



# ***Newsletter***

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## CSWEP Newsletter

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# Committee On The Status Of Women In The Economics Profession

## 2001 Annual Report

The American Economics Association (AEA) created the Committee on the Status of Women in the Economics Profession (CSWEP) with a charter to monitor the position of women in the profession and undertake professional activities to improve that position. This report presents information on the position of women economists in Ph.D.-granting and liberal arts institutions and a summary of the committee's activities in 2001.

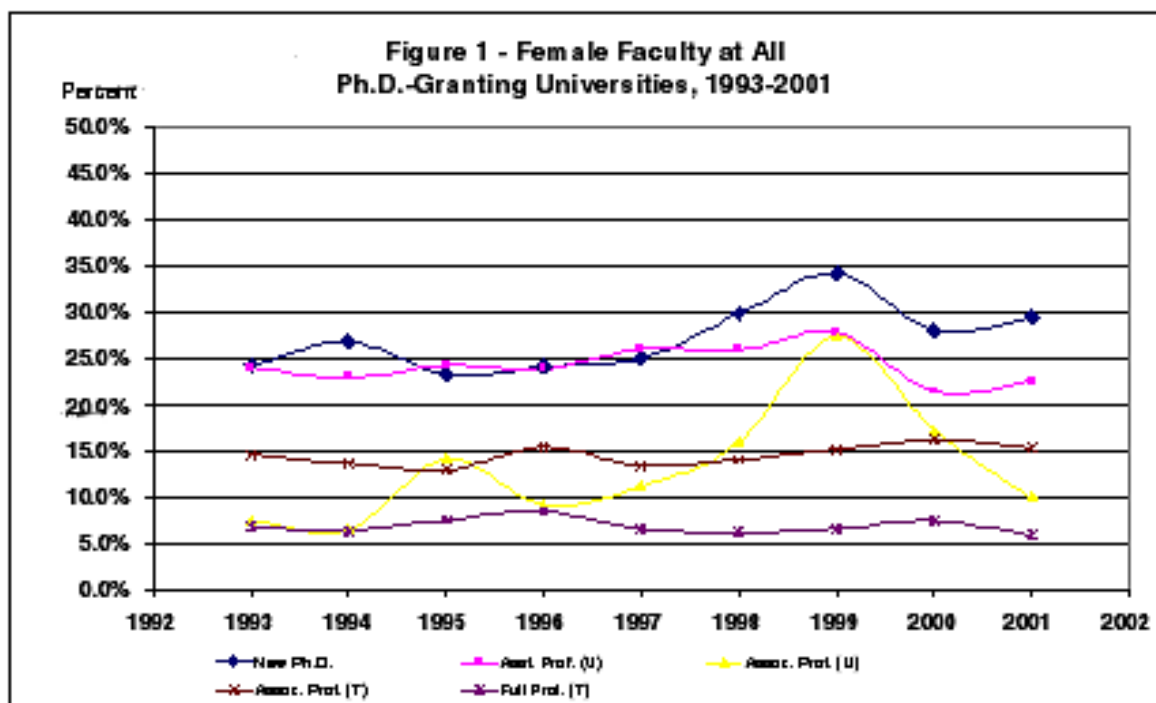
### Change In the Last Decade for Women Faculty

For the past twenty five years, CSWEP has presented data on the status of women economists, using data from the AEA's Universal Academic Questionnaire and from the CSWEP survey data obtained from CSWEP contacts and representatives at 120 Ph.D.-granting economics departments in the US and, recently, from over 100 Liberal Arts colleges. Past CSWEP re-

ports noted the increase in the share of Assistant Professor positions held by women from approximately 7% in 1974 to 21% by 1992.<sup>1</sup> In 1993, the CSWEP survey reported an increase in that proportion to about 24% but the share of Assistant Professor positions held by women dropped to 21% in 2000 and is 22% in the 2001 data reported by Ph.D. granting in-

stitutions.

There has been a small increase in the proportion of women among tenured Associate Professors from about 13% in the early nineties to slightly less than 16% in 2001.<sup>2</sup> There has been no change in the share of Full Professor positions held by women since 1991. These trends are shown in Figure 1.



Data for the top 20 and top 10 Ph.D. granting institutions show similar female representation in 2001 to the data for all Ph.D. granting institutions. There are a few differences, however. For example, female graduate students were more likely to complete their degree in the top 10 and top 20 schools this

### Graduate Student Progress

In the last decade there has continued to be an increase in the proportion of women in the Ph.D. program and the proportion completing their Ph.D. Women are now approximately 30% of all new Ph.D. recipients and, after a surge to more than 35 percent, are again

### Job Market Decisions

This year's job market survey showed that women were slightly more likely to obtain an academic position in 2001 but were much more likely to be in a non-Ph.D. granting institution.

year compared to the rest of the Ph.D. granting institutions. The proportion of students in the top 10 departments who obtain jobs in academic institutions is at least 10% greater than all other institutions and about 5% greater than those coming from the top 20 departments.

about 32% of all first-year Ph.D. students. Women's share of entering Ph.D. students and of students completing their Ph.D. has been fairly consistent over the past decade, given the 6 or 7 years it takes for most students to complete the doctoral requirements. Students en-

tering the graduate programs in 1994 and 1995 were approximately 30% women and students completing the program in the past two years have also had approximately the same composition.

However, the share of Assistant Professor positions held by women in these schools is 19%, compared to 22% for all the graduate schools, while the share of Associate Professor positions is slightly higher at about 18.5%, compared to the 16% in all such schools.

Approximately 34% of those entering academia in 2001 were women but 45% of the new faculty in non-Ph.D. granting institutions were women. The data also indicate women were a

smaller share of the public sector positions filled than their presence among new Ph.D.s this year (27%) and a larger proportion of the

Continued on page 4

students taking private sector positions (40%). In the past two decades there had been con-

### **Cohort Institutions from 1995 to 2001**

It might be thought that the change in the institutions that report each year might have affected the results of these patterns. We can restrict the data to the CSWEP sample from 1995 to the present in order to avoid contamination of the data by a changing sample each year. In

### **Women in Liberal Arts Colleges**

As the data above indicated, women were more likely to take positions in academic positions that were not in Ph.D. granting departments. Approximately 43% of those taking this

### **Expected Distribution of Women on Graduate Faculty**

Following the same simulation methodology described in Rebecca Blank's report in 1993, we find that the expected female proportion of Associate Professors, if decisions to advance Assistant's to Associate rank have not decreased in recent years, would be approximately 20% and the Full Professor ranks would

### **Conclusions**

Women are not participating in faculties at the level we would predict from their graduation from Ph.D. granting institutions. Women graduated from the programs at a rate consistent with their entrance into the programs but they did not move into academic positions at the same rate and, in particular, did not move

### **The Committee's Activities**

**CSWEP On-going Activities.** CSWEP is involved in a wide range of activities to help promote women in the profession and to increase the probabilities that they will earn tenure and be successful. Committee members edited three newsletters in 2001. The Winter Newsletter, co-edited with Andrea Beller, provided insights into career paths available to women who began their profession during the 1970s, as well as interviews with the 1999 Carolyn Shaw Bell Award recipient (Sandra Ohrn Moose) and the 1999 Elaine Bennett Research Prize Recipient (Judith Chevalier). The Spring Newsletter, co-edited with Jean Kimmel, focused on the mentoring experiences that developed from the mentoring workshops sponsored by NSF in a grant to CSWEP, as well as career development. The articles in the Fall Newsletter, co-edited by KimMarie McGoldrick, profiled various organizations in economics and related fields of particular interest to women economists. These newsletters also provide information on upcoming regional and national association meetings, calls for papers and news about women economists' accomplishments.

We continued to monitor women graduate students and to maintain a roster of women

cern that women were choosing non-academic positions at a higher rate than graduating men but today the concern is that women are not

these data we find little change in the composition of Assistant Professors for the period from 1995 to the present (22%) but an increase in female composition at the Associate and Full Professor level.

These data show improvement among

type of academic position were women. CSWEP surveyed faculty in liberal arts colleges this year and found that Assistant Professor positions are

be about 7% female. The latter is consistent with the actual data but advancement to the tenured Associate Professor rank has lagged for women. Shulamit Kahn has also developed other scenarios of position vacancies and advancement and found that the difference between the proportion of women among Associate Professors

into Ph.D. granting institution faculties at the rate predicted by that presence.

Over the past decade women's share of Full Professor positions has remained at approximately 6%, despite the fact that they have been between 13% and 15% of tenured Associate Professor positions for the nine years in

economists. This roster contains approximately 5,000 women with active addresses and is available to potential employers in electronic form to assist in recruiting and selecting women economists. Approximately half of the women economists in this group are faculty in academic institutions and the rest are working in private and public sector positions.

As part of its ongoing efforts to increase the participation of women on the AEA program, CSWEP members organized six sessions for the January 2001 ASSA meetings. Andrea Beller organized three sessions on gender-related issues and Helen Popper organized three sessions on International Economics. CSWEP held its usual business meeting in which reports were made to its associates and other interested AEA members concerning its activities and suggestions were heard from those present for future activities.

During the 2001 business meeting the Carolyn Shaw Bell Award was presented to Eva Mueller, the first academic recipient of this award. She is Professor Emerita of the Department of Economics and Research Scientist in the Population Studies Center at the University of Michigan. This award is given annually to a

entering the Ph.D. granting institutions at the same rate as men. This is not a pattern that continued in 2001.

those who have reported continuously in the past six or seven years in the higher level ranks and suggest that the lack of change shown in the total sample reflect losses among other institutions that were masked by the gains in this cohort of continuously reporting departments.

41% female and tenured Associate Professors are 36% female. Approximately 14% of the Full Professor faculty are women.

ranges from 5% to 15%, depending upon the assumptions.<sup>3</sup> These models suggest that women are not advancing to the Associate Professor rank but, once they make that transition, they are moving on into the Full Professor position as projected.

which data has been collected. Projections based upon assumptions concerning the time it takes to advance from one rank to another, in light of the promotion and tenure decisions made, suggest that the share of Associate Professor positions would have been between 5% and 15% higher than it was in 2001.

woman who has furthered the status of women in the economics profession, through her example, through her achievements, through increasing our understanding of how woman can advance through the economics professions, or through her mentoring of other women. The winner of that prize receives not only the public recognition for her accomplishments but is also given a 2'x 3' plaque with her name and that of previous winners on it to display prominently at her place of work.

Few women of Professor Mueller's cohort were successful as academic economists. A letter nominating her for the award noted how she was told upon completing her Ph.D. that if they had thought she could make it through the program at Harvard, she would never have been let in. Other letters describe her as a caring role model and a trailblazer of utmost modesty who passed on advice and survival skills to her students and in particular pushed female students to excel and to complete their degrees. Her notable accomplishments make her a worthy recipient of the third Carolyn Shaw Bell Award.

The business meeting also served as a forum for a discussion of future workshops to

# ***The Status of Women in Economics during the Nineties: One step forward, Two steps back***

## ***Shulamit Kahn, Boston University School of Management***

This article documents major setbacks in the status of women in the economics profession. From the mid-seventies until 1990, women steadily increased their representation in the economics profession, particularly in academia. However, during the decade of the nineties, data from CSWEP, AEA, and NSF indicate that many of these trends have slowed or stopped. The changes in trends begin with economic education. The percentage female among economics majors peaked at 33% in 1986, then dropped before stabilizing near 30.5% since 1994. The proportion female among Ph.D. recipients grew rapidly from 1974 to 1993. Since 1993, this growth has slowed considerably, but has not reversed. The larger problem, however, is women's representation and status in academic jobs. CSWEP and AEA data capture numbers in Ph.D.-granting economics departments. The problem begins at the assistant level. As the proportion female among Ph.D. recipients stagnated during the nineties, the proportion of women starting as new assistant professors in Ph.D.-granting economics departments did as well. The most disturbing trend, however, relates to tenured positions. Through the eighties, women's progress in associate professor ranks (in Ph.D.-granting economics departments) grew exactly as would be expected based on the pipeline of assistant professors. By 1990, researchers found that the likelihood of men and women receiving tenure had equalized. However, beginning in 1990, increasingly fewer female associate professors were observed than would have been expected, such that by 2000, 50% to 133% higher percentages of female associate professors were expected than were observed. The only rank in academia where females increased their representation was the lowest ones, non-tenure track jobs. Here, for the years 1989 through 1994, the percentage of female faculty (in PhD-granting economics departments) holding non-tenure track jobs was 2.5 times the percentage of male faculty. In the late nineties, however, this ratio widened until the percentage of women faculty holding non-tenure track jobs in PhD academia was 3.9 times that of men.

To understand why we see so much under-representation of females among associates (and hence full) professorships, I gathered from AEA directories a (gender-stratified) random sample of about 100 men and 100 women who were assistant professors in Ph.D.-granting institutions in either 1989 and/or 1985. I then located their present jobs via an internet

search of being in this category. Two thirds of both women and men have stayed in North American academia. Of those who have left academia, we observe more women than men presently in government jobs and more men than women are presently in private jobs or working abroad. The most significant differences, however, are within categories of academic jobs. 14% more men than women hold the highest ranking jobs, a category which include deans, named chaired professorships, and other full professors. The majority of this difference (12 percentage points) is accounted by men who have changed their institutions and have high ranking jobs. In other words, while the same proportion of men and women in this sample have been promoted within the university in which they were assistant professors in the late 80s, men are much more likely to have moved to other institutions and to simultaneously hold high ranking academic jobs.

Many different explanations are consistent with these facts. On the one hand, men and women may have made different choices. For instance, women may have been less mobile for family reasons, men may have been more aggressive at seeking new academic jobs, or women may have simply decided they preferred jobs outside academia. On the other hand, demand-side factors might explain the same facts. Women may not get tenure, or be unable to be hired directly into tenured jobs. Since the most critical losses of women are in tenured ranks in academia, I examined this phenomenon by conducting an email surveys of 29 women who had been an assistant professors in the mid to late eighties at a PhD-granting economics department but were not presently tenured. 28 of the 29 women responded. The women were asked why their jobs had changed, and if several factors were important, to rank them. Several points stand out in the results.

First, the tenure hurdle is the largest one. Being actually or likely to be denied tenure was a factor for 20 of the 28 respondents. Of these, at least 7 believed gender impacted their institution's denial of tenure. Tenure was not the only reason, however. Only 13 of the 20 respondents rated being denied or likely denied tenure as their *primary* reason for leaving, and five respondents had been tenured before leaving academia.

Of those who left academia altogether, most (70%) are happier in their present job. The reasons they are happier are not, as might be expected, related to work-hours or flexibil-

ity. Instead, many wrote that they were happier because they were more intellectually challenged, had more collegial support, felt rewarded and appreciated in their work, and/or felt they had more of an impact. Finally, 12 respondents mentioned personal reasons for leaving Ph.D.-ranking academic jobs, although only 5 of these ranked personal reasons as the most important reason.

Thus, a failure to receive tenure, combined with some lack of mobility for family reasons and an unhappiness with their academic experiences have combined to lead to the disappearance of women from tenured ranks. Future research will clarify some inconsistencies in the data and compare the email surveys of men to these of women. These new surveys indicate why women are not in tenured academic positions and where they have gone, they do not reveal any reason that the nineties would be different than the fifteen previous years. The changing trends are unlikely related to family consideration, since neither demographics nor cultural norms have not changed in that period. The trends may be related to the nineties' looser affirmative action enforcement due partially to the relaxation of legal affirmative action requirements in the promotion process, a possibility that will be tested in later research. The puzzle of why trends changed during the nineties is not solved, but the clear trend of stagnating female representation in tenured economics academia is clear.

# ***Women in the Economics Pipeline: How do we compare to other disciplines?***

***Donna K. Ginther, Research Economist and Associate Policy Adviser, Research Department Federal Reserve Bank of Atlanta***

Women have historically been under-represented in the academic ranks of the economics profession. Between 1973 and 1997 the percentage of female economists in academia with tenure or on the tenure track increased from 17 to only 26 percent (author's calculation using the Survey of Doctorate Recipients). This under-representation is partly the result of the limited number of women obtaining economics doctorates. However, Blank (1996 p. 503) notes that "women are not advancing as rapidly as might be expected" given their entry-level numbers. It could be that women differ in observable characteristics that move them off instead of up the academic career ladder. Alternatively, women may face a glass ceiling—an invisible barrier to promotion—in the economics profession. My research on academic labor markets has examined gender differences in employment outcomes for academics in sciences, humanities, and economics. In this article, I review my findings on gender differences in the economics pipeline and the probability of promotion in the economics profession and compare these to other academic disciplines.

The results reported in this review are based on data collected by the AEA's Committee on the Status of Women in the Economics Profession (CSWEP) and the National Science Foundation (NSF). The CSWEP data include information by gender on graduate students, Ph.D. completions, job placements, and the rank and tenure status of faculty. These data provide detailed information on the economics pipeline—the supply of women to the economics profession at each stage of the academic career. In addition, this study analyzes gender differences in promotion in economics using data on economics doctorates from the NSF's Survey of Doctorate Recipients (SDR). The SDR is a biennial, longitudinal survey of doctorate recipients from U.S. institutions conducted by the NSF. My analysis uses the 1973-1997 waves of the SDR; the data contains detailed information on doctorate recipients including demographic characteristics, educational background, primary work activity, employer characteristics, salary, rank, and tenure status.

## ***I. The Economics Pipeline***

Using data from both the CSWEP and NSF surveys, I find that the share of women in academic appointments in the economics profession decreases with rank. The CSWEP data indicate that by 2000, 21 percent of tenure-track assistant professors, 16 percent of tenured associate professors, and seven percent of tenured full professors were female. During the 1990s, no more than ten percent of tenured faculty at Ph.D.-granting institutions were female.

However, the representation of women in the economics profession has grown significantly from a very small base in the 1970s. The SDR data indicate that between 1973 and 1997 the percentage of female economists at all ranks more than doubled with the growth in female representation concentrated in the lower ranks. By 1997, 24 percent of assistant professors, 11 percent of associate professors, and 10 percent of full professors in four-year academic institutions were female. Of tenured faculty, 10 percent were female in 1997.

It is instructive to compare the percentage of tenured women in economics with other academic disciplines using the SDR data. The results are telling. My analysis shows that in 1995<sup>1</sup>, 27 percent of tenured humanities faculty and in 1997, 12 percent of tenured science faculty were women. In two related social science fields I find that in 1997, 17 percent of tenured political scientists and 31 percent of tenured sociologists and anthropologists were female. These comparisons from the SDR show that percentage of tenured female faculty in economics lags behind that of most academic disciplines.

***CSWEP 6 Newsletter***

## ***II. Promotion***

The results from the pipeline lead one to question why women continued to be under-represented in the economics profession. To answer this question, I employed micro-data from the SDR to evaluate gender differences in promotion. I did so by estimating linear probability models of promotion to tenure and then using the Oaxaca (1973) decomposition to examine gender differences in endowments (average characteristics) and coefficients (often interpreted as discrimination). Tenure status was regressed on demographic characteristics, employer characteristics, and productivity measures. Linear probability models indicated an 18 percent promotion gap, evenly split between differences in endowments and coefficients.

It is instructive to put this promotion gap into perspective when compared with other disciplines. Two recent papers have examined the gender promotion gap using data from the SDR. Ginther and Hayes (forthcoming) find an eight percent gender promotion gap in the humanities, with five percent of the gap attributable to differences in coefficients. Ginther (2001) finds a seven percent gap in the sciences almost entirely explained by coefficient differences. In political science there is a one percent gender promotion gap and in sociology and anthropology the promotion gap climbs to ten percent. The gender promotion gap in economics is more than twice that in the sciences and humanities.

Although half of the gender difference in the probability of promotion is explained by differences in coefficients, it could be that women and men are different on average, contributing to the differences in estimated coeffi-

cients. I examined differences in average characteristics for men and women in the sample. Men and women differ on average but not as much as one might expect. The largest average differences are in measures of promotion: women are less likely to have tenure and take longer to obtain it. In addition, female economists spend less time married and have fewer children. The average number of publications is not statistically different for both men and women. Thus, differences in promotion are largely being driven by differences in the estimated coefficients.

However, one must be cautious when interpreting these results because of the relatively small sample sizes used in the promotion models. These gender differences in promotion might be smaller provided that more-complete measures of productivity and larger sample sizes were available. Nevertheless, these estimates do suggest that women are being penalized relative to men when it comes to promotion to tenure. Assuming the model is correctly specified, these results provide evidence of a glass ceiling for women in the economics profession.

## ***III. Conclusions***

This study used data collected by CSWEP and the NSF to evaluate whether women in the economics profession were moving up or falling off the academic career ladder. Pipeline data collected by CSWEP suggest that women continue to be under-represented in the upper ranks of academia. Analysis of the SDR showed that differences in promotion to tenure by gender persist after controlling for productivity and demographic characteristics. These promotion differences are much larger than those found

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in the sciences and the humanities. Even though the SDR sample sizes are small, the results suggest that a significant number of women are falling off the academic career ladder.

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<sup>1</sup> 1995 was the last year that data on the humanities were collected.

These results have important implications for CSWEP. The analysis indicates that a thorough investigation of the tenure promotion process is in order. I suggest that CSWEP begin to report the share of tenured women in all

Ph.D.-granting economics departments in its annual report. The analysis presented here shows that CSWEP's mission of promoting the status of women in the economics profession is not yet complete.

## ***Means, Motive, and Opportunity: The Role of Networks and Gender in the Decision to Publish and Coauthor in Economics***

***John M. McDowell (Arizona State University), Larry D. Singell, Jr and Mark Stater (University of Oregon)***

Economics is male-dominated profession in transition towards more equal gender representation. This fact has been exploited by the economics literature over the last several decades to examine the presence, extent, and dynamics of gender differences in various labor market outcomes. In particular, prior work has found that female economists are more likely to place in non-academic jobs, place in relatively less prestigious jobs, earn lower salaries, and are less likely to be promoted than their male colleagues. Although these differences are consistent with evidence of discrimination in the economics profession, other studies of academics have also found gender differences in research productivity and career-publishing profiles, which could account for at least some of the differences in the labor market outcomes of male and female economists. Furthermore, published economic research is increasingly produced with multiple authors and prior work suggests that female economists may be disadvantaged in forming a coauthor relationship within a male-dominated profession. Thus, in our article, "Two to Tango? Gender Differences in the Joint Decision to Publish and Coauthor" we study possible gender differences in the joint decision to publish and coauthor in the economics profession, which are important to understanding the level of success achieved by women in the academic labor market. For a copy of this article, contact John McDowell at the email address: [johnmcd@imap1.asu.edu](mailto:johnmcd@imap1.asu.edu).

Our paper develops the first empirical

model of the joint, discrete decision to publish and coauthor. We adopt a random utility approach that yields a bivariate probit model with sample selection. This empirical approach offers two advantages over prior work. First, the empirical model explicitly accounts for the fact that the qualitative decisions to publish and coauthor are correlated, which yields efficiency gains over models that examine the decision to publish or coauthor separately. Moreover, the empirical findings show that the decisions to publish and coauthor are negatively correlated, indicating that the unobserved attributes that motivate a person to publish yield a lower tendency to coauthor. Second, joint estimation corrects for the fact that the decision to coauthor is observed for only a select pool of persons who publish. The empirical results confirm that the failure to control for self-selection in the decision to publish can bias the predicted effect of gender and other variables on coauthorship.

The bivariate probit model is estimated using unique data drawn from the 1964, 1974, 1985, and 1989 AEA directories, where the sample includes Ph.D. economists who work in the United States. Data that include the characteristics of AEA members are well suited to study possible gender-differences in research behavior, because these economists are likely to be the most research active in the profession with the best opportunities to coauthor. Moreover, to the extent that the AEA includes "the best" female economists and those who have access to a professional network of fellow

economists, an analysis using AEA members would tend to understate the gender-differences in research outcomes. The data record, in addition to the decision to publish and coauthor over a two year interval, information on Ph.D. department, experience, quality of Ph.D. granting institution, type of job and quality of placement, and field of specialization. A detailed explanation of the data and its construction is contained in McDowell et al. (2001).

The bivariate probit results indicate that women are less likely to publish than their male colleagues even after controlling for life-cycle, placement, and cohort effects. Specifically, the marginal effects indicate that female economists have a 6.4 percent lower publishing probability than their male colleagues. Likewise, the empirical analysis also finds that female economists are less likely to coauthor than their male colleagues, even after controlling for their lower observed probability of publishing. Specifically, the marginal effect indicates that female economists have a 6.0 percent lower probability of coauthoring than similar male economists. Thus, consistent with prior work, our results broadly suggest that women produce fewer publications, and engage in less joint production of research.

Interestingly, comparisons between the results from the bivariate and standard probit models indicate that selection is important for cohort, but not gender, effects. Nonetheless, because women are more highly represented in later cohorts, the sensitivity of the cohort

effects to the selection process may reflect the changing gender composition of the profession. To examine this hypothesis, we estimate several specifications that test whether gender differences in research behavior vary over time. The findings suggest that, whereas the probability of publishing does not differ significantly between male and female economists by 1989, women have maintained a 6 percent lower probability of coauthorship over the last 30 years. Thus, despite some evidence that gender differences in publishing tendencies are disappearing, women may still have less access to a professional network of coauthors than men.

Professional networks are likely to be

most developed for those economists who are at the best academic departments, where publications also are critical for career advancement. To examine whether there is a gender difference in access to professional networks, the coauthorship model is respecified to include an interaction between the female dummy and the control for top academic departments. The marginal effects from this specification indicate that, conditioning on the probability of publishing, women have a 4.8 percent lower probability of coauthorship outside the top departments, and 8.3 percent lower probability of coauthoring in the best departments. This finding broadly suggests that women have more difficulty in forming a network of coauthors in

the jobs where publishing matters most.

Overall these findings may suggest that network formation tends to transition towards gender equality relatively slowly in a male-dominated occupation, which supports prior theoretical work suggesting informal and formal organizations within the labor market can significantly effect the relative opportunities of women for a given occupation. Thus, although prior work suggests that women have made substantial progress towards equality in the economics profession, how the network of professional interactions affect labor market outcomes and the role institutions play in shaping those interactions requires further study.

## ***The Status of Women in Economics: A Comment***

***Rebecca M. Blank, University of Michigan***

The three papers in this newsletter provide an excellent update of the news about women in economics in academic positions. The quick review of facts from these papers is disappointing: Increases in the representation of women in academic economics appear to have stalled out in the 90s, with little increase in the percent in academic positions at any level.

Other news is more mixed. It is good to know that women appear to progress from tenured Associate to Full at about the same rate as men (Kahn), but disappointing to know that it takes them 2.5 more years on average to get tenure (Ginther). It is good to know that women publish at about the same rate as men by 1989 (MSS), but disappointing to know that their network of coauthors remains substantially smaller.

All of these papers raise two questions: Why are these results occurring? And are these problems we should worry about? Kahn interviews a number of women who have left academics about their reasons for leaving. (As the paper itself notes, without a comparison group of men who also left academics, it's hard to know how gender-specific the responses are.) Two issues about these responses stand out. First, a high share of them reference a sense of isolation as a woman in a (man's) academic world. Second, very few of these women reference family-related issues.

I continue to believe that a sense of "isolation" — being the only or (at best) one of the few women in a department continues to be a big hurdle for many women in academic economics. As we know from much other research, on average women and men view the world differently. Even when both are trained as economists, women are less likely to enjoy the "verbal jousting" that so often character-

izes lunch with the boys or economics seminar settings. Women are less likely to be as aggressively competitive in seminars (their competitiveness may be no less, but often has a different public face). And women are less likely to be comfortable as "one of the crowd", when they join a largely-male group at a conference or departmental social event. This creates the odd irony that even if all the men in a department treat their women colleagues just like their male colleagues, the women will still feel isolated...in part because the male behavior patterns just don't feel as comfortable. This suggests that being treated "just like the boys" may not be the right definition of gender equity. The right definition may be to be accepted by the boys even when pursuing more "feminized" behavioral and interaction patterns.

Most of us more senior women in the profession deal with this in a variety of ways. In part, we are self-selected and more socialized into some of the more aggressive and traditionally male behavior patterns. This too often makes us less sensitive than we should be to the pangs of "differentness" felt by our students or junior colleagues who are still in culture shock over the world of academic economics. In part, many of us have found female friends who we rely on when we want to complain about our colleagues — women at other schools or women in other departments at our own schools with whom we can roll our eyes and laugh about the odd behavioral patterns of the men around us. In part, with some degree of success in our own publishing and disciplinary reputation, it becomes easier to be known individually and to shrug off some of the disciplinary expectations about appropriate behavior.

I was puzzled by the lack of reference to family-related issues in Kahn's survey. And I

admit I don't quite believe it, because these are THE issues that younger women raise with me most often. The big question is always the same: They want to know what it's going to cost them professionally to have children. In my observation, life on this front remains markedly unfair. Women still typically put more time and energy into raising young children than do their husbands, and that means less energy for research, teaching, writing, or travel. And women disproportionately are more affected by the career paths of their husbands than vice versa, almost surely reflected in their lower mobility rates (Kahn).

Yes, for some individual women, none of this is true. A growing share of men are spending more time in primary child-care responsibilities and are as attentive to their wife's career needs as their wife is to their career needs (unfortunately, as any economist knows, this type of simultaneous equilibrium problem is difficult to solve and can create real marital tensions.) But when I'm feeling particularly honest, I tell my female graduate students that if they want both a family and a career the most important thing will be to "marry well." What I mean is: find a partner who will be completely supportive of your career (and willing to make sacrifices in their own career goals) and who will delight in spending time as a parent to your joint children (meaning that they will ensure that the kids are dropped off/picked up/taken care of whenever necessary). In my observation men like this are still less available than many of us would wish.

All of this leads back to the question: Does it matter that women remain a relatively small share of all tenured full faculty in economics? Academic research is a peculiar career path. It

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requires self-discipline, intellectual curiosity, isolated time in front of a computer, and constant juggling between research deadlines and other tasks. And it results in journal articles that are too often read by only a small group of similarly eccentric people with interests as narrow as one's own. For many people — men and women — the best career path is not academic research. I've had very good graduate students who I'm sure were happier in research-related public or private sector positions.

But, as one who chose this profession and who has found an enormous amount of professional and personal satisfaction in my work, my students, my writing, and my colleagues, I want it to attract the best and the brightest. But the best and the brightest are not

solely type-A aggressive seminar jocks. Sometimes they are quieter, more reflective, and interested in thinking about things differently. The widespread acceptance throughout the discipline of a relatively homogeneous "mainstream" theoretical model has given the discipline an intellectual agenda that has dominated the social sciences in recent decades. But it has also narrowed the discipline. And this theoretical narrowness all too often replicates itself in a cultural narrowness validates certain (typically more masculine) behaviors.

On-going gaps in promotion, in salaries, and in the attractiveness of academic economics to 50 percent of the population suggest a problem, which is almost surely due to many diverse causes. In the short run, we may not be able to change marriage choices, fertility timing,

or differences in job mobility between men and women, but we can surely raise awareness on these issues while working to change those things that are within our range. This includes eliminating the shrinking but still-present cases of outright hostility to women (particularly younger women who dare to have children while pursuing an academic career). But it also includes making sure our universities are family-friendly for both female and male faculty, making sure that salaries and promotions are based primarily on productivity and not on other characteristics, and making sure that we as senior economists recognize and listen openly to different styles of discourse and seminar interaction. Slightly more than one-twentieth of full professor economics positions are filled by women. We can and must do better.

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## ***The Status of Women in Economics: A Comment***

***Shelly Lundberg University of Washington***

These papers present compelling evidence that women economists have made no recent progress in academia, and that there is little reason to hope for the immediate resumption of such progress. They show that increasing representation of women among tenured economists came to a halt in the 1990s, that there are substantial, unexplained differences in the promotion probabilities of men and women in economics—larger than the gender gaps in the science or the humanities—and that, although the failure of women to advance in economics cannot be explained by readily-available indicators of productivity, it is possible to identify gender differences in collegial networks that could impair women's productivity. This is a disgraceful record, and should be an embarrassment to the economics profession.

Without dismissing the importance of factors such as the isolation of young women in male-dominated economics departments, and the continuing work-family conflicts that face untenured academics, I would like to emphasize a different aspect of the problem—not the responses of women to the career constraints that they face in academics, but rather the behavior of the men who have made the hiring and promotion decisions of the past decade. It is reasonable, I believe, to conclude that bias, whether intentional or unintentional, has played some role in the failure of young women to reach tenured ranks in economics. The contrast between the gender gap in promotion in economics and the smaller discrepancies in other academic disciplines suggests further that there is something special about economics that needs to be explained.

The key to the persistence of a rather

extreme degree of male dominance in the senior ranks is the average economist: an intelligent and reasonable fellow with whom I am well-acquainted. His views are, for the most part, egalitarian and he is not hostile to the idea of increasing numbers of women in economics in the abstract. However, he believes fervently that personnel decisions in economics departments are fair and objective—that current hiring and promotion procedures are devoid of gender bias.

The average economist believes this because he knows that he himself does not discriminate, and neither do his (male) colleagues. Furthermore, if gender discrimination were widespread, there would be a market niche for an entrepreneurial department chairman, who would hire only women at lower wages and make enormous profits. The story may not be fully worked out or coherent, but the assumption that the market will take care of it is deeply rooted in the casual thinking of economists, as we all know. The tenacity with which economists cling to this naïve faith in the fairness of the current system is one characteristic that sets our field apart from political science or physics, and may account in part for our relatively poor performance. The economic paradigm has supported a general dismissal of charges of discrimination (including calls to prove the unprovable), and an unwillingness to "jump through the hoops" of compliance with affirmative action directives.

Given the average economist's assumption of unbiased hiring and promotion decisions, two conclusions follow:

1. If women are less likely to be hired or promoted than men, it must be because they

are not as good, and

2. Calls to increase the participation of women in economics are equivalent to pressure to "lower standards."

This is supposed to be the end of the discussion. "Lowering standards" would be unconscionable and inefficient, and putting the case in these terms is intended to call into question the moral fibre of anyone vocally concerned about gender equality in economics.<sup>1</sup>

If the promotion process in economics is fair and objective, why are we left with unexplained gender differentials in promotion rates? When hiring new Ph.D's or promoting assistant professors we need more than a good measure of current productivity, we also need to forecast future productivity, and this injects tremendous uncertainty into the process. In addition, the faculty members who make these decisions care about characteristics of their future colleagues other than their research output, and may disagree about which characteristics are important. Thus, hiring and tenure decisions are highly subjective and provoke a considerable amount of controversy.

This error-ridden assessment process differs for male and female candidates to the disadvantage of women—there is unexamined, unconscious, pervasive gender bias that, with the collapse of affirmative action pressures, effectively excluded women from advancement in economics during the 1990's. I'd like to describe informally three examples of the mechanisms by which this bias operates:

1. Evaluations of the personality and appearance of male job and tenure candidates are

*Continued on page 10*

to a large extent separable from our evaluation of their performance while, for women, our judgments are contaminated by reactions to how they speak, how they dress, etc. I've reached this conclusion after innumerable conversations about the merits of X and Y with colleagues, but I believe that one reflection of these spillovers, the emphasis placed in letters of recommendation on the personal attributes of female candidates, could be documented.

2. Forecasts of the future productivity of women are believed to be noisier than equivalent forecasts for men. In discussions of a woman's tenure prospects, there is less confidence, more caveats are raised, more concerns are flagged. A national study in psychology found that, when asked to assess the c.v.'s of presumed tenure candidates, academic psy-

chologists were four times more likely to write cautionary comments about the female tenure candidate, such as "I would need to see evidence that she had gotten these grants on her own." Such concerns and requests for additional documentation were common for the female candidates, but very rarely raised for men.<sup>2</sup> This is consistent with a statistical discrimination model in which the signal/noise ratio is believed to be lower for women, and we know what the equilibrium of that model looks like.

1. Most important are the biases that derive from our preference for people like ourselves. The candidates who catch our eye, who make us comfortable, whom we want to hire and promote, are people like us—and in economics, that means a man. A conscientious hiring committee once justified to me an interview list of 40 junior candi-

dates that included only 2 or 3 women as "just the way it turned out." There were many more qualified women in the candidate pool, but they were somehow overlooked.

Several years ago, I wrote a paper that characterized affirmative action as the response of a regulator possessing imperfect information about the internal processes of hiring and compensation.<sup>3</sup> In this situation, an anti-discrimination policy that focuses on monitoring outcomes rather than constraining the process may be efficient. A renewal of consistent affirmative action monitoring seems to me the only way to identify the persistent and unconscious bias against women in economics, and a commitment to improving outcomes, rather than defending customary procedures, the only way to achieve personnel decisions that are, in fact rather than in theory, fair and objective.

<sup>1</sup> One aspect of the gender-equality debate in other disciplines that is almost entirely missing in economics is the idea that some lowering of the usual academic standards to hire and promote women might be justified by an offsetting improvement in the quality of analysis through increased diversity of views, i.e. that more women might be good for economics.

<sup>2</sup> Rhea E. Steinpreis, "The Impact of Gender on the Review of the Curricula Vitae of Job Applicants and Tenure Candidates: A National Empirical Study," *Sex Roles: A Journal of Research*, October 1999.

<sup>3</sup> Shelly Lundberg, "The Enforcement of Equal Opportunity Laws Under Imperfect Information: Affirmative Action and Alternatives," *Quarterly Journal of Economics*, February 1991, pp. 309-326.

## ***SESSION – A Panel Discussion on Research Grants***

CSWEP also organized a panel discussion concerning funding opportunities for research in various economic issues. The panel members included Laura Razzolini, University of Mississippi and National Science Foundation, Presiding, Beth Allen, University of Minnesota and former CSWEP Chair, Robert Pollak, Washington University and CSWEP Board Member, Caren Grown, ICWPR and CSWEP Board Member, Dan Newlon, National Science Foundation and Gregory Price, National Science Foundation. A number of good suggestions and sources were identified, including the National Institute of Health funding opportunities for this year described below.

### **National Institution of Health Funding Opportunities**

<http://www.nih.gov/>

### **National Institute of Mental Health (NIMH)**

Division of Services and Intervention Research  
Financing and Managed Care research program

<http://www.nimh.nih.gov/dsir/index.htm>

**Contact:** Agnes E. Rupp, Ph.D.

Phone: (301) 443-3364, E-mail: [arupp@nih.gov](mailto:arupp@nih.gov)

### **National Institute of Child Health and Human Development (NICHD)**

Center for Population Research  
The Demographic and Behavioral Sciences Branch (DBSB)

<http://www.nichd.nih.gov/about/cpr/dbs/>

NICHD plans for the future: <http://www.nichd.nih.gov/about/cpr/dbs/sp/index.htm>

**Contact:** V. Jeffery Evans, Ph.D., J.D.

[jeff\\_evans@nih.gov](mailto:jeff_evans@nih.gov) or

Demographic and Behavioral Sciences Branch  
Executive Building, Room 8B07

6100 Executive Boulevard, MSC 7510

Bethesda, MD 20892-7510

Phone: (301) 496-1174

Fax: (301) 496-0962

### **National Institute on Aging (NIA)**

Behavioral and Social Research (BSR) Program

BSR overview:

<http://www.nia.nih.gov/research/extramural/behavior/>

Databases available:

<http://www.nia.nih.gov/research/extramural/behavior/resources.htm>

Small rapid grants program for secondary analyses and archiving:

<http://grants.nih.gov/grants/guide/pa-files/pa-01-082.html>

General announcements:

[http://www.nia.nih.gov/data/fundbrowse.asp?area\\_id=2](http://www.nia.nih.gov/data/fundbrowse.asp?area_id=2)

**Contact:** Dr. Richard Suzman

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Gateway Building 533

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Bethesda, MD 20982-9205 USA

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### **The Fogarty International Center**

International Studies in Health and Economic Development

<http://www.nih.gov/fic/>

**Contact:** Rachel A. Nugent, Ph.D.

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# ***CSWEP at the American Economic Association Meetings***

***CSWEP sponsored a number of sessions at the ASSA meetings held in Atlanta, GA January 4-6, 2002***

## ***Women and Labor Markets***

***Presiding: Shoshana Grossbard-Shechtman, San Diego State University***

***Discussant: Heather Joshi, Institute of Education***

Deborah Anderson (University of Arizona), Melissa Binder, and Kate Krause (both University of New Mexico) presented a paper entitled "The Motherhood Wage Penalty: Which Mothers Pay It and Why." Estimating the effect of children on the wages of white mothers with different levels of education, they find that high-school dropouts incur no motherhood wage penalty. White high school graduates suffer significant wage penalties for children even after controlling for unobserved heterogeneity. For white college graduates, estimates based on cross-section data show a high wage penalty, but the fixed effects estimates show no significant effects.

Shoshana Grossbard-Shechtman (San Diego State University), Olivia Ekert-Jaffe (Institute National d'Etudes Demographiques), and Bertrand Lemennicier (University of Paris II) presented a paper on "Property Division at Divorce and Demographic Behavior: An Economic Analysis and International

Comparison." They examine how various institutions regulating the division of property at divorce can affect decisions to divorce, to marry, to have children in or outside marriage, to supply labor, and the choice of a mate. They present an analytical framework and derive predictions regarding the effects of rules for property division at divorce. They then present stylized facts using a cross-country comparison.

Mary C. King (Portland State University) presented a paper entitled "Strong Families or Patriarchal Economies? Labor Markets and Welfare States in Comparative Perspective." King argues that southern European economies as well as Japan and Korea are patriarchal in the sense that market income and employment are concentrated in the hands of older married men. Because of this, women and young men must stay firmly attached to the family and hence enjoy less personal autonomy than those in countries with more fully developed welfare

states.

Erin L. Todd and Dennis H. Sullivan (Miami University) presented "The Effects of Children on Household Income Packages: A Cross-National Analysis." After examining the effects of children on age-adjusted disposable income in nine OECD countries, they decompose the effect in each country into an earnings component, a tax/transfer component, and a residual component. They find that cross-national differences in the effect of children on disposable income are determined largely by differences in the effect of children on household earnings, particularly the earnings of wives and single household heads. They also find that countries delivering a generous fiscal package to households with children are typically the countries for which the effect of children on earnings is most negative, but that the positive fiscal effect is often not large enough to outweigh the negative earnings effect.

## ***Determinants of Child Outcomes***

***Presiding: Greg J. Duncan, Northwestern University***

***Discussants: Greg J. Duncan, Northwestern University; Jere R. Behrman, University of Pennsylvania; Elaina Rose, University of Washington***

Mary Arends-Kuenning (University of Illinois at Urbana-Champaign) and Suzanne Duryea (Inter-American Development Bank) presented a paper entitled "Household decision-making about children's schooling and work in Latin America." This study uses the World Bank Living Standards Measurement Survey data sets from Brazil, Ecuador, Nicaragua, and Panama to examine the impact of living in a single-mother family, a single-father family, living with neither parent, and living in a female-headed household on adolescents' school enrollment, labor force participation, and schooling attainment. They find that adolescents who live in single-mother families are less likely to attend school than adolescents who live with both parents. The effect is not only due to the lower income or consumption available in single-mother families compared to dual-parent families. Single-parent status does not have a significant impact on adolescents' labor force behavior, controlling for income or consumption, suggesting that adolescents who live in single-parent households are more likely to work because of income short-

falls.

Elizabeth Powers and Andrea H. Beller (University of Illinois at Urbana-Champaign) presented "The Problem of Multiple Fathers: Family Structure and the Payment of Child Support." Using a quantity-quality model, they argue on theoretical grounds that an absent father will be more likely to make child support payments if all of the children in the mother's household are his children: in effect, the presence of the children of other fathers raises the "price" of contributing to the support of his children. Using administrative data on welfare families in Illinois, they find some support for this hypothesis.

Marianne Bitler (RAND) and Madeline Zavodny presented "Child Abuse and Abortion Availability." If unwanted or unplanned children are at greater risk of abuse and neglect than other children, then abortion availability might affect child maltreatment. Using annual state level data on reports of child abuse and neglect, they find that abortion legalization lowered rates of child maltreatment.

Peter Burton, Lori Curtis and Shelley

Phipps (Dalhousie University) presented "All in the Family: A Simultaneous Model of Parenting Style and Child Conduct." The authors develop a model of parent/child interactions in which both the parent and the child are active players, but the child has a higher discount rate than the parent. They represent child behavior by an index of "conduct disorder/physical aggression" and "parenting style" by an index of "punitive/aversive" parenting. Their theoretical model of parent/child interactions and their empirical work recognizes that child behavior and parenting style are simultaneously determined.

# **PROFESSORS FRANCINE BLAU AND MARIANNE FERBER RECIPIENTS OF THE CAROLYN SHAW BELL AWARD**

It was announced at the Committee on the Status of Women in the Economics Profession's (CSWEP) reception at the Allied Social Science Association Convention in Atlanta that Francine Blau, Frances Perkins Professor of Industrial and Labor Relations, Cornell University, and Marianne Ferber, Professor Emerita, Department of Economics, University of Illinois at Urbana-Champaign, are the 2001 co-recipients of the Carolyn Shaw Bell Award.

The Carolyn Shaw Bell Award was created in January 1998 as part of the 25<sup>th</sup> Anniversary celebration of the founding of CSWEP. Carolyn Shaw Bell, the Katharine Coman Chair Professor Emerita of Wellesley College, was the first Chair of CSWEP. The Bell award is given annually to an individual who has furthered the status of women in the economics profession, through example, achievements, increasing our understanding of how women can advance in the economics profession, or mentoring of others.

Both recipients have had a distinguished career and were founding members of organizations devoted to the furthering of women in economics or the study of feminist economics. They have been co-authors, most notably of The Economics of Women, Man and Work, (the latest edition with Anne Winkler), a standard text on women in the economy. Professor Blau graduated from Cornell University in 1966 with a B.S. in Industrial and Labor Relations and from Harvard University in 1975 with a Ph.D. in Economics. She spent almost 20 years at the University of Illinois as a colleague of Professor Ferber in the Economics Department before moving to Cornell University in 1994.

She was a member of the first CSWEP Board in 1972-5. Professor Blau has been president of the Industrial Relations Research Association and the Midwest Economics Association and Vice-President of the American Economic Association. She has served in an editorial capacity for the American Economic Review, Journal of Economic Perspectives, Journal of Labor Economics, Industrial Relations, Feminist Economics, and other journals. Professor Ferber graduated from McMaster University in 1944 with a B.A. in Economics and from the University of Chicago in 1954 with a Ph.D. in Economics. She has spent almost all of her academic career in the Department of Economics of the University of Illinois. She was a founding member of the International Association for Feminist Economics (IAFFE). She has been as president of IAFFE and the Midwest Economics Association. She has served in an editorial capacity for Feminist Economics, Review of Social Economics, Women and Work, and other journals.

In nominating letters, Blau was cited for her willingness to mentor, remaining accessible even when highly successful, and being a role model for professional economists, as well as for her research on women. This research began with her path-breaking dissertation Equal Pay in the Office. Ferber was cited for being a wonderful example to students for decades, a teacher and researcher who followed her heart, focusing her work on benefiting women. With Julie Nelson she edited Beyond Economic Man: Feminist Theory and Economics, a book which a nominator claims marked the beginning of academic respectability for femi-

nist economics.

Carolyn wrote in the CSWEP 25<sup>th</sup> Anniversary Newsletter in the Fall of 1997:

"We need every day to herald some woman's achievements, to tout a woman's book or painting or scholarly article, to brag about a promotion or prize and to show admiration for the efforts and influence of women, in their professional and technical and social and human endeavors of all kinds."

In the spirit of her words, the award requires that the traveling plaque be displayed prominently in a public place in the winner's local area so that others can see the achievements of the winner. Additional donations to the Carolyn Shaw Bell Award are tax-deductible and should be sent directly to the Chair of CSWEP – Joan G. Haworth, Ph.D., Economic Research Services, 4901 Tower Court, Tallahassee, Florida 32303.

For further information, please contact the following ASSA/AEA convention attendees:

Dr. Barbara M. Fraumeni, Chair of the Carolyn Shaw Bell Award Committee  
Chief Economist  
Bureau of Economic Analysis, BE-3  
1441 'L' Street NW, Washington, D.C. 20230  
(202) 606-9603 in DC  
(617) 620-9868 cell phone in Atlanta  
[Barbara.Fraumeni@bea.doc.gov](mailto:Barbara.Fraumeni@bea.doc.gov)

Dr. Joan Haworth, Chair of CSWEP  
Economic Research Services, Inc.  
4901 Tower Court, Tallahassee, FL 32303  
(850) 562-1211 (ext. 176)  
[jhaworth@ersnet.com](mailto:jhaworth@ersnet.com)

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## **The Elaine Bennett Research Prize**

The Elaine Bennett Award is intended to recognize and honor outstanding research by a young woman in any area of economics. The Award will be announced at a session of the American Economic Association Annual Meetings in January 2003. The Award winner presents a featured lecture and receives all expenses paid to the 2003 meetings in Washington, D.C.

Nominees should normally be within seven years of obtaining the Ph.D., and should normally be U.S. citizens or permanent residents, or work primarily in the U.S.

Nominations should contain the

candidate's CV, relevant publications, a letter of nomination and two supporting letters. The letter of nomination and supporting letters should describe the research and its significance. Nominations will be judged by a Committee appointed by CSWEP.

Nominations for the 2003 Elaine Bennett Research Award, including letters and supporting documents, should be sent to:

Joan G. Haworth, Ph.D. CSWEP Chair  
Economic Research Services  
4901 Tower Court, Tallahassee, Florida 32303  
[cswep@ersnet.com](mailto:cswep@ersnet.com)

Closing date for nominations for the 2003 prize is September 1, 2002.

The Elaine Bennett Research Award was first funded by a donation from William Zane. Additional donations made to the endowment for future prizes are tax-deductible and should be sent directly to the Chair of CSWEP.

Joan G. Haworth, Ph.D.  
Economic Research Services  
4901 Tower Court, Tallahassee, Florida 32303  
[cswep@ersnet.com](mailto:cswep@ersnet.com)

## ***The Fulbright Distinguished Chairs Program***

The Fulbright Distinguished Chairs Program sends scholars to 12 countries in Europe and Canada for three to nine months. The 2003-04 competition has opened and has a May 1 deadline. Lecturing is usually in English. Candidates must be U.S. citizens and have a prominent record of scholarly accomplishment. Consult CIES Web site [http://www.cies.org/cies/us\\_scholars/DisChairs/](http://www.cies.org/cies/us_scholars/DisChairs/) for information about application procedure and current updates. To apply, send a letter of interest (up to 3 pages), c.v. (up to 8 pages) and a sample syllabus (up to 4 pages) to Daria Teutonico, Fulbright Distinguished Chairs Program; Council for International Exchange of Scholars; 3007 Tilden Street, NW; Ste. 5-L; Washington, DC 20008-3009 to arrive on or before the May 1 deadline.

## ***Effects of Intellectual Property Rights on Innovation***

In this session, four papers on various aspects of intellectual property (IP) policy and its effects were presented. The paper presented by Josh Lerner takes a broad approach to examining the impact of IP rights on innovation, looking at 177 major patent policy shifts in sixty nations during the past 150 years. He finds that the effects of patent policy shifts were far greater for foreign entities than for residents of the country undertaking the policy change. Foreign entities tend to take out more patents when patent rights are strengthened. However, adjusting for the change in overall patenting, the impact of patent protection-enhancing shifts on applications by domestic inventors was actually negative, whether domestic filings or those in Great Britain were considered. In the latter case, the suggestion is that strengthening patent rights increased patenting in the country by foreigners, but did not increase domestic innovation.

A similar question is addressed in the paper presented by Marco Ceccagnoli (joint with Ashish Arora and Wesley Cohen) using a very different data source and methodology. They combine a structural model of the relationship between patenting and other intellectual property strategies on R&D and innovation with contemporaneous data on individual U.S. manufacturing firms to study both the choice of appropriability mechanism and the incentives for innovation. Their results for product innovations indicate that more effective patents induce R&D and innovation in only a subset of industries. In particular, the R&D inducement effect of patents is relatively higher in “discrete” product industries such as drugs, other chemicals, food or metals, versus “complex” product industries such as telecommunications equipment, semiconductors or instruments.

Consistent with this characterization, firms commonly patent for different reasons in the two types of industries. In “discrete” product industries firms appear to use their patents commonly to block the development of substitutes by rivals, whereas in “complex” product industries firms are much more likely to use patents to force rivals into negotiations. Technical change in the two industries also appears to be different, more cumulative in nature in the “complex” case, where the percentage of product R&D effort devoted to improvement of existing products versus completely new products is significantly higher.

The paper by Stefania Scandizzo examines the welfare consequences of the existence of counterfeit goods in a world where consumers are differentiated by level of income. Counterfeit goods are defined as products with the same characteristics as “originals”, but of lower quality. The effect of imitation on firms’ profits and consumer welfare depends on the distribution of income within the country. As a general rule, the introduction of counterfeit goods will lower the price of “real” goods, decrease firm profits, and increase consumer welfare. Also, if income distribution is lognormal or Pareto, the greater the degree of income inequality, the larger is the increase in consumer welfare due to the imitation, and the smaller the effect on profits of the state of the art firm.

In the final paper presented at the session, Catherine Co looks at the characteristics of patents behind Section 337 challenges, where domestic firms challenge the importers of foreign products on the grounds of domestic (U.S.) patent infringement. This section of U.S. law is controversial because it has been accused of violating Article III of GATT in several ways.

First, producers or importers of foreign products can be challenged in either the ITC or federal district courts, whereas domestic infringers can only be challenged in the latter. Second, a general exclusion order can be made against imports, but a similar tool is not available against products of U.S. origin. Finally, the ITC is required to make its final determination within 12 months (18 months for complicated cases). This gives an unfair advantage to U.S. firms as producers or importers of foreign products are not given sufficient time to prepare an effective defense against infringement.

Using a new dataset that she constructed along with data from Lanjouw and Schankerman on litigated patents, Co finds that the patents challenged under Section 337 are on average more valuable than those challenged in the U.S. court system: they are cited more often, they have more worldwide equivalent patents (that is, they cover inventions that are protected in more jurisdictions), and they have more claims per patent. She also finds that two-thirds of the cases involve technologies where the named foreign respondent appeared to have comparative advantages, suggesting that the primary use of Section 337 challenges is to seek relief from import competition rather than IP rights protection *per se*. The net effect of Section 337 on innovative activity remains unknown.

The first two papers were discussed by Bronwyn Hall and the last two by Amy Glass.

### ***Reference:***

Lanjouw, Jean O., and Mark Schankerman. 2001. “Characteristics of Patent Litigation: A Window on Competition,” *Rand Journal of Economics* 32(1): 129-51.

## ***Membership Notes***

The membership year has been changed to a calendar year from January 1 to December 31. The dues to this association are now \$25 a year – a great bargain for the three newsletters, the regional activities, the national program presence and the opportunity to support an advocacy group charged with monitoring and improving the status of women in the economics profession. Newsletters are not sent to those who do not contribute to CSWEP.

Our dues, along with financial and administrative support from the AEA and the energy and active involvement of our Board and all the CSWEP members, provide the resources to keep everything going smoothly. Please be sure to send in your biographic and demographic information along with your dues when you receive the questionnaires in the mail. We appreciate your support.

# ***CSWEP at the Southern Economic Association Meetings***

***CSWEP sponsored two sessions at the November 2001 meeting held November 17-19 in Tampa.***

## ***Session 1: Mentoring Women Economists in Non-Academic Careers***

***Moderator: Andrea L. Ziegert (Denison University)***

Throughout its history, CSWEP has undertaken a number of initiatives to support and encourage women's success in economics. Most recently CSWEP has focused on mentoring. CCOFFE: Creating Career Opportunities For Female Economists, provided mentoring opportunities for women in academic jobs. With this session, CSWEP expands its efforts to support women in economics by focusing on the issues faced by women economists in non-academic positions.

A panel of non-academic economists gathered to discuss issues facing women economists in government and private sector careers. The panel included:

Claudia Elliott, Vice President of LKG-Creative Management Consultants, Inc.;

Dr. Joan Haworth, Chairman and CEO of Economic Research Services, a FYI company, and current President of CSWEP;

Dr. Myriam Quispe-Agnoli, Economic Analyst, Latin American Research Group, Federal Reserve Bank of Atlanta;

Dr. Cathy Weintraub, Director of Economic Research and e-Commerce Coordinator at the New York State Banking Department.

Many of the panel members had begun their professional careers in the academy, but for a variety of reasons, left to pursue research and other opportunities in the public or private sectors.

**Moderator: What are the major issues facing women economists in your**

**workplaces?**

"You have to know all the theoretical and technical issues of economics to be able to talk with economists and have credibility and you must be able to translate that into policy that the consumer on the street can understand."

"To be successful, one must be successful in the field as an economist; and

one must learn to be successful as a woman as well. ....and the rules for success are **not** the same for both [objective]. You always must be focused on your priorities."

".....And the rules aren't written down anywhere."

Many of the panelists described having to learn to deal with sexist attitudes from colleagues and/ or clients by developing a "thick skin," or by devising ways to work around these attitudes. All panelists stressed the importance of having a large network of colleagues for information and advice.

**Moderator: Why are networks important?**

"In consulting there is no job security—you have to keep your resume up to date and networks are important. Flexibility is key."

"Networks should be inclusive—talk to people who are junior to you and in senior positions."

"Your subordinate today is your boss tomorrow is your client the next day."

"It may take years to build a reputation, but it takes only 20 minutes to lose it."

**Moderator: What about mentors?**

**Are there enough senior women to help junior women "learn the ropes?"**

"There aren't many senior women economists, but mentors should be both male and female."

"One mentor is not wise, more is better."

"And mentors should be of both male and female; don't assume just because a person is female that they can mentor."

"A mentor is not a god, or a substitute for a mother. A mentor cannot do stuff for you. But a mentor can provide information and be personally interested in your career."

"A mentor's job is not to be "touchy-feely" and only help you be comfortable about yourself, its to make you uncomfortable by challenging you."

"Be a mentor....across disciplines, jobs, your network....its incumbent upon us to train the next generation."

**Moderator: What advice would you give young female economist who may be thinking about pursuing a non-academic job?**

"Research the firm ahead of time; the web is a wonderful resource. Look to see if any lawsuits have been filed against the firm."

"Try to get a feel for the corporate culture. Talk to everybody, ask questions of the benefits person."

"Ask about career paths, ask other women about their experiences."

"Make sure you are not a token."

"Don't believe everything you hear."

## ***Session 2: Legal Issues in Academia***

***Chair: Saranna Thornton from Hampden-Sydney College***

***Panelists: Donna Euben, Chief Counsel of the American Association of University Professors (AAUP); Luis Rodriguez, Chief Investigator of the Tampa Office of the Equal Employment Opportunity Commission (EEOC); Saranna Thornton from Hampden-Sydney College***

The first panelist was Donna Euben, Chief Counsel of the American Association of University Professors (AAUP). Because of an anthrax scare in the AAUP office, Ms. Euben was not able to travel to Florida, but she sent her remarks. She noted that according to AAUP salary studies, women faculty on many campuses continue to be paid less and promoted more slowly than comparably qualified male colleagues. Wage and promotion disparities un-

covered by the AAUP represent violations of Title VII of the 1964 Civil Rights Act, the Equal Pay Act, and Executive Order 11246 (which prohibits discrimination by federal contractors). The presentation outlined the requirements of these three federal mandates and then explained that illegal discrimination crops up in academe due to; (1) occupational segregation and/or market forces (e.g., paying male members of a department higher salaries for

doing the same work as a woman department member because the male faculty members could command higher salaries in the private sector, and (2) informal, ad hoc, black box merit review systems which produce pay increases that are unconnected to peers' professional judgments of meritorious performance. Also noted was that state governments are increasingly, successfully, asserting in federal

*Continued on page 15*

courts that they are not subject to federal anti-discrimination laws. Law suits questioning the applicability of the Equal Pay Act and Title VII to state employers appear to be making their way to the Supreme Court. This is important to college faculty because so many of them work for state universities. Finally, a list of suggestions was made for preventing discrimination in faculty employment. (For more information see Ms. Euben's article — "Show Me the Money": Salary Equity in the Academy, *ACADEME*, July-August 2001).

The second panelist was Mr. Luis Rodriguez, Chief Investigator of the Tampa Office of the Equal Employment Opportunity Commission (EEOC). In an wonderfully lucid presentation Mr. Rodriguez addressed sexual harassment law as it has evolved through recent Supreme Court decisions, protections faculty are entitled to under the Americans with Disabilities Act, and he offered suggestions on how to conduct legal job interviews and performance evaluations. Some points of note on sexual harassment from Mr. Rodriguez: (1) institute a sexual harassment grievance procedure that is widely publicized and does not require the victim to file a complaint with the harasser; (2) if you discover harassing behav-

ior at your place of employment report it right away even if you aren't the target of the harassment; (3) if you are an administrator who learns of harassment, immediately begin an investigation into the complaint being careful to protect the confidentiality of the individuals involved; (4) if you determine harassment is occurring, take immediate actions to stop it. Other important instructions included: (1) when interviewing, focus on the professional rather than the personal; (2) when evaluating colleagues, focus on performance, attendance, and competence. Finally, regarding the ADA, Mr Rodriguez explained; the types of impairments that qualify as disabilities under the ADA; the importance of determining if an individual employee (or job candidate) can perform the essential functions of the job; and examples of reasonable accommodations an employer might be expected to make for a disabled employee.

The third panelist was Professor Saranna Thornton from Hampden-Sydney College. Professor Thornton explained legal mandates of the Pregnancy Discrimination Act of 1978 and the Family and Medical Leave Act of 1993. She noted that maternity leave is a short-term leave for medical disabilities that occur following childbirth or abortion, or as a result of preg-

nancy-related complications. Thus, maternity leave is only for women. Because pregnancy, alone, is not a disability pregnant employees must be treated at least as favorably as other healthy, non-pregnant, workers. Requiring faculty to begin maternity leave before they are ready is normally illegal. When pregnancy does produce a short-term disability (e.g., following childbirth or abortion) a pregnant employee must be treated at least as favorably as other non-pregnant employees who experience short-term, medical disabilities. For example, fully paid, job-protected maternity leave must be available to women faculty on terms at least as favorable as those offered to employees taking other types of sick leave. Thornton also addressed benefits available under the FMLA, including; eligibility requirements for taking leave, notification requirements for different types of leave (e.g., medical illness, adoption leave, etc.), when FMLA leave is paid or unpaid, FMLA coverage of visiting faculty and part-time faculty, equal availability of FMLA leave to men and women, benefits of taking leave and working on a part time schedule, etc. Thornton noted that because many faculty have had difficulty ascertaining their rights to FMLA benefits, in 2002 the AAUP will be publishing a guidebook to the FMLA.

continue the mentoring program begun with the CCOFFE program ("Creating Career Opportunities for Female Economists"). We are developing a proposal for funding the continuation of such mentoring opportunities as part of our continued commitment to the promotion of women in economics. To encourage networking and to support junior women meeting senior women, a hospitality suite was provided every morning and afternoon at the meeting and staffed by members of the Committee.

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

CSWEP's regional representatives also organized sessions at each of the regional association meetings – including the Eastern, Southern, Midwest, and Western Economic Association. The work of our regional representatives has been substantial this year. Our thanks go to Jean Kimmel in the Midwest, Rachel Croson in the East, Rachel Willis in the South and Janet Currie in the West, for their excellent programs and efforts to help women economists in their region maintain and grow their professional

networks. Abstracts of the papers presented at these association meetings are presented in the newsletters each year. CSWEP continues its efforts to reach women economists throughout the country by encouraging a closer liaison between the regional governing boards and the formation of regional CSWEP committees to attend to the work of the region associations. Several CSWEP representatives attend the executive board meetings of their regional associations.

**Several Words of Thanks.** CSWEP thanks particularly the President of the AEA, Robert Lucas, the Executive Director, John Siegfried, and his staff, including Edda Leithner and Norma Ayres, for their continued support and commitment to CSWEP and its mission. In addition, the chair thanks all the members of the committee who worked hard this year to develop an organizational framework that permits continuing development and growth of programs and outreach efforts. Our regional representatives developed programs to enhance our presence at each of the regional as-

sociation meetings. Various members have worked to develop better internet and outreach capabilities and members throughout the economics profession have continued to assist in our efforts to collect information and reach out to women economists. We thank them all.

Finally, the chair of CSWEP would like to thank Lee Fordham for her administrative support of the chair and the Committee, as well as her work in preparing for each of our meetings throughout the year. Additional thanks goes to Economic Research Services for supporting the work of CSWEP with office space, paper, telephones, and other resources. All of these people have been wonderful to work with and the Committee could not have been as successful and productive as it was without their dedication.

Respectfully submitted,  
Joan Gustafson Haworth  
Chair

<sup>1</sup> See, for example, the "Report of the Committee on the Status of Women in the Economics

Profession" by Rebecca M. Blank in the *American Economic Review*, May, 1994.

<sup>2</sup> My thanks to Edward Flaherty, Ph.D. for his assistance in preparing the analyses and charts in this report.

<sup>3</sup> See Shulamit Kahn, "Women in Economics – One Step Forward and Two Steps Back", presented at ASSA Meetings, January 6, 2002.

# *From the Chair*

Our CSWEP activities at the ASSA meetings in January were extensive and exciting. There were six different CSWEP sponsored sessions (three on gender-related issues and three on Technology and Innovation) as well as a CSWEP Panel Discussion on Funding Opportunities. One of the gender-sponsored sessions consisted of recent research on the status of women in economics and is presented in summary form at the beginning of this newsletter. The two other gender-related sessions are summarized more succinctly in another portion of the newsletter. Four of the Gender-related session papers and four of the Technology and Innovation papers were selected for publication in the AER Papers and Proceedings issue that is forthcoming in May. You will find these papers great examples of the research our colleagues are doing in these fields.

Please note – if you have any research or papers relevant to the state of women in economics please send me an email describing what you are doing or have done. CSWEP is attempting to collect the research that is out there on women economists and you are all a great source for that effort. Please email me at [cswep@ersnet.com](mailto:cswep@ersnet.com)

Please watch for the Call for Papers for the **2004 ASSA Meetings** that will appear in the JEL in the summer or send in your abstract for those meetings today. The two sets of programs for the 2004 meetings are the traditional Gender-related sessions and sessions containing papers on Experimental Economics. We focus our attention on papers presented by more junior women economists but welcome additional contributions and participation from more senior economists as chairs and discussants.

As you will note in another section of this Newsletter CSWEP awarded two of our most prestigious economists the Carolyn Shaw Bell Award. Congratulations to both of them for their exemplary careers and

outstanding contributions to the role of women in economics.

Browyn Hall ended her term as a Board Member in 2002 and we thank her for her service. The Board welcomes the return of Jean Kimmel, at Western Michigan University, for another year long term, Andrea Beller, at the University of Illinois - Urbana, for a two year term and KimMarie McGoldrick, at the University of Richmond, for a three year term on the Board. Professor Fran Blau, at the School of Industrial and Labor Relations at Cornell University has been selected to be our Chair beginning January 2003. Judy Chevalier, Professor of Finance and Economics at the School of Management at Yale University and Barbara Fraumeni, who is Chief Economist at the Bureau of Economic Analysis joined the Board this year. We are delighted to have these energetic and creative women join a very active Board.

The regional meetings are also full of activities sponsored by CSWEP. The meetings begin in March, occur in mid-summer in the West and end in November in the South. Please contact your regional representatives if you wish to participate in any of the activities or can offer some assistance in making good CSWEP contacts with other women economists.

Finally, we encourage you to offer your assistance to Board members – the Hospitality Room at the ASSA Meetings is a great place to meet and greet friends, colleagues and associates. CSWEP activities include reviewing papers for sessions at both the regional and the national meetings, contributing to the newsletters, working on projects to evaluate the status of women in the economics profession, obtaining good data on the presence of women in academic, government and business environments. If you would like to participate in these projects please let either the Chair or your regional representative know. We are always looking for more good resources.

## ***Southern Economic Association Call for Papers***

CSWEP will sponsor up to three sessions at annual meeting of the Southern Economic Association to be held in New Orleans, LA at the Hyatt Regency New Orleans Hotel, November 24-26, 2002 (Sunday to Tuesday).

The first session is available for anyone submitting an entire session (3 or 4 papers) or a complete panel on a specific topic on any area in economics. Send the session proposal and/or abstracts for organizing and filling the open topic session by April 1st to:

Professor Rachel A. Willis  
Campus Box 3520  
American Studies and Economics  
University of North Carolina  
Chapel Hill, NC 27599-3520  
fax 919.401.9128  
email to [Rachel\\_Willis@unc.edu](mailto:Rachel_Willis@unc.edu)

The remaining two session organizers are accepting individual papers on the topics described at the addresses given below. Please send abstracts of 1-2 pages (including names of authors with affiliation, rank, address, and paper title by April 1, 2002. Earlier submissions are encouraged. Submissions can be made via snail mail, e-mail, or FAX. Please note that this submission is separate from any submission sent to the SEA's general call for papers.

Employment Discrimination.  
Please send abstracts to:  
Professor Saranna Thornton  
Department of Economics, Box 852,  
Hampden-Sydney College,  
Hampden-Sydney, VA 23943  
phone: 434-223-6253  
FAX: 434-223-6045  
email: [sthornton@email.hsc.edu](mailto:sthornton@email.hsc.edu)

Economic Issues in Latin America  
Please send abstracts to:  
Myriam Quispe-Agnoli  
Federal Reserve Bank of Atlanta  
Research Department  
Latin America Research Group  
1000 Peachtree Street, N.E.  
Atlanta, GA 30309-4470  
Phone (404) 498 8930  
Fax (404) 498 8058  
[Myriam.Quispe-Agnoli@atl.frb.org](mailto:Myriam.Quispe-Agnoli@atl.frb.org)



# ***Regional Meetings***

## **CSWEP Sponsored sessions at the MEA**

Chicago, IL, March 14-16, 2002

### ***Session 1***

#### ***Evaluating Social Policies that Target Women***

Organizer: Traci Mach, SUNY-Albany

Chair: Patricia Reagan, Ohio State University

“Do Medicaid Physician Fees for Prenatal Services Affect Birth Outcomes?”

Bradley Gray, University of Illinois at Chicago

“Welfare Reform, Medicaid Disenrollment, and Access to Prenatal Care in New York City”

Traci Mach, SUNY-Albany and Pinka Chatterji, Montefiore Medical Center

“Re-assessing the Impacts of Head Start”

Kumiko Imai, Cornell University

“Who Gets Sanctioned under Welfare Reform? Evidence from Child Support Enforcement in Illinois”

Yunhee Chang, Andrea H. Beller, Elizabeth E. Powers University of Illinois at Urbana-Champaign

Discussants: Donna Anderson, University of Wisconsin-La Crosse

Meta Brown, University of Wisconsin-Madison

Lan Liang, University of Illinois at Chicago

Kosali Ilayperuma Simon, Cornell University

### ***Session 2***

#### ***Managing Your Academic Career***

Organizer: Jean Kimmel, Western Michigan University

Chair: Jean Kimmel, Western Michigan University

Panelists will include academics who have gotten full professor; edited a journal; and served as associate dean.

### ***Session 3***

#### ***School Choice and Education Policy***

Organizer: Annie Georges, National Center for Children in Poverty, Columbia University

Chair: Mark Long, University of Michigan

“Juvenile Substance Abuse & Public Educational Initiatives: Does School Governance Matter?”

Catalina Amuedo-Dorantes and Traci Mach, San Diego State University

“Gaining Access to College: The Impact of School Policy and Practice”

Annie Georges, Columbia University

“A Range of Options: Higher Education Choice as Evidenced by where College-bound Texas Students Send their SAT and ACT Scores”

M. Kathleen Thomas and Thomas J. Kane, The University of Texas at Dallas

Discussants: Greg Duncan, Northwestern University

Kathleen N. Gillespie, Saint Louis University School of Public Health

Kathryn Wilson, Kent State University

Heather O'Neill

## **CSWEP at the Eastern Economic Association Meetings**

Boston, MA

CSWEP will be sponsoring two paper sessions and a reception at the Eastern Economic Association meetings to be held in Boston, MA, Friday March 15-Sunday, March 17. The sessions will be held Saturday, March 16th at 11am and at 2pm. The reception will be held Saturday, March 16th at 4pm. The sessions are:

Saturday, March 16, 10am

### ***GENDER DIFFERENCES IN EDUCATION AND LABOR CHOICES***

How Do Young People Choose College Majors?

Claude Montmarquette, Centre de recherche et développement en économie (C.R.D.E.) and Département de sciences économiques, Université de Montréal, and Centre interuniversitaire de recherche et d'analyse sur les organisations (CIRANO); Kathy Cannings, Uppsala University, Sweden; and Sophie Mahseredjian, C.R.D.E., Université de Montréal and CIRANO

Salary Growth of Recent Male and Female College Graduates: Family, Education and Labor Market Effects

Lois Joy, Jahnige Center, Smith College

A Survey on the Profile of Women Labor Force in the Tourism Sector in Turkey

Suna Mugan Ertugral, Istanbul University

Saturday, March 16, 2pm

### ***ENVIRONMENTAL AND INTERNATIONAL ISSUES***

Incentive Compatibility and Hypothetical Double Referenda  
A.C. Burton, Department of Health, UK; Katherine S. Carson, US Air Force Academy; Susan M. Chilton, University of Newcastle upon Tyne; and W.G. Hutchinson, Queen's University, Belfast

The Impact of Gender Issues on Sustainable Development in the New York City Watershed Counties

Joan Hoffman, John Jay College of Criminal Justice

Training and Technology in Transitional Economy  
Ying Chu Ng, Hong Kong Baptist University

For details on the conference, registration, or other logistical issues, check out the EEA's website at <http://www.iona.edu/eea>. We look forward to seeing you there!

# ***Call for Papers at the 2002 Joint Statistical Meetings in New York (August 11-15)***

The contributed paper sessions were due in abstract form by February 1, 2002. Their website is <http://www.amstat.org/meetings/jsm/2002/abstracts>.

Any ideas for Roundtables or other suggestions for the Business and Economics section activities should be directed to David Findley (Section Chair for 2001) at [david.f.findley@census.gov](mailto:david.f.findley@census.gov).

## ***Prague Summer Seminar – July 2002 – Seminar on Women, Work and Family. Is the Czech Republic Different?***

This seminar is being offered by the University of New Orleans and can be taken for credit or on a noncredit basis. Professors Marianne A. Ferber and Phyllis Hutton Raabe (sociologist), along with local guest lecturers will examine historical and current economic, social and political developments that have shaped the lives of Czech women and men and explore the extent of the differences between this group and other European and North American societies. Ferber and Raabe are co-authors of "women in the Czech Republic" Feminism Czech Style" (forthcoming) To obtain further information please check out the website at <http://www.uno.edu/prague> or contact the seminars coordinator Bill Lavender at [wlavende@uno.edu](mailto:wlavende@uno.edu) or Phyllis Raabe at [praabe@uno.edu](mailto:praabe@uno.edu).

## ***The Carolyn Shaw Bell Award***

The Carolyn Shaw Bell Award is given annually to an individual who has furthered the status of women in the economics profession, through example, achievements, increasing our understanding of how women can advance in the economics profession or mentoring others.

**Eligibility:** Any individual who has been trained in economics is eligible for the award, whether they are a practicing economist or not. For example, an individual is eligible to receive the award if they were an undergraduate economics major.

**Procedure:** Candidates are nominated by a single person, with two additional supporting letters. The nominations should contain the candidate's CV as well as the nominating letter. Nominations will be judged by the CSWEP Carolyn Shaw Bell Award Committee. The award will be announced at the annual ASSA/AEA meetings. Nominating letters, including the supporting letters and the candidate's CV, are due by July 15<sup>th</sup>, 2002 and should be sent to the Chair of the Carolyn Shaw Bell Award Committee: Dr. Barbara Fraumeni, 100 Langdon Street, Newton, MA 02458. [barbara.fraumeni@bea.doc.gov](mailto:barbara.fraumeni@bea.doc.gov).

## ***National Economics Club – NEC***

On Thursday, June 13<sup>th</sup>, CSWEP will jointly sponsor with the National Economics Club (NEC) a luncheon speech in downtown Washington, DC on Medicare by Marilyn Moon, Senior Fellow at the Urban Institute. Further information will be available on the NEC web page at <http://www.national-economists.org/>

## ***Mid-Continent Regional Science Association***

A call for paper presentations for the 33<sup>rd</sup> Annual Conference in Kansas City, Missouri, May 30 to June 1, 2002 is described at the Association's website <http://www.oznet.ksu.edu/mcrsa>

Early registrants enjoy a reduced meeting registration fee of \$50.00 and there is a special reduced fee for students - \$25 for the meeting and for 2002 membership. If students submit their paper for the 2002 M. Jarvin Emerson Memorial Paper Competition and are accepted for presentation at the meetings this fee is waived. The Mid-Continent Regional Science Association is an organization of interdisciplinary membership from academic, public and private organizations. The organization's members focus on using the tools of regional science to solve applied problems in rural and urban areas at the local, state and national levels. Contact MCRSA Secretary/Treasurer for more information at [jleather@agecon.ksu.edu](mailto:jleather@agecon.ksu.edu)

## ***International Labor Office Publications***

The ILO has developed a set of publications focusing on women, gender and work. These publications include

Women, Gender and Work: What is Equality and How do we get there?, edited by Martha Fetherolf Louf.

Breaking Through the Glass Ceiling: Women in Management, by Linda Wirth

ABC of Women Workers' Rights and Gender Equality, a guidebook on the various labor standards and national laws that promote equality between women and men in the workplace.

The Sex Sector: The Economic and Social Bases of Prostitution in Southeast Asia, edited by Lin Lean Lim.

Gender and Jobs: Sex Segregation of Occupations in the World, by Richard Anker.

These publications may be obtained by contacting the ILO Publications Center, PO Box 753, Waldorf, MD 20604-0753. Telephone (301) 638-3152 and Fax (301) 843-0159 or email [ilopubs@Tascol.com](mailto:ilopubs@Tascol.com)

# *How to Become an Associate*

# **CSWEP**

## **THE COMMITTEE ON THE STATUS OF WOMEN IN THE ECONOMICS PROFESSION**

CSWEP depends on all of its dues-paying associates to continue its activities. In addition to publishing the Newsletter, we maintain a Roster of women economists that is used by associates, employers, organizations establishing advisory groups, and the like. We also organize sessions at the meetings of the AEA and the regional economics associations and publish an annual report on the status of women in the profession.

If you have not paid your dues for the current member year (January 1, 2002 - December 31, 2002), we urge you to do so.

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

Thank you!

**NOTICE: STUDENTS DO NOT HAVE TO PAY ASSOCIATE DUES!!!**

**JUST SEND IN THIS APPLICATION WITH A NOTE VERIFYING YOUR STUDENT STATUS**

To become a dues-paying associate of CSWEP and receive our Newsletter, send this application, with a check for \$25 payable to:

**CSWEP Membership**

4901 Tower Court

Tallahassee, FL 32303

Name \_\_\_\_\_

Mailing Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Check here if currently an AEA member \_\_\_\_\_ New CSWEP \_\_\_\_\_ Student \_\_\_\_\_

If you checked student, please indicate what institution you attend \_\_\_\_\_

# *CSWEP: People to Contact*

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General Policy Matters .....	Joan G. Haworth, Chair Economic Research Services, Inc. 4901 Tower Court Tallahassee, FL 32303 jhaworth@ersnet.com
Routine Matters and Items for Newsletter .....	Lee Fordham Economic Research Services, Inc. 4901 Tower Court Tallahassee, FL 32303 lfordham@ersnet.com
Dues, Change of Address, Roster .....	CSWEP Membership Economic Research Services, Inc. 4901 Tower Court Tallahassee, FL 32303 jhaworth@ersnet.com
CSWEP East .....	Rachel Croson, OPIM: The Wharton School University of Pennsylvania Philadelphia, PA 19104-6366 <a href="http://wharton.upenn.edu/faculty/crosonr.html">http://wharton.upenn.edu/faculty/crosonr.html</a> crosonr@wharton.upenn.edu
CSWEP Mid-West .....	Jean Kimmel Western Michigan University Kalamazoo, MI 49008-5023 jean.kimmel@wmich.edu
CSWEP South .....	Rachel Willis, American Studies and Economics University of North Carolina-Chapel Hill Chapel-Hill, NC 27599-3520 Rachel_Willis@unc.edu
CSWEP West .....	Janet Currie, Department of Economics University of California - Los Angeles 405 Hilgard Avenue Los Angeles, CA 90095-1477 currie@simba.sscnet.ucla.edu

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