

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

The American Economic Association established the Committee on the Status of Women in the Economics Profession in 1971 for the dual purpose of monitoring the position of women in the economics profession and undertaking activities to improve it. In doing so, the AEA officially recognized that women were insufficiently represented in the economics profession and gave official sanction to efforts to increase the role and participation of women not only in the AEA, but also in our profession more generally. This annual report begins by presenting and briefly discussing current data on women faculty and students in economics. Then, current CSWEP activities are outlined.

Data on Women in Economics

CSWEP carries out an annual mail survey of all Ph.D.-granting economics departments in the United States, as well as a selection of economics departments in four-year educational institutions in the United States. The latter category includes national and regional liberal-arts colleges and comprehensive universities. The survey asks departments to report the numbers of male and female faculty of various ranks by tenure status, the numbers of male and female economics undergraduate majors and Ph.D. students at various stages in their graduate studies, and last year's job-market outcomes for Ph.D. recipients.

In all Ph.D.-granting departments, roughly 33.0 percent of graduating economics majors are women and 38.8 percent of entering Ph.D. students are women, but the percentage of graduate students drops as they progress through their doctoral studies—to 32.8 percent of those who have completed all course work and examinations and 28.0 percent of Ph.D. recipients in 2000. See Table 1 and compare it to Table 5 to verify that this apparent decrease in the fraction of women cannot be explained by the hypothesis that it simply reflects "cohort effects" or the fact that fewer women entered graduate school in previous

years. Thus, women are indeed still being lost in the pipeline during graduate school.

In terms of initial Ph.D.-level job appointments, women continue to be more likely than their male peers to accept academic positions in non-Ph.D.-granting departments and public-sector positions and less likely to attain positions in Ph.D.-granting departments and the private sector in the United States. Women are less likely to obtain foreign employment and overwhelmingly less likely to obtain academic jobs abroad (see Table 1).

In 2000, women held 21.2 percent of the untenured faculty positions and 10.0 percent of the tenured faculty positions at the assistant professor, associate professor, and full professor levels. Specifically, women comprise 21.4 percent of tenure-track assistant professors, 17.2 percent of tenure-track associate professors, 16.2 percent of tenured associate professors, and 7.4 percent of tenured full professors in Ph.D.-granting economics departments for the 2000–2001 academic year (see Table 1). The percentage of assistant professors who are women now is lower than it ever was in the entire 1993–1999 period (for which CSWEP has collected comparable data). This fact is clearly cause for concern, especially as more than one-quarter of Ph.D. recipients during the last four years have been women. Yet, the fraction of women in the tenured ranks may be rising; see Table 5 and note that the percentages reported there seem to fluctuate.

In the top-ranked economics departments, one finds a slightly higher representation of women (35.8 percent in the top 10 and 37.1 percent in the top 20, versus 33.0 percent in the overall sample for spring 2000 graduates) among undergraduate economics majors, but lower representations at virtually every stage of graduate studies and faculty careers.¹ Compare

¹ The top 10 economics departments are UCLA, Chicago, Columbia, Harvard, MIT, Minnesota, Penn, Princeton, Stanford, and Yale. To obtain the top 20, add Brown, UC–Berkeley, UC–San Diego, Cornell, Maryland, Michi-

TABLE 1—PERCENTAGE FEMALE FOR PH.D.-GRANTING ECONOMICS DEPARTMENTS, 2000

	Untenured			Tenured		
	Women	Men	Percentage female	Women	Men	Percentage female
<i>A. Faculty Composition, 2000–2001 Academic Year:</i>						
Assistant professor	81	298	21.4	8	14	36.4
Associate professor	5	24	17.2	54	279	16.2
Full professor	1	2	33.3	76	948	7.4
All tenured/tenure-track	87	324	21.2	138	1,241	10.0
Other (non-tenure-track)	56	83	40.3	4	12	25.0
All faculty	143	407	26.0	142	1,253	10.2
<i>B. Faculty, Students, and Job Market:</i>						
			Women	Men		Percentage female
Faculty						
Tenure-track			225	1,565		12.6
All faculty			285	1,660		14.7
Students						
Graduating majors			1,774	3,608		33.0
First-year Ph.D. students			451	710		38.8
ABD students			646	1,351		32.3
Ph.D. granted			161	413		28.0
Job market						
U.S.-based job						
Academic, Ph.D.-granting department			37	102		26.6
Academic, other			25	46		35.2
Public sector			32	67		32.3
Private sector			25	90		21.7
Foreign job obtained						
Academic			9	67		11.8
Nonacademic			12	33		26.7
No job found			8	23		25.8

Notes: ABD = "all but dissertation." *N* = 76 departments.

Tables 2 and 3 with Table 1. Indeed, only 18.2 percent and 17.7 percent of tenure-track assistant professors are women in the top 10 and top 20 departments, respectively (vs. 21.4 percent in all Ph.D.-granting departments), despite the fact that, in these departments, 23.0 percent and 24.1 percent of Ph.D. degrees were awarded to women. Again, compare Tables 2 and 3 to Ta-

ble 1. These comparisons tend to persist in the historical data (Tables 5, 6, and 7) when one compares the stock of women assistant professors to the fractions of Ph.D. degrees awarded to women 1–6 years earlier.

A positive aspect of this year's data is the increase in the percentages of tenured full professors who are women in the top 10 (7.1 percent) and top 20 (7.4 percent) departments. These percentages represent historical highs, yet could be only a statistical anomaly arising from different subsets of these departments reporting their data this year.

In liberal-arts institutions, women constitute 37.6 percent of senior economics majors during the 2000–01 academic year (unchanged from the

gan, NYU, Northwestern, Rochester, and Wisconsin. Although more recent rankings may alter these lists, we retain these definitions in order to render the data comparable over time. Various ranking schemes are based on different criteria and give different results; future CSWEP reports may use the new National Research Council rankings of Ph.D. programs.

TABLE 2—PERCENTAGE FEMALE FOR TOP 10 PH.D.-GRANTING ECONOMICS DEPARTMENTS, 2000

A. Faculty Composition, 2000–2001 Academic Year:						
	Untenured			Tenured		
	Women	Men	Percentage female	Women	Men	Percentage female
Assistant professor	14	63	18.2	0	0	—
Associate professor	4	9	30.8	4	7	36.4
Full professor	0	0	—	12	158	7.1
All tenured/tenure-track	28	72	28.0	16	165	8.8
Other (non-tenure-track)	3	4	42.9	1	0	100.0
All faculty	31	76	29.0	17	165	9.3

B. Faculty, Students, and Job Market:			
	Women	Men	Percentage female
Faculty			
Tenure-track	44	237	15.7
All faculty	48	241	16.6
Students			
Graduating majors	273	490	35.8
First-year Ph.D. students	57	136	29.5
ABD students	120	352	25.2
Ph.D. granted	32	107	23.0
Job market			
U.S.-based job			
Academic, Ph.D.-granting department	7	30	19.5
Academic, other	2	5	28.6
Public sector	7	13	35.0
Private sector	4	17	19.0
Foreign job obtained			
Academic	0	21	0.0
Nonacademic	1	6	14.3
No job found	0	4	0.0

Notes: ABD = "all but dissertation." $N = 7$ departments.

last two years). Among faculty, women held 42.7 percent of the tenure-track assistant professor slots and 16.5 percent of tenured full-professor positions (see Table 4 for further details).

The Committee's Recent Activities

Over the years, the role of CSWEP has been expanded and has evolved to better reflect our priorities and those of the AEA and to better serve our constituents. Currently, our activities include the following:

- (i) organizing sessions for the annual AEA meeting and for the *Papers and Proceedings* issue of the *AER*;
- (ii) holding an open business meeting (where

CSWEP's Elaine Bennett and Carolyn Shaw Bell Awards are presented) and reception at the annual AEA meeting and setting up the CSWEP open room where members and friends can gather during the AEA meeting;

- (iii) maintaining our membership mailing lists and roster of about 4,500 women economists (with data beyond contact information) which we offer to provide (by subsets and/or in sorted form) at cost for appropriate purposes such as hiring;
- (iv) writing, producing, publishing and mailing the *CSWEP Newsletter* three times per year;
- (v) holding activities at the four annual regional meetings (Eastern, Midwest, Southern, and

TABLE 3—PERCENTAGE FEMALE FOR TOP 20 PH.D.-GRANTING ECONOMICS DEPARTMENTS, 2000

	Untenured			Tenured		
	Women	Men	Percentage female	Women	Men	Percentage female
Assistant professor	26	121	17.7	0	0	—
Associate professor	4	11	26.7	5	34	12.8
Full professor	1	1	50.0	26	324	7.4
All tenured/tenure-track	31	133	18.9	31	358	8.0
Other (non-tenure-track)	11	17	39.9	1	0	100.0
All faculty	42	150	21.9	32	358	8.2

	Women	Men	Percentage female
Faculty			
Tenure-track	62	491	11.2
All faculty	74	508	12.7
Students			
Graduating majors	849	1,440	37.1
First-year Ph.D. students	125	256	32.8
ABD students	226	635	26.2
Ph.D. granted	63	193	24.6
Job market			
U.S.-based job			
Academic, Ph.D.-granting department	17	49	25.8
Academic, other	3	11	21.4
Public sector	17	34	33.3
Private sector	9	27	25.0
Foreign job obtained			
Academic	2	37	5.1
Nonacademic	2	19	9.5
No job found	3	5	37.5

Notes: ABD = "all but dissertation." *N* = 15 departments.

- Western), typically several sessions and panels, an open business meeting, and a reception (with cash bar);
- (vi) conducting our annual survey of economics departments in doctoral institutions and liberal-arts colleges and making summary data on men and women students and faculty available through presentations at the CSWEP business meeting, presentation at the chairs' group breakfast, and publication in the CSWEP Annual Report in the *Papers and Proceedings* issue of the *AER*;
- (vii) continuing the Elaine Bennett and Carolyn Shaw Bell Awards, including the

- selection of candidates, the organization of award ceremonies and associated receptions, and the ongoing raising of funds;
- (viii) maintaining the CSWEP web site (<http://www.cswep.org>), including job ads;
- (ix) undertaking special projects such as our highly successful mentoring workshops for junior economists;
- (x) holding regular CSWEP Board meetings (typically two day-long meetings and a three-hour meeting followed by a dinner at the AEA meeting) where we plan these activities and formulate CSWEP policies and priorities.

TABLE 4—PERCENTAGE FEMALE FOR ECONOMICS DEPARTMENTS IN LIBERAL-ARTS INSTITUTIONS, 2000

	Untenured			Tenured		
	Women	Men	Percentage female	Women	Men	Percentage female
Assistant professor	53	71	42.7	8	20	28.6
Associate professor	4	11	26.7	60	115	34.3
Full professor	1	5	16.7	40	202	16.5
All tenured/tenure-track	58	87	40.0	108	337	24.3
Other (non-tenure-track)	17	46	27.0	2	7	28.6
All faculty	75	133	36.1	110	344	24.2

	Women	Men	Percentage female
Senior majors, 2000–2001	1,211	2,009	37.6

B. Student Information:

Note: $N = 86$ departments.

TABLE 5—THE PERCENTAGE OF ECONOMISTS IN THE PIPELINE WHO ARE FEMALE, ALL PH.D.-GRANTING DEPARTMENTS

Pipeline	1993	1994	1995	1996	1997	1998	1999	2000
First-year Ph.D. students	30.5	29.0	30.5	30.5	31.3	32.2	35.6	38.8
ABD	27.2	25.7	27.8	28.3	26.8	28.2	33.0	32.3
New Ph.D.	24.2	26.8	23.2	24.1	25.0	29.9	34.2	28.0
Assistant professor (tenure-track, untenured)	24.0	22.9	24.2	23.8	26.0	25.9	27.8	21.4
Associate professor (tenure-track, untenured)	7.4	6.4	14.1	9.1	11.1	15.9	27.3	17.2
Associate professor (tenured)	14.5	13.6	12.9	15.4	13.4	14.0	15.1	16.2
Full professor (tenured)	6.7	6.3	7.5	8.4	6.5	6.1	6.5	7.4
N :	81	111	95	98	95	92	77	76

Notes: ABD = "all but dissertation."

The year 2000 constitutes a transition year for CSWEP. We are reassessing some of our priorities so as to be better able to focus on our most important responsibilities effectively.

Acknowledgments and Thanks

In mid-2000, the CSWEP Chair changed from Robin Bartlett of Denison University to Beth Allen of the University of Minnesota. Bartlett was very ably assisted by Sally Scheiderer, who helped greatly to coordinate CSWEP activities. At Minnesota, Jennifer Sartorius helped with the submissions for CSWEP-spon-

sored sessions at the New Orleans AEA meeting before leaving for an entry-level career position in the field of criminology. Her replacement, Liz Pukenis, is responsible for "desk-top publishing" the *CSWEP Newsletter* as well as helping to coordinate and organize CSWEP activities in general.

Robin Bartlett had a major impact during her term as CSWEP Chair, which we greatly appreciate. A special initiative was the NSF-funded Creating Career Opportunities for Female Economists series of mentoring workshops that CSWEP organized in association with the January 1998 AEA meeting in Chicago and with each of the regional association meetings. These workshops not only were perceived as valuable

TABLE 6—THE PERCENTAGE OF ECONOMISTS IN THE PIPELINE WHO ARE FEMALE, TOP 10 PH.D.-GRANTING DEPARTMENTS

Pipeline	1993	1994	1995	1996	1997	1998	1999	2000
First-year Ph.D. students	19.5	23.8	24.5	26.5	20.3	27.2	29.6	29.5
ABD	20.0	20.2	24.1	23.9	25.0	22.0	25.2	25.2
New Ph.D.	22.8	27.9	19.6	18.6	16.5	25.9	24.3	23.0
Assistant professor (tenure-track, untenured)	22.5	18.8	14.1	21.1	20.0	17.7	14.7	18.2
Associate professor (tenure-track, untenured)	6.7	6.7	6.7	0.0	12.5	36.4	45.5	30.8
Associate professor (tenured)	20.0	18.6	12.0	20.0	12.5	7.7	28.6	36.4
Full professor (tenured)	3.5	2.9	4.7	5.3	5.0	3.6	3.9	7.1
<i>N</i> :	8	10	9	9	8	7	7	7

Note: ABD = "all but dissertation."

TABLE 7—THE PERCENTAGE OF ECONOMISTS IN THE PIPELINE WHO ARE FEMALE, TOP 20 PH.D.-GRANTING DEPARTMENTS

Pipeline	1993	1994	1995	1996	1997	1998	1999	2000
First-year Ph.D. students	21.9	27.8	26.1	30.2	21.5	28.8	31.1	32.8
ABD	23.4	22.6	26.8	26.4	28.6	24.1	25.4	26.2
New Ph.D.	25.4	28.4	21.8	22.7	24.9	27.1	28.1	24.6
Assistant professor (tenure-track, untenured)	20.4	18.9	17.5	18.2	17.8	16.4	21.6	17.7
Associate professor (tenure-track, untenured)	5.0	5.0	5.9	0.0	7.7	36.4	46.2	26.7
Associate professor (tenured)	9.0	10.7	12.1	16.7	16.0	8.3	16.3	12.8
Full professor (tenured)	3.8	4.2	5.4	5.5	5.9	4.7	4.8	7.4
<i>N</i> :	18	20	19	19	17	16	15	15

Note: ABD = "all but dissertation."

by the junior-economist participants, but also were fun for everyone.

We shall miss the contributions of three committee members who have completed their terms of service on the CSWEP Board: Barbara Fraumeni (Eastern representative who also initiated CSWEP activities in Washington), Lisa Lynch, and Helen Popper (Western representative). They are being replaced

by Rachel Croson of the Wharton School at the University of Pennsylvania (Eastern representative), Janet Currie of UCLA (Western representative), and Claudia Goldin of Harvard.

BETH ALLEN, *Chair*