

# Annual Report

## COMMITTEE ON THE STATUS OF WOMEN IN THE ECONOMICS PROFESSION 1997 ANNUAL REPORT

The American Economic Association (AEA) has charged the Committee on the Status of Women in the Economics Profession (CSWEP) with monitoring the position of women in the profession and with undertaking activities to improve that position. This report presents information on the position of women graduate students and faculty in academic economics departments and reports on the Committee's activities during 1997.

### THE HIRING AND PROMOTION OF WOMEN ECONOMISTS IN PH.D.-GRANTING DEPARTMENTS

For the past three years, CSWEP has worked on developing its contacts in all the Ph.D.-granting departments in the US. One of the tasks of the CSWEP representatives in institutions is to report on the status of women in their departments. CSWEP has been able to acquire more complete and accurate data than is available currently through the AEA Universal Academic Questionnaire (UAQ) which is mailed to all department chairs each fall. CSWEP sent out a questionnaire in September of 1996 and was able to obtain information from 98 of its 120 contacts in comparison to the UAQ which received responses from 62 Ph.D.-granting economics departments in 1995.

#### *Information from the CSWEP questionnaire on the status of women faculty.*

Table 1 provides information on the share of women faculty at various ranks in the 98 Ph.D.-granting departments. Column 1 provides information on all 98 departments, while column 2 and 3 provide information from the top 10 and 20 schools.

Table 1 indicates that the share of women in academic appointments in 1996 at the Ph.D.-granting institutions decreases with rank. The growing group of non-tenured faculty in economics departments consists disproportionately women. Compared to the 23 percent of women receiving Ph.D.'s, of those faculty in non-tenure track positions, 50.2 percent are women. Untenured tenure-track assistant professors are 23.8 percent female. Untenured associate professors are 9.1 percent women. Tenured associate professors are 15.4 percent women and tenured full professors are 8.4 percent female. Among the top 20 schools, the numbers are lower at every rank, indicating less representation of women on the faculty in the very top-ranked departments, except in the tenured associate professor ranks of which 16.1 percent are women. The top 10 departments have higher percentages of untenured assistant and tenured associate professors who are women. The percentage of tenured full professors is 5.3 percent.

#### *Information from the CSWEP questionnaire on the status of women graduate students in economics.*

The availability of women to the economics profession depends on the pipeline of women being trained in economics. Table 2 reports information on women in graduate programs in economics, taken from the CSWEP 1996 questionnaire. For the academic year 1996-97 about 30.5 percent of the first year class are female. Slightly over 28 percent of those who are ABD are female. Yet only 24.1 percent of those receiving a Ph.D. in economics are female at the 98 Ph.D.-granting departments reporting. [3] The representation of women at the top 20 departments is very similar to that for all graduate departments. Approximately 30 percent of the entering class are women, 26 percent of the ABD's are women, and

Approximately 30 percent of the entering class are women, 20 percent of the Ph.D.s are women, and 22.7 percent of the P.Ds are women. The percentage for the top 10 graduate programs is slightly less favorable for women. While the percentage of new Ph.Ds who are women has improved since the inception of CSWEP in 1972, the percentage of new Ph.Ds in economics is relatively low when compared to the 22 fields reported by the National Science Foundation in 1995.

### ***Information from the CSWEP questionnaire on the job market facing women.***

Table 3 shows how women fared in the job market in 1996 relative to men. With approximately 24 percent of the Ph.Ds going to women, only 20 percent of the academic jobs at Ph.D.-granting departments went to women and 26 percent of the jobs at non-Ph.D.-granting departments went to women. At the top 20 schools, women received 22.7 percent of the degrees and 19.2 percent of the jobs at Ph.D.-granting departments. These women received a disproportionate share of the jobs at non-Ph.D.-granting departments, 42.3 percent. These data suggest that women from the top schools are going to smaller private or state institutions rather than continuing their careers at Ph.D.-granting departments. Moreover, a disproportionate share of women did not find jobs in 1996.

### ***CSWEP On-going Activities***

CSWEP is involved in a wide range of activities designed to help bring women into the profession and to increase the rates at which women are promoted at various stages of their careers. As part of its ongoing efforts to increase the participation of women on the AEA program, CSWEP organized six sessions for the January 1998 ASSA meetings, three on gender-related topics and three on women, risk, and the financial markets. In addition, we organized a roundtable discussion on Social Security Reform: How will Women Fare? to highlight the important effect that recent changes will have on the economic position of women. CSWEP also holds a business meeting at the annual meetings to report to its associates about its activities and to hear from the AEA membership suggestions for future activities. To support junior women meeting senior women, a hospitality suite is staffed by members of the committee.

### ***New CSWEP Initiatives***

This year's meetings are particularly important for CSWEP. We celebrate the 25th anniversary of its founding. To honor the occasion several new initiatives came on line. First, a newly formatted newsletter was designed and produced, and debuted with a special anniversary edition Fall 1997. The newsletter contained articles on the progress of women in academe and business. A new mission statement was passed by the Committee during its September meeting and was published, reiterating its commitment to the original goals of CSWEP. The newsletter also contained an article about the past, present, and future goals of CSWEP. CSWEP's website has been redesigned from the pilot effort of last year. Visitors to the new site will find navigating the options more user-friendly and the contents more informative. At this year's meetings is the first NSF/AEA-CSWEP workshop to team mentor junior women economists. CCOFFE: Creating Career Opportunities For Female Economists is a two-day workshop that brings together eight senior women economists and 40 junior women economists from the top universities in the country to cooperatively work on each others projects as teams. In addition, there are sessions on publishing, grant-writing, networking, and balancing life choices. Similar workshops will be conducted at the regional meetings this year. By the end of the year NSF/AEA-CSWEP will have increased the chances of 200 women getting tenure within the next six years.

### ***CSWEP's Regional Activities***

To assist women in the profession who cannot make it to national meetings, CSWEP organizes sessions at the Eastern, Southern, Midwest, and Western Economic Association meetings. As at the national meetings, sessions are on gender-related research and non-gender-related field to showcase younger women economists. CSWEP is increasing its efforts to broaden the base of its organization by

encouraging a closer liaison between the regional governing boards and the formation of regional CSWEP committees to attend to the work of the region associations. In addition, CSWEP will conduct regional adaptations of the CCOFFE workshops at these meetings this year.

### ***CSWEP's Network***

CSWEP has maintained its recently organized network of representatives at 120 Ph.D.-granting schools in the country. These representatives help the Committee monitor the progress of women at these schools and collect the information upon which elements of this report are based. This year we assisted the Committee on the Status of Minorities in the Economics Profession by expanding CSWEP's survey to include questions about race and ethnicity.

### **A FEW WORDS OF THANKS**

The Committee would like to thank several people who have made major contributions to its effort. Joan Haworth, the Membership Secretary, and her staff maintain the Roster, send out annual membership reminders, and create customized listings for potential employers. In addition this year they have helped redesign the website to bring their operation on line for us.

Two members left the Committee at the end of 1997: Maureen Cropper (The World Bank) and Kenneth Small (University of California-Irvine). Both of these members of the Committee did more than their fair share of the work over the past three years. They organized sessions at the national meetings, hosted the Committee in Washington, and co-edited the newsletter with me. Both members always did more than they needed to do and were always happy to do so. >p> Finally, CSWEP thanks Sally Scheiderer for keeping the Committee and all of its paper and cyber work on track. Denison University, and in particular the Department of Economics, the Department of Women's Studies, and the Laura C. Harris Chair, has contributed to the work of CSWEP with space, paper, telephones, and postage. Finally, CSWEP thanks Mary Winer and her staff at the AEA offices for their help and assistance. Marlene Hight also has been a tremendous help with the logistics of setting up the CCOFFE workshop. All of these people have been wonderful to work with and the Committee could not have done its work without their commitment too.

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### NOTES

1. CSWEP's sample contains only US economics departments, while that of the AEA UAQ includes a few non-US economics departments.
  2. A consistent series on the share of women Ph.D.'s in economics is obtained from the National Science Foundation's Annual Survey of Earned Doctorates.
  3. The National Science Foundation reports that 24.1 percent of the doctorates granted in economics in 1995 went to women, slightly more than CSWEP identifies. Information on one of the top 20 schools, however, is missing from the CSWEP data.
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TABLE 1

Share of Women By Rank, Ph.D.-Granting Departments, Fall 1996

<b>Rank</b>	<b>All Ph.D.Granted</b>	<b>Top 10</b>	<b>Top 20</b>
<b>Non-Tenure Track</b>	<b>50.2</b>	<b>45.5</b>	<b>50.0</b>
<b>Assistant Professor (Untenured)</b>	<b>23.8</b>	<b>21.1</b>	<b>18.2</b>
<b>Associate Professor (Untenured)</b>	<b>9.1</b>	<b>0.0</b>	<b>0.0</b>
<b>Associate Professor (Tenured)</b>	<b>15.4</b>	<b>20.0</b>	<b>16.1</b>
<b>Full Professor (Tenured)</b>	<b>8.4</b>	<b>5.3</b>	<b>5.5</b>

Source: Data collected by CSWEP, 98 of 120 Ph.D.-granting schools reporting in column 2, 9 out of 10 reporting in column 3 and 19 out of 20 reporting in column 4.

TABLE 2

Share of Women Among Ph.D. Students at Different Points of Academic Progress, 1996-1997 School Year

<b>Academic Progress</b>	<b>All Ph.D.-Granting</b>	<b>Top 10</b>	<b>Top 20</b>
<b>First Year</b>	<b>30.5</b>	<b>26.5</b>	<b>30.2</b>
<b>ABD</b>	<b>28.3</b>	<b>23.9</b>	<b>26.4</b>
<b>Ph.D.</b>	<b>24.1</b>	<b>18.6</b>	<b>22.7</b>

Source: Data collected by CSWEP, 98 of 120 Ph.D.-granting schools reporting in column 2, 9 out of 10 reporting in column 3 and 19 out of 20 reporting in column 4.

TABLE 3

Share of Women Placed in Job By Type of Job, Among Students on the Job Market, Winter and Spring 1996

<b>Rank</b>	<b>All Ph.D.-Granting</b>	<b>Top 10</b>	<b>Top 20</b>
<b>US Ph.D.-Granting</b>	<b>20.2</b>	<b>19.6</b>	<b>19.2</b>
<b>US Other Academic</b>	<b>26.4</b>	<b>30.8</b>	<b>42.3</b>
<b>US Public Sector</b>	<b>20.5</b>	<b>21.1</b>	<b>32.5</b>
<b>US Private Sector</b>	<b>28.0</b>	<b>25.0</b>	<b>25.9</b>
<b>Non-US Academic</b>	<b>21.1</b>	<b>12.0</b>	<b>9.8</b>
<b>Non-US Non Academic</b>	<b>16.7</b>	<b>20.0</b>	<b>20.0</b>
<b>No Job Found</b>	<b>28.0</b>	<b>28.9</b>	<b>31.2</b>

Source: Data collected by CSWEP, 98 of 120 Ph.D.-granting schools reporting in column 2, 9 out of 10 reporting in column 3 and 19 out of 20 reporting in column 4.

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