



American Economic Association

1986 Committee on the Status of Women in the Economics Profession

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IN THIS ISSUE:

- Annual Report -- 2
- The New Numbers for Unmarried Women -- 7
- Some Thoughts on Finding Senior Academic Jobs: Obtaining an Offer, Negotiating, and Deciding -- 8
- College and University Administration-- Careers for Economists -- 12
- Washington Women Economists -- 14
- Gender Differences in Behavior at Home and at Work -- 15
- Gender and Bargaining Power in Public and Private Labor Markets -- 16
- CSWEP at Upcoming WEA Meetings -- 18
- Grants and Other Funding -- 19
- Calls for Papers -- 20
- Short Notes -- 22
- FYI -- 23
- Recent Publications -- 24
- Job Openings -- 26
- Membership Information -- 31

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COMMITTEE ON THE STATUS OF WOMEN IN THE ECONOMICS PROFESSION
ANNUAL REPORT, 1986

As in past years, this report contains both an assessment of trends in the status of women in the economics profession and a summary of the activities of the Committee.

The Changing Status of Women Economists

Last year I presented an analysis of trends in the status of women economists based on data from the Universal Academic Questionnaire. These data showed that an increasing proportion of women were obtaining B.A. and Ph.D degrees in economics and were being hired at the Assistant Professor level. Progress into the higher ranks was less evident.

During the past year, the Committee followed a suggestion originally made by Alice Rivlin that we commission some more in-depth research on these trends. A research project has now been launched under the direction of Sue Berryman, a sociologist and Director of the new Center for Education and Work at Columbia. The project is being funded by the Russell Sage Foundation and monitored by Alan Fechter, a member of the Committee. Alan has also helped us obtain access to data from the National Science Foundation's published files and many of the preliminary tabulations provided here were graciously supplied by his staff.

The research project focuses on the career status of women with doctorates in economics relative to that of their male counterparts and on changes in that status over time. Specifically, it addresses five issues.

1. The mechanics that underline women's increasing shares of degrees in economics;
2. The nature and changes in the composition of the pool from which doctorates in economics ultimately emerge;
3. The nature and changes in the composition of successive cohorts of Ph.D economists;
4. The dynamics that underlie new Ph.D economists' entry into different employment sectors and activities; and
5. The extent to which and manner in which gender affects economists' careers within an employment sector and between sectors.

Although the analytical portions of the research are only now getting underway, and the findings will not be available until next year, we already have some interesting descriptive data on Ph.D economists.

Table 1 shows that over the past 10 years economists' salaries have risen substantially but have not kept pace with inflation, declining about 13 percent in real terms. 1/ Men

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1. The data in Table 1 are from the Survey of Doctorate Recipients, a "rolling" longitudinal survey begun in 1973. It is a one-eighth sample of all U.S. citizens with doctorates in economics, all foreign-born economists with doctorates who are working in the U.S., and all those with doctorates in areas other than economics who are working as economists.

have done a little better than women, and women now earn about 36 percent as much as men.

TABLE 1. SELECTED STATISTICS ON Ph.D. ECONOMISTS

	1975	1985	Percentage Change 1975-1985 ^{a/}
I. Median Salary			
Male	\$26,855	\$46,740	74.0
Female	24,125	40,002	65.8
Total	26,721	46,300	73.3
Ratio (F/M)	0.90	0.86	-4.3
II. Proportion Employed in Academia			
Male	0.71	0.67	-5.6
Female	0.73	0.58	-20.5
Total	0.71	0.66	-7.0
Ratio (F/M)	1.03	0.87	-15.8
III. Proportion of Academics Tenured			
Male	0.69	0.90	30.4
Female	0.47	0.78	66.0
Total	0.63	0.89	30.9
Ratio (F/M)	0.68	0.87	27.2
IV. Proportion of Total Faculty Who Are Full Professors			
Male	0.47	0.50	6.4
Female	0.29	0.30	3.4
Total	0.46	0.47	2.2
Ratio (F/M)	0.62	0.60	-2.8

SOURCE: Unpublished data from the National Science Foundation, Survey of Doctorate Recipients.

a. Adjusting for inflation (using the Consumer Price Index) presents a very different picture. The real median salary declined 12.9 percent for men, 17.0 percent for women, and 13.3 percent for all Ph.D. economists.

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Over this same period there has been a decline in the proportion of all economists employed in academia (and a corresponding rise in the proportion employed in business and industry) with the change for women being much sharper than the change for men.

Within the academic sector, a substantially higher proportion of faculty are tenured than was true 10 years ago. Women have made gains relative to men but are still considerably less likely to be tenured and much less likely to be full professors where there has been no progress in closing the gender gap.

Table 2 shows that women represent 15 percent of all new Ph.Ds awarded, up from 10 percent 19 years ago. ^{2/} The time it takes to move from B.A. to Ph.D has crept up over this period and is a little higher for men than for women. This trend may be related to

TABLE 2. SELECTED STATISTICS ON NEW Ph.D ECONOMISTS

	1975	1985	Percentage Change 1975-1985
I. Ph.D Degrees Produced			
Male	809	688	-15.0
Female	88	124	44.2
Total	895	812	-9.3
Percent Female (F/T)	9.6	15.2	58.3
II. Median Years from BA to Ph.D for New Ph.Ds			
Male	7.6	8.9	17.1
Female	7.7	8.4	9.1
Total	7.6	8.8	15.8
Ratio (F/M)	1.01	0.94	-6.8
III. Percent of New Ph.Ds Planning to Enter Academia			
Male	64.6	63.0	-2.5
Female	78.9	49.0	-37.9
Total	65.9	60.8	-7.7
Ratio (F/M)	1.22	0.78	-36.3

SOURCE: Unpublished data from the National Science Foundation, Doctorate Records File.

2. The data in Table 2 are from the Doctorate Records File, a cross-sectional survey administered annually since 1920 to the universe of new Ph.Ds from American universities.

the declining availability of government financial support and the rising proportion of graduate training being financed out of a student's own or his/her family's resources. (The latter proportion increased from 25 percent in 1977 to 30 percent in 1985.) Consistent with the data for all Ph.D economists cited above, there has been a decline in the proportion of new Ph.Ds planning to enter academia, and most of this decline is concentrated among women. Whereas in 1975, almost four-fifths of women Ph.Ds planned an academic career, the proportion is now only half.

Chart 1 shows the age-earnings profile for men and women economists (using cross-sectional data for 1985). The biggest salary gaps occur in the prime years (age 40-60). Further analysis should show the extent to which this is related to women's late entry into the profession, their scholarly productivity, discrimination, or other factors.

Committee Activities

The Committee has had an extremely busy year. In addition to holding three Committee meetings and sponsoring numerous events at regional and national meetings, we updated and published a new roster of women economists, mailed out three issues of our newsletter (all on time!), and obtained funding for the new research described earlier. None of this would have been possible without the dedicated efforts of the members of our Committee. I particularly want to thank Nancy Gordon for taking on the chores of editing the newsletter and Joan Haworth for maintaining our mailing list and updating the roster.

A number of issues have occupied our attention this year, including:

- (1) the focus and organization of CSWEP-sponsored sessions at the AEA meetings (we decided to experiment with a somewhat broader definition of gender-related issues);
- (2) the desirability of publishing a roster, now that an AEA directory comes out regularly (we decided to continue to maintain our own lists but to publish a roster less frequently and move toward more cooperative arrangements with the AEA in the future);
- (3) the need for greater outreach, especially to students and younger members of the profession (a letter was sent out this year to our colleagues encouraging them to provide information about CSWEP to more junior faculty and students); and
- (4) the benefits and costs of blind-refereeing.

The last-mentioned issue surfaced very strongly at an open business meeting held in December 1985, and we published an article on the topic by Linda Edwards and Marianne Ferber in the fall issue of our newsletter. As they note, research by psychologists has shown that people's assessment of the same manuscript is influenced by whether a male or female name appears on the cover, strongly suggesting that there is a bias against women authors. In addition, a study by Ferber and Teiman of 36 economics journals found that, when double-blind reviewing procedures were followed, articles authored by women were almost twice as likely to be accepted as articles authored by men whereas when double-blind reviewing was not used, manuscripts submitted by men were somewhat more likely to be accepted. (As dramatic as these differences are, they were not statistically significant, primarily because of low sample sizes for women.)

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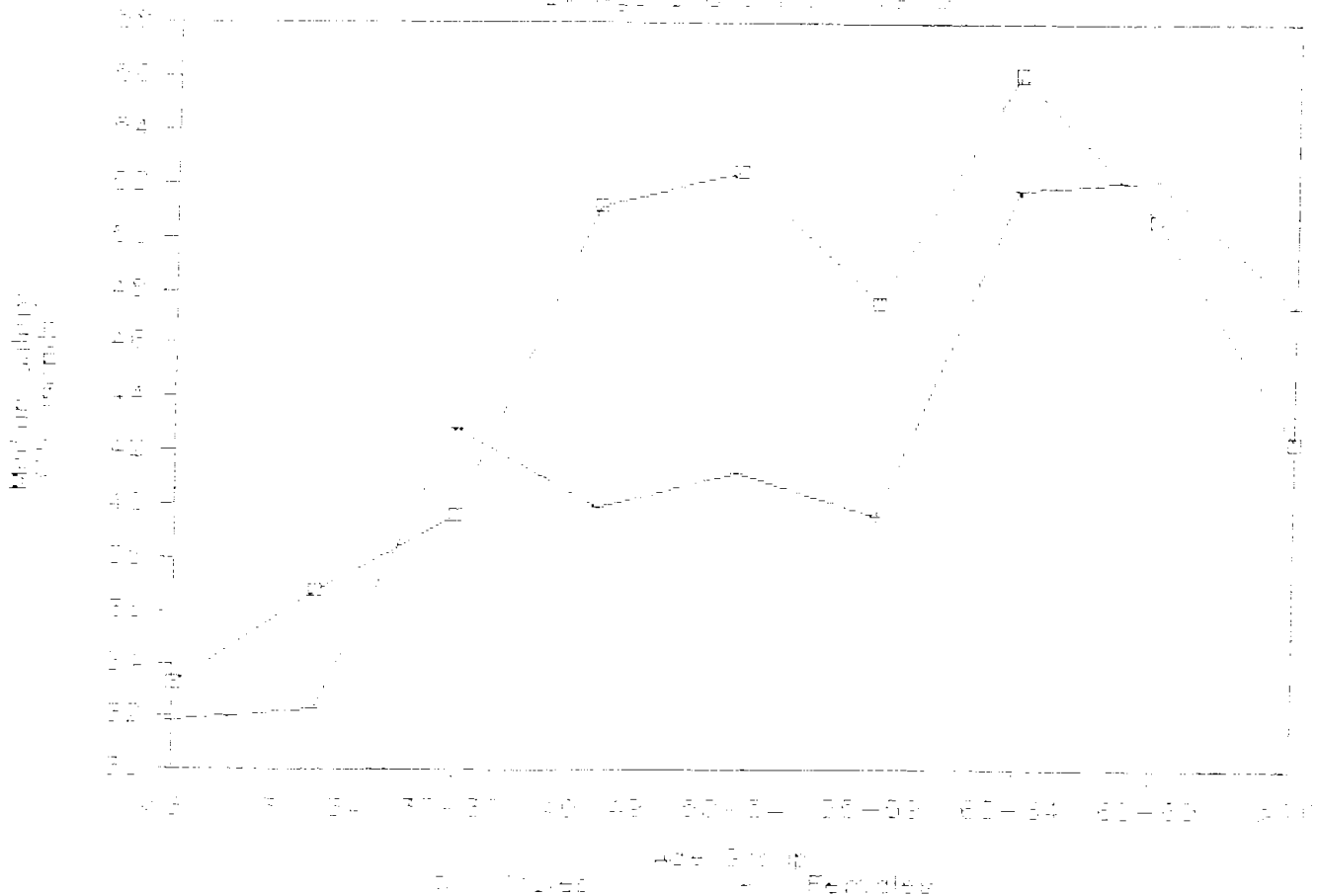
Although some may not consider this evidence conclusive, the Committee believes that double-blind refereeing is strongly to be preferred as a matter of principle. It is likely to be perceived as fairer not only by women but by less established members of the profession in general. As of 1986, of the 38 journals that provided information to Edwards and Ferber, only 14 practiced double-blind reviewing. We urge that all economics journals adopt this procedure and that the Executive Committee consider the appropriateness of current practices with respect to journals sponsored by the AEA.

Five members of the Committee completed their term this year: Lourdes Beneria, Bernadette Chachere, Mary Fish, Sharon Megdal, and Michelle White. I want to thank all of them for their service to the Committee and to make special note of the contributions of Fish, Megdal, and White who served as regional chairs and made major contributions to the Committee's work.

Isabel V. Sawhill
Chair

CHART 1

Median Salaries of Ph.D. Economists
by Age and Gender, 1986



Ellen Goodman

The New Numbers for Unmarried Women

BOSTON—Have your parents been sending you veiled messages that read: Sweetheart, you aren't getting any younger?

Did the creep down the hall tell you last night that he might be your very last chance?

Do you find yourself wondering whether it would have been wiser to invest in a hope chest than an MBA?

Did one of your married friends suggest that maybe it was time to place an ad—very discreet, of course—in the personals column?

If so, you are suffering the long-term effects of fallout from THE STUDY. You know which one we mean.

By 30 years of age, The Study projected, a never-married woman had only a 20 percent chance of marrying. At 35, she had a 5 percent chance. At 40, the infamous Newsweek cover on The Study warned, she was "more likely to be killed by a terrorist." (A fate we might wish on the writers.)

The results of The Study, anointed as the Harvard-Yale Study, were carried nationwide on wings of ill will. Since then, the singles set has been glowing with anxiety: "Say it ain't so."

Well, guess what? Somebody says it ain't so.

The figures looked funny to several

"How nice now to have a second, user-friendly set of numbers that add up to one message: relax."

people in the Census Bureau, including Jean Moorman. Unlike the great unwashed mathphobics among us, Moorman is an analyst of marriage and family statistics. She did not genuflect to the three Ivy League statisticians.

At 36 and married only three years ago, Moorman said to herself, "I just didn't believe that the current 30-year-olds were not going to get married. There is an awful lot of marrying going on right now."

Moorman and her colleagues did what statisticians do. They ran the numbers. Here is what they came out with:

Of college-educated, 30-year-old, never-married women, 66 percent will eventually marry.

Of 35-year-olds, 41 percent will marry.

Of 40-year-olds, 23 percent will marry.

Of 45-year-olds, 11 percent will marry.

The above information is offered to you in a form suitable for framing. Or for passing around at parties. One of Moorman's colleagues has found this a more effective mood-brightener among her peer group than unlimited amounts of Chardonnay.

Is this just a case of dueling statistics? It's more like a case of dueling mathematical models.

The Harvard-Yale people got into this whole catastrophe as an experiment; for the first time they used something called a parametric model. I will spare you the details, but it is regarded by its designer as risky for these sorts of projections. The Census Bureau people used the standard model.

"They think I'm wrong, and I think they're wrong," says Moorman philosophically. But she points to other weaknesses in The Study That Would Not Die. The sample, divided and subdivided, was rather puny. The dimmest

prospects for black women were based on about 100 in each age group.

Moreover, what separates these two sets of statistics—the difference that produced the Old Maid Revival—is a dispute over whether educated women are postponing the marriage option or closing it out. Here too, the trends are in the Census Bureau's direction. Not only has the median age of women at first marriage been rising rather dramatically, especially for educated women, so has the overall marriage rate.

The statisticians behind both The Study and The Rebuttal do agree on one thing. One of the Harvard-Yale team attests, "The bottom line is that we really don't know what will happen in the future."

These are statistics, not tea leaves, projections not predestination. Nobody predicted the baby boom itself and nobody can predict when, how and whether the boomers will marry.

The appalling part of the media hype of The Study is that it transformed marital choices into marital chances. We have analyzed the glee that accompanied this feat. It struck with the power of a backlash.

How nice now to have a second, user-friendly set of numbers that add up to one message: relax.

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SOME THOUGHTS ON FINDING SENIOR ACADEMIC JOBS: OBTAINING AN OFFER, NEGOTIATING, AND DECIDING

Second of a Two-Part Series
Beth Allen, University of Pennsylvania

This segment describes the later stages of the academic job market for experienced economists seeking faculty positions in research universities. When you become a serious candidate, you will usually be invited to visit the campus and present a seminar on some aspect of your research. However, a visit may not be necessary if members of the department already know you and your research extremely well. Alternatively, they may prefer to decide that their interest is a serious one (at least implicitly) based on your publications; then you visit to learn about their department and to negotiate.

The Interview/Seminar Visit

This stage of the "senior" market may resemble the hunt for your first academic position. You're interviewed (with various degrees of formality) by your potential future colleagues, and then you present a research seminar to the department. Groups of economists entertain you at meals (perhaps even breakfast) and they may give you a tour of the campus, town, or neighborhoods in which you might live.

Even though you're experienced at this routine, remember to prepare for your visit. The seminar should be clearly organized and well presented. If possible, choose an important unpublished paper that you've "finished" recently and that you've already presented elsewhere to a similar audience. Gather some information about the university, town, and department before you arrive. Decide what questions you want to ask, and what features you want to observe. What aspects of a university and a position matter to you? Employment decisions involve mutual information gathering.

As an experienced economist and experienced job hunter, you'll probably find the interviewing process easier at the senior level. You're not a student being questioned by professors. Your interviewers are closer to being peers, and you now know what to expect. You've practiced teaching and presenting your research, so you're more relaxed. You also will be treated as a special guest; there might be a party in your honor. Try to avoid overscheduling, though, so you're not too exhausted to perform well.

On the other hand, your interviewers have higher expectations now. They demand that your behavior be more confident and more professional. A bad seminar is harder to excuse. You should be a good guest, striving to meet everyone at social events and to do your part to maintain lively conversations with strangers. Act interested and be reasonably enthusiastic, when appropriate.

A major difference is that meetings with deans and other administrators are more common when interviewing for a senior position. Although it's unlikely that they'll actively participate in the appointment decision, a good impression helps to facilitate the formalities of an offer and is likely to affect your negotiations on salary and other items. Be sure to prepare some "emergency backup" questions to ask silent deans. If an administrator begins a general speech on the virtues of moving to that university, try to interrupt politely with specific questions--you'll learn more. Ask, for example, about budgets, future plans for the department and the university, support for research and graduate students, and the quality of the students. Such questions are crucially

important if the department claims to be improving. By questioning several administrators carefully, you can learn if the university is committed to upgrading the department and will provide the resources needed to do so. In addition, will the administration be flexible, or will the department be hampered (in future personnel decisions, for instance) by firm rules?

If you're scheduled to talk with students or assistant professors, ask them about the academic atmosphere in the department. Do they perceive it as friendly, interactive, hierarchical, dictatorial, intolerant? What do other academic women (or female graduate students) think of the university? Your best information is likely to come from private discussions. Ask several people, and listen carefully to the way their answers are expressed--faint praise can indicate a potential problem area.

During your plane ride--if not earlier--decide what information to stress to key faculty members, the chair, and the dean. Some ideas include: your record on obtaining outside research grants, enthusiasm about a particular current or future research topic of interest to a particular interviewer, willingness to teach a course that is outside your specialty, interdisciplinary background, teaching evaluations, service on university committees, editorial board memberships, and other signals of professional activity and respect. Try to mention such positive information smoothly and discretely during your interviews.

The Decision Process

The chair will telephone you when the department has decided that it wants to offer you a position. Lags of a year or more may occur between your initial contact and this decision. If another candidate had been selected, you will not necessarily be informed, although you are likely to hear about it through the grapevine.

Usually the department formalizes the decision by a vote of all regular faculty members at or above the level of the offer--i.e., tenured associate professors and full professors vote on outside offers at the tenured associate professor level, while only full professors have voting rights regarding positions at the full professor level. The opinions of junior faculty may be solicited informally, while a few (extremely democratic) universities permit them to participate in meetings and vote regarding outside offers at higher levels. A variation is that power may be delegated to a small (elected or appointed) departmental group--generally termed the executive, personnel, recruiting, or tenure committee. In some universities, the department chair (frequently called the head in this structure) can decide unilaterally, although key senior faculty members are usually consulted; the advantage of this structure is that it can prevent poor or insecure researchers from blocking the appointment of higher-quality candidates. Votes may be taken by a hand count in a meeting or by a secret ballot in a meeting or by mail. The rules may require more than a simple majority of those voting or eligible to vote, and more than one vote may be taken. Despite these formal differences, in reality, most universities require near unanimity of voters and strong enthusiasm of virtually all key people--those in the candidate's field plus those who are highly respected by the department and the university.

Formal evaluation and documentation of the candidate's standing in the profession occur either before the department decides to make an offer or before the university approves a formal offer. Typically, a reading committee (composed of several senior faculty who are eligible to vote) is responsible for preparing a written report describing the candidate's research contributions, but the entire department may attempt to read
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research papers. Letters evaluating the candidate's research contributions are collected from established economists elsewhere. The candidate may be asked to suggest some references, but for senior positions, the department chair or personnel committee (in consultation with key faculty in the candidate's field) always requests some letters from persons not having a close academic connection to the candidate. University administrators may be permitted or required to add names to the list. Between three and a dozen or more letters may be solicited. Some universities require that references be asked to compare the candidate explicitly to others in the field (of the same "academic age"). The letter requesting such evaluations frequently follows a standard format or becomes itself a part of the candidate's personnel file. (This rule helps to prevent requests like: "don't you agree with me that we should hire ...?" or, at the opposite extreme, "we don't think we really want to hire this person, but what do you think?") The department or university may ask the candidate to provide evidence of teaching effectiveness (primarily summaries of students' evaluations, but teaching awards, lists of dissertations supervised, copies of reading lists and exams, or letters from former students can also help). This may reflect a genuine concern with teaching quality, or it can be pro forma.

Before a formal offer can be made, approval must be obtained by the department. This process usually requires nearly unanimity from at least one committee outside of the department and the support or approval of the dean and the chief academic officer (frequently called the provost, or vice president for academic affairs) of the university. Budget implications and academic quality are examined; affirmative action compliance may be monitored. The committee is either a standing personnel committee composed of representatives from various departments or an ad hoc committee of faculty from different departments formed to evaluate a particular candidate.

When the appointment is approved, you are likely to hear by telephone, followed by a formal letter, signed by the chair and/or the dean, that states salary, rank, tenure status, and other important conditions of the offer. A "subject to approval of the trustees or regents" clause is standard. Final approval occurs after you accept the offer and ordinarily is automatic, unless a real budget crisis has occurred. The initial formal offer is usually modified (via another letter) during subsequent negotiations.

Negotiations

Decide on a strategy for discussing the outside offer with the chair of your current department. (A good way to start is to note that, while you like your current position, you were contacted by another place that just sounded too attractive to preclude serious consideration.) Promptly tell your chair about the offer when it becomes firm in your mind (based on either telephone results of the vote or a first letter). If promotion or tenure is involved, you might decide to tell your chair that you expect to obtain a certain offer soon, because early notification permits a timely response. On the other hand, this strategy is a good one only if you are confident that the offer is forthcoming.

Think about the conditions (if any) under which you would stay in your present department. What response can you realistically expect from your university? If forced to suggest a salary, name an amount higher than what you hope to obtain. Would changes in your teaching assignments, committee responsibilities, or research support make you happier? Separate the items that are expensive or impossible for your department to give you from those that are feasible (or even almost free) under your university's budget procedures. Remembering that only written promises can be enforced, are you willing to accept informal arrangements with your current department? What is your

university's standard policy regarding responses to outside offers, and how much flexibility do they have to treat some faculty members differently from others? Should you worry about a possible "goodbye and best wishes" response? Most importantly, avoid ultimatums.

You negotiate simultaneously with the university that has made the offer. Here you can't separate aspects of the offer that can easily be changed from those that are inflexible. At this stage, my personal philosophy is to discuss any that matter to me and that don't sound outrageously silly. Some are negotiable and others aren't, but these categories can't be distinguished unless you ask. The worst possible outcome is that they don't modify the offer to meet all your preferences. Moreover, if you're seriously considering a major move, you're entitled to know the proposed employment conditions as completely as possible. Fringe benefit plans (such as health and life insurance) and retirement contributions can vary by a factor of ten from one university to another. Don't risk an unpleasant surprise. Moreover, cost-of-living differences can be substantial, so they should also be considered in evaluating real salary differences. You may choose to exercise caution in requesting special treatment not granted to others at your level, however. Do you want an extremely attractive teaching load at the expense of your colleagues, or other observable signs of inequality? The answer depends on the prevailing attitude in the department and on how disparate teaching loads usually are. On the other hand, a good salary is unambiguously desirable. If you're shy about money, remind yourself that women's salaries are significantly lower, on average, than men's even when one controls for factors such as education, experience, and ability. Your higher salary may help other women if it lessens the stereotype that women are "pushovers."

Market Etiquette

Courtesy demands that you inform your chair of the outside offer before discussing it with your colleagues. Similarly, your own chair should be informed of your decision first. Pre-empt the grapevine.

Don't exaggerate the definiteness of an offer. Be cautious. Emphasize that an offer itself, or the salary, is not yet a written contract.

Don't exaggerate the salary or other easily quantified conditions at the outside university.

Avoid making negative comments about a department you're considering. Don't ever suggest to outsiders that you're not likely to accept an offer.

If you're informed of a reasonable deadline, give a timely response, but don't be afraid to tell someone that "if you need an answer today, it's no."

Be nice. Be complimentary (especially when you decline an offer or decide to leave your current institution) even if you must stretch the truth.

Don't ever accept more than one offer simultaneously.

Don't renege on a commitment except in truly extenuating circumstances--such as tenure not being approved, which is the equivalent of their making major modifications to their offer.

* * * * *

COLLEGE AND UNIVERSITY ADMINISTRATION—CAREERS FOR ECONOMISTS

Katharine C. Lyall
Executive Vice President
University of Wisconsin System

Higher education is one of the most dynamic and rapidly changing sectors on the American scene. As education goes, so goes the long-term economic future of the country. Economists have much to contribute to the policies and management of higher education institutions and yet it is surprising how often opportunities for careers in higher education administration are overlooked.

For the most part, economists train for teaching and research careers and, unlike colleagues in business, industry, or government, we envision academic careers culminating in tenured faculty appointments. I believe, however, that administrative, policy, and management opportunities in higher education offer exciting and diverse opportunities to apply the economist's tools and approaches to many interesting tasks.

Higher education administration offers diversity both in issues and in the groups with which one deals. In the past year or two, educational administrators have been concerned with matters as diverse as reforming the undergraduate curriculum, fostering industry-university relations, accommodating the impact of federal tax reform on philanthropic giving, meeting increasing competition from corporate graduate programs, and arguing the merits of education as a national priority. Educational administrators must also work daily with constituencies outside of and very different from their own disciplines—including faculty in other academic disciplines, civic groups in the local and national communities, businesses, and governments at several levels. Those in public institutions like myself learn quickly that more time is spent explaining education and its contributions to legislators than to faculty or students.

Complex Challenges

Colleges and universities today are complex organizations in pursuit of multiple goals. In many ways, they present even more challenging management and leadership tasks than their corporate counterparts. Many, including the large state universities, are multi-million dollar enterprises as large or larger than most private corporations. Moreover, universities are labor-managed enterprises requiring management and leadership skills suitable to a participatory setting in which both means and ends are continually being negotiated.

Economists bring to such administrative tasks an appreciation of the importance of incentive systems to achieve certain goals and an understanding of alternative allocation methods for maximizing the impact of scarce resources. They understand that universities compete in regional and national markets for top faculty, for the best students, and for research grants and other support. In today's world, higher education must be "marketed" to students and parents and its societal value "sold" to the public if we are to sustain educational opportunity for coming generations. Moreover, in education as in health care, ways must be found to contain unit costs if we are to sustain educational opportunity at current levels. New forms of educational organization, new educational "products," and new teaching technologies are all urgent frontiers.

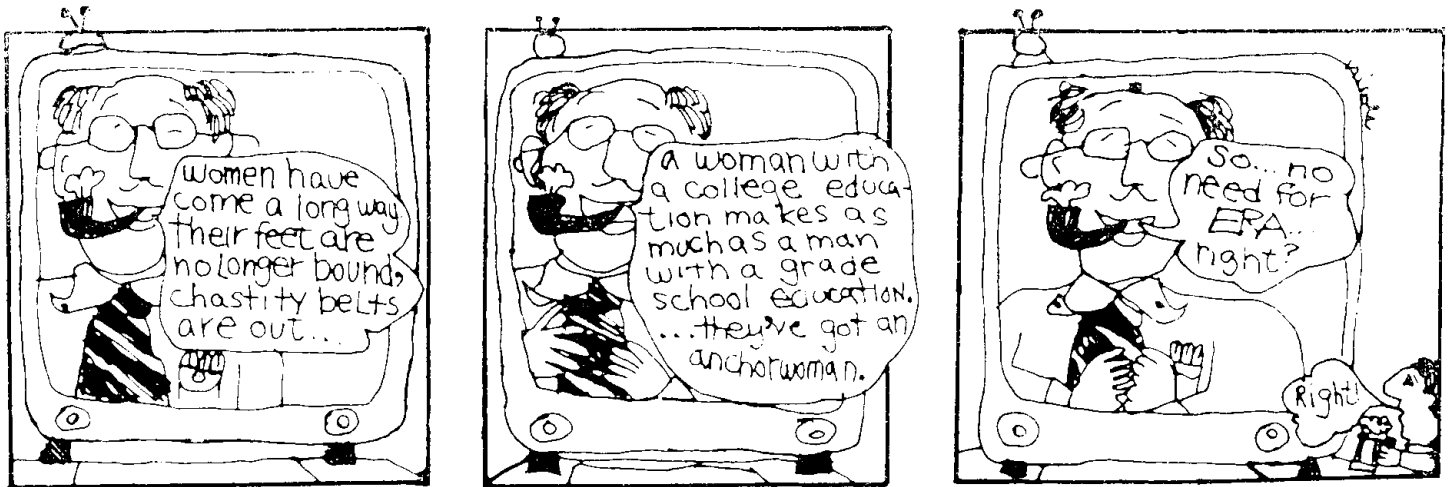
What Kinds of Jobs Do Economists Hold in Higher Education Administration?

Educational policy and university management are tailor made for the application of economic analysis and management techniques. Important topics include: educational needs and how they are affected by demographic and economic trends; the impact of macroeconomic policies on savings rates and the ability to pay for education, the effects of tax reform and fiscal policies on philanthropic giving, changes in household structure and incomes and their projected effects on the demand for higher education, and changing patterns of demand for education among mid-career professionals and the retired.

Budget analysts, who are employed by universities, higher education systems, and state government agencies, translate trends into budgets and strategic plans. Registrars; auxiliaries managers for associated enterprises such as dormitories, food services, recreational centers, and health centers; vice presidents for administration and finance; and university presidents all face tasks that use the skills of economic thinking and problem solving. More recently, the national associations on higher education such as the American Council on Education, the American Association of State Colleges and Universities, and the National Association of State Universities and Land Grant Colleges, as well as many discipline-based organizations, have also sought the professional talents of economists in analyzing and lobbying on federal legislation affecting education.

Pay rates and career paths for administrative positions in higher education are generally competitive with other public-sector positions of similar level and responsibility, but pay is a bit lower—though more stable—than in many corporate positions. Mobility in the profession is considerable and international opportunities are also available.

* * * * *



More Sylvia by Nicole Hollander

WASHINGTON WOMEN ECONOMISTS

Kathleen Scholl
Agricultural Research Service, U.S. Department of Agriculture

Organized eight years ago to promote the status and professional excellence of female economists in the greater Washington area, Washington Women Economists (WWE) are pleased to report success in achieving some of their goals. WWE has been instrumental in sponsoring female speakers on programs of other economic organizations in the nation's capital. Because of networking efforts, WWE has successfully promoted the hiring of women as mid-level economists in the private and public sectors. WWE is still attempting to meet the challenge of placing women economists in senior-level and executive positions.

With all areas of specialization represented in Washington Women Economists, informational and networking needs are met through special interest dinners. Recently, environmental economist, Maureen Cropper, was the honored guest in the home of a WWE member. Future dinners will feature international economist, Helen Junz, on April 8 and consumer economist, Sandra Shaber, on April 29.

To meet the global interests of WWE members, special seminars have been held in the areas of career development, investments, personal computers, and networking. Occasionally CSWEP members in the Washington area are notified of these seminars through special mailings. Future seminars include assertiveness training on May 7 and executive career advancement (date to be announced).

Currently nominations are being accepted for the Outstanding Washington Woman Economist Award. This award is presented to someone in the greater Washington area who has achieved particular distinction and promoted the professional excellence of women, and who will serve as an admirable role model for women economists. The first award was presented to Barbara Bergmann in recognition for her achievement in academic economics.

WWE operates through a committee structure with the chairpersons of the committees forming the steering committee, which governs the organization. Committees deal with job placement, the newsletter, students, public relations, finance, programs, membership-mailing, and research. For example, last year the research committee sponsored a series of panel discussions on how to get research papers accepted for presentation and publication.

Persons interested in joining WWE may contact Kathleen Scholl at 703/436-8461 (o) or write to the membership chair, Washington Women Economists, P.O. Box 23196, L'Enfant Plaza Station, Washington, D.C. 20026-3196. Membership is open to all economists regardless of sex or geographic location.

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**GENDER DIFFERENCES IN BEHAVIOR AT HOME AND AT WORK:
A Report on a CSWEP-Sponsored Session Presented in New Orleans**

Prepared by Rebecca Blank, Princeton University

This session's papers ranged over a broad set of topics, investigating gender differences in access to credit, in consumer expenditures, in the effects of labor market displacement, and in physicians' choices of practice arrangements.

Faith Ando (JACA Corporation, "Sex Discrimination in Commercial Banks' Business Lending") presents data from a random sample of 1300 small businesses that were at least two years old. On the one hand, she finds virtually no difference in either access to credit or in the terms of credit available to female- versus male-owned businesses. However, significantly fewer loans were approved for black-owned businesses, regardless of whether their owners were women or men. In addition, divorced men (but not divorced women) seem to have more difficulty obtaining loans.

David Bloom and Sandy Korenman (Harvard University, "The Place of Gender in Studies of Consumer Behavior") provide a set of conceptual reasons why expenditure studies should focus on gender-related issues. Moreover, their preliminary empirical work with the 1980/81 Consumer Expenditure Survey indicates that 25- to 34-year-old never-married women spend relatively more of their budget than similar men on housing, apparel, health care, and gifts to charity or to other persons. Women spend less of their budget than men on food and drink.

Janice Madden (University of Pennsylvania, "Gender Differences in the Cost of Displacement") investigates differences in the wage effects of displacement on men and women. Using the recent supplement to the Current Population Survey on displaced workers, she finds that women lose more in wages than men during the year following displacement. She uses her empirical work to distinguish between women investing less in specific human capital, or being subject to pure discrimination. Her results support a hypothesis of discrimination, not differential human capital investment.

William Custer and Denise Dimon (University of San Diego, "The Influence of Gender in the Choice of Physician's Practice Mode") use a newly available data set to investigate whether female physicians choose a different type of practice arrangement than men. Although past studies have found women more likely to practice in groups or to be affiliated with health maintenance organizations (HMOs), the authors found that controlling for wage rates and hours worked produced the opposite result--women were more likely to choose solo non-HMO practice arrangements.

These papers reaffirm the importance of considering gender-related issues across a broad range of topics. Results indicating that gender is not important in some areas (as in Ando's work) and results indicating that gender makes a significant difference in other areas (such as Bloom and Korenman; Madden; and Custer and Dimon) are both important to furthering our understanding of the differences in constraints faced by and choices made by women.

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GENDER AND BARGAINING POWER IN PUBLIC AND
PRIVATE LABOR MARKETS: A Report on a
CSWEP-Sponsored Session Presented in New Orleans

Prepared by Elyce J. Rotella
Department of Economics, Indiana University

"Economic Implications of Public Sector Comparable Worth: A Case Study
on San Jose," by Shulamit Kahn, University of California, Irvine

Kahn reports on patterns in employment by the City of San Jose after five years of experience with comparable-worth adjustments of wages in targeted occupations dominated by women. Kahn finds that these adjustments were successful in increasing wages in these jobs faster than wages in nontargeted jobs. Moreover, contrary to what had been widely predicted by economic analysis, she concludes that there have been no negative effects on women's employment in targeted or nontargeted jobs. From 1981 to 1986, employment in targeted jobs increased faster than employment in nontargeted jobs, and virtually all this growth was accounted for by greater employment of women. Employment also increased rapidly in nontargeted jobs, with women accounting for 31.5 percent of new employees, when they had made up only 9.5 percent of employees in nontargeted jobs in 1981. Kahn speculates that these outcomes resulted from the combined effect of comparable worth and an affirmative action hiring policy on the part of the city.

The discussant, Elyce Rotella of Indiana University, raised questions about the hypothesized role of affirmative action in producing the results Kahn reports, pointing out that there is no evidence offered that the city did, in fact, pursue a hiring policy that favored women. She argued that the observed employment patterns could have resulted from an increase in the quality of women applying for jobs after the highly publicized comparable-worth adjustments had raised wages in targeted occupations and provided a signal that the City of San Jose was an hospitable employer for women.

"Gender, Unions, and Internal Labor Markets: Evidence from the Public Sector
in Two States," by Deb Figart, American University

Figart takes an internal labor market approach to explaining observed sex differentials in career opportunities. She focuses attention on differing possibilities for upward mobility as institutionalized in separate and unequal job ladders for women and men and contends that this approach is superior to one that seeks explanations of wage differentials in the human capital characteristics of workers. Figart hypothesizes that labor unions reduce sex differentials by negotiating expanded job ladders for women. Her empirical analysis compares the distribution of men and women across salary ranges by occupation in public sector employment in New York (which has a comprehensive collective bargaining law) and Maryland (which has no state-wide collective bargaining). She finds, using her proxy for the probability of upward mobility, that there are wide differences between the sexes in both states and that all workers have a greater probability of mobility in New York. The improvement in the position of women (in New York compared with Maryland) is less, however, than the improvement for men. In a further analysis, she presents evidence that the union in New York has, in fact, negotiated expanded job ladders for women.

Rotella, the discussant, pointed out that Figart has not provided a test of the institutional approach against the human capital approach and noted a number of instances in which attention to human capital concerns would enrich the analysis. She called attention to places in which Figart used cross-sectional data to talk about changes over the individual life cycle and questioned the attempt to infer mobility from cross-sectional earnings distributions.

"Have Equal Opportunity/Affirmative Action Programs Had Any Impact on the Occupational Segregation of U.S. Women?" by Dallas Cullen, Alice Nakamura, and Masao Nakamura, University of Alberta

Cullen, Nakamura, and Nakamura offer a comparative analysis of the U.S. and Canada in an attempt to determine the impact of the farther reaching equal opportunity measures in the U.S. Using a data set for 22 occupational categories constructed from Census data for the period 1950-1980 (1951-81 in Canada) and a new set of indices, they analyze the impact of changes in occupational distribution on earnings. In both Canada and the U.S., they find little change in earnings differentials in the 1950s and 1960s, and no association with occupational change. For the 1970s, they find substantial change in the U.S. earnings differentials and a strong association with the movement of women into higher-earnings occupations that were predominantly held by men. For the same decade, they find no similar change in Canada and see this as evidence for the effectiveness of U.S. equal opportunity measures.

The discussant, Andrea Beller, of the University of Illinois, raised questions about changes in Canadian occupational patterns and earnings differentials that seem to predate the 1970s and asked for an explanation of what appeared to be an improvement for Canadian women that predated the implementation of equal opportunity measures in the U.S. She also suggested improvements in the presentation of the indices used, so that it would be clear to the reader that a decomposition technique is being employed.

"Sex Segregation and the Differential Bargaining Power of Workers,"
by Jayne Dean, Wagner College

Dean hypothesizes that, given women's lower average wages, employers have a greater incentive to hire them in labor-intensive production processes because the proportional cost savings of hiring low-wage workers is greatest where labor represents the largest share of total costs. This restriction of women to labor-intensive production processes keeps women in a disadvantaged bargaining position because the possibilities of substituting some workers for others is greatest there. In other words, these workers face a highly elastic demand for their services that reduces their bargaining power and contributes to keeping wages low. Using occupation-by-industry data, Dean finds that the female share of employees in an occupation is positively related to the share of the occupation in overall industry employment and negatively related to capital intensity.

Discussant Beller questioned why other employers do not have the same incentives to minimize costs by hiring low-wage women. She pointed out that Dean begins her analysis by taking women's lower wages as given and neglects the question of why those wages are lower in the first place. Beller suggested that the author put more emphasis on placing her work in the context of already existing literature in the field.

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CSWEP-ORGANIZED SESSIONS AT THE UPCOMING
WESTERN ECONOMIC ASSOCIATION MEETINGS
Hotel Vancouver, Vancouver, British Columbia, July 7-11, 1987

Career Decisions and Earnings of Women

Chair: Shulamit Kahn, School of Social Sciences, University of California, Irvine

"Income Differentials Between Women and Men Physicians," by William S. Custer, Center for Health Policy Research at the American Medical Association, and Denise E. Dinon, School of Business Administration, University of San Diego

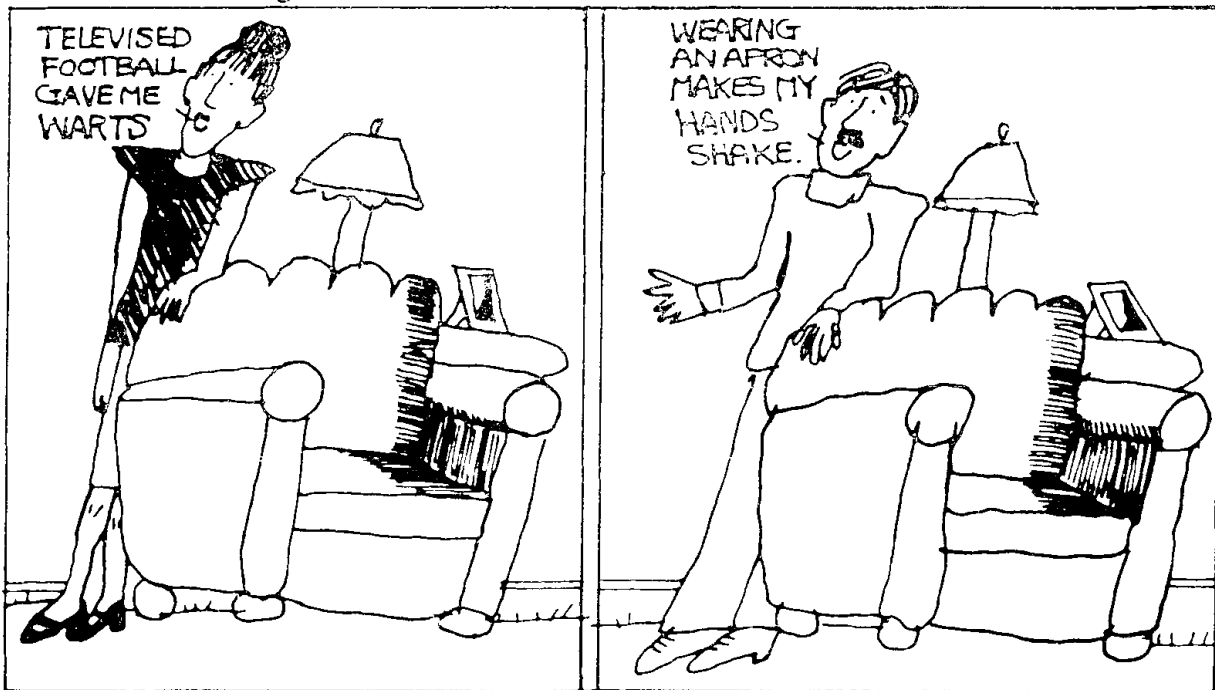
"Monoposony and Sex Differentials in the Academic Labor Market," by Michael R. Ransom, Department of Economics, University of Arizona

"Careers of Young Women in the Transitional Decade of the 1970s," by Nadja Zalokar, Department of Economics, College of Business Administration, University of Florida

"Female Labor Force Participation and Income Inequality," by Nan L. Maxwell, Department of Economics, California State University at Hayward

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Some common gender-related disorders



More Sylvia by Nicole Hollander

GRANTS AND OTHER FUNDING

The **Guide to Federal Funding for Social Scientists**, researched and written by the Consortium of Social Science Associations (COSSA), with support from the Russell Sage Foundation, describes over 300 federal programs of interest to researchers in the social and behavioral sciences, including funding priorities, application deadlines, and examples of funded research. The cost of the 512-page volume is \$19.95 for individuals; \$24.95 for libraries/institutions. Members of groups that belong to COSSA (such as AEA and the American Statistical Association) can purchase the **Guide** at a special discount price of \$14.95. Send orders to: COSSA, Department G-125, 1200 17th Street, N.W., Suite 520, Washington, D.C. 20023. Indicate membership in an affiliated group for the discount price.

The **National Institutes of Health (NIH)** have a **National Research Service Award (NRSA)** program that provides postdoctoral and senior fellowships in the behavioral and biomedical sciences. Fellowships are available to postdoctoral and senior scientists for up to three years. Receipt dates for applications are January 10, May 10, and September 10 each year. For information contact: Office of Grant Inquiries, Division of Research Grants, NIH, Westwood Building 449, Bethesda, Maryland 20892, or call 301/496-7441.

The **Edwin W. Rickert Award in Political Economy** provides a \$5,000 prize and publication by the Columbia University Press for an outstanding book-length manuscript in English in the field of political economy. Submissions for the 1987 competition are due by April 1, 1987. Send three copies of your manuscript to The Edwin R. Rickert Award, Columbia University Press, 562 West 113th Street, New York, New York 10025, accompanied by a covering note with return address to facilitate acknowledgement of manuscripts received.

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More Sylvia by Nicole Hollander

CALLS FOR PAPERS

The Association for Public Policy Analysis and Management (APPAM) will hold its Ninth Annual Research Conference on October 29-31, 1987 at the Hyatt Regency in Bethesda, Maryland. The conference will focus on important current issues or debates in both the domestic and international arena. Proposals for papers should explain the question the author addresses, the research approach used, the preliminary findings, and the type of panel for which the paper would be most appropriate. Proposals for panels should explain the issues the panel would address, the type of audience that would most benefit from it, and include ideas about types of papers and appropriate authors. Proposals for policy roundtables should describe the issue to be addressed and the likely participants and perspectives to be represented. All proposals should list title, author or convenor, position, address, and phone number and be no longer than one page. Although the official deadline was March 1, 1987, proposals received by the middle of March will be considered. Send them to: Isabel V. Sawhill, Program Chair-APPAM, The Urban Institute, 2100 M Street, N.W., Washington, D.C. 20037. Individuals submitting proposals will be informed of decisions by June 30. All papers are due on September 15.

1987 American Economic Association (AEA) Meetings. Robert Eisner, the President-Elect of the AEA, is organizing the meetings around the theme, "The Challenge of Full Employment." However, the full range of interests within the profession will be represented on the program. Eisner also plans to make extra efforts to see that women and minorities are represented on the program, and has urged members of the program committee to do likewise. Proposals for sessions are more likely to be accepted if they have catchy titles with reasonably broad appeal, some well-known participants, and list specific sets of papers. Chairs should not be paper presenters. Send proposals to Professor Robert Eisner, Department of Economics, Northwestern University, Evanston, Illinois 60201. You may also want to alert members of the program committee of your interest. They are: Walter Adams, Irma Adelman, George A. Akerlof, Steven H. Albert, Marcus Alexis, Alan J. Auerbach, Nancy Barrett, Robert J. Barro, Barbara R. Bergmann, Alan B. Blinder, Michael J. Boskin, Barry P. Bosworth, Samuel Bowles, Willem H. Buiter, Carol S. Carson, Bob Chirinko, Gregory C. Chow, Robert W. Clower, Robert M. Coen, Paul Davidson, Rudiger W. Dornbusch, David L. Fand, Ann E. Friedlaender, Benjamin M. Friedman, James K. Galbraith, Herbert Gintis, Robert J. Gordon, Sanford Grossman, Daniel S. Hamermesh, Bert G. Hickman, Laurence J. Kotlikoff, Edwin Mansfield, Ray Marshall, Joel Mokyr, Richard Musgrave, Ishaq M. Nadiri, Janet L. Norwood, John C. Panzar, Joseph A. Pechman, Dwight H. Perkins, Edmund S. Phelps, Stanley Reiter, Sherwin Rosen, Nancy Ruggles, Richard Ruggles, Thomas J. Sargent, Isabel V. Sawhill, F.M. (Mike) Scherer, Robert J. Shiller, Allen Sinai, Joseph E. Stiglitz, Lawrence Summers, Stephen J. Turnovsky, Burton Weisbrod, and Janet Yellen.

CSWEP Sessions at the 1987 AEA Meetings. Proposals for papers or sessions on gender-related issues are needed. All proposals are welcome, but this year special attention will be given to papers on health, education, and welfare issues and to papers related to this year's overall theme, which is "The Challenge of Full Employment." Deadline: April 1, 1987. Submit your proposals to Isabel Sawhill, The Urban Institute, 2100 M Street, N.W., Washington, D.C. 20037.

CSWEP-South Plans Program for 1987 Southern Economic Association Meetings. This year's meetings will be held in Washington, D.C. on November 22-24. Papers and discussants are requested for CSWEP Session II on "Human Capital: Current Evidence." Send abstracts to Professor Mary Fish, Box J, Department of Economics, Finance and Legal Studies, College of Commerce and Business Administration, The University of Alabama, Tuscaloosa, Alabama 35487.

The *Journal of Forecasting* announces a special issue on "predicting saturation" and "logistics growth." Prospective authors should send four copies of their papers by July 31, 1987 to Professor Robert Oliver, College of Engineering, University of California, Berkeley, California 94720. For more information, call Suchada Langley at 202/786-1784.

The 1987 spring issue of the *Southern Review of Political Economy* is soliciting manuscripts from graduate and undergraduate students. Please send manuscripts to Dr. William D. Gunther, Box J, Department of Economics, Finance and Legal Studies, College of Commerce and Business Administration, The University of Alabama, Tuscaloosa, Alabama 35487.

The Association for the Social Sciences in Health is seeking contributed papers for its sessions at the 115th Annual Meeting of the American Public Health Association in New Orleans, Louisiana, October 13-22, 1987. Send one camera-ready copy and five photocopies of your abstract, and a self-addressed, stamped envelope to: Linda Siegenthaler, National Center for Health Services Research, 5600 Fisher Lane, Room 18A-19, #9, Rockville, Maryland 20857. Deadline: March 27, 1987.

S.U.N.Y. Press announces a new book series: *Feminist Theory in Education*, edited by Madeleine Grumet, which is designed to explore the relation of gender to epistemology, curriculum, and teaching. Proposals and book manuscripts concerning reproduction and nurturance, domesticity, sexuality, knowledge, and culture and politics should be submitted to Lois C. Patton, Editor-in-Chief, State University of New York Press, State University Plaza, Albany, New York 12246.

Patricia Matthews and Evelyn Newlyn are editing a collection of essays on *The Female Sensibility* in specific disciplines such as economics. For additional information, contact Evelyn Newlyn, Department of English, Virginia Polytechnic Institute and State University, Blacksburg, Virginia 24061 or Patricia Matthews, Department of Art, Oberlin College, Oberlin, Ohio 44074.

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More Sylvia by Nicole Hollander

SHORT NOTES

Isabel V. Sawhill, better known as Belle to many of us, is the new President-Elect for the Association for Public Policy Analysis and Management (APPAM). We know she'll do a terrific job!

Marianne A. Ferber, Professor of Economics at the University of Illinois at Urbana-Champaign, is now the President-Elect of the Midwest Economic Association. Congratulations!

Karen Holden is temporarily in Washington, D.C. as an IPA at the Division of Economic Research, Office of Research and Statistics, Social Security Administration. She will be there through July 1, 1987.

A Special Thank You to the Project on the Status and Education of Women, Association of American Colleges. Several articles in this issue were taken from their On Campus With Women.

HELP! HELP!

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

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

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

A Study Group on the Economics of Aging has been organized within the Gerontological Society of America (GSA) to help interested persons keep abreast of others' research. The Study Group will organize a special session to be held on November 17, 1987, the day before the opening of the Annual Meeting of the GSA in Washington, D.C. The Study Group is also compiling a catalogue of research interests and work in progress among persons working on issues related to the economics of aging. You need not be a member of GSA to be included, although a small voluntary contribution for the catalogue will be requested. If you wish to be included, contact: Karen Holden (chair), Office of Research and Statistics, Social Security Administration, 1875 Connecticut Avenue, N.W., Washington, D.C. 20009; William Serow (treasurer), Center for the Study of Population, The Florida State University, Tallahassee, Florida 32306-4063; or Phoebe Liebig (secretary), Public Policy Institute, American Association of Retired Persons, 1909 K Street, N.W., Washington, D.C. 20049.

The **Southeast Women's Studies Association (SEWSA)** will hold its annual conference on March 20-22, 1987 at Vanderbilt University, Nashville, Tennessee. The theme of the conference is "Women Making Connections: Our Strengths and Our Challenges." For further information, call Nancy Ransom at 615/322-4843.

The **Atlantic Economic Society (AES)** will hold its Twenty-fourth International Atlantic Economic Conference on September 3-6, 1987 in New York. The theme for this conference is "Reaching for Opportunities." The AES will also hold a conference in Munich, West Germany on April 20-27, 1987; in London, England in April of 1988; and in Philadelphia, Pennsylvania September 1-4, 1988. For additional information, contact John M. Virgo, Atlantic Economic Conference, Southern Illinois University at Edwardsville, Campus Box 1101, Edwardsville, Illinois 62026-1101; phone 618/692-2291.

The **European Economic Association** was created in 1985 and held its First Annual Congress in Vienna on August 29-31, 1986. If you would like further information about the Association, contact Professor Louis Philips, 34, voie du Roman Days, 1348 Louvain-la-Neuve, Belgium.

The **Long Island University-Southampton Campus** has recently been awarded a two-year grant from the Administration on Aging (AoA) to examine the pre-retirement needs of working women between the ages of 35 and 55. Researchers will conduct workshops in the New York and Baltimore/Washington, D.C. areas to educate mid-life working women on finances, health, housing, social relations and attitudes, and emotional well-being as they relate to retirement. For additional information, contact Dr. Christopher L. Hayes at 516/283-4809 or 516/283-4000.

Men's Attitudes. Beth Willinger, of Newcomb College Center for Research on Women, Tulane University, New Orleans, Louisiana, analyzed 740 questionnaires that were administered to a random sample of male college seniors. She found that men in 1985 had reemphasized the work role for themselves and the maternal role for their mates, compared with their attitudes in 1980. At the same time, however, men showed greater support for women's career objectives and for the paternal role for men. One interpretation is that both family and career roles are being stressed for both women and men.

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RECENT PUBLICATIONS OF INTEREST

The Economic Emergence of Women, by Barbara R. Bergmann, assesses the forces behind changes in traditional sex roles, the resistance to easing the sexual division of labor, and case studies that show how discrimination works. Bergmann then explores the policy choices society faces in pay equity, government-support for child care, extended parental leave, taxation of the family, and in the reform of social security, welfare, and child support. Available from Basic Books, Inc., Mail Order Department, 10 E. 53rd Street, New York, New York 10022, for \$19.95.

The Classroom Climate Revisited: Chilly for Women Faculty, Administrators, and Graduate Students, published by the Project on the Status and Education of Women (PSEW) of the Association of American Colleges (AAC), explores the chilly professional climate often experienced by women in academia. It details the many ways that even those most concerned about fairness may inadvertently treat women in ways that convey a powerful message that women professionals are not as capable as their male peers. The report also covers topics such as collegiality, attractiveness and sexuality, humor, communication styles, sexual harassment, and devaluation. It includes recommendations for administrators and individual faculty--both women and men. Special sections address the concerns of minority women and those in traditionally male fields. A check for \$5.00 for the 23-page report should be made payable to AAC/PSEW and sent to 1818 R Street, N.W., Washington, D.C. 20009.

Happier by Degrees, by Pam Mendelsohn, is a guide for older women returning to school or just beginning to study for their degrees. It covers topics ranging from choosing the right college, to financial aid, to tips on taking tests. The 266-page book is available for \$8.95 plus \$1 postage and handling from Ten Speed Press, P.O. Box 7123, Berkeley, California 94707.

Macroeconomics: Theories and Applications, by Elizabeth Bogan and Joseph Kiernan, is a new textbook that begins by focusing on issues--such as taxation, unemployment, and inflation--and then shows how different schools of economic theory help explain these real-world problems. For additional information, call toll-free 1-800/328-9424.

Opportunities for Research and Study, prepared by Saphira Baker for the National Council for Research on Women (NCRW), was reprinted by the Feminist Press in the Fall 1986 issue of Women's Studies Quarterly. It lists the fellowships, affiliated scholar programs, grants, and internships sponsored by NCRW's 48 member centers and may be purchased for \$1.50 from NCRW, The Sara Delano Roosevelt Memorial House, 47-49 East 65th Street, New York, New York 10021.

Workers and Allies: Female Participation in the American Trade Union Movement 1824-1976, by Judith O'Sullivan and Rosemary Gallick, contains biographical sketches about women in the labor movement, beginning with Sarah G. Bagley (the earliest female labor organizer known by name) and extending to contemporary ones such as Delores Huerta and Karen Silkwood. Originally published by the Smithsonian Institution in 1975, it is now available from ILR Press, New York State School of Industrial and Labor Relations, Ithaca, New York 14851-0952.

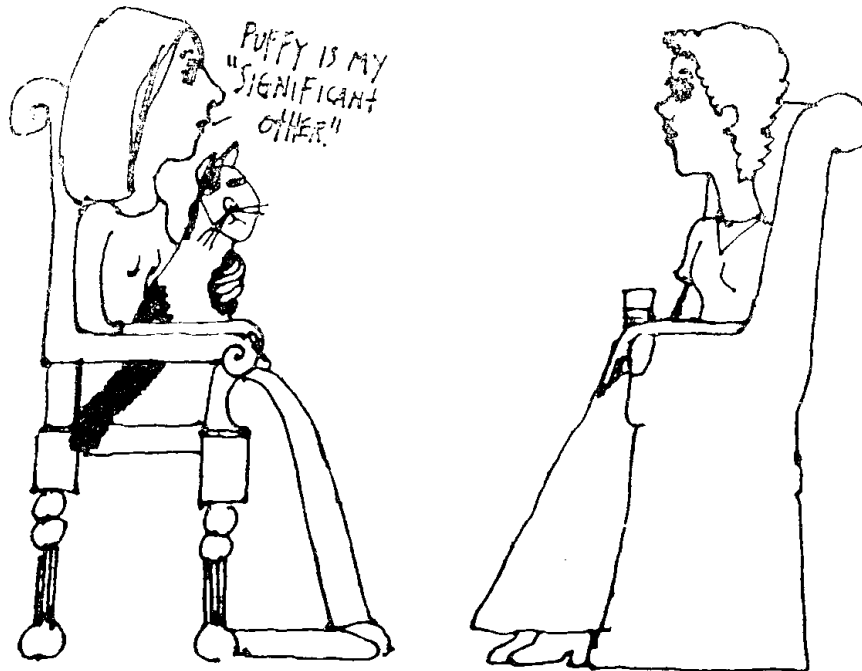
Some new guides to nonsexist language are:

Guide to Nonsexist Language, published by the Project on the Status and Education of Women (PSEW), was excerpted from Guide to Nonsexist Language and Visuals, which was developed by the University of Wisconsin-Extension Equal Opportunities Program Office and Department of Agricultural Journalism. The Project's four-page paper includes examples of sexist/nonsexist language and a bibliography of resources. It is available for \$2 (prepaid) from AAC/PSEW, 1318 R Street, N.W., Washington, D.C. 20009. The original 25-page guide is available for \$2 (prepaid) from UW-Extension Bookstore, 432 North Lake Street, Madison, Wisconsin 53706.

Guidelines for Nonsexist Use of Language in NCTE Publications (Revised 1985), published by the National Council of Teachers of English, concentrates on examples of sexist/nonsexist language. Individual copies of the eight-page booklet are available free by writing to NCTE, 1111 Kenyon Road, Urbana, Illinois 61801. Please enclose a self-addressed, stamped envelope and ask for Stock No. 19719-012.

(S)he: A Guide to Nonsexist Language, written by students of Franklin & Marshall College, discusses the implications of using sexist language and then gives examples of alternatives to sexist words or phrases. The nine-page booklet is available for 50¢ (prepaid) by writing to The Writing Program, Franklin & Marshall College, P.O. Box 3003, Lancaster, Pennsylvania 17604.

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JOB OPENINGS

Cornell University, New York State School of Industrial and Labor Relations, Ithaca, New York 14851-0952, announces a tenure track, assistant professor position in international and comparative labor. Courses to be taught would cover the industrial relations systems of the industrialized and less developed countries, and the historical development of labor movements and labor-management relations in the major industrialized countries. Contact: Professor Gary Fields, Chairman, Search Committee International and Comparative Labor.

Harvard University, Graduate School of Education, 13 Appian Way, Cambridge, Massachusetts 02138, has an opening for a tenured professor in Economics of Education. Candidates should have a broad understanding of the relationships between economics and education, and an interest in schools and schooling. Areas of expertise could include public policy, educational finance, teacher labor markets, and the economic returns of education. Deadline: January 5, 1987. Contact: Professor Paul N. Ylvisaker, Chairperson, Search Committee.

Hebart and William Smith Colleges, Department of Economics, Geneva, New York 14456-3397, has a tenure-track position in political economy (comparative economic theory and methodology) available at the assistant professor (Ph.D.) or instructor (ABD) level. Secondary fields should include one or more of the following: Institutional, Post-Keynesian, or Austrian Economics. Teaching load is two courses per term over three terms. Contact: Scott McKinney, Chair.

Institute for International Economics, 11 Dupont Circle, N.W., Washington, D.C. 20036, is seeking a capable research assistant to work on two projects over the coming year--one analyzing the effects of the United States shift from the world's largest creditor to the world's largest debtor nation, and one assessing the impact of reducing the U.S. trade deficit on countries and regions of the world. A bachelors or masters degree in economics and experience using IBM PCs for statistical analysis are required. Contact: Jane L. Barber Thery, Assistant to the Director.

The Joint Center for Political Studies, 1301 Pennsylvania Avenue, N.W. Suite 409, Washington, D.C. 20004, is seeking social science analysts to fill several vacancies in the near future. The positions are:

- Associate Director for Research for social policy. The associate director is expected to lead in developing the institution's social policy research activities, to plan and prepare proposals for new projects, and to supervise a number of current projects. Candidates should have a demonstrated ability to plan and direct research projects, a sound background in quantitative research methods, and experience handling large data sets. A strong publication record is also required.
- Senior Social Scientist with demonstrated ability to do empirical research and to direct large research projects, who will also serve as principal investigator of a major, three-year study of black families. Candidates should have a strong publication record and a demonstrated ability to complete work on schedule. Good quantitative skills are also desirable.

- Economist or other social scientist with at least three years experience in the area of economic research and/or teaching. Candidates should have publication in minority business, macroeconomic and budget policy, or international economics. Good quantitative skills are desirable.

Contact: Dr. Margaret C. Simms, Deputy Director of Research.

Lewis and Clark College, Department of Economics, Portland, Oregon 97219, seeks to fill a tenure track assistant professor position, beginning September 1987. Applicants should be specialists in quantitative economics and microeconomic theory, and have an additional field such as comparative economic systems, resource economics, or regional economics. Ph.D. is preferred, and will be required for tenure and promotion; however, candidates in the final stage of their dissertation will be considered. Deadline: January 21, 1987. Contact: Dr. Martin Hart-Landsberg, Chair.

Massachusetts Institute of Technology, Department of Economics, Cambridge, Massachusetts 02139, is in the process of screening new and recent Ph.Ds for possible appointment as assistant professors for the next academic year. Contact: Olivier Jean Blanchard, Head, Hiring Committee, E52-252a.

Massachusetts Institute of Technology - Sloan School of Management, Cambridge, Massachusetts 02139, seeks to fill several positions:

- A tenure track assistant or untenured associate professor position in the Statistics Group. Applicants should be statisticians with interests in theory, applications, and computing who could interact successfully with Sloan School faculty in areas such as finance, marketing, and information systems. The candidate would also be associated with the MIT Statistics Center, which supervises MS and Ph.D programs in Statistics. Contact: Professor Roy E. Welsch, E53-383.
- A junior faculty, tenure track position in the Operations Management Group. Applicants with interest in operations management in combination with operations research, economics, managerial accounting, manufacturing technology, or other fields, are welcome. Contact: Professor Gabriel Bitran, E53-393.
- The Finance Group has positions at the assistant professor and more senior levels, effective July 1, 1987. High research potential or achievement is stressed and an interest in teaching basic capital market theory and corporate finance, as well as more specialized courses, are required. Contact: Professor Stewart C. Myers, Chairperson, Search Committee, E52-451.
- The Accounting Group is seeking new faculty at both senior and junior levels, effective July 1, 1987. Contact: Professor Stewart C. Myers (see above).
- The Applied Economics Group is seeking one new faculty member in industrial organization and applied microeconomic theory (particularly game theory) at the assistant professor level, effective July 1, 1987. Contact: Professor Richard Schmanlensee, Chairperson, Search Committee, E52-456.

(continued)

- The International Management Group is seeking a new assistant or untenured associate professor for September 1987, but a senior appointment would also be considered. The person selected should be prepared to teach a basic and an advanced International Management course, as well as an elective course related to the individual's area of specialization. Concentrations in international management, corporate strategy, industrial organization in an international context, or economics of organizations are preferred, but consideration will also be given to candidates in international economics, political economy, or behavioral science. Contact: Professor Donald Lessard, Chairman, IM Search, E52-541.

Oberlin College, Department of Economics, Oberlin, Ohio 44074, invites applications for a full-time continuing faculty position in the College of Art and Sciences (assistant professor level) beginning September 1987. The incumbent will teach courses in International Economics and Macroeconomic Theory and Policy. Normal teaching load is two courses each semester, plus an upper-class seminar and participation in the Senior Honors Program. Application material will be considered until the position is filled. Contact: Hirschel Kasper, Chair.

Occidental College, Department of Economics, Los Angeles, California 90041, has one or two tenure track positions available, beginning in the fall of 1987. The positions (probably at the Assistant Professor level) emphasize teaching introductory and intermediate economic theory; at least one emphasizes macroeconomic theory and/or money and banking. Useful secondary fields include economic history and econometrics. Candidates should also have good research potential. Deadline: December 11, 1986. Contact: Professor W. Studenmund, Chair.

Oklahoma State University, Office of Business and Economic Research, Stillwater, Oklahoma 74078, announces a vacancy of project director, State Econometric Modeling and Forecasting. Preference will be given to candidates with a Ph.D or with an MS and substantial experience in national and regional forecasting, along with solid communication skills. Training and experience in the economics of public utilities is desirable, but not required. Deadline: March 15, 1987. Contact: Dr. Robert C. Dauffenbach, Director, 345 Business Building.

SUNY-Empire State College, 1 Union Avenue, Saratoga Springs, New York 12866, is searching for a Chair, Master of Arts Program in Labor and Policy Studies. Doctorate in a relevant field and college teaching experience in labor studies are required. Deadline: January 15, 1987, or until selection is completed. Contact: Theodore DiPadova, Dean of Graduate Studies (518/587-2100).

Trinity College, Department of Economics, Hartford, Connecticut 06106, announces a tenure track assistant professor position beginning September 1987 (Ph.D. completed by August 1987). Standard teaching load is five courses per year, primarily in intermediate macroeconomic theory and policy. Applicants should also have a research interest in macroeconomics. Deadline: December 15, 1986. Contact: Professor Francis J. Egan, Chairman.

University of Alabama, Department of Economics and Finance, Huntsville, Alabama 35899, has a tenure track assistant professor beginning Fall 1987. The primary teaching responsibility is in macroeconomics, at the introductory and intermediate levels. Contact: Margaret S. Bond, Chair.

University of Colorado, The Institute of Behavioral Sciences, Program on Environment and Behavior and the Department of Economics, Campus Box 468, Boulder, Colorado 80309, have a joint tenure track assistant professor position -- 50 percent in the Institute and 50 percent in the Department. A background in applied micro theory, with strong grounding in quantitative techniques and modern econometric techniques are necessary. In addition, experience in one or more of the following techniques is highly valued: contingent valuation, hedonic prices, laboratory experiments, and sample surveys. Interest in natural resource and environmental issues or organizational behavior is important. All applicants should submit a resume and three letters of recommendation. Deadline: February 2, 1987. Contact: Professor Charles W. Howe.

University of North Carolina, University Square 300A, Chapel Hill, North Carolina 27514-3997, has reopened its search for the position of Chair, Department of Health Policy and Administration (tenure track, associate or full professor level). Candidates should have demonstrated competence in research, teaching, service, and administration. Deadline: January 5, 1987. Contact: J. Richard Udry, Chair of the Search Committee, Carolina Population Center, University Square, 123 W. Franklin Street.

University of North Carolina, Department of Economics, One University Heights, Asheville, North Carolina 28804, seeks to fill a tenure track position by August 1987 that emphasizes undergraduate instruction. Areas include urban/regional, development, and money and finance. A second position in Money and Finance may be available. Deadline: January 15, 1987. Contact: Dr. Pamela Nickless, Chair, Search Committee (704/251-6422).

University of Pennsylvania, Department of Economics, 3718 Locust Walk, Philadelphia, Pennsylvania 19104, will have several non-tenured assistant or associate professor positions and several tenured associate or full professor positions available for Fall 1987, subject to approval. The non-tenured positions are four-year renewable appointments with teaching responsibilities for four courses per year at the undergraduate and/or graduate levels. Salaries are competitive. The primary qualification for either type of appointment is that the individual be exceptional in terms of teaching, research accomplishment, and potential. Candidates should send a resume, one research paper, and letters of reference. No deadline given. Contact: Chairman, Personnel Committee.

University of Texas at Dallas, Box 830688, Richardson, Texas 75082-0688, is seeking a Dean to head the BA, MA and Ph.D programs in the social and policy sciences, housed in its multi-disciplinary School of Social Sciences. Desired qualifications are: an earned Ph.D or equivalent in a social science, policy science, or related discipline; sufficient achievement for the rank of full professor; successful experience in the public policy field; and university teaching experience. Deadline: January 5, 1987 or until the position is filled. Contact: Academic Search #347, Dr. Ronald Briggs, Chair.

University of Wisconsin, Department of Economics, Milwaukee, Wisconsin 53201, has two tenure track openings at the assistant professor level beginning in August 1987. Responsibilities include undergraduate and graduate teaching and the supervision of graduate student's research. Deadline: January 5, 1987. Contact: Yoshio Niho, Chairperson, P.O. Box 413.

University of Wyoming, College of Commerce and Industry, Laramie, Wyoming 82071, seeks candidates for the position of Stroock Professorship of Natural Resource Conservation and Management. Applications are encouraged from a wide range of disciplines in business, economics, and the natural sciences. Deadline: January 15, 1987, or until filled. Contact: Ray Marquardt, P.O. Box 3275, University Station.

(continued)

Vanderbilt University, Department of Economics & Business Administration, Nashville, Tennessee 37235, has an opening in economic development at the full professor, associate professor, or assistant professor level. Substantive interest in additional fields is desirable. Contact: Clive L.G. Bell, Chair, Economic Development Search Committee, Box 1819, Station B.

Virginia Polytechnic Institute and State University, Department of Economics, Blacksburg, Virginia 24061, is seeking a Head of the Department of Economics, effective July 1987. Applicants must have a Ph.D in Economics, strong leadership abilities, and demonstrated skills in research, teaching, service, and administration. Deadline: February 1, 1987, or until position is filled. Contact: Professor Allan Mandelstamm, Sandy Hall.

(You may notice some vacancy announcements whose deadlines have recently passed. This is done intentionally, because deadlines are often extended and such announcements can provide information about the general state of the job market.)

IF YOU WOULD LIKE COPIES OF JOB NOTICES RECEIVED AFTER PUBLICATION OF THIS NEWSLETTER, send a large (9" x 12") self-addressed envelope (with 60 cents postage on it) to: Job Notices List/CSWEP, Attn. Ann Guillot, The Urban Institute, 2100 M Street, N.W., Washington, D.C. 20037.

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More Sylvia by Nicole Hollander

OTHER SOURCES OF INFORMATION ABOUT JOB VACANCIES

Job Openings for Economists (JOE) 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, Tennessee 37212.

In the Boston area, the **Harvard Gazette** lists nonfaculty jobs, including ones on research projects. Subscribe (for \$10 per academic year) through the Harvard Office of News and Public Affairs, Holyoke Center 1060, Cambridge, Massachusetts 02138.

* * * * *

CSWEP

The Committee on the Status of Women in the Economics Profession

CSWEP depends on all of its dues-paying members to continue its activities and maintain its viability within the AEA. In addition to publishing this newsletter, we maintain a roster of women economists that is used by employers. We also organize sessions at the AEA and regional meetings, introduce women's points of view in the Committee work of the AEA (where women are now quite well-represented), and publish an annual report on the status of women in the profession.

If you have not paid your dues for the current membership year (September 1986 - August 1987), we urge you to do so.

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

Thank you!

NOTICE: STUDENTS DO NOT HAVE TO PAY MEMBERSHIP DUES!!!
JUST SEND IN THIS APPLICATION

To become a dues-paying member of CSWEP and receive our Newsletter and Roster, send this application, with a check for \$20 (tax deductible), made out to CSWEP to:

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

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CSWEP: PEOPLE TO CONTACT

General Policy Matters	Isabel V. Sawhill, Chair, The Urban Institute, 2100 M Street, N.W., Washington, D.C. 20037
Items for Newsletter	Nancy M. Gordon, Congressional Budget Office, 2nd & D Streets, S.W., Washington, D.C. 20515
Dues, Change of Address, Roster	Joan Haworth, Membership Secretary, 4901 Tower Court, Tallahassee, FL 32303
CSWEP East	Beth E. Allen, Dept. of Economics, University of Pennsylvania, 3718 Locust Walk CR, Philadelphia, PA 19104-6297
CSWEP South	Marjorie B. McElroy, Department of Economics, Duke University, Durham, NC 27706
CSWEP West	Shulamit Kahn, School of Social Sciences, University of California, Irvine, CA 92717
CSWEP Mid-West	Katharine C. Lyall, University of Wisconsin System, 1220 Linden Drive, Madison, WI 53706

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