



# *Gender, Race, and Ethnicity Differences in Promotion for Academic Economists*

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# Acknowledgements

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- We thank Anthony Olejniczak from Academic Analytics Research Center for providing information about the data.
- We thank Carlos Zambrana for providing data linkages to CrossRef.

# Women Have Recently Achieved Great Success in Economics



**Janet Yellen**  
First female Chair  
of The Federal  
Reserve System  
2014  
First US Treasury  
Secretary, 2021



**Elinor Ostrom**  
First female  
Nobel Prize in  
Economics winner  
2009



**Susan Athey**  
First female winner of  
John Bates Clark  
Medal to Best  
Economist under 40,  
2007



**Esther Duflo**  
Second female  
Nobel Prize in  
Economics winner  
2019



**Amy Finkelstein**  
Winner of John Bates  
Clark Medal, 2012



**Claudia Goldin**  
Third female  
Nobel Prize in  
Economics winner  
2023



**Emi Nakamura**  
Winner of John Bates  
Clark Medal 2019



**Melissa Dell**  
Winner of John Bates  
Clark Medal 2020

# Despite Progress, Problems Remain

## Nobel Prize-Winning Economics Professor Faces Harassment Inquiry

Half a dozen former students allege Philip Dybvig sexually harassed them. His lawyer denies he has ever had any improper physical or verbal interactions with students.

### 'Cesspool' Website Under Fire as Economists Confront Harassment

- Supporters of more action wore #MeToo pins to raise awareness
- 'We have got to do something and silence' is not an option



akhina

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## 5 years later, economics faces another #MeToo moment

Kai Ryssdal and Sarah Leeson

Dec 15, 2022

Heard on:  MARKETPLACE

# Gender and Promotion for Academic Economists

- Déjà vu all over again. We are not newbies at investigating gender differences in promotion of women in economics academia
  - Kahn 1993; Ginther and Kahn 2004; Ginther and Kahn 2014; Ginther and Kahn 2021
- Others have as well; recent contributions include Lundberg and Stearns 2019, Auriol et al 2022, Kleemans and Thornton 2023, CSWEP (annually)
- Why do it again?
  - We now have a much larger data set of economists, and also can bring the estimation up to 2022 to identify if things have improved.
  - Most past studies have been about economists in economic departments. We are also able to separately identify and study academic economists in other departments.

# Economics Also Lacks Racial Diversity



STAY  
CONNECTED  
WITH  
CSMGEP!

## ECONOMISTSTOWATCH

Economics at  
the Policy Table

**Ebonya Washington**  
Laurans A. and Arlene Mendelson  
Professor of Economics, Columbia University



## ECONOMISTSTOWATCH

Understanding the World  
Through Economics

**Francisca M. Antman**  
Professor, Department  
of Economics,  
University of Colorado Boulder



# Research on Racial Diversity

- Bayer and Rouse 2016, Mixon and Upadhyaya 2024, Hoover and Williams 2022, Becker, Rouse, and Chen 2016, Price and Sharpe 2020
- However, no one has studied promotion rates by race in economics academia
- Here, we also ask whether the 3% of faculty of color (in our large database of economist academics) are promoted at
  - the same rate at whites?
  - at a lower rate?
  - at a higher rate?

# Our Research Questions

- What is the race/ethnicity distribution of academic economists?
- Is promotion similar for economists working in economics departments v. in other departments?
- Are there still gender differences in promotion?
  - We found a gender gap in promotion previously (Ginther and Kahn 2004 and more recently 2021)
- Are there race/ethnicity differences in promotion?
  - Is there a double-bind for women of color?



# Summary of Findings

- Gender – Have things gotten better?

**A: NO**

- Race/ethnicity – Are there major promotion differences?

**A: NO**

- We are searching for a catchy subtitle – suggestions?
  - Still dismal after all these years?
  - A glass half empty?

## Our data is from Academic Analytics

- Academic Analytics is a company that provides data and analysis to many higher ed institutions. Our sample includes annual data 2002-2022 on **314** higher ed institutions (145 Research Very High) and includes data on individuals' departments, publications and citations
- We linked all publications to journals and identified economics journals using the Australian Business Deans Council list. We linked the publication DOIs to CrossRef to identify economics journals.
- We use a conservative definition of economist (publish an average of 59% of publications over career in economics profession).
- Using this measure, about one-third of our sample of economists are employed outside of economics departments.
- This measure does not count policy journals and likely undercounts economists outside of econ departments.

# Identifying Race and Gender

- Race is not collected by Academic Analytics. Gender is inferred using an algorithm for first name.
- Used two algorithmic approaches:
  - Predicting race based on over 160,000 last names in 2010 Census (Comenetz, 2016). This approach will miss uncommon names.
  - Predicting race based on first and last names using 2010 Census and a collection of voting records from Rosenman, et al (2022)
  - When the two algorithms agree, we assign race.
- Problems:
  - Uncommon names and missing gender
  - Generic names

## Problem: Algorithms Predict Hoover and Cook as White



Gary Hoover, Tulane University



Lisa Cook, Board of Governors of the  
Federal Reserve System

# Problem: Algorithms Assign Missing Gender



Shulamit Kahn, Boston University



Chinhui Juhn, University of Houston



Jaren Pope, BYU

# Solutions: Identifying Race and Gender—More Data

## A Citations-Based Ranking of Black Economists in Academe

Franklin G. Mixon Jr.<sup>1</sup>   
and Kamal P. Upadhyaya<sup>2</sup>

The Review of Black Political Economy

1–19

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Mixon and Upadhyaya  
identify 200 top cited  
Black Economists

- When that didn't work, we did web searches for ~3,500 economists with missing gender and ambiguous race. These were hand-recoded.

# Analysis Data Sets

- Kahn & Ginther (2021) had 798 different economists.
- **This paper has identified 10,530 unique economists in the 314 universities.**
- The analysis of promotion to associate includes **2,334** individuals in economics departments and **1,317** individuals in non-economics departments.
- This represents faculty who received PhDs  $\geq 2007$  and observed as tenure-track assistant professors when first observed (and were in the data set at least twice.)
- The analysis of promotion FROM PHD to full includes **3,023** individuals in economics departments and **1,752** individuals in non-economics departments.
- We estimate promotion from PhD to full because do not know when all full professors were tenured We include people who received their degree in 2002 or later and were first observed by Academic Analytics within seven years of receiving their doctorate.

## Additional Data Include .....

- Data on publications each year and citations each year. Citations came from CrossRef.
- We constructed annual data on **cumulative publications** and **cumulative citations** to date.
- Also have annual data on **federal grants and grant money**, and also made these cumulative.

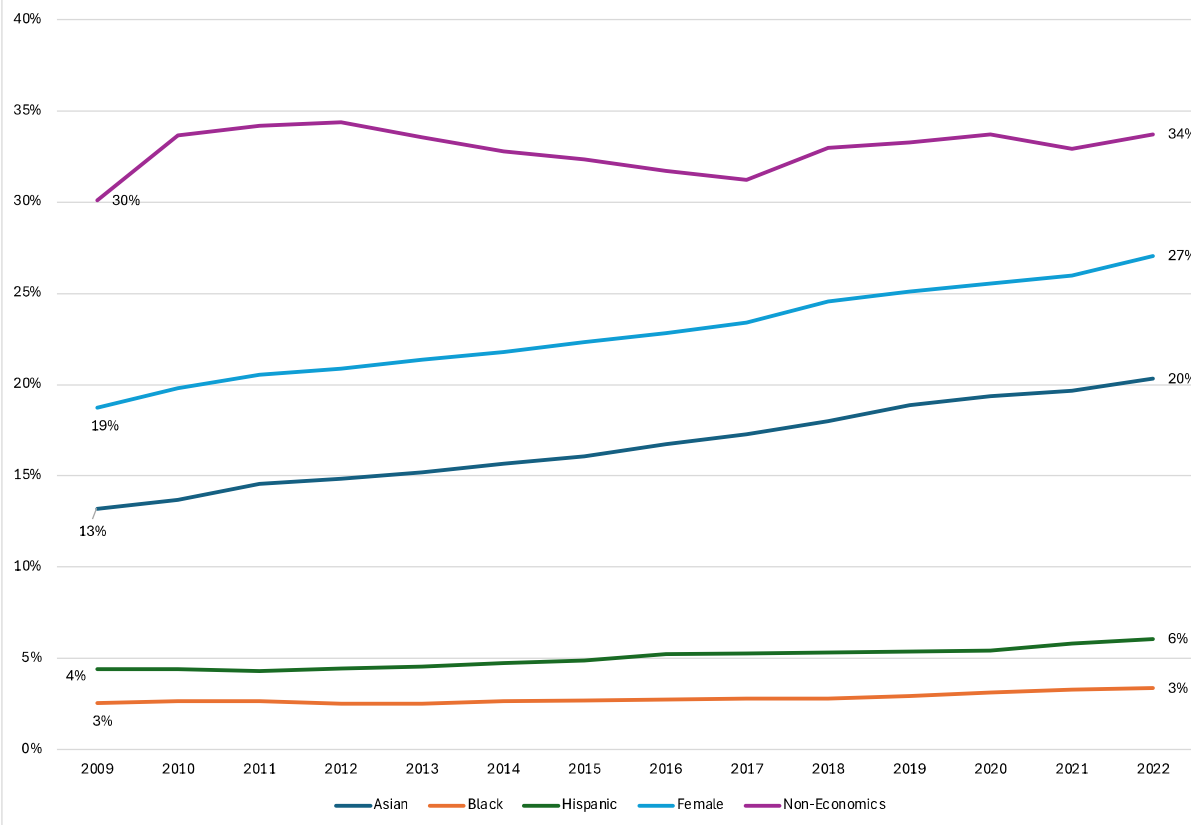


# Methods

- Estimated with a Cox proportional hazard model of time between PhD to promotion to associate, and of time between PhD to full.
- In addition to publication, citations, grant variables, we included institutional controls for if at a university categorized by Carnegie ranking as:
  - “Very High Research”
  - “Not Very High Research”
- We divided economics departments into top-20 departments and other. (based on Repec)
- Other controls: Public/private university, PhD year.

# Distribution of Tenure Stream Economists

Share of Tenure Stream Economists by Demographic Group and Field

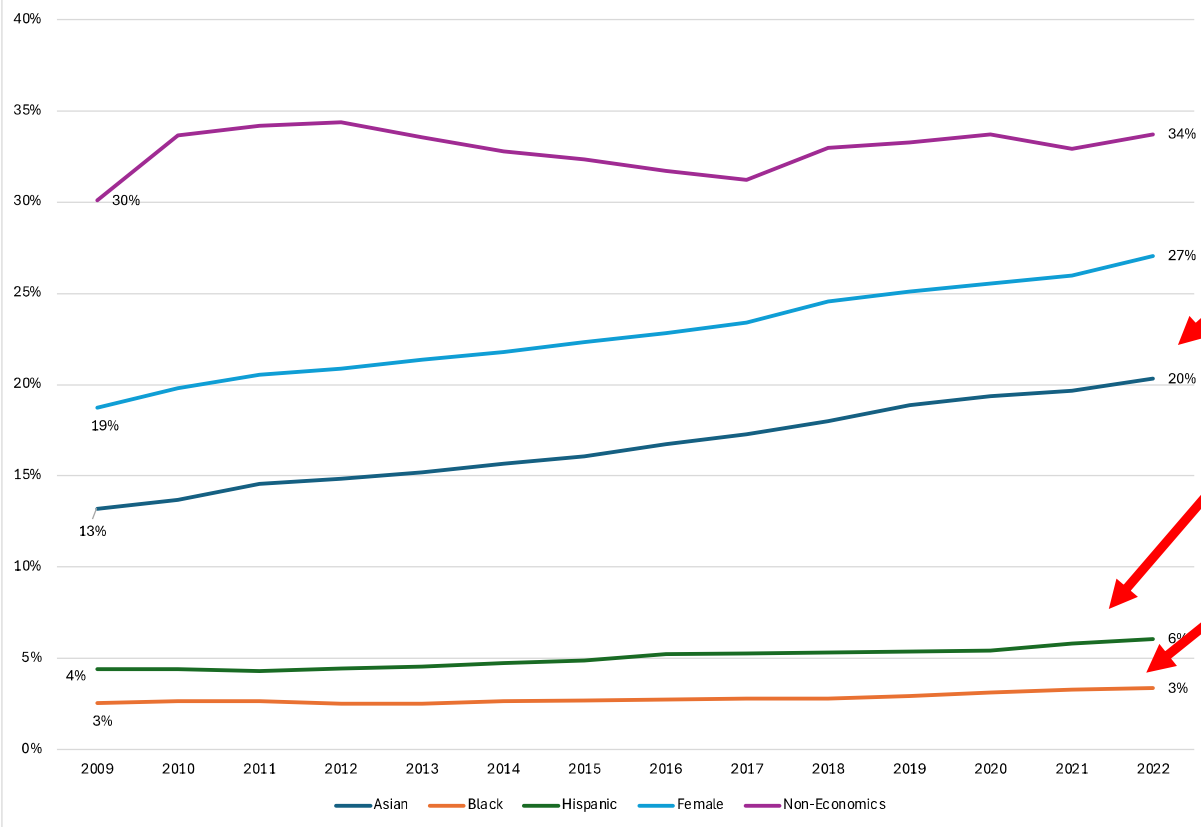


Share economists working in non-economics departments increased from 30% to 34%.

The share of females increased from 19% to 27%.

# Distribution of Tenure Stream Economists

Share of Tenure Stream Economists by Demographic Group and Field



The share of Asians increased from 13% to 20% respectively.

The share of Hispanic started at 4%, ended at 6%

However, the share Black economists remained flat at 3%

## Hazard analysis of gender promotion to associate professorship (2009-2022) in Economics Departments

	All
Female	0.768*** (0.054)
# Individuals	2,334
Controls	None

## Hazard analysis of gender promotion to associate professorship (2009-2022) in Economics Departments cont.

	All		
Female	0.768*** (0.054)	0.829*** (0.058)	← This was .851 in our 2021 paper
# Individuals	2,334		
Controls	None	Full set(incl. race)	

## Hazard analysis of gender promotion to associate professorship (2009-2022) in Economics Departments

	All		Top 20	Not-top 20
Female	0.768*** (0.054)	0.829*** (0.058)	0.795*** (0.069)	0.900 (0.100)
# Individuals	2,334		1,338	1,405
Controls	None	Full set (incl. race)	Full set	Full set

## Hazard analysis of gender promotion to associate professorship (2009-2022) in **NON-ECONOMICS** academia

	All
Female	0.934 (0.085)
# Individuals	1,317
Controls	None

## Hazard analysis of gender promotion to associate professorship (2009-2022) in **NON-ECONOMICS** academia

	All	
Female	0.934 (0.085)	0.986 (0.095)
# Individuals	1,317	
Controls	None	Full set (incl race)



## Hazard analysis of gender promotion to associate professorship (2009-2022) in **NON-ECONOMICS** academia

	All		Very High Research	Not VHR
Female	0.934 (0.085)	0.986 (0.095)	0.953 (0.106)	1.242 (0.226)
# Individuals	1,317		1,010	342
Controls	None	Full set	Full set	Full set

## Hazard analysis of gender promotion to full professorship (2009-2022) in Economics Departments

All

Female	0.724*** (0.076)	0.745*** (0.083)
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This was .82 in Kleemans and Thornton 2023

Individuals	3,023
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Controls	None	Full set
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## Hazard analysis of gender promotion to **full professorship** (2009-2022) in Economics Departments

	All		Top 20	Not-top 20
Female	0.724*** (0.076)	0.745*** (0.083)	0.858 (0.113)	0.598*** (0.116)
Individuals	3,023		1,771	1,404
Controls	None	Full set	Full set	Full set

# Hazard analysis of gender promotion to full professorship (2009-2022) in **NON-ECONOMICS** Departments

		All	
Female	0.692** (0.112)		0.730** (0.117)
Individuals		1,752	
Controls	None		Full set

## Hazard analysis of gender promotion to full professorship (2009-2022) in **NON-ECONOMICS** Departments

		All	Very High Research	Not VHR
	0.692** (0.112)	0.730** (0.117)	0.673** (0.126)	1.066 (0.360)
Individuals	1,752		1,355	448
Controls	None	Full set	Full set	Full set

# Has the gender gap recently narrowed? Promotion to Associate Economics Departments

	All	
	PhDs 2007- 2016	PhDs 2013- 2022
Female	0.857* (0.068)	0.743** (0.107)
Observations	6,253	5,851
Controls	Full set	Full set

**NO THE GAP WIDENED**  
(insignificantly)

# Has the gender gap recently narrowed? Promotion to Associate Economics Departments

	All		Top 20		Not Top 20	
	PhDs 2007- 2016	PhDs 2013- 2022	PhDs 2007- 2016	PhDs 2013- 2022	PhDs 2007- 2016	PhDs 2013- 2022
Female	0.857* (0.068)	0.743** (0.107)	0.827* (0.083)	0.695** (0.123)	0.952 (0.121)	0.824 (0.197)
Observations	6,253	5,851	3,385	3,183	2,868	2,668
Controls	Full set	Full set	Full set	Full set	Full set	Full set



What about Race/Ethnicity?





## Hazard analysis of race/ethnicity and promotion to associate professorship (2009-2022) in economics academia

			Top 20	Not-top 20
Black	0.721 (0.143)	0.842 (0.168)	0.811 (0.223)	0.910 (0.235)
Asian	0.973 (0.073)	1.002 (0.074)	0.884 (0.090)	1.161 (0.127)
Hispanic	0.840 (0.090)	0.992 (0.102)	1.010 (0.128)	0.925 (0.160)

Individuals **NOTHING IS SIGNIFICANTLY DIFFERENT FROM 0 (ALTHO SMALL SAMPLES.)**

Controls      None      Full set      Full set      Full set

## Hazard analysis of race/ethnicity and promotion to associate professorship (2009-2022) in NON-ECONOMICS academia

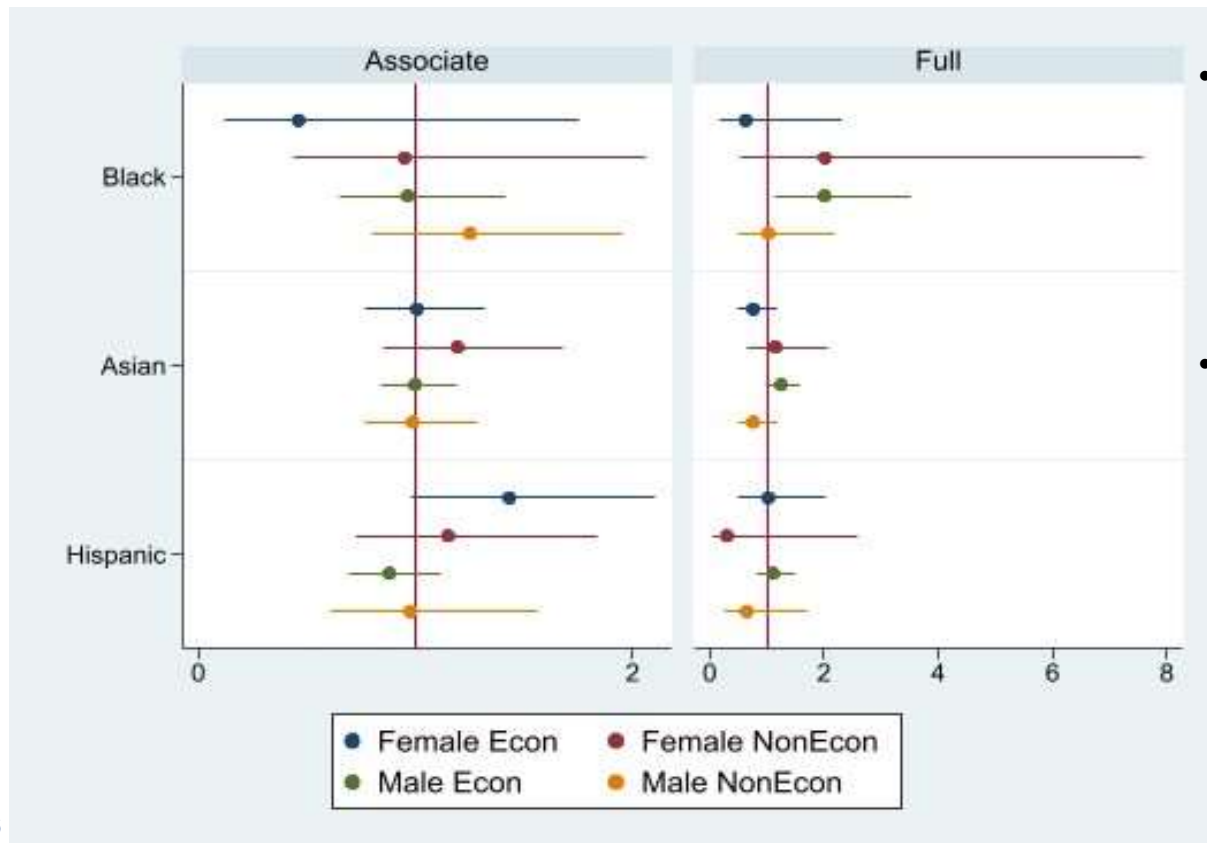
		All	Very High Research	Not Very High Research
Black	1.148 (0.208)	1.133 (0.227)	0.556** (0.160)	1.619* (0.460)
Asian	1.136 (0.121)	1.061 (0.114)	1.021 (0.126)	1.310 (0.258)
Hispanic	0.902 (0.148)	0.987 (0.177)	0.871 (0.217)	1.230 (0.345)
Individuals		1,317	1,010	342
Controls	None	Full set	Full set	Full set

## Hazard analysis of race/ethnicity and promotion to FULL professorships:

- No coefficients were significant in either Economics Departments or Non-Economics departments for promotion to full.
- In both kinds of departments, the point estimates on promotion to full of Black economists were generally  $>1$ .

## Hazard analysis of intersectional differences

We also separately ran hazard analyses for women and men.



- Hispanic women in economics departments and Asian women in non-economics ( $p < .1$ )
- In top 20 economics, Black men (and maybe Hispanic) are significantly more likely to be promoted to full.

# Conclusions: Is economics academic promotion a concern?

## Half Full

1. There are more women and Asians
2. There is no evidence of gender penalties by race/ethnicity (but samples small).

## Half Empty

1. Blacks not increasing their representation AT ALL
2. Promotion of women continues to have a dismal record & is NOT improving.

Thank You!

**Thank You** *Mahalo*  
*Kiitos*  
*Tack*  
*Grazie* **Thanks** *Toda*  
*Obrigado*  
*Takk* **Gracias** *Merci*  
*Danke*