carola Pessino** of Duke University will visit Yale in the Fall of 1990 as a Rockefeller Foundation Postdoctoral Fellow on the Economics of the Family in Low-Income Countries.

**Ingmar R. Prucha** of the University of Maryland has been appointed as an NBER Research Associate in the Productivity Program.

**The University of Maryland** will provide \$120,000 a year for three years for faculty stipends that will enable interested professors to incorporate scholarship on women into their courses. The university has also agreed to fund one new tenured position in the women's studies program dedicated entirely to curriculum transformation. For more information contact Betty Schmitz, Assistant to the President, Room 2122, Lee Building, University of Maryland, College Park, MD 20742.

## 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

**City College of New York**, Professor Morris Silver, Chairman, Department of Economics, New York, NY 10031; assistant professor-full professor; accounting; yes, yes; March 27, 1990.

**Connecticut College**, Professor Spencer Pack, Chair, Department of Economics, New London, CN 06320; assistant professor; economics of the Pacific Rim/Latin America with a topical focus on international labor economics; yes; NA; until filled

**Connecticut College**, Professor Spencer Pack, Chair, Department of Economics, New London, CN 06320; visiting positions; money and banking; history of economic thought; comparative economic systems; general economics; na; na; March 5, 1990.

**Hunter College**, Dr. Marlies Danziger, Chair, Search Committee for Dean of Social sciences, President's Office, 695 Park Avenue, New York, NY 10021; Dean of Social Sciences; responsibilities will include membership in the President's Cabinet and chairing the College's Graduate Study Committee for the School of Social Work; open until filled.

**Hobart and William Smith Colleges**, Christopher Gunn, Chair, Economics Department, Geneva, NY 14456; full-time; statistics, econometrics, plus introductory or theory courses; yes; yes, preferred; until filled.

**James Madison University**, Paul H. Kipps, Associate Dean, College of Business, Harrisonburg, VA 22807; Head, Department of Economics; demonstrated record of teaching, significant publications, and administrative ability; yes; yes; January 15, 1990 or until filled.

**Montana State University**, Terry L. Anderson, Search Committee Chairman, Department of Agricultural Economics and Economics, Bozeman, MT 59717-0002; assistant professor; microeconomic theory and application; yes; yes; January 4, 1990.

**Montclair State College**, Dr. Solomon Honig, Department of Economics, Upper Montclair, NJ 07043; assistant professor; applied microeconomics; yes; yes; February 3, 1990.

**Northeastern University**, Barbara M. Fraumeni, Chair, Department of Economics Search Committee, c/o Faculty Senate Office, 442 Ruggles Building, Boston, MA 02115; department chair, available July 1, 1990; any specialization; yes; yes; full consideration by April 2, 1990.

**Ohio Wesleyan**, Alice E. Somon, Search Committee, Department of Economics, Delaware, Ohio 43015; assistant professor; industrial organization, intermediate macroeconomics, principles and perhaps an additional course; yes; yes; January 10, 1990.

**San Jose State University**, James F. Willis, Chairman, Department of Economics, San Jose State University, San Jose, CA 95192-0114; four positions; lecturer; economic development/international economics, macroeconomic theory, microeconomic theory, general economic theory; NA; yes/candidate; until filled.



**State University of New York, College at Purchase**, Professor Seamus O'Cleireacain, Economics Board of Study, Purchase, NY 10577; assistants; microeconomics, industrial organization, economics of the arts, labor, public finance, environmental, statistics; yes; yes; February 28, 1990.

**State University of New York at Stony Brook**, Michael Hurd, Department of Economics, SUNY at Stony Brook, NY 11794-4384; open; econometrics, international economics, macroeconomics, public finance, economic development; yes; yes by September 1990; until filled.

**University of Arizona**, Edgar L. Kendrick, Chairman, Search Committee, Bio Sciences East, Room 325, Tucson, AZ 85721; Head, Agricultural Economics; yes; yes; until filled.

**University of Buffalo**, Stuart C. Shapiro, Chair, Search Committee, Department of Computer Science, SUNY at Buffalo, NY 14260-7022; Director, Center for Cognitive Science; associate/full professor; cognitive sciences; yes; NA; February 15, 1990.

**University of Guelph**, Professor Louis Christofides, Chair, Department of Economics, Guelph, Ontario, Canada, N1G 2W1; assistant, associate or full; resources and environment economics; yes; yes; until filled.

**University of Maryland**, Professor Martin Neil Baily, School of Public Affairs, College Park, MD 20742; assistant; IO, trade, competitiveness, labor force skills and training; yes; yes; until filled.

**University of Maryland**, Professor Rachel Dardis, Chair, Search Committee, Department of Textiles and Consumer Economics, College Park, MD 20742; associate or full professor; consumer economics/family economics; yes; yes; February 1, 1990 or until filled.

**University of Maryland**, Dr. Warren R. Phillips, Department of Government and Politics, 2145 LeFrak Hall, College Park, MD 20742; Director, Bureau of Business and Economic Research; public economics or development issues; yes; NA; January 15, 1990.

**University of Minnesota**, Professor John M. Bryson, Hubert H. Humphrey Institute of Public Affairs, 261 Humphrey Center, 301 19th Avenue South, Minnesota, MN 55455; assistant/associate professor; international economic development and planning; yes; yes; January 31, 1990.

**University of Minnesota**, Robert Kudrle, Search Committee Chair, Hubert H. Humphrey Institute of Public Affairs, 301 19th Avenue South, Minneapolis, MN 55455; Stassen Chair in International Peace; joint appointment in the Humphrey Institute and the Department of Political Science; yes, yes; January 15, 1990.

**University of Minnesota**, Paul Light, Search Committee Chair, Hubert H. Humphrey Institute of Public Affairs, 301 19th Avenue South, Minneapolis, MN 55455; Wilkins Chair in Human Relations and Social Justice; tenured associate/full professor; human relations and social justice; yes; yes; January 31, 1990.

**University of Pittsburgh**, Professor Jan Svenjar, Department of Economics, University of Pittsburgh, Pittsburgh, PA 15260; full/associate professor; microeconomic theory; yes; na; until filled. Professor Asatoshi Maeshiro, Department of Economics; assistant professor; econometrics, international finance; yes; na; until filled; and, Professor Janet Chapman, Department of Economics; visiting professor; na; no; na; until filled.

**University of Southern California**, Professor Jeffrey B. Nugent, Acting Chair, Department of Economics, Los Angeles, CA 90089-0253; professor, international economics; assistant, international economics; assistant, general economics; chair of department; yes, yes, until filled.

**Tennessee Technological University**, Dean George M. Swisher, Chair, Business Dean Search Committee, College Engineering, Cookeville, TN 38505; Dean; accounting and business law; NA; NA; until filled.

**University of Washington**, Margaret T. Gordon, Dean or William Zumeta, Search Committee Chair, Graduate School of Public Affairs, DC-13, Seattle, WA 98195; senior level; public policy and management; yes; yes, by September 1990; January 15, 1990 or until filled.

**York College**, Paul G. Althaus, Chairman, The City University of New York, Jamaica, NY 11451; assistant professor; finance and management systems; yes; yes; until filled.

### OTHER POSITIONS

**Inter-American Development**, Washington, DC., economists with experience in dealing with the macroeconomic aspects of a country. Applicants should have a Ph.D. in economics with specialization in macroeconomics and strong academic background in statistics. Send application along with salary history to Economist (CA-DES), Washington, DC 20577.

**U.S. Department of Health and Human Services**, Division of Services for Children with Special Health Needs, Office of Maternal and Child Health. Director, Division of Services for Children with Special Health Needs. Must meet educational requirements for the Medical Officer Series, GS-602, as defined by OPM X-118 Qualifications Handbook. For further information contact Ms. Naomi Josephs, Division of Personnel (301)443-6946.

**University of California, Irvine**, R. Duncan Luce, Director of the IRU, Social Science Tower, University of California, Irvine, CA 92717; postdoctoral fellowships during the 1990-1991 academic year for research in mathematical applications to the behavioral sciences. Apply before February 28, 1990.

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.

SSSSS



More Sylvia by Nicole Hollander

# **C S W E P**

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**CSWEP: PEOPLE TO CONTACT**

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General Policy Matters	Nancy M. Gordon, Congressional Budget Office, U.S. Congress, Washington, DC 20515
Items for Newsletter	Nancy M. Gordon, Congressional Budget Office, U.S. Congress, Washington, DC 20515
Dues, Change of Address, Roster	Joan Haworth, Membership Secretary, 4901 Tower Court, Tallahassee, FL 32303
CSWEP East	June O'Neill, Baruch College, Box 348A 17 Lexington Avenue, New York, NY 10010
CSWEP South	Marjorie B. McElroy, Dept. of Economics, Duke University, Durham, NC 27706
CSWEP West	Shelly Lundberg, Department of Economics, University of Washington, Seattle, WA 98195
CSWEP Mid-West	Barbara Wolfe, University of Wisconsin, Dept. of Economics, 7432 Social Science Building, Madison, WI 57306

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