

REPORT OF THE COMMITTEE ON THE STATUS OF WOMEN IN THE ECONOMICS PROFESSION

Last year the Association adopted a set of principles disavowing sex discrimination in the profession of economics and established the committee which I chair to investigate conformity with these principles. The resolutions expressing these principles were published in the 1972 *Papers and Proceedings* issue of the *American Economic Review*. Appointed in March, the committee met first on May 31 and second in Washington on October 6, with a press conference to release preliminary results of our findings. This interim report covers three major activities. We have accumulated data on the supply of women economists; we have attempted to respond to the demand for women economists; and we have worked out programs for affirmative action.

To remedy the total lack of information on how many women economists exist or are currently being trained, questionnaires were mailed in August to departments of economics in 2,000 colleges and universities in the United States, with a covering

letter from the President of the Association, who also enclosed a copy of the resolutions and information about his appointment of the Committee. Since the initial response was low, a follow-up letter from the Committee went out on November 22. The total response, as of December 19, represented 22 percent of all questionnaires, although the nonrespondents are heavily concentrated among small schools. We suspect many of these institutions do not offer economics, or if they do that secretarial help is minimal. However, some twenty-eight universities with over 10,000 students each have also failed to return our questionnaire, and neither of these explanations seems plausible. The Committee wishes to remind these departments and all others which have not cooperated in this survey that such action contradicts the expressed policy not of this Committee, but of the American Economic Association.

From the data so far received, we estimate that women currently account for 12

TABLE 1—NONRESPONSE TO THE QUESTIONNAIRE
(First Mailed August 15; Follow-up Mailing November 22; January 15)

Departments of Economics With More Than 10,000 Students	
Brigham Young University Central State College, Edmond, Oklahoma City College, New York Cleveland State University George Washington University University of Hawaii Kent State University University of Kentucky Long Island University, Brookville Louisiana State University, Baton Rouge University of Massachusetts, Amherst Memphis State University Newark State College University of Oklahoma	Old Dominion University Oregon State University University of Puerto Rico University of Rochester St. Johns University, New York San Diego State College San Francisco State College University of South Florida University of Southwestern Louisiana Temple University University of Texas, Arlington Virginia Commonwealth University Walla Walla College Youngstown State University

TABLE 2—WOMEN ECONOMISTS WITH FACULTY APPOINTMENTS, DECEMBER 19, 1972

	All Departments	In Departments at Major Universities ^a
Total Appointments	355	80 ^b
Part-Time	71	26
Full-Time	284	54
Tenured	99	14
Degree, Experience, and Salary		
Total Appointments	355	73
Degree		
Ph.D.	204	59
Year Received		
Prior to 1970	143	42
1970 to Date	61	17
M.A. or M.S.	125	10
B.A. or B.S.	26	4
Year Appointed		
Prior to 1970	173	38
1970 to Date	182	35
Salary, according to chairman		
Less than others with similar degree and experience	33	9
Equal to others with similar degree and experience	302	59
More than others with similar degree and experience	20	5

^a This refers to the forty-three universities, sometimes called "the chairman's group," which award about two-thirds of all Ph.D. degrees in economics. They are Brown University, University of California—Berkeley, University of California—Davis, University of California—Los Angeles, Carnegie-Mellon Institute, University of Chicago, University of Colorado, Columbia University, Cornell University, Duke University, University of Florida, Harvard University, University of Illinois, Indiana University, Iowa State University, Johns Hopkins University, University of Maryland, Massachusetts Institute of Technology, University of Michigan, Michigan State University, University of Minnesota, New York University, State University of New York—Buffalo, University of North Carolina—Chapel Hill, Northwestern University, Ohio State University, University of Pennsylvania, University of Pittsburgh, Princeton University, Purdue University, University of Rochester, University of Southern California, Stanford University, Texas A & M University, University of Texas—Austin, Vanderbilt University, University of Virginia, University of Washington—Seattle, Washington State University, Washington University—St. Louis, Wayne State University, University of Wisconsin, Yale University.

With the exception of the University of Rochester, these universities provided the information requested.

^b Information by rank not available for two full-time and five part-time faculty members.

percent of the total number of Ph.D. candidates and 14 percent of the students registered for the M.A. degree. Because forty-three universities grant about two-thirds of the total Ph.D.'s in economics, the returns from this group have been separately analyzed. Of the forty-three departments

making up what is euphemistically referred to as the chairman's group, but is otherwise known as the cartel, one, the University of Rochester, declined to provide information: the data refer, therefore, to forty-two of the forty-three departments. At these universities, also,

women number about 12 percent of the graduate students in economics. As for the forty-three departments, eighteen have no women faculty members, and, of those who do, seven have appointed women only within the past three years. There are 1,194 economists at these prestigious places and eighty are women. Almost half of them have joined the faculty since 1970, although most obtained the degree of Ph.D. before that date. Only twenty-two of these women hold the rank of Professor or Associate Professor, although two-thirds of the men faculty members are in the senior ranks. Returning to the total picture, most departments with women on the faculty employ only one or two; only twenty-two report three or more, and as a percentage of the total faculty these women make up a very small minority. There are precisely three departments in the entire country with more than four faculty members where the number of women equals the number of men: in at least one of these this has been a matter of deliberate policy. The returns also show the familiar pattern of women faculty

concentrated within the lower ranks or in positions with less desirable workloads and lower salaries than those held by men. These relative judgments, by the way, were provided to us by the department chairmen involved. It is clear that government, business, and nonprofit organizations provide much more employment for professional economists who happen to be women than do colleges and universities. Our attempts to get reliable information on economists in nonacademic areas has, however, been frustrated because not everyone trained as an economist works under that title. A preliminary report on employment in the federal government was prepared, was distributed widely, is available from this Committee, and has been filed with the Secretary of the Association. Its summary findings show that women economists hold 14 percent of such positions in the federal government.

As to the demand for women economists, since June the Committee has been receiving requests for job applicants, consultants, speakers, graduate students, and people knowledgeable about women econo-

TABLE 3—STUDENTS AND FACULTY IN ECONOMICS BY SEX
397 Departments, December 19, 1972

	All Departments			Departments at Major Universities ^a		
	Total	Women	Women (Percent)	Total	Women	Women (Percent)
Students						
Candidates for the M.A. Degree	3,801	522	14	689	92	13
Candidates for the Ph.D. Degree	5,214	623	12	3,507	401	11
Faculty, by Rank						
Professor	1,537	48	3	577	14	2
Associate Professor	1,114	59	5	219	8	4
Assistant Professor	1,466	116	8	352	31	9
Instructor	269	47	17	24	5	21
Special Lecturer	55	14	25	22	15	68
Total	4,441	284	6	1,194	73 ^b	6

^a This refers to the forty-three universities, sometimes called "the chairman's group," which award about two-thirds of all Ph.D. degrees in economics.

^b Information by rank not available for two full-time and five part-time faculty members.

TABLE 4—DEPARTMENTS OF ECONOMICS SURVEY RESULTS BY SIZE, DECEMBER 19, 1972

Number of Students ^a	Questionnaires Sent	Questionnaires Returned	Response Rate	Full-Time Faculty Appointments		
				Total	Women	Women (Percent)
1—1,499	654	99	15	333	45	14
1,500—2,999	235	69	29	442	38	9
3,000—9,999	317	117	37	1,273	69	5
10,000 or more	158	112	71	2,393	132	6
Total	1,364	397	29	4,441	284	6

^a The measure of size is the total number of students at both graduate and undergraduate levels.

mists from both academic and nonacademic organizations. We have circulated news of all opportunities among the associate members of this Committee and the informal network which sprang up rapidly once our existence became known. In Toronto we sponsored an information and registration suite for both employers and job hunters, with hundreds of resulting contacts which improved market information. We have established formal liaison with three organizations having to do with hiring and placement and through our regional representation we have informal connections with many more.

The third major activity which I wish to report concerns the charge given by the Association last year that the Committee make recommendations for affirmative action. I may add that affirmative action programs, designed originally for members of minority groups, should in no way be relaxed by academic institutions if principles of nondiscrimination are extended to women. Recognizing that the colleges and universities of the country supply economists, the Association in its resolutions last year dealt as much with education as with employment. Consequently our ef-

forts to prepare detailed guidelines for action have so far concentrated on academic institutions. On December 29 we held a panel session to present these guidelines in their preliminary form and we plan to issue them in final form in the spring of 1973. They will, however, apply to government and other nonacademic organizations as far as employment is concerned.

Our next move, clearly, is to establish a process of monitoring the response to the suggested programs we outline. The American Economic Association has been fortunate in securing funds from the Ford Foundation to assist the work of this Committee, and in a sense the Association's contract represents an experiment to see if a professional organization can implement affirmative action programs. In all earnestness, only one guideline is needed: good-faith efforts to redress the present low representation of women in the economics profession. But if such efforts do not exist, then the Committee will turn to other means of redress. We welcome constructive suggestions for future activities and we are glad also to enlist volunteers who wish to become associate members.

CAROLYN SHAW BELL, *Chairman*