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Report of the Committee on the Status of Women in the Economics Profession 2010

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The Committee on the Status of Women in the Economics Profession was established by the American Economic Association to monitor the status of women in the profession and to engage in other efforts to promote the advancement of women in economics. This report presents results from our annual survey of economics departments, and CSWEP's activities over the past year.

Data on Women Economists

The 2010 CSWEP surveys were sent to 121 economics departments with doctoral programs and 151 non-Ph.D. departments. Most of schools represented in the non-Ph.D. survey came from the Carnegie Classification of Institutions of Higher Education (2000 Edition) "Baccalaureate Colleges – Liberal Arts" list as less than ten are schools with economics departments offering an undergraduate and Masters only economics degree.

Only three Ph.D. granting departments did not respond to any question on the survey. Information on academic appointments by rank and gender were collected from the web for these three departments. Five departments answered only these same questions. A new question was added to the Ph.D. granting department survey last year about the number and the gender of Senior undergraduate economics majors. This question has been included in the liberal arts survey since its inception in 2003. 79 percent of all Ph.D. granting departments answered this question this year. The response rate to all other questions on the Ph.D. granting department survey is 93 percent. The 64.2 percent response rate (97 departments) for our liberal arts programs survey is an 11.5 percentage point response rate increase.

Figure 1 and Table 1 summarize the historical trends in women's representation in Ph.D. granting departments over the past decade and Table 3 shows faculty and student data for 2010. Figure 1 and Table 1 have a "pipeline" label as they show the progression of women through the ranks from newly minted Ph.D.s to tenured full professors. The fraction of first-year Ph.D. students, ABDs, and newly completed Ph.D.s in all Ph.D. granting departments who are women is about one-third. The ABD fraction increased slightly between 2009 and 2010 to a new high. Assuming about 5 years to complete a doctorate in economics this suggests that on average the pipeline is not very leaky at least through completion of the doctorate. However, the figures for women at top ten or twenty Ph.D. granting departments are less encouraging.¹ The fraction of first-year Ph.D. and ABD students and the fraction of new Ph.D.s who are

¹ Note that there are 21 schools listed in the top 20 as of this survey as the 2010 year U.S. News and World Report indicated that there were a couple of ties in the rankings. Rankings are taken from *US News and World Report* 2010 Edition. The top ten (eleven) departments in rank order are Harvard University, Massachusetts Institute of Technology; Princeton University; University of Chicago; Stanford University; University of California-Berkeley; Yale University; Northwestern University; University of Pennsylvania; Columbia University; and University of Minnesota. The next ten top departments in order are New York University; University of Michigan; California Institute of Technology; University of California-Los Angeles; University of California-San Diego; University of Wisconsin; Cornell University; Brown University; Carnegie Mellon University; and Duke University.

women at top twenty Ph.D. granting departments are at least 5 percentage points lower than the corresponding figure for all Ph.D. granting departments.

The female shares of untenured Assistant Professors and tenured Associate Professors are essentially constant between 2009 and 2010 at close to 28 percent and 22 percent respectively. The female share of tenured Full Professors up ticked to 10.7 percent, a new all-time high for this survey for the second year in a row. As Figure 1 makes clear, the fraction of women decline from doctoral students through the faculty ranks, with the largest percentage point change occurring between tenured Associate Professors and Full Professors.

Computations based on figures in Table 2 shows that for 2010 about 60 percent of female and male job-seekers obtained an academic position. Among those who did not graduate from a top 20 department, women were much less likely than men to obtain an academic position in a U.S. Ph.D. granting department (13.5 percent vs. 21.1 percent). In 2010, about 28 percent of all doctorates granted to women were to women from a top twenty department and about 36 percent of all doctorates granted to men were to men from a top twenty department. While the pipeline is not leaky through completion of the Ph.D., this suggests that there will be proportionately fewer female (than male) role-models and mentors in Ph.D. granting departments in the future.

The CSWEP survey also includes information on non-tenure track faculty. As seen in Table 3, this category is disproportionately female in 2010. Among all Ph.D. granting economics departments in the United States, the female share of non-tenure track faculty is approximately double that for the female share of all tenured/tenure track faculty (33.0 versus 17.5 percent). Table 4 shows that the percentages for liberal arts departments are much closer at 40.2 percent vs. 30.7 percent.

This is the second year Ph.D. granting departments were queried about the number of male versus female undergraduate Senior economics majors. This question showed the same sort of differences as last year. 30.6 percent of all Senior majors at Ph.D. granting schools are female (Table 3). The comparable figure for top 10 departments is 38.4 percent; for top 11-20 departments is 32.8 percent, and for our liberal arts schools department sample is 36.8 percent (Table 4). (The item response rates for all surveyed Ph.D. granting departments, top 10 departments, top 11-20 departments, and liberal arts school departments are 80.2 percent, 90.9 percent, 80.0 percent, and 60.9 percent, respectively.)

Figure 2 and Table 4 present data on the status of women in economics departments located in liberal arts institutions over the past five years. As shown in Figure 2 and Table 4 female faculty are better represented at liberal arts institutions than at Ph.D. granting institutions. Also, the faculty pipeline is much less leaky as the share of female economics majors, assistant professors, and tenured associate professors are very similar. In our 2010 survey of liberal arts institutions (plus less than ten departments that only granted bachelor or MA economics degrees) women were 39.3 percent of untenured assistant professors, 32.7 percent of tenured associate professors and 25.0 percent of tenured full professors. The fraction of Senior undergraduate majors who were women at these institutions was relatively constant between the 2008-9 and 2009-10 academic year.²

² Because of the historically substantially lower response rate to the liberal arts department survey than to the Ph.D. granting departments survey, there is less confidence in year-to-year trends and overall results in the liberal arts department survey. In 2010 the response rate rose significantly as the result of a campaign to obtain a higher response rate.

The Committee's Recent Activities

On-going Activities

One of CSWEP's major activities is the production of our thrice-yearly newsletter. The titles for special topics covered this past year in the newsletter were: "On Becoming a Public Economist," "Boundary Conditions," and "Academic Women and Shrinking State Budgets." In addition to reporting on the annual survey of departments, the Winter newsletter, co-edited by Amy Schwartz, included articles on being a "public" economist, such as being a media guru, blogging, and educating the public. Kaye Husbands Fealing co-edited the Spring Newsletter that included articles on the challenges and benefits from conducting interdisciplinary research and an interview with the 2009 Carolyn Shaw Bell winner Elizabeth Bailey. The Fall newsletter was co-edited by Ron Oaxaca and featured a discussion how the status of female academics might be impacted by the decline in state budgets. This issue also included a continuation of our popular top ten series with "Top Ten Questions for Tenure." These newsletters would not be possible without the tireless efforts of Deborah Barbezat. Her duties will be taken over by new Board member Madeline Zavodny.

As part of its ongoing efforts to increase the participation of women on the AEA program, CSWEP organized six sessions for the January 2011 ASSA meetings in Denver. Amy Schwartz and Marsha Courchane co-organized three sessions on real estate and housing issues, including one joint with the Women in Real Estate Network of the American Real Estate and Urban Economics Association. Jennifer Imazeki organized three gender related sessions with the assistance of committee members Anne Winkler and Shirley Johnson-Lans.

CSWEP's business meeting at the American Economic Association Annual Meeting in Denver in January of 2011 was again a luncheon event. At the business meeting Barbara Fraumeni presented results on the annual department survey and summarized CSWEP activities over the past year. During this meeting, the Carolyn Shaw Bell Award was presented to Betsey Hoffman of Iowa State University. The Carolyn Shaw Bell award is given annually to a woman who has furthered the status of women in the economics profession through her example, achievements, contributions to increasing our understanding of how women can advance through the economics profession, and mentoring of other women. The Chair would like to thank Amy Schwartz, Susan Averett and Rohini Pande for all their work on this award committee. The 2010 winner of the Elaine Bennett Research Prize is Erica Field of Harvard University. This prize was established in 1998 to recognize and honor outstanding research in any field of economics by a woman at the beginning of her career. Both female winners of the John Bates Clark medal: Susan Athey and Esther Duflo, previously won the Bennett Research prize. The Chair thanks Nancy Rose, Katherine Shaw, and Marianne Bertrand for their service on the Bennett Prize award committee.

We will conduct a regional workshop in conjunction with the November 2011 Southern Economic Association meetings in Washington, DC and a national workshop in conjunction with the 2012 AEA/ASSA meetings in Chicago. In addition, we continued the Summer Fellows initiative in 2010. The purpose of this program is to increase the participation and advancement of women and underrepresented minorities in economics. The fellowship allows the fellow to spend a summer in residence at a sponsoring research institution such as a Federal Reserve Bank, other public agencies, and think-tanks. We had over 40 applications for 9 positions. For the summer 2011 program the number of sponsoring or cooperating institutions is over twenty. New overtures to reach under-represented minority candidates were initiated at the Denver ASSA/AEA meetings.

CSWEP's regional representatives organized sessions at each of the regional association meetings — including the Eastern, Southern, Midwest, and Western Economic Association. Our thanks go to Kaye Husbands Fealing (Midwest), Susan Averett (Eastern), Julie Hotchkiss (Southern) and Jenifer Imazeki (Western), for their excellent programs and efforts to help women economists in their regions maintain and increase their professional networks. Abstracts of the papers presented at these association meetings are presented in the newsletters each year.

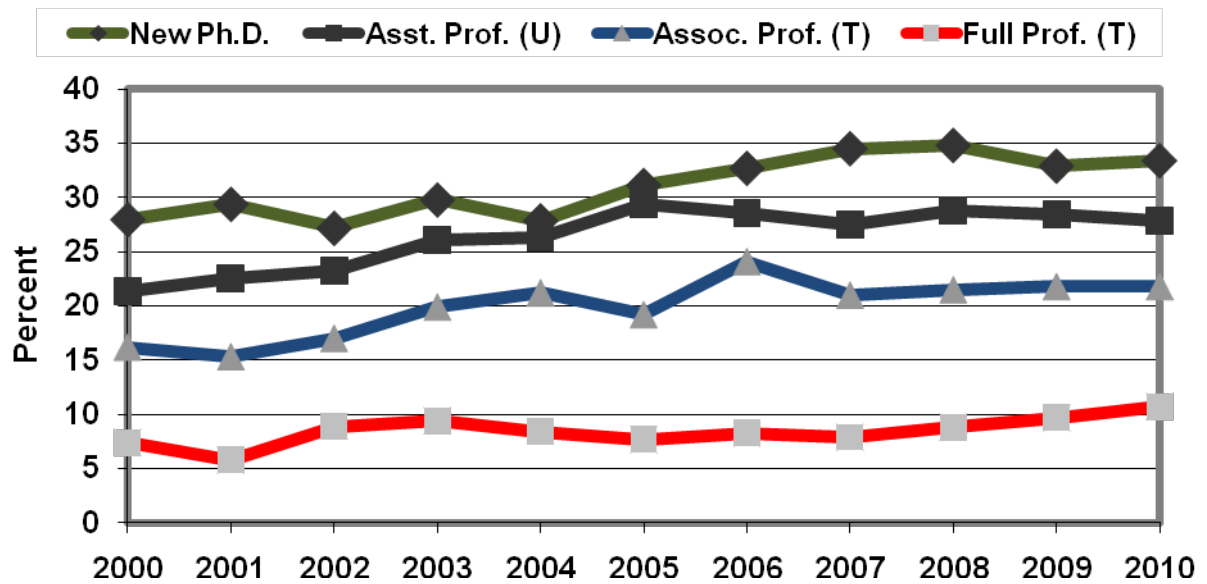
The modernization of the CSWEP data base is almost complete. In 2011 efforts will continue to improve its functionality and make final refinements. Thanks to Donna Ginther for continuing to oversee this important project and to Xan Wedel, the programmer.

Additional Words of Thanks

The Chair would like to thank the membership chair, Joan Haworth and her staff, particularly Lee Fordham, for their essential contribution to our outreach mission. Joan is stepping down after serving as membership/donations chair for twenty years and CSWEP chair for two years. The terms of two of our Committee members ended in January 2011— Julie Hotchkiss and Amy Schwartz. Julie as previously noted served as the Southern regional CSWEP representative. Amy served on the Bell Committee. Both generously gave of their time in other ways during their Board tenure. Deborah Barbezat has agreed to begin another Board term to facilitate the transition to Madeline Zavodny, who will become the new newsletter oversight editor. Managing the newsletter is one of the two most time-consuming Board positions. They and the continuing Committee members have all made outstanding contributions and we are enormously grateful to them for their willingness to serve. The Chair thanks new Committee members Shelley White-Means and Madeline Zavodny for agreeing to serve. Besides those mentioned previously, other individuals who are not currently on the CSWEP Board have also helped. For the Summer Fellows Program, Dan Newlon is committee chair and Dick Startz who pioneered the program continues to assist. Francine Blau, Rachel Croson, Janet Currie, and Donna Ginther wrote the excellent study on the impact of CeMENT which appeared in the May 2010 AER Papers and Proceedings volume and continue their efforts on behalf of CeMENT. CSWEP receives both financial and staff support from the American Economic Association. We are especially grateful for all the help we receive from John Siegfried and the AEA staff—particularly Barbara Fiser and Susan Houston. The Chair also warmly thanks Deborah Arbique from the Muskie School of the University of Southern Maine who continued to provide extraordinary and indispensable administrative support for the Committee over the last year. The Chair also appreciates that the Muskie School and the University of Southern Maine is willing to continue to host CSWEP.

—*Barbara M. Fraumeni, Chair*

**Figure 1. Percentage of Economists in the Pipeline
Who Are Female
2000-2010
All Ph.D. Granting Departments**



**Figure 2. Percentage of Economists in the Pipeline
Who Are Female
2003-2010
Liberal Arts Departments**

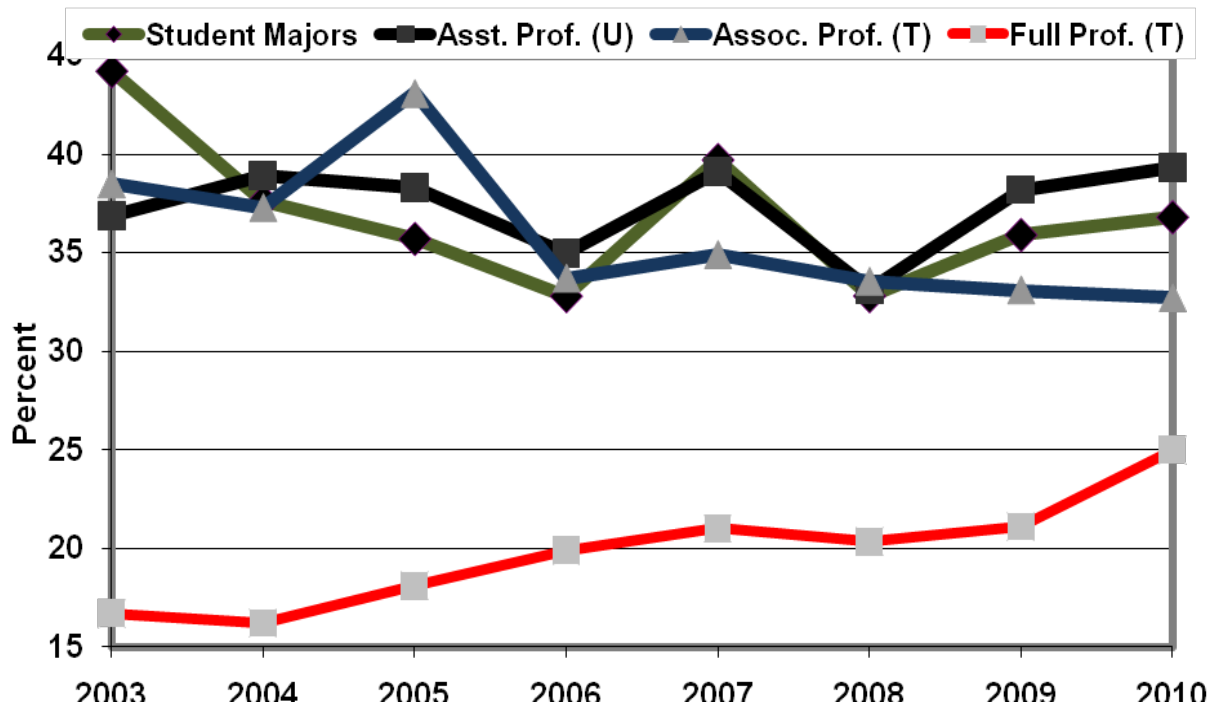


Table 1 -- The Percentage of Economists in the Pipeline Who Are Female, 1997-2010

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	
All Ph.D. Granting Departments															
1st yr students	31.3	32.2	35.6	38.8	31.9	33.9	34.0	33.9	31.9	31.0	32.7	35.0	33.5	32.1	
ABD	26.8	28.2	33.0	32.3	30.2	30.6	32.7	33.1	33.9	33.6	32.7	33.7	33.5	34.2	
New Ph.D.	25.0	29.9	34.2	28.0	29.4	27.2	29.8	27.9	31.1	32.7	34.5	34.8	32.9	33.3	
Assistant Professor (U)	26.0	25.9	27.8	21.4	22.5	23.2	26.1	26.3	29.4	28.6	27.5	28.8	28.4	27.8	
Associate Professor (U)	11.1	15.9	27.3	17.2	10.0	17.2	24.0	11.6	31.2	24.6	20.0	29.2	25.0	34.1	
Associate Professor (T)	13.4	14.0	15.1	16.2	15.3	17.0	19.9	21.2	19.2	24.1	21.0	21.5	21.8	21.8	
Full Professor (T)	6.5	6.1	6.5	7.4	5.8	8.9	9.4	8.4	7.7	8.3	7.9	8.8	9.7	10.7	
<hr/>															
Number of departments	120	118	120	120	120	128	122	122	124	124	123	119	121		
Number of respondents		98	92	77	76	69	83	95	100	93	96	102	111	119*	121*

Notes: U refers to untenured and T refers to tenured. ABD indicates students who have completed "all but dissertation."

* The response numbers listed are for the academic rank questions. In 2009, the academic rank information for two schools was collected from the web. In 2010, the academic rank information for three schools was collected from the web.

Table 2: Job Market Employment Shares by Gender 2010*

	Top 10		Top 11 through 20		All Others	
	Women	Men	Women	Men	Women	Men
U.S. based job (Share of all individuals by gender)	68.0	64.5	62.8	45.7	58.1	53.7
Academic, Ph.D. granting department	70.6	60.4	59.3	65.6	23.2	39.3
Academic, Other	5.9	5.5	14.8	0.0	36.8	28.4
Public sector	8.8	15.4	14.8	25.0	18.4	20.4
Private sector	14.7	18.7	11.1	9.4	21.6	11.9
Foreign Job obtained (Share of all individuals by gender)	30.0	34.8	37.2	51.4	28.8	34.5
Academic	100.0	79.6	62.5	77.8	69.4	62.0
Nonacademic	0.0	20.4	37.5	22.2	30.6	38.0
No job found (Share of all individuals by gender)	2.0	0.7	0.0	2.9	13.0	11.8
Number of individuals	39	117	54	94	215	374

* Shares by detailed type of job, e.g., academic, public or private sector, sum to 100, except for rounding.

Table 3 -- Percentage Female for Ph.D. granting Economics Departments 2010

121 institutions*			
A. Faculty Composition (2010-2011 Academic Year)	Women	Men	% Female
Assistant Professor	209	543	27.8
Untenured	201	522	27.8
Tenured	8	21	27.6
Associate Professor	134	456	22.7
Untenured	15	29	34.1
Tenured	119	427	21.8
Full Professor	171	1,423	10.7
Untenured	0	2	0.0
Tenured	171	1421	10.7
All tenured/tenure track	514	2,422	17.5
Other (non-tenure track)	186	377	33.0
All faculty	700	2,799	20.0
Students Data	Women	Men	% Female
Ph.D. Students (2010-2011 Academic Year)			
First-year Ph.D. students	532	1126	32.1
ABD students	1306	2518	34.2
Ph.D. granted (2009-2010 Academic Year)	314	630	33.3
Ph.D. Job Market (2009-2010 Academic Year)			
U.S. based job	186	324	36.5
Academic, Ph.D. granting department	69	155	30.8
Academic, Other	52	62	45.6
Public sector	30	63	32.3
Private sector	35	44	44.3
Foreign Job obtained	93	214	30.3
Academic	68	147	31.6
Nonacademic	25	67	27.2
No job found	29	47	38.2
Number on Job Market	308	585	34.5
Undergraduate Senior Majors (2009-10)	6,098	13,979	30.4

Note: ABD indicates students who have completed "all but dissertation."

*118 of 121 departments answered at least the faculty questions. Data on faculty for these three institutions was collected from the web. Only five of the 118 responded only to the faculty questions. 96 schools answered the undergraduate Senior majors question.

Table 4 -- Percentage Female for Economics Departments in Liberal-Arts Institutions 2010
97 (of 151) responding institutions

A. Faculty Composition (2010-2011 Academic Year)	Women	Men	% Female
Assistant Professor	96	155	38.2
Untenured	92	142	39.3
Tenured	4	13	30.8
Associate Professor	88	179	33.0
Untenured	4	6	40.0
Tenured	84	173	32.7
Full Professor	103	314	24.7
Untenured	0	5	0.0
Tenured	103	309	25.0
<u>All tenured/tenure track</u>	287	648	30.7
Other (non-tenure track)	74	110	40.2
All faculty	361	758	32.3
B. Student Information (2009-10 Academic Year)	Women	Men	% Female
Student Majors	1,671	2,864	36.8
Completed Masters	35	70	33.3