



# Newsletter of the Committee on the Status of Women in the Economics Profession

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## 2010 REPORT of the COMMITTEE on the STATUS of WOMEN in the ECONOMICS PROFESSION

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

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Elizabeth Hoffman (center) with Rachel Croson (left) and Nancy Lutz

### Elizabeth Hoffman Wins 2010 Carolyn Shaw Bell Award

Elizabeth Hoffman was the 2010 recipient of the Carolyn Shaw Bell Award. This award was presented at the annual business meeting of the American Economic Association's (AEA)

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### Erica Field Wins 2010 Elaine Bennett Research Prize

Erica M. Field was the 2010 recipient of the Elaine Bennett Research Prize. This prize was presented to her at the annual business meeting of the American Economic Association's Committee on the Status of Women in the

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Erica Field (second from left) with her family

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## From the Chair

### Another successful ASSA/AEA annual meeting.

CSWEP sessions provided an opportunity for scholars to present their papers, we honored two amazing women: Betsy Hoffman and Erica Field, with the Bell and the Bennett awards, and the hospitality room was a great location for networking and meeting friends.

### Progress!

There are nine male Full Professors for every one female Full Professor at Ph.D. granting institutions. With data on faculty from all 121 Ph.D. granting departments, there is evidence that this ratio has decreased from 10 to 1. However, women are still clearly among the minority in a typical Ph.D. and liberal arts economics department.

### Mentoring opportunities!

The regional mentoring workshop will occur November 17th and 18th in conjunction with the Southern Economic Association meetings in Washington, DC. The national mentoring workshop will occur immediately after the ASSA/AEA meetings in Chicago in January. If you are a junior academic, sign up! If you are not, encourage those who are to sign up! The paper published in the May 2010 AER by Blau, Currie, Croson, and Ginther showed the very significant impact of these workshops on grants received and papers published by participants five years after attending the national workshop.

### Help us update the CSWEP data base and support our continuing activities.

Many of you have entered or confirmed your information in our new data base. If you have not done so yet, please do so. Problems with the site? Please contact us. Remember that your support is essential to allow us to continue our programs.

—Barbara M. Fraumeni

## What is CSWEP?

CSWEP (the Committee on the Status of Women in the Economics Profession) is a standing committee of the AEA (American Economics Association). It was founded in 1971 to monitor the position of women in the economics profession and to undertake activities to improve that position. Our thrice yearly newsletters are one of those activities. See our website at [www.cswep.org](http://www.cswep.org) for more information on what we are doing.

# What's Your Research Agenda?



*Introduction by Rohini Pande,  
Harvard University John F. Kennedy School of Government*

**N**ewly minted economics Ph.D.'s sitting before search committees invariably must describe their research areas. And research statements are a common component of the tenure package. But is a well defined research agenda just a measuring stick used by committees, or does it serve some higher purpose? How do you go about defining one? Is there a benefit to having a tidy research statement and a risk to conducting broader, less pointed inquiries? In this issue, Esther Duflo, Raquel Fernandez, and Muriel Niederle discuss these questions.

As Raquel points out, the nature of economics training militates against research agendas. The beauty of economics is the ability to use a set of common analytical tools to address diverse questions about individual behavior across different contexts. The only conscious choice a graduate student is asked to make about research areas is field selection in the second year. A typical economics doctoral dissertation comprises three stand-alone papers tied together by a clarifying title such as "Three Essays in Applied Economics." Yet, almost every academic would agree that research agendas are important evaluation criteria at hiring and promotion time.

Muriel writes about the way that the choice of research agenda can play out on the job market. Working in an area where there has been much research already, one can prove oneself in comparison to others. If one chooses to innovate, it's sometimes more difficult for hiring committees to judge the relative quality of the work. One might try to compensate for this by working both in areas that are familiar, and areas that aren't—but then, the sense of a focused research agenda is diluted.

So how should a finishing Ph.D. student or assistant professor go about identifying a research agenda? Esther draws from her own experience to show how a few lucky coincidences plus some good advice from her brother added up to a successful research agenda. But the use of randomized control trials in development economics, which she has become known for, is less of an agenda and more of a technique. This in itself brings us back to the nature of economics: progress is often made with lateral, rather than pointed, methods.

This is not, however, to ascribe the research agenda to the narrow-minded. Identifying your area of interest is an important step towards finding others in that area—peers whom you can bounce ideas off of. And Esther tells us that insistently focusing on a list of questions has brought out her passion

for the work. A research agenda might simply be the naming of that inspiration that gets you out of bed and into the office every morning.

All this leaves unanswered the question of why search and tenure committees often emphasize research agendas. Perhaps it is a fallout of the superstar nature of academia; schools want to hire and keep the best. Since most economists write papers not books, research agendas are seen as providing a summary measure of impact that is deeper than a single paper. Furthermore, a well argued research agenda can provide a quick way to evaluate prospective candidates.

Is there a cost? As Raquel argues, we should reward the breadth, not only the depth, of faculty research. Perhaps committees and departments could spend more thought on how to evaluate a candidate's research perspective. As for advice to junior colleagues, it is always valuable to be willing to describe the value of your choices at tenure time, even if it is to not have a research agenda—it will help clarify how you want to be evaluated, how you believe the tenure system should be structured, and maybe that structure will start to change.

There's also a question lurking in these articles: do women fare better or worse in a system that values well defined research agenda? Do women prefer to work broadly across areas or to delve into less known and unusual topics? And how does the relative scarcity of senior female mentors affect both the requirement for specificity in research and younger economists' ability to achieve it?

Clearly, though, the consistent message from all three contributors is—work on what inspires you. Whether you're working in a familiar field or a new one, it's vital to be able to identify the important questions—and to be able to attack them with all the energy and attention to detail that's needed to answer them well.

## Finding the Right Questions

—Esther Duflo (MIT)



Although today my research agenda is closely associated with randomized control trials (RCT) in development economics, the truth is that randomized trials did not start with me, and I did not start with randomized trials.

When I was a graduate student at MIT, Michael Kremer (who was then an assistant professor) was already engaged in what was to become the first of a new generation of RCT in development economics—the now famous Kenya textbook study—and in another RCT with Abhijit Banerjee. I saw both of them struggle as they learned the ropes the hard way, and although I found the approach incredibly promising, I did not think it was one I could take as a graduate student. In fact, at the end of my second year, I got two offers of a job for the summer: Michael offered me to work on a second RCT he was thinking of starting with a women’s group in Kenya, and Abhijit suggested I work with him on a survey of the software industry in India. I thought the software industry project was more likely to work out, so I went to India, and missed my first opportunity to work on an RCT. I had clearly not seen where the trend was going.


One of the reasons I chose to go to India rather than Kenya was that I felt that the RCT would likely absorb too much of my time and energy, leaving me little space to get started on my own research. I was very keen to develop a research agenda that would really be mine, in part to judge whether I was really cut out to do research. I was well prepared for the coursework at MIT, because the master’s degree I had completed in France was much more technical than what most American students go through before the Ph.D. So that part had been easy. But I had experienced a brush with despair when trying to write a required term paper for the econometrics class. My first idea for a topic had been rather vague; I had run some regressions, but I was stuck when it came to interpreting what they meant. Two or three weeks before the

paper was due, I decided that it could not possibly be a paper, and I had to either find an interpretation or change topic. For about a week, I could not do either and I was totally paralyzed. Finally, I decided to replicate a paper using a different data set. But that week had left a strong doubt in my mind that I could really do research for a living.

My older brother Colas—who is a professor of philosophy in France and, despite that, one of the most down to earth and practical persons I have ever met (at least in academia)—gave me two pieces of advice when I asked him how one goes about starting a career as an academic.

The first was, “write one page every day.” This was literally how he wrote his dissertation. He would mark the days off a calendar with a cross, so writing two pages on a given day would give him a respite for the next. He also allowed some borrowing. But the system meant that he would write on average 365 pages in a year, and hence a dissertation in two. (French philosophy dissertations are long!) Of course, the principle needs some adjustment when applied to economics, since the writing itself is not as important as the analytical work that precedes it. But the underlying principle is essential: slow and steady progress. Writing one page a day leaves plenty of time for preparation, primary research, or thinking about the overall plan for the book. But it gives a structure to enforce continuous progress. One does not create a research agenda by waiting endlessly till the Big Idea comes, but by starting to work on a topic, learning more about the topic (and neighboring ones in the process), and progressively connecting the dots. (Voltaire, my brother’s favorite philosopher, famously enjoins us in the conclusion of *Candide*, a book where he makes fun of aimless abstract reasoning, “Cultivate your garden.”)

The second thing Colas said was, “Write the book (or the article) that you would have liked to read, but you could not find.” This may sound fairly obvious, but I am always surprised by the fact that many young researchers do not seem to know why they are



researching a particular topic, or, when they do know, seem to have picked it for the wrong reason. They just stumbled upon a data set and then searched for a question; they wanted to try out some particular technique and this seemed to be an appropriate setting to do so; or they discarded all the questions they thought of answering because these appeared to be too “small.” In general, this is a recipe for, at best, a very boring life, and at worst, disaster. You will soon discover (if you haven’t already) that working on your research is the reward for all the other things you have to do in life: writing referee reports, teaching and advising, serving on various committees, etc. So first and foremost, your research has to excite you enough for it to be a treat! And what better treat than reading a good article at the same time you’re working on it?

That said, I was extremely lucky to be handed, not just one or two articles that I would have liked to read but did not exist, but a whole collection of them. When I was in my second year in the Ph.D. program, John Strauss and Duncan Thomas started to circulate, in manuscript form, their review chapter on human resources economics for the *Handbook of Development Economics*. This is a masterful survey of the literature on health, education, labor markets, and household behavior in development economics until about 1993. To a student trained in labor economics by Joshua Angrist and Stephen Pishke and in development economics by Abhijit Banerjee and Michael Kremer, it made two things very apparent: the questions could not be more important, and the answers were mostly unsatisfactory. Strauss and Thomas were very explicit about the limitations of the papers they were covering, but they had to deal with the material that was there.

For example, there were many papers regressing various outcomes (wages, fertility, children’s health) on people’s education. But while the literature in labor was full of attempts to correct for an “ability bias” that did not seem really present in rich countries, there was not a single paper doing this convincingly in the development literature, although the selection of who gets to go to school could, *prima facie*, be expected to be more severe in developing countries. There were very interesting papers showing that men and women seemed to be spending resources differently, but women who had more resources in their control were likely to live in different families, and this was not really dealt with.

This was fabulous; there seemed to be a whole field open in front of me. I just had to work my way through Strauss and Thomas’s review and identify important questions where it was possible to productively apply the methods I had just learned in labor economics (natural experiments, instrumental variables, etc.) to improve the

*“Write the book (or the article)  
that you would have liked to  
read, but you could not find.”*

answer. There was a lot of work to do, but it all seemed rather manageable: this was my “one page a day” agenda.

I was lucky again, because I was actually wrong in how easy the job was going to be, but I did not discover it till much later. I made a long list of questions to look at. I then started trying to make progress on the first one on the list, the “returns to education” question, and proceeded to look for a suitable instrument. I had decided, on *a priori* grounds, that the best instrument would be a policy that had exogenously reduced the cost of education for some people, and left it high for some (comparable) people. I had also decided that a top-down school construction program was probably a good place to start looking for such a policy, and I proceeded to search the MIT library’s collection of World Bank reports for a country that had had a big increase in school building at some recent point. I started with Indonesia. I had used Indonesian data for my (ill-fated) econometrics paper, so I had learned enough about Indonesians to know they were into large-scale policies. It turned out that they had indeed gone on a school-building spree in the 1970s, and they had done this very differentially in different regions. This was perfect for my purpose. I traced the reference for the document that said where the schools were built. All that was needed was a trip to Indonesia to copy that book, and some money to get hold of a large data set that I knew existed. Someone at the World Bank who had some money lying around was kind enough to arrange the latter, and I took the trip in a detour from India, where I was researching the software industry. When I returned to MIT in the fall, I followed the one-page-a-day principle (one regression a day) and by November the paper was written.

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## Broad versus Narrow: Research Agendas and Economists

—Raquel Fernández (New York University, CEPR, NBER, IZA and ESOP)



“What is your research agenda?” For some economists this question is met with a list of well-posed focused research questions that they have developed through the years. They are able to place their work in the context of a well-established field and to thoroughly describe how each of their

papers contributed to advancing specific knowledge in that particular area. For others, myself included, this question triggers a slight elevation in both heartbeat and blood pressure—a small alarm bell warning of at least some uncertainty (defensiveness?) as to how to respond.

Yet respond we often must, especially the vast majority of assistant professors seeking tenure or indeed any economist who seeks to be identified one day as being the “best in her field”. The consequences of not being able to produce a research statement that shows depth in a field are clear: at tenure time it will be difficult to obtain recommendation letters from individuals who have read the one’s entire body of work; the impact of one’s work is mitigated by its dispersion; name recognition and seminar invitations will be lower; and, worst of all for tenure prospects, future job offers, and one’s overall salary profile, the probability of receiving the magical statement “she is the best in her cohort in field x” plummets.

Less obvious costs, but just as important, are the significant barriers to entry that exist across disciplines and the discomfort often felt with work that doesn’t respect field boundaries. These costs could be merely annoying, such as mastering the new terminology and jargon associated with each field or persuading conference organizers that, yes, one’s paper is relevant to their area. Potentially more daunting costs include being asked to satisfy a gamut of referees who, as experts on very different parts of a single paper that straddles more than one area or methodology (e.g., micro/macro, theory/empirics, etc.), have very different and often conflicting views about what matters.

The benefits of not being constrained to a given subfield of research are also large, however. Economics, unified by a similar approach to all questions and with little field-specific knowledge to master, is one of the few remaining professions in which one can wander around intellectually and still arrive at the research frontier in different areas in relatively short time. For those individuals whose research interests evolve in a non-linear fashion, this feature of our discipline constitutes one of the main attractions of being an economist.<sup>1</sup>

There are also more objective benefits from a broader research agenda. Working in diverse areas may make it easier to approach questions with a fresh eye. The accepted assumptions in a field have had less of a chance to become second-nature and thus they are easier to question, ignore, or discard though one may often find oneself laboriously rediscovering why they existed in the first place. Insights and methods obtained from working on problems from different fields can shed light on other questions, and having a greater breadth of knowledge may facilitate the recognition of those “serendipitous moments” that lie behind many innovations. One will find it easier to interact productively with a wider array of individuals, including with those who, although they work in the same field, no longer communicate with one another—a consequence of having staked out very different positions or methodologies. Even in terms of participating in policy work, there are many rewards from breadth. While lacking clear expertise in any given issue may decrease the likelihood that one will be called upon to perform, for example, as an expert witness before Congress, that same breadth makes one more suited and more comfortable with the diverse challenges faced by a body such as the Council of Economic Advisors or from being the Chief Economist of a region in an international organization.

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<sup>1</sup> For a lovely statement of the many pleasures of not being constrained to a given research area as well as an abundance of good advice, see Dixit (1998).

## Choosing and Pursuing Unusual Research Topics

—Muriel Niederle<sup>1</sup> (Stanford University and NBER)



One of the most important and maybe hardest decisions in one's career is to pick a topic on which to write a paper, and especially a job market paper. Should one write papers on many topics or rather focus on a select few? Should the topic be mainstream or can it be very unusual? Should the

paper show off one's strength and capacity to do the "heavy lifting"? Should the paper be single-authored?

While these are good questions, there is not a single answer. I can only tell you about my experience. Before I tell you about my path let me say what it is I do. I work on experimental economics, most notably gender differences in competition. I also work on matching and market design. I have helped redesign the market for new Gastroenterologists, and helped introduce the signaling mechanism used by the American Economic Association for economists on the market.

My most important criterion is whether I enjoy the topic and work in the first place. Whatever we choose to work on, we spend a lot of time on it, and if we don't enjoy it, it may become painful, if not disastrous, since we can't focus on it. I cannot imagine working on something I do not care about. However, sometimes, the more I learn about a topic the more I get interested in it, so I try to keep an open mind to new ideas as much as possible.

As a graduate student, and still today, I was interested in understanding what gets people motivated and what drives phenomena we can observe in the world. I am especially interested in human interactions, what determines choices and what confines them. Because of that interest, I decided in my first year as a graduate student in Harvard to take a class in social psychology. I was very interested in behavioral economics, so I thought I better know what the psychologists have to say. This was very helpful in providing me with lots of ideas. Psychologists have their

own questions and often very clever experimental designs (though often less clever theories). And while it is perfectly fine to receive research ideas from reading papers, I tend to get them through other channels. So, influenced by my psychology class, I found an idea.

Unfortunately, just because I find something interesting, doesn't always mean that others find it interesting. When we work on mainstream areas this may be an easy hurdle to pass. After all, if X papers are published on a topic in recent years, it can hardly be because no one finds it interesting. It may be harder to gauge the general interest with a new topic. A first thing to ask is: Is it important? Will the paper help change the way in which we understand a certain phenomenon? Will it have broader implications? A second important and useful tool, especially as graduate students: Talk to your advisors and your friends in other fields. My advisor was a bit skeptical about my job market paper idea. He thought I wouldn't find anything, though he was very supportive once I decided to work on it. I always tell this story to my students: I may not have the same intuition about what to expect, and often the research is only interesting if there is an effect. So, take your advisor's concern seriously, but in the end, it is your paper. I also talked a lot to my friends in other fields. Once I got my macroeconomics and international trade friends excited, I knew I had something interesting, something where most likely my audience wouldn't fall asleep.

So, I had my interesting if also maybe quite unusual research topic: An experiment on gender differences in competitive performance. As if being an experimental economist wasn't unusual enough...

Would an experiment on gender differences be able to turn into a good job market paper? Common advice is that a job market paper should show off one's skills, be in a way as technical as possible. As such, the "ideal" job market paper would be in a well-researched area, where it is clear that the contribution is difficult, and the additional insight can easily be judged. Unfortunately, this also often makes for sometimes quite

<sup>1</sup> <http://www.stanford.edu/~niederle>

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## Unusual Topics continued from page 7

boring job talks—unless one enjoys watching someone flex muscles. On the other hand, with an unusual research topic, and using unusual techniques, it becomes especially important to show in the analysis and execution as much “brain and spark” as possible, since it’s harder to show off muscles. If a paper follows well-known research areas, assumptions may be easily justified if they are made by the whole literature. By having a job market paper on an experiment on gender differences in competition, I had to be prepared to convince my audience not only that I was following “industry” standards, but also that the whole approach of using experiments is interesting and appropriate.

When I saw job market presentations of my friends I was often a little humbled by all their muscle flexing. Here I was with my experiment that, once you have seen it, you could redo very easily. However, as I saw how interested people were, and how some control treatments would not have made it into the paper if others had tried to write a similar one, I could take comfort that, indeed, I knew a little something as well ☺ The advantage of my job market paper, in return, was that I never got tired of presenting it. A lively audience makes for much more interesting talks.

So, in a way, the two approaches to job market papers (and research agendas in general) can be summarized the following way: You can either be a sprinter, showing your muscles, and in an area where many people follow similar paths you are able to outrun many of them. Or you can try to be someone who finds their own route through the economics-free wilderness, exploring new areas. The latter will keep your audience awake—though of course it’s better to go exploring in interesting places. However, the latter will also make it more difficult to judge your skills, since many may not see through all the intricacies of your paper, or be able to judge the skills that you do show. It may also be that simple techniques are the right ones for the question at hand. You may also have to go the extra mile to justify your approach, and explain why the area you are exploring is interesting, compared to the well-trodden path.

However, a single paper is not a research agenda. While I think that my job market paper would have generated substantial interest anyway, I feel interest increased because I continued working on it. After all, if I were not interested in pursuing this new line of work, how could I be sure others would be? And, more importantly, I still had many questions I wanted to pursue, and so I have been working on topics related to gender and competition since graduate school. I tested whether performance differences can account for differences in choices of compensation scheme (no) and the role of beliefs on relative ability (very important). Then I asked how these beliefs change. Why is it that women are less confident than men? And there are still many questions.

Can we see the same phenomena in the field? Does the measure of “competitiveness” correlate with other traits and economic outcomes?

Pursuing such an unusual line of work that has been picked up by others has been very good for my career and also very rewarding. I really care to know how to help more women be good economists, for example, so that what I experience daily on the third floor in the economics department at Stanford, being almost surrounded by female faculty, shouldn’t remain as unusual as it is.

I have a more standard line of work as well, because at times I want to do things that aren’t that entrenched in the gender agenda. I work on market design, more specifically matching markets. I guess my “standard” topic turned out not to be that standard either. When I was on the job market, the second year courses I was happy to teach were Experimental Economics and Market Design. Most universities offered neither of these courses (which has luckily slowly been changing). While market design isn’t mainstream, the questions I study are, or at least should be: How do people get their jobs? Where and on what terms? How does the selection mechanism work? What can be done to reduce certain inefficiencies? The field of Matching in Market Design has turned mainstream thanks to my advisor, Al Roth. He did it by continuously writing papers in that area, which for years, while well published, didn’t generate a large following. Eventually it took off and now it’s less unusual to work on matching. An unusual feature about that line of work, driven probably also largely by the fact how Al does his research, is that any research method goes. What is important is the question. Theory, experiments, field data and simulations are all used and when combined, they deliver much more powerful arguments. Every year, when we invite job market candidates, I am reminded how unusual it is for the work of economists to be centered around a question as opposed to a method. And every year I realize how lucky I am, that with my method being experimental economics, and experimenters being open minded, it is perfectly fine that only a bit more than half of my papers fall into that category.

So, coming up with a research area may be hard. I recently met a friend with whom I got my Master’s degree in Mathematics in Vienna and told her about my gender work. She said she wasn’t surprised, that I was always interested in why people did certain things, what made them choose to get a masters in math compared to one that only allows one to teach math in school (the choice that many of the few female students made). I certainly hadn’t expected to turn into an economist, and at times it is still funny to be a woman studying gender: how clichéd, in a way. But well, I am interested in the topic and who else should do it? As for my interest in matching, well, I had early on done some



work on comparing market institutions. In my fourth year in graduate school, Al Roth and Paul Milgrom taught a market design course and since then I was hooked.

One aspect of my work that I find very important is that it is interesting not only to others in the same field. In fact, one of the main reasons why I stopped with math is that I wanted to be able to tell others what I do. Furthermore, especially the work on market design has found many real applications. I was actually able to participate in designing markets! I try to not just work in economics, but actually do it and apply my work to help others, which I find very rewarding.

This brings me to the last question I often receive: How about working with co-authors or advisors? Doesn't one's contribution get diluted? I have co-authored throughout my career. My job market paper is joint with Uri Gneezy and Aldo Rustichini, both accomplished economists when I was still just a graduate student. However, it is maybe not advisable to have a job market paper joint with your advisor. As long as the talk makes clear that the topic is (also) your research topic and you master it, I don't think it is a problem to have co-authors. Furthermore, I really enjoy working with others: it is more fun and the papers are often better. I was fortunate to have found really good co-authors. On gender I work a lot with Lise Vesterlund. And working with my advisor Al on matching was one of the most rewarding co-author experiences I have ever had.

Working with your advisor, while it may be clear who does the leg work, can be a great learning experience, so I would advise you to do it. I certainly enjoyed it. When people worry that their coauthor won't contribute enough I often tell them: "Even if the other person only does a third of the work, it is still a third you don't have to do and the remaining two thirds may come easier as you always have someone you can bother to talk about your paper" (though maybe it won't turn into a long-lasting co-authorship). Isn't it important to have a solo-authored paper? So far in my career I wrote only one, everything else is coauthored, though in different areas and with different people. It is important for me to talk to people and exchange ideas. And while some people worry their ideas may get stolen, well, it happens, very rarely though. However, talking with others, for me, definitely beats sitting alone in my office all the time.

Were there any surprises as I turned from being a graduate student to a faculty member? Teaching is fun, though sometimes more work than I expected. Maybe the biggest surprise was that I really enjoy talking to graduate students and working with them, they also make great coffee partners who are happy to listen to what I work on 😊

In closing, as a final piece of advice, I guess anything goes, as long as you can justify that it is economics. Just

make sure your heart is in it, so you have fun and enjoy the process. If you want to make your new area successful it may be important to stick to it (unless it's hopelessly dead). If it's not worth pursuing it further for you, chances are it won't be worth it for others either. It is in this way that I wrote more papers on Gastro-economics than I ever thought I would: maybe I should have chosen my first matching question more carefully 😊 Finally, remember, as my advisor once told me: it is a marathon, not a sprint. And also, keep in mind: write, rewrite and resubmit, never tire, never quit. Just make sure you have fun along the way!

## Broad versus Narrow continued from page 6

Ultimately, the sign attached to a cost-benefit analysis of a broad versus narrow research agenda depends mostly on one's personality. If a significant attraction of being an economist is the ease with which one can transport one's toolkit and curiosity across fields, then the professional costs of doing so will seem less important than foregoing the intellectual pleasures that this "amateurishness" reaps. Do women face a different trade-off in their optimal choice of breadth? It isn't obvious whether they do except to the extent that they face a greater requirement to re-establish their intellectual "credentials" as they move across research areas, especially those more dominated by an older, more sexist, mentality.

Somewhat independently of the question of the optimal breadth in economics is the issue of breadth in economics. In this sphere, I am less inclined to regard breadth as a matter of personal taste and see it more as a requirement. Understanding some of the basics about current research across several fields in economics should be an important part of belonging to an economics department and indeed to the profession. While it is true that some departments can (and do) operate by allowing decisions such as hiring or tenure to be made solely by people within a subdiscipline, this renders those outcomes more vulnerable to influence by a few individuals or to infelicitous idiosyncrasies in the manner in which a particular area has evolved. As economists we are, after all, well aware of the existence of aggregate budget constraints in the allocation of a variety of rewards (e.g., positions, raises, prizes, prestigious editorships, or scarce journal space) and these allocations should mostly be accomplished by persuading others of their relative intellectual worth. Doing this becomes an easier task, and less open to other influences, the greater is the common knowledge we share as economists.

## Bell Award Winner continued from page 1

Committee on the Status of Women in the Economics Profession (CSWEP) on Friday, January 7, 2011.

Elizabeth (Betsy) Hoffman is currently Executive Vice President and Provost at Iowa State University. Previously, she was President of the University of Colorado System. She has been an accomplished university administrator, faculty member, and researcher over a career spanning more than 40 years.

Betsy served as provost and vice chancellor for academic affairs at the University of Illinois at Chicago (UIC), where she also held concurrent academic appointments as professor of economics, history, political science and psychology, as well as professor in the Institute of Government and Public Affairs.

Dr. Hoffman joined UIC after serving as dean of the College of Liberal Arts and Sciences at Iowa State University. Before moving to Iowa State in 1993, she held academic and administrative positions at the University of Florida, Northwestern University, Purdue University, the University of Wyoming and the University of Arizona.

She is currently on the Boards of Marsico Capital Management, Smith College, the Association of Universities for Research in Astronomy, and the Science Center of Iowa. In 2002, she was nominated by President Bush, and confirmed by the U.S. Senate, to serve as a member of the National Science Board (NSB). In that capacity, she chaired the Education and Human Resources Committee from 2004 until 2008. Her term ended in May, 2008, but she continues to serve as an NSB Consultant.

From 1988 to 1993 she served on the CSWEP Board and was Chair from 1991–1993. She participated in the COFFEE and CEMENT mentoring programs and is currently working with four members of the CEMENT group.

Over her career, Betsy has served on more than 20 boards, including the Board of Directors of Target Corporation and the Space Telescope Institute Council, which oversees the management of the Hubble Space Telescope. She has also served as a formal or informal mentor to many young women and men in economics as well as other fields and professions. She earned a doctorate in history from the University of Pennsylvania in 1972 and a second doctorate in economics from California Institute of Technology in 1979. She received a bachelor's degree in history from Smith College in 1968 and a master's degree in history from the University of Pennsylvania in 1969.

## The Right Questions continued from page 5

I found out later, of course, that research is usually much bumpier than that, and things don't usually work out quite so simply. I also learned that the Indonesian case was unusual, and there is not a natural experiment for every question you want to ask. Governments haven't always nicely implemented some large-scale policy in a way that makes it possible to look at its effects. There were still a number of these large-scale policies to look at, so at this point I could have decided to reverse the order of priorities, and search around for policies that could be evaluated. But I was too committed to my brother's second principle, and to the list of questions that I had written out after reading Strauss and Thomas's chapter, to which I had been continuing to add new ones in other domains. (What is the effect of microcredit on welfare? Why are people not using fertilizer even when it is very cheap?)

This is why RCT imposed itself as a very natural next step. With RCT, we do not need to wait for a government to implement a program in a sufficiently quirky way to try and answer our questions. All we need is a partner willing to work with us: it can be an NGO that is already implementing a similar program, willing to randomize its allocation in a new area; or it could be an organization open to try out something entirely new. This of course takes work. Each experiment requires much more effort than it takes to download a data set. But the reward is that the substantial agenda, the real question, can now be main driving force behind the projects we choose.

Of course, I continue to exploit natural experiments when they present the key to questions I want to answer. But in the meantime, RCT gives me much more freedom to write the books that I would like to read, but are not written yet.

Because I rely mostly on RCT in my research, and because I have contributed, with Abhijit Banerjee and Rachel Glennerster, to setting up and nurturing the growth of the Abdul Latif Jameel Poverty Action Lab, RCT itself has started to be seen as my research agenda. But I am not an experimentalist or an econometrician: I love RCT, I am interested to push the method as far as it will go, and I am very happy to see it adopted widely and in new and interesting ways by many researchers. But what drives me remain simple questions: what makes poor people tick, what keeps them stuck, and how economic policy can help them? This is what helps me get out of bed, even when I am jetlagged and feeling quite sorry for myself.

### Data on Women Economists

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

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

Figure 1 and Table 1 summarize the trends in women’s representation in Ph.D. granting departments over the past decade data for and Table 3 shows faculty and student data for 2010. Figure 1 and Table 1 have a “pipeline” label as they show the progression of women through the ranks from newly minted Ph.D.s to tenured full professors. The fraction of first-year Ph.D. students, ABDs, and newly completed Ph.D.s in all Ph.D. granting departments who are women is about one-third. The ABD fraction increased slightly

between 2009 and 2010 to a new high. Assuming about 5 years to complete a doctorate in economics this suggests that on average the pipeline is not very leaky at least through completion of the doctorate. However, the figures for women at top ten or twenty Ph.D. granting departments are less encouraging.<sup>1</sup> The fraction of first-year Ph.D. and ABD students and the fraction of new Ph.D.s who are women at top twenty Ph.D. granting departments are at least 5 percentage points lower than the corresponding figure for all Ph.D. granting departments.

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

Computations based on figures in Table 2 shows that for 2010 about 60 percent of female and male job-seekers

continued on next page

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

### Bennet Prize Winner continued from page 1

Economics Profession (CSWEP) on Friday, January 7, 2011 in Denver.

Professor Field, an Associate Professor of Economics at Harvard University, is a development economist. She has done creative and convincing empirical work on a wide range of issues that affect the prospects for economic growth in developing nations. In carrying out her research, she has examined public policies in many different nations. She has, for example, documented the long-term effects of iodine deficiencies on educational attainment by studying a program of iodine supplement distribution in Tanzania. She has studied the impact of land tenancy reform on labor supply by investigating a program of land entitlements for urban squatters in Peru. Erica has studied household bargaining over family size by analyzing a program of

contraceptive distribution in Zambia. She has displayed great facility in working with data sets that span both field and “natural” policy-based experiments, collaborating with a variety of co-authors to study economic behavior across a broad spectrum of institutional settings.

Professor Field received her Ph.D. from Princeton University in 2003. She is a Faculty Research Fellow at the National Bureau of Economic Research, a research affiliate of the Bureau for Research in Economic Analysis of Development, and a member of the Jameel Poverty Action Lab at MIT. She has been a National Fellow at the Hoover Institution, a visitor at the Institute for Advanced Study at Princeton, and a Robert Wood Johnson Post-Doctoral Research Fellow in Health Policy. She received her B.A. in Economics and Latin American Studies from Vassar College.

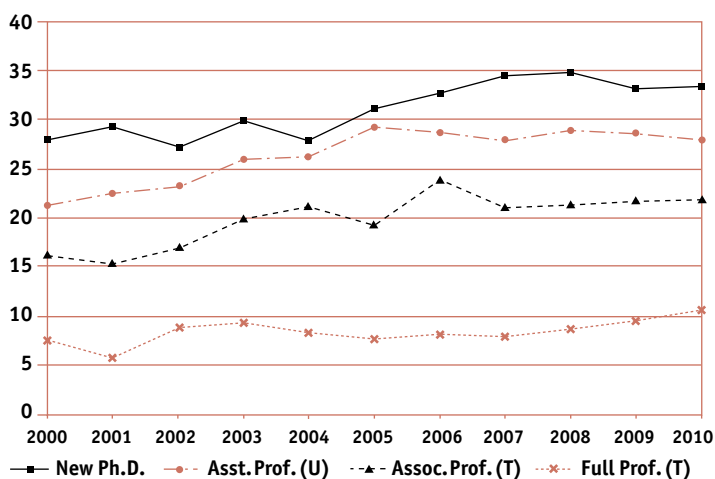
obtained an academic position. Among those who did not graduate from a top 20 department, women were much less likely than men to obtain an academic position in a U.S. Ph.D. granting department (13.5 percent vs. 21.1 percent). In 2010, about 29 percent of all doctorates granted to women were to women from a top twenty department and about 33 percent of all doctorates. While the pipeline is not leaky through completion of the Ph.D., this suggests that there will be proportionately fewer female (than male) role-models and mentors in Ph.D. granting departments in the future.

The CSWEP survey also includes information on non-tenure track faculty. As seen in Table 3, this category is disproportionately female in 2010. Among all Ph.D. granting

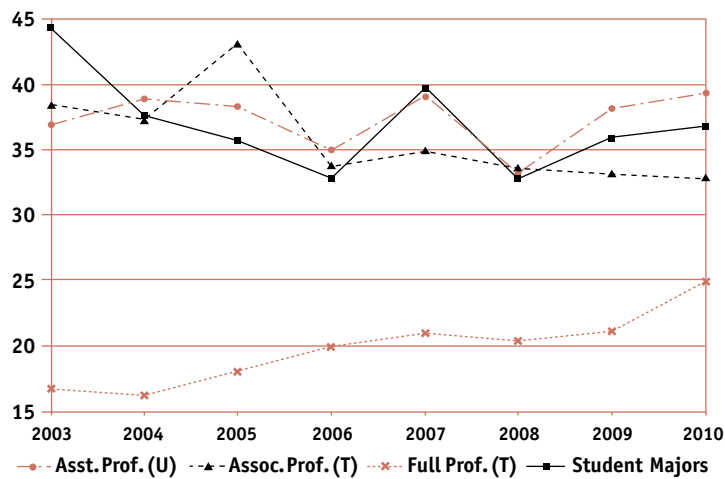
economics departments in the United States, the female share of non-tenure track faculty is approximately double that for the female share of all tenured/tenure track faculty (33.0 versus 17.5 percent). Table 4 shows that the percentages for liberal arts departments are much closer at 40.2 percent vs. 30.7 percent.

This is the second year Ph.D. granting departments were queried about the number of male versus female undergraduate Senior economics majors. This question showed the same sort of differences as last year. 30.6 percent of all Senior majors at Ph.D. granting schools are female (Table 3). The comparable figure for top 10 departments is 38.4 percent; for top 11–20 departments is 32.8 percent, and for our

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



**Figure 2: Percentage of Economists in the Pipeline Who Are Female—Liberal Arts Departments**



**Table 1: The Percentage of Economists in the Pipeline Who Are Female, 1997–2010**

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

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

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

**Table 2: Job Market Employment Share by Gender 2010\***

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

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

liberal arts schools department sample is 36.8 percent (Table 4). (The item response rates for all surveyed Ph.D. granting departments, top 10 departments, top 11–20 departments, and liberal arts school departments are 80.2 percent, 90.9 percent, 80.0 percent, and 60.9 percent, respectively.)

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

## The Committee’s Recent Activities

### On-going Activities

One of CSWEP’s major activities is the production of our thrice-yearly newsletter. The titles for special topics covered this past year in the newsletter were: “On Becoming a Public Economist,” “Boundary Conditions,” and “Academic Women and Shrinking State Budgets.” In addition to reporting on the annual survey of departments, the Winter newsletter, co-edited by Amy Schwartz, included articles on being a “public” economist, such as being a media guru, blogging, and educating the public. Kaye Husbands Fealing co-edited the Spring Newsletter that included articles on the challenges and benefits from conducting interdisciplinary

research and an interview with the 2009 Carolyn Shaw Bell winner Elizabeth Bailey. The Fall newsletter was co-edited by Ron Oaxaca and featured a discussion how the status of female academics might be impacted by the decline in state budgets. This issue also included a continuation of our popular top ten series with “Top Ten Questions for Tenure.” These newsletters would not be possible without the tireless efforts of Deborah Barbezat. Her duties will be taken over by new Board member Madeline Zavodny.

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

CSWEP’s business meeting at the American Economic Association Annual Meeting in Denver in January of 2011 was again a luncheon event. At the business meeting Barbara Fraumeni presented results on the annual department survey and summarized CSWEP activities over the past year. During this meeting, the Carolyn Shaw Bell Award was presented to Betsey Hoffman of Iowa State University. The Carolyn Shaw Bell award is given annually to a woman who has furthered the status of women in the economics profession through her example, achievements, contributions to increasing our understanding of how women can advance through the economics profession, and mentoring of other women. The Chair would like to thank Amy Schwartz, Susan Averett and Rohini Pande for all their work on this award committee. The 2010 winner of the Elaine Bennett Research Prize is Erica Field of Harvard University. This

**Table 3: Percentage Female for Ph.D. granting Economics Departments 2010 (121 institutions\*)**

Faculty Composition (2010–2011 Academic Year)	Women	Men	Percentage Female
<b>Assistant Professor</b>	<b>209</b>	<b>543</b>	<b>27.8%</b>
Untenured	201	522	27.8%
Tenured	8	21	27.6%
<b>Associate Professor</b>	<b>134</b>	<b>456</b>	<b>22.7%</b>
Untenured	15	29	34.1%
Tenured	119	427	21.8%
<b>Full Professor</b>	<b>171</b>	<b>1,423</b>	<b>10.7%</b>
Untenured	0	2	0.0%
Tenured	171	1,421	10.7%
<b>All tenured/tenure track</b>	<b>514</b>	<b>2,422</b>	<b>17.5%</b>
<b>Other (non-tenure track)</b>	<b>186</b>	<b>377</b>	<b>33.0%</b>
<b>All faculty</b>	<b>700</b>	<b>2,799</b>	<b>20.0%</b>
Students	Women	Men	Percentage Female
<b>Ph.D. Students (2010–2011 Academic Year)</b>			
First-year Ph.D. students	532	1,126	32.1%
ABD students	1,306	2,518	34.2%
Ph.D. granted (2009–2010 Academic Year)	314	630	33.3%
<b>Ph.D. Job Market (2009–2010 Academic Year)</b>			
<b>U.S. based job</b>	<b>186</b>	<b>324</b>	<b>36.5%</b>
Academic,			
Ph.D.-granting department	69	155	30.8%
Academic, Other	52	62	45.6%
Public sector	30	63	32.3%
Private sector	35	44	44.3%
<b>Foreign Job obtained</b>	<b>93</b>	<b>214</b>	<b>30.3%</b>
Academic	68	147	31.6%
Nonacademic	25	67	27.2%
<b>No job found</b>	<b>29</b>	<b>47</b>	<b>38.2%</b>
<b>Number on Job Market</b>	<b>308</b>	<b>585</b>	<b>34.5%</b>
<b>Undergraduate Senior Majors (2009–2010)</b>	<b>6,098</b>	<b>13,979</b>	<b>30.4%</b>

Note: ABD indicates students who have completed “all but dissertation.”  
 \*118 of 121 departments answered at least the faculty questions. Data on faculty for these three institutions was collected from the web. Only five of the 118 responded only to the faculty questions. 96 schools answered the undergraduate Senior majors question.

**Table 4: Percentage Female for Economics Departments in Liberal Arts Institutions 2010**

97 (of 151) responding institutions

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

prize was established in 1998 to recognize and honor outstanding research in any field of economics by a woman at the beginning of her career. Both female winners of the John Bates Clark medal: Susan Athey and Esther Duflo, previously won the Bennett Research prize. The Chair thanks Nancy Rose, Katherine Shaw, and Marianne Bertrand for their service on the Bennett Prize award committee.

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

CSWEP’s regional representatives organized sessions at each of the regional association meetings—including the Eastern, Southern, Midwest, and Western Economic Association. Our thanks go to Kaye Husbands Fealing (Midwest), Susan Averett (Eastern), Julie Hotchkiss (Southern)

and Jenifer Imazeki (Western), for their excellent programs and efforts to help women economists in their regions maintain and increase their professional networks. Abstracts of the papers presented at these association meetings are presented in the newsletters each year.

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

### Additional Words of Thanks

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

—Barbara M. Fraumeni, Chair

## CSWEP Sponsored Sessions at the Midwest Economic Association Annual Meeting

March 18–20, 2011, Hilton St. Louis at the Ballpark, St. Louis, MO

Visit the MEA at their website: <http://web.grinnell.edu/mea>

### Session 5E Financial Markets and Currency

Organized by Kaye Husbands Fealing, University of Minnesota

**Chair:** TBA

*Interrupted: Job Interruptions and Their Effects on the Gender-Wage Gap*, Jill Kearns (East Tennessee State University)

*The Informational Content of the Volatility Index (VIX) in Ultra-high Frequency Domain*, Inna Khagleeva (University of Illinois–Chicago)

*Empirical Investigation of Currency Crises*, Sheida Teimouri (West Virginia University)

*The Demand for Money in Iran Using Flexible Functional Form*, Hajar Aghababa (University of Kansas)

### Session 6F Perspectives on Gender and Family: Session in Honor of Marianne A. Ferber

Organized by Anne E. Winkler, University of Missouri–St. Louis

**Chair:** Anne E. Winkler, University of Missouri–St. Louis  
*Specialization and the Division of Labor in Families*, Robert A. Pollak (Washington University)

*Gender and the Economics of Care*, Julie A. Nelson (University of Massachusetts–Boston)

*Queering Economics*, Robin L. Bartlett (Denison University)

*Gender, Source Country Characteristics, and Labor Market Assimilation Among Immigrants*, Francine D. Blau (Cornell University)

### CSWEP Luncheon

### Session 7G Labor Market Differentials and Outcomes

Organized by Kaye Husbands Fealing (University of Minnesota)

**Chair:** Kaye Husbands Fealing (University of Minnesota)

*The Effect of Time Use in Explaining Male-Female Productivity Differences Among Economists*, Colleen Manchester (University of Minnesota) and Debra Barbzat (Colby College)

*The Impact of Affirmative Action on the Employment of Minorities and Women Over Three Decades: 1973–2003*, Fidan Ana Kurtulus (University of Massachusetts)

*Market and Non-Market Child Labor in Rural India: Role of Mother's Labor Force Participation*, Sharmistha Self (Missouri State University)

### Calls for Papers and Abstracts

## Southern Economic Association Meeting Call for Papers

**November 19-21, 2011, Washington Marriott Wardman Park, Washington, DC**

One or two sessions are available for persons submitting an entire session (3 or 4 papers) or a complete panel on a specific topic in any area in economics. The organizer should prepare a proposal for a panel (including chair and participants) or session (including chair, abstracts, and discussants) and submit by e-mail before **April 2, 2010**.

One or two additional sessions will be organized by the Southern Representative. Abstracts for papers in the topic areas of gender, health economics, labor economics, and urban/regional are particularly solicited, but abstracts in other areas will be accepted by e-mail by April 1, 2011. Abstracts should be approximately one page in length and include paper title, names of authors, affiliation and rank, and e-mail contact information as well as mailing address.

All information should be e-mailed to:

Shelley White-Means  
Professor of Health Economics  
Director, Consortium for Health Education, Economic Empowerment and Research (CHEER)  
NCMHD Exploratory Center of Excellence in Health Disparities  
University of Tennessee Health Science Center  
66 N. Pauline, Suite 316  
Memphis, TN 38105  
e-mail: [swhiteme@uthsc.edu](mailto:swhiteme@uthsc.edu)  
phone: (901) 448-1915  
Fax: (901) 448-1640

## AEASat Call for Papers

The Committee on Economic Statistics of the American Economic Association (AEASat) will sponsor three sessions on economic measurement at the January 2012 AEA meetings to be held in Chicago IL. The Committee welcomes both submissions of individual paper and proposals for sessions of three or four papers. The Committee is particularly interested in receiving submissions concerning economic measurement relating to the ongoing economic slump, the housing market, integrating real and financial sectors in the national accounts, and the data requirements for carrying out and evaluating the recent financial reform legislation. The Committee is also interested in papers related to measurement of the health sector and issues relating to the data requirements for implementing and evaluating the recent health reform legislation. One of the three sessions organized by the Committee will be published in the AER Papers and Proceedings volume. Abstracts for individual papers or for the papers to be included in a proposed session should be submitted no later than **April 15, 2011** to Robert Feenstra and Alan Krueger, co-chairs, Committee on Economic Statistics, [aea-stat@umich.edu](mailto:aea-stat@umich.edu). Submissions should be PDF files and include name, institutional affiliation, and email address of all participants.

## CeMENT Regional

### MENTORING EVENT

**November 17 & 18!**

There will be a regional Mentoring event in conjunction with the Southern Economics Association meetings November 19–21, 2011 in Washington, D.C. Current plans are to start the workshop by early afternoon on November 17 and end around 5:00 on the 18th. There will be a national event in 2012.

Watch our website for upcoming announcements of deadlines!



## CSWEP Sessions at the 2010 AEA Annual Meeting

Sessions Summaries from the 2011 AEA Annual Meeting January 7–9, 2011 will be posted as soon as possible to the “Session Summaries” page at: [http://cswep.org/session\\_summaries.htm](http://cswep.org/session_summaries.htm)

## CSWEP Sponsored Sessions at the Eastern Economic Association Meeting

Sessions Summaries from the 2011 Annual Meeting February 25–27, 2011 EEA Annual Meeting will be posted as soon as possible to the “Session Summaries” page at: [http://cswep.org/session\\_summaries.htm](http://cswep.org/session_summaries.htm)

## CSWEP Sessions at the Southern Economic Association Meeting

Visit the CSWEP website for a description of the session papers on the “Session Summaries” page at: [http://cswep.org/session\\_summaries.htm](http://cswep.org/session_summaries.htm)

## Two CSWEP sponsored sessions will be published in the May *American Economic Review* 2011 Papers and Proceedings

### New Developments in Housing Research

*Does Cleaning Up Contaminated Sites Raise Housing Prices?* Shanti Gamper-Rabindran (University of Pittsburgh) and Chris Timmins (Duke University)

*Owner-Occupied Housing: Life-cycle Implications for the Household Portfolio*, Marjorie Flavin (University of California, San Diego) and Takashi Yamashita (Nova Southeastern University)

*Housing Prices and Divorce*, Purvi Sevak (Hunter College) and Martin Farnham (University of Victoria)

*Estimating the Willingness-to-Pay to Avoid Violent Crime: A Dynamic Approach*, Kelly Bishop and Alvin Murphy (Washington University in St. Louis)

### Gender Gaps in Families, Health Care and Industry

*Have Gender Gaps in Access and Affordability of Health Care Narrowed Under Health Reform in Massachusetts?* Sharon K. Long and Karen Stockley (Urban Institute)

*Compensating Differentials for Sexual Harassment*, Joni Hersch (Vanderbilt University)

*Shattering the Glass Ceiling: Gender Spillovers in Corporate Leadership*, David Matsa (Northwestern University) and Amalia Miller (University of Virginia)

*International Migration, Spousal Control, and Gender Discrimination in the Intrahousehold Allocation of Resources*, Francisca Antman (University of Colorado at Boulder)

See the TOP TEN Lists on the CSWEP web page.

Topics include **TENURE** review,

**MENTORING, PRESENTATIONS, NETWORKING,**

and dealing with **EDITORS and REFEREES.**

## Call for Nominations

### 2011 Carolyn Shaw Bell Award

The Carolyn Shaw Bell Award was created in January 1998 as part of the 25th 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. (To read a short biography of Carolyn Shaw Bell, see our Winter 2005 CSWEP Newsletter.) The Carolyn Shaw Bell Award ("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. All nominations should include a nomination letter, updated CV and two or more supporting letters, preferably at least one from a mentee.

Inquiries, nominations and donations may be sent to:

Barbara Fraumeni, CSWEP Chair  
Muskie School of Public Service  
University of Southern Maine  
P.O. Box 9300  
Wishcamper Center  
Portland, ME 04104-9300  
cswep@usm.maine.edu

**Closing date for nominations for the 2011 award is September 15, 2011.**

Do you want to know which business schools provide the greatest

**OPPORTUNITY FOR WOMEN**

or are the most

**FAMILY FRIENDLY?**

Check out the Princeton reviews at:

<http://www.princetonreview.com/business-school-rankings.aspx>

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*are the reason CSWEP can offer MENTORING, AWARDS to recognize women in economics, summer economic FELLOWSHIPS, informative NEWSLETTERS which keep you in touch with women in economics!*

**PLEASE DONATE!**

**Check out our**

👉 **ONLINE HYPERLINKED** 👈

**Newsletter which can be emailed to you as a condensed pdf!**

Already a CSWEP Associate? **CONSIDER JOINING THE AMERICAN ECONOMIC ASSOCIATION.** CSWEP is a subcommittee of the AEA, which subsidizes many of our activities. In addition to all the perks associated with AEA membership, part of your dues will help to support CSWEP-sponsored programs, like the mentoring program. To join, go to <http://www.aeaweb.org>.

## BRAG BOX

*"We need every day to herald some woman's achievements... go ahead and boast!"*  
—Carolyn Shaw Bell

Professor **Karine Moe** has received an endowed chair making her the F.R. Bigelow Professor of Economics at Macalester College.

The U.S. Commerce Department announced February 3 that **Becky Blank** has been appointed its Acting Deputy Secretary. Becky, who is currently the Under Secretary for Economic Affairs, was formerly a CSWEP Chair. In her new, temporary role, she will focus on matters of management and policy for the department's 12 bureaus, functioning as Commerce's chief operating officer.

Be sure to Note!: Session 6F of the Midwest Regional Meetings, "Perspectives on Gender and Family" is a CSWEP Sponsored Session in Honor of **Marianne A. Ferber!**

**Deborah A. Freund** was appointed President of Claremont Graduate University on November 15, 2010.

# It is time to RENEW!

Please remember to renew your membership for the 2011 year.

One-third of the CSWEP budget comes from donations.



## Committee on the Status of Women in the Economics Profession

### HOW TO RENEW/BECOME A CSWEP ASSOCIATE

CSWEP is a subcommittee of the AEA, charged with addressing the status of women in the economics profession. It publishes a three-times-a-year newsletter that examines issues such as how to get papers published, how to get on the AEA program, how to network, working with graduate students, and family leave policies. CSWEP also organizes sessions at the annual meetings of the AEA and the regional economics associations, runs mentoring workshops, and publishes an annual report on the status of women in the economics profession.

CSWEP depends on the generosity of its associates to continue its activities. If you are already a CSWEP associate and have not sent in your donation for the current year (January 1, 2011–December 31, 2011) we urge you to renew your status. All donations are tax-deductible. If CSWEP is new to you, please explore our website, [www.cswep.org](http://www.cswep.org) to learn more about us.

**Students receive free complimentary CSWEP associate status. Just indicate your student status below.**

Thank you!

If you wish to renew/become an associate of CSWEP you have two options:

#### OPTION 1: ONLINE PAYMENT

Use the membership portal at <http://www.cswep.org> and click on **Join CSWEP** or **Renew Membership** on the right hand menu. It's quick, convenient and secure. We accept Mastercard, Visa and American Express.

#### OPTION 2: MAIL

If paying by check or if you are a student, please send your donation to:

CSWEP Membership  
c/o Barbara Fraumeni  
University of Southern Maine  
Muskie School  
PO Box 9300  
Portland, ME 04104-9300  
(Please make check payable to CSWEP Membership)

NAME: \_\_\_\_\_

MAILING ADDRESS: \_\_\_\_\_

CITY, STATE, ZIP: \_\_\_\_\_

E-MAIL ADDRESS: \_\_\_\_\_

Please supply your email address which will enable us to deliver your CSWEP Newsletter electronically. Doing so saves CSWEP postage costs and is another way to support our activities.

**If for some reason you need to have this newsletter sent by U.S. Post, which will increase your donation by \$10 per year, please check here**

check here if currently an AEA member

check here if currently a student Institution: \_\_\_\_\_

Expected Graduation Date: \_\_\_\_\_

I authorize CSWEP to release my contact information to other organizations that wish to share information of interest with CSWEP members.  yes  no

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\$100.00  Other \_\_\_\_\_

If paying by check please send your donation to CSWEP, c/o Barbara Fraumeni, University of Southern Maine, Muskie School, PO Box 9300, Portland, ME 04104-9300 (Please make check payable to CSWEP).

**Please visit our website <http://www.cswep.org/>**

To no longer receive mail from CSWEP, please email [cswep@usm.maine.edu](mailto:cswep@usm.maine.edu) or write to the address provided above.



American Economic Association  
CSWEP  
c/o Barbara Fraumeni  
770 Middle Road  
Dresden, ME 04342

## Upcoming Regional Meetings:

### Eastern Economic Association

<http://www.iona.edu/eea/>  
2011 Annual Meeting February 25–27, 2011  
New York City: Sheraton New York Hotel and Towers

### Midwest Economic Association

<http://web.grinell.edu/mea>  
2011 Annual Meeting March 18–20, 2011  
St. Louis, MO, Hilton St. Louis at the Ballpark

### Western Economic Association

<http://www.weainternational.org/>  
2011 Annual Meeting June 29–July 3, 2011  
San Diego, San Diego Marriott Hotel & Marina

### Southern Economic Association

<http://www.southerneconomic.org/>  
2011 Annual Meeting November 19–21, 2011  
Washington Marriott Wardman Park, Washington, DC

**30 PERCENT** *of the*  
**CSWEP BUDGET**  
*comes from* **DONATIONS**

### CSWEP Activities

As a standing Committee of the American Economic Association since 1971, CSWEP undertakes activities to monitor and improve the position of women in the economics profession through the Annual CSWEP Questionnaire (results of which are reported in the CSWEP Annual Report), internships with the Summer Fellows, mentoring opportunities through CeMENT and the Joan Haworth Mentoring Fund, recognition of women in the field with the Carolyn Shaw Bell Award and Elaine Bennett Research Prize, support of regional and annual meetings, organizing paper sessions and networking opportunities.