

REPORT ON THE COMMITTEE ON THE STATUS OF WOMEN IN THE ECONOMICS PROFESSION

The Committee on the Status of Women in the Economics Profession (CSWEP) was established by the American Economic Association (AEA) in 1971 to monitor the status of women in the profession and formulate activities to improve their status. This report begins by summarizing trends in the representation of women in the economics profession focusing particularly on the past decade. It then takes a more detailed look at newly collected data for the current year and summarizes the Committee's activities over the past year.

Data on Women Economists

Since its inception, CSWEP has been concerned with collecting and analyzing data on the representation of women in the economics profession. The first CSWEP-administered survey of economics departments was conducted in the fall of 1972. Since that time each CSWEP *Annual Report* has presented data on the status of women in the economics profession based either on CSWEP's own survey of economics departments or the AEA's Universal Academic Questionnaire.

The 2004 CSWEP Survey

For the CSWEP 2004 survey, the number of Ph.D. economics departments surveyed was decreased to 122 from 139 in 2003, based on careful verification of whether or not departments currently have a Ph.D. program. Responses were received from 100 departments, yielding a very high response rate of 82 percent. The CSWEP liberal arts survey was sent to 140 schools included on the listing of "Baccalaureate Colleges—Liberal Arts" from the *Carnegie Classifications of Institutions of Higher Education* (2000 Edition). The number of schools responding was 74, yielding a response rate of 52.9 percent, higher than the 41.6 percent response rate obtained last year.

This year CSWEP also fielded a new data collection effort focused on business schools. This segment of our data collection used a web-based approach described in greater detail below.

Trends in Women's Representation

The representation of women in the economics profession has increased dramatically since CSWEP was established. For example, women's share of Ph.D.'s awarded in economics more than tripled between 1972 and 2003, from 7.6 to 27.9 percent.¹ Similarly, women have dramatically increased their representation among faculty. In 1972 women were only 8.8 percent of assistant professors, 3.7 percent of associate professors and 2.4 percent of full professors—comprising, overall, less than five percent of faculty members in these ranks. By 2004, their representation among assistant professors had tripled to 26.5 percent; gains at the higher ranks were proportionately even larger as women's share of associate professors increased to 20.5 percent and of full professors to 8.5 percent—with women comprising 15.0 percent of all faculty in these ranks.²

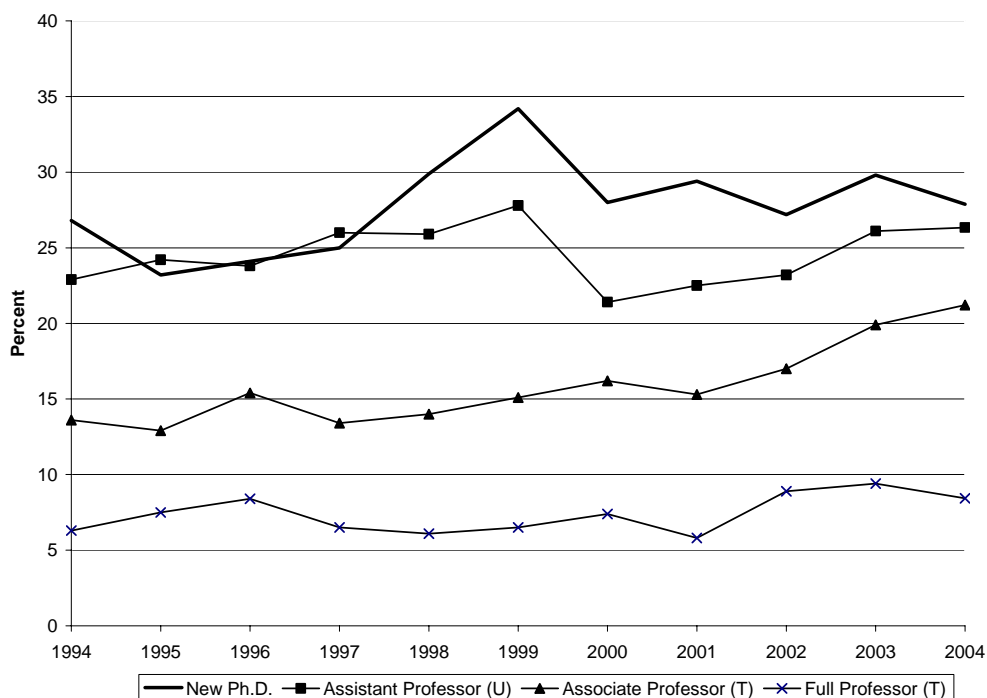
Table 1 and Figure 1 summarize the trends over a more recent period, 1994-2004. The heading of the table refers to female representation in "the pipeline" calling attention to the

¹ Data for 1972 are from the National Center for Educational Statistics (NCES); the 2003 data are from the CSWEP Survey reported below. Note that NCES data are available only through 2002; the female share of Ph.D.'s for that year is 28.1.

² Data are from CSWEP Surveys; see Blau (2004b) and results reported below. Figures include both tenured and untenured faculty at each rank

normal progression up through the ranks in academe from graduate student to full professor, and the time it takes to do so. Of course the pipeline may be a “leaky” one for women, a concern alluded to in previous CSWEP reports. In evaluating recent progress it is important to note that the size and composition of the CSWEP sample varies from one year to the next depending on survey response, so year-to-year fluctuations in female representation are to be expected. To partly address this issue, we focus our discussion on two-year averages, comparing women’s representation in each category in 2003-4 with their representation in 1994-5. The data suggest at best modest growth in the representation of women in the economics profession over the past decade.

Figure 1 Percentage of Economists in the Pipeline Who Are Female -- all Ph.D. Granting Departments



Growth in the representation of women in the profession is dependent on infusions at the entry level. It is thus of concern that gains have been particularly weak at the entry end of the pipeline. Between 1994-5 and 2003-4, the female share of new Ph.D.’s increased by less than 4 percentage points, from 25.0 to 28.8 percent. Of particular concern is that, as may be seen in Figure 1, the female share of new Ph.D.’s appears to have plateaued in the early 2000s. Further, data from the National Center for Educational Statistics (NCES) indicate that, in 2002 (the most recent year for which data are available), women comprised 34 percent of bachelor’s degrees awarded in economics. This is approximately women’s current share of 1st year students in Ph.D. granting departments, suggesting that further growth from this source will be limited unless the share of female undergraduate majors increases.³ Nonetheless, at least for the near term, CSWEP data suggest further small increases in the percentage female of new Ph.D.’s may be expected. Women currently comprise 33.9 percent of 1st year students. And, while the

³ According to John Siegfried and Wendy A. Stock (2004), economics majors comprised 76 percent of new Ph.D.’s in economics in recent years (including double majors). And, while a large and growing proportion of Ph.D. students are not U.S. citizens, the female share of Ph.D.’s going to non-U.S. citizens is lower than for U.S. citizens and has increased more slowly in recent years (Francine D. Blau 2004a).

attrition rate for female graduate students is somewhat higher than male graduate students, the difference is very small (Blau 2004b). Thus, it is likely that five to six years hence, the female share of new Ph.D.'s will increase to about one third.

Table 1 -- The Percentage of Economists in the Pipeline Who Are Female

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
All Ph.D. Granting Departments											
1st yr students	29.0	30.5	30.5	31.3	32.2	35.6	38.8	31.9	33.9	34.0	33.9
ABD	25.7	27.8	28.3	26.8	28.2	33.0	32.3	30.2	30.6	32.7	33.1
New Ph.D.	26.8	23.2	24.1	25.0	29.9	34.2	28.0	29.4	27.2	29.8	27.9
Assistant Professor (U)	22.9	24.2	23.8	26.0	25.9	27.8	21.4	22.5	23.2	26.1	26.3
Associate Professor (U)	6.4	14.1	9.1	11.1	15.9	27.3	17.2	10.0	17.2	24.0	11.6
Associate Professor (T)	13.6	12.9	15.4	13.4	14.0	15.1	16.2	15.3	17.0	19.9	21.2
Full Professor (T)	6.3	7.5	8.4	6.5	6.1	6.5	7.4	5.8	8.9	9.4	8.4
N departments	111	95	98	95	92	77	76	69	83	95	98
Top 10 Ph.D. Granting Departments											
1st yr students	23.8	24.5	26.5	20.3	27.2	29.6	29.5	26.9	28.5	21.2	26.0
ABD	20.2	24.1	23.9	25.0	22.0	25.2	25.2	26.6	27.0	26.1	26.3
New Ph.D.	27.9	19.6	18.6	16.5	25.9	24.3	23.0	30.5	25.7	26.3	25.5
Assistant Professor (U)	18.8	14.1	21.1	20.0	17.7	14.7	18.2	18.8	15.8	21.9	21.3
Associate Professor (U)	6.7	6.7	0.0	12.5	36.4	45.5	30.8	13.3	7.7	11.1	12.5
Associate Professor (T)	18.6	12.0	20.0	12.5	7.7	28.6	36.4	23.5	28.6	17.6	6.7
Full Professor (T)	2.9	4.7	5.3	5.0	3.7	3.9	7.1	6.3	5.6	7.0	8.2
N departments	10	9	9	8	7	7	7	10	9	10	10
Top 20 Ph.D. Granting Departments											
1st yr students	27.8	26.1	30.2	21.5	28.8	31.1	32.8	30.5	31.9	26.1	27.7
ABD	22.6	26.8	26.4	28.6	24.1	25.4	26.2	27.2	27.2	28.4	29.7
New Ph.D.	28.4	21.8	22.7	24.9	27.1	28.1	24.6	26.8	24.7	24.8	28.2
Assistant Professor (U)	18.9	17.5	18.2	17.8	16.4	21.6	17.7	18.8	21.5	25.1	24.1
Associate Professor (U)	5.0	5.9	0.0	7.7	36.4	46.2	26.7	13.3	13.3	23.1	20.7
Associate Professor (T)	10.7	12.1	16.7	16.0	8.3	16.3	12.8	19.6	22.9	18.9	12.1
Full Professor (T)	4.2	5.4	5.5	5.9	4.7	4.8	7.4	7.0	9.0	6.3	7.6
N departments	20	19	19	17	16	15	15	18	18	19	19

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

Mirroring the trends in women's representation among new Ph.D.'s, growth in the female share of (untenured) assistant professors has also been weak, rising by less than 3 percentage points between 1994-5 and 2003-4, from 23.6 to 26.2 percent. Moreover, as may be seen in Figure 1, growth over the decade has been uneven. The female share peaked in 1999 and then

fell off sharply between 1999 and 2000. And, while the female share of these positions has increased steadily since then, it is still slightly below its peak 1999 level.⁴

Table 2 -- Percentage Female for Ph.D. granting Economics Departments (2004)

A. Faculty Composition (2004-2005 Academic Year)	Women	Men	Percentage Female
Assistant Professor	157	435	26.5
Untenured	155	432	26.3
Tenured	2	3	40.0
Associate Professor	98	380	20.5
Untenured	4	31	11.6
Tenured	94	349	21.2
Full Professor	121	1,308	8.5
Untenured	1	4	20.0
Tenured	120	1,304	8.4
All tenured/tenure track	376	2,122	15.0
Other (non-tenure track)	126	264	32.3
All faculty	502	2,386	17.4
B. Students and Job Market	Women	Men	Percentage Female
Students (2004-2005 Academic Year)			
First-year Ph.D. students	500	977	33.9
ABD students	1,087	2,200	33.1
Ph.D. granted (2003-2004 Academic Year)	268	693	27.9
Job Market (2003-2004 Academic Year)			
U.S. based job	187	355	34.5
Academic, Ph.D. granting department	69	162	29.9
Academic, Other	42	55	43.3
Public sector	44	71	38.3
Private sector	32	67	32.3
Foreign Job obtained	39	152	20.4
Academic	30	90	25.0
Nonacademic	9	62	12.7
No job found	22	39	36.1

Note: ABD indicates students who have completed "all but dissertation."

In contrast to the experience at the entry level, the early 2000s have shown some encouraging trends at the more senior levels. Between 1994-5 and 2003-4, the female share of (tenured) associate professors increased by 7.3 percentage points, from 13.3 to 20.6 percent, with most of the gains concentrated in the early 2000s. Similarly, there has been a small but noticeable increase in the female share of full professors of 2 percentage points, from 6.9 to 8.9 percent, again concentrated in the early 2000s. While these trends suggest that women are meeting with some success in working their way up through the ranks, they do not necessarily

⁴ Even were we to discount the figure for 1999, a year when the number of schools responding to the CSWEP survey was low, the current percentage female is at about the 1997-98 level.

indicate that women are progressing at the same rate as their male counterparts. Indeed a recent study found substantial unexplained gender differences in advancement to the tenured ranks in economics during the past decade that considerably exceeded those in related disciplines (Donna K. Ginther and Shulamit Kahn 2004).

Results for Ph.D.-Granting Departments and Liberal Arts Schools (2004-2005)

Tables 2 and 3 present the results from the 2004 CSWEP survey described above for Ph.D.-granting departments in greater detail, first for all departments and then for the top 10 and top 20 ranked departments separately.⁵ As noted in past *Annual Reports*, we find for 2004 that women are less well represented in the top tier departments at all levels than in all Ph.D.-granting departments. This includes their representation among students (1st year students, ABD's and new Ph.D.'s) and faculty, particularly at the assistant and associate professor ranks.

Looking first at faculty, female representation among untenured assistant professors was 5.0 percentage points lower at the top ten departments than for all departments, with a smaller disparity of 2.2 percentage points for the top 20. These differences are roughly in line with last year's. Disparities are particularly large at the tenured associate professor level where female representation lagged by 14.5 percentage points at the top 10 departments and by 9.1 percentage points at the top 20 departments compared to all Ph.D.-granting institutions. These differences are considerably larger than last year's and likely represent promotions of female associate professors, since the number of women full professors has increased compared to last year.⁶ As a consequence the representation of women at the full professor rank in the top 10 and top 20 departments is now quite comparable to that in all Ph.D.-granting institutions. This is clearly a positive development. However, the loss of ground at the top schools at the associate professor level means that, at present, the representation of women at this level has not been replenished by promotions from the assistant professor ranks.

Just as female faculty are better represented among all Ph.D.-granting institutions than in the top-ranked departments, as noted in many prior CSWEP *Annual Reports*, they are also better represented at liberal arts institutions than at Ph.D.-granting institutions (Table 4). So, at liberal arts institutions, women were 38.9 percent of untenured assistant professors, 37.3 percent of tenured associate professors, and 16.2 percent of tenured full professors; comprising 27.7 percent of tenured or tenure track faculty—considerably exceeding comparable figures for the Ph.D.-granting institutions.

The CSWEP survey also collects information on non-tenure track faculty. As may be seen in Tables 2-4, at all types of institutions this category is disproportionately female. Among all Ph.D.-granting economics departments, 32.3 percent of the non-tenure track faculty is female compared to 15.0 percent of the tenured/tenure track faculty. Similarly, in the top 10 and top 20 departments, women comprise 43.8 and 46.8 percent of the non-tenure track faculty compared to 11.9 and 12.8 percent of the tenured/tenure track faculty, respectively. And, despite the

⁵ These rankings are taken from *US News and World Report* 2004 Edition. The top ten departments include, Massachusetts Institute of Technology; Harvard University; Princeton University; Stanford University; University of Chicago; University of California-Berkeley; Yale University; Northwestern University; University of Pennsylvania; and University of Wisconsin-Madison. The top twenty departments additionally include University of California-Los Angeles; University of Michigan-Ann Arbor; University of Minnesota-Twin Cities; California Institute of Technology; Columbia University; University of Rochester; Cornell University; University of California-San Diego; Carnegie Mellon; and New York University. These are the same rankings used in the 2002 and 2003 CSWEP *Annual Reports* but represent an updating compared to previous reports. This updating seems advisable since this breakdown is designed to measure women's representation at what are generally regarded as the leading departments rather than at a fixed set of schools.

⁶ Note that there has also been a change in the composition of reporting schools; one school that reported last year did not report this year, and one that did not report last year did so this year.

relatively high representation of women in tenured/tenure track positions in liberal arts institutions, there too they are over represented in non-tenure track positions, comprising 38.8 percent of faculty in those positions compared to 27.7 percent of faculty in tenured/tenure track positions.

Table 3: Percentage Female for Top 10 and Top 20 Ph.D. Granting Economics Departments (2004)

A. Faculty Composition (2004-2005 Academic Year)	Top 10			Top 20		
	Women	Men	Percentage Female	Women	Men	Percentage Female
Assistant Professor	23	85	21.3	45	140	24.1
Untenured	23	85	21.3	45	140	24.1
Tenured	0	0	--	0	0	--
Associate Professor	2	21	8.7	7	41	14.7
Untenured	1	7	12.5	3	12	20.7
Tenured	1	14	6.7	4	29	12.1
Full Professor	21	236	8.2	32	387	7.6
Untenured	0	0	--	0	0	--
Tenured	21	236	8.2	32	387	7.6
All tenured/tenure track	46	342	11.9	84	568	12.8
Other (non-tenure track)	14	18	43.8	22	25	46.8
All faculty	60	360	14.3	106	593	15.1
B. Students and Job Market	Women	Men	Percentage Female	Women	Men	Percentage Female
Students (2004-2005 Academic Year)						
First-year Ph.D. students	68	194	26.0	119	311	27.7
ABD students	220	616	26.3	409	966	29.7
Ph.D. granted (2003-2004)	51	149	25.5	89	227	28.2
Job Market (2003-2004 Academic Year)						
U.S. based job	39	109	26.4	65	159	29.0
Academic, Ph.D. granting department	19	62	23.5	27	86	23.9
Academic, Other	2	4	33.3	4	11	26.7
Public sector	8	24	25.0	18	36	33.3
Private sector	10	19	34.5	16	26	38.1
Foreign Job obtained	8	38	17.4	16	72	18.2
Academic	7	24	22.6	14	46	23.3
Nonacademic	1	14	6.7	2	26	7.1
No job found	1	5	16.7	4	7	36.4

Note: ABD indicates students who have completed "all but dissertation."

Turning to Ph.D. students, we see that, as in the case of faculty, the representation of women among new Ph.D.'s in the top-ranked Ph.D.-granting departments also tends to be lower than for all Ph.D.-granting departments, though in 2003-04, the female share of new Ph.D.s in the top 10 departments was only slightly (2.4 percentage points) below the percentage for all

Ph.D.-granting institutions, and, taking the top 20 schools as a whole, female share of new Ph.D.'s was about the same as for all Ph.D.-granting departments. The disparities are larger for first year Ph.D. students; women's representation in this group was 6.2 to 7.9 percentage points lower for the top 10 and top 20 schools than for all Ph.D.-granting institutions. However, this represents some improvement for both categories (particularly the top 10 schools) relative to last year.

Finally, Tables 2 and 3 give us the opportunity to take a look at how women fare in the job market for new Ph.D.'s. First, it may be noted that the majority of both male and female economics Ph.D.'s for whom data are available take jobs in the United States, and further that women are more likely to take a U.S.-based job than their male counterparts (75.4 vs. 65.0 percent),⁷ likely reflecting their lower representation among foreign Ph.D. recipients (Blau 2004a). Thus, while women constituted 27.9 percent of new Ph.D.'s in economics in 2003-04, they comprised 34.5 percent of those obtaining U.S.-based jobs. (This is very similar to their share last year.) In terms of their sector of employment, the data are in line with past trends. Traditionally, women have been underrepresented in academic positions in Ph.D.-granting institutions and over represented in academic jobs in non-Ph.D.-granting institutions and in public-sector nonacademic jobs. And, this is the case this year. It is worth noting that last year broke with this pattern, and women's share of jobs in Ph.D.-granting departments was approximately equal to their representation in the U.S. job market. However, again, as we have seen, the past pattern has reasserted itself, so the representation of women on the faculty of Ph.D.-granting institutions at the entry level remains a concern. Both men and women graduating from top 10 and top 20 economic departments were more successful in landing positions in Ph.D.-granting departments than all Ph.D.'s. However, the gender gap in obtaining jobs in Ph.D.-granting departments was at least as large at these institutions as for all Ph.D.'s.

Table 4 -- Percentage Female for Economics Departments in Liberal-Arts Institutions (2004)

A. Faculty Composition (2004-2005 Academic Year)	Women	Men	Percentage
			Female
Assistant Professor	57	90	38.8
Untenured	56	88	38.9
Tenured	1	2	33.3
Associate Professor	62	106	36.9
Untenured	3	7	30.0
Tenured	59	99	37.3
Full Professor	45	231	16.3
Untenured	1	3	25.0
Tenured	44	228	16.2
All tenured/tenure track	164	427	27.7
Other (non-tenure track)	54	85	38.8
All faculty	218	512	29.9
B. Student Information			Percentage
			Female
Student Majors (2003-04 Academic Year)	1,157	1,924	37.6

⁷ Those who did not locate jobs are also included in the denominator.

Results for Business Schools (2003-2004)

A significant, and perhaps growing, proportion of economists on University campuses are employed outside the boundaries of traditional economics departments. For this reason, CSWEP has for some time now been concerned that the focus of the CSWEP Survey on economics departments gives us an incomplete picture of the representation and status of female economists at Universities. This year we began to address this concern by fielding a major data collection initiative focusing on the representation of women among economists at business schools. While we focus on business schools, we acknowledge that a similar problem exists for other units like policy schools, agricultural economics departments, and industrial relations units to name a few. And we would at some point like to secure information about these other units as well. We have begun with business schools due to our belief that they comprise a particularly large group of economists employed outside traditional economics departments.

Collecting data on the employment of economists at business schools is not a straightforward matter. Within business schools, economists may be located in a separately designated economics department but may also be found in other departments such as finance or marketing. This means that if survey based methods were used, it is not clear to whom the survey should be sent. The response to a survey sent to chairs of economics departments might not include all the economists at the school. (Indeed some business schools that employ economists have no specifically designated economics department.) On the other hand, deans of business schools may not be able to readily identify which of their faculty members are economists. To address this issue we pursued a different data collection approach from that used for the main CSWEP survey. Specifically, we collected data via the web. The Chair is extremely grateful to Committee members Judith Chevalier and Sharon Oster for designing and undertaking this data collection.

In order to keep the project manageable, the data collection was focused on the top 20 business schools.⁸ The most important decision that was made in assembling the data was creating a definition of “economist.” It was decided to define business school faculty as economists if the faculty member’s Ph.D. was in economics. Thus, “economists” were identified without regard to their department of the business school. Nearly all members of business school “economics groups” met the definition of economist, but some members of finance groups, marketing groups, etc. also met the definition.

The starting point of the research was to download from the web the faculty list from each of the business schools. The list was based on the faculty identified on staff in March of 2004. The faculty members’ field of Ph.D. was determined by inspection of the faculty member webpage or faculty member curriculum vitae when available. When that was unavailable, contact was made with the individual faculty member to determine the field of Ph.D. As a last resort, the faculty member’s Ph.D. record in “Digital Dissertations” was obtained and the field of Ph.D. determined from the cover page of the dissertation. The gender of faculty members was

⁸ These were identified based on the most recent *Business Week* Rankings (2002) and include: Harvard Business School; Stanford Graduate School of Business; The Wharton School (University of Pennsylvania); Sloan School of Management (Massachusetts Institute of Technology); Kellogg School of Management (Northwestern University); University of Chicago Graduate School of Business; Columbia Business School; The Fuqua School of Business (Duke University); The Amos Tuck School of Business Administration (Dartmouth College); Yale School of Management; The Johnson School of Management (Cornell University); The University of Michigan Business School (Now the Stephen M. Ross School of Business); The Haas School of Business (University of California at Berkeley); Darden Graduate School of Business Administration (University of Virginia); Leonard N. Stern School of Business (New York University); Anderson School of Management (University of California at Los Angeles); Kenan-Flagler Business School (University of North Carolina at Chapel Hill); Tepper School of Business (Carnegie Mellon University); Kelley School of Business (Indiana University); Goizueta Business School (Emory University).

determined largely by the faculty member's name or photo. In case of any uncertainty, gender was determined by personal contact with the faculty member.

The results of this data collection are reported in Table 5. Since the faculty lists were obtained during March 2004, the figures relate to academic year 2003-2004. For this reason, selected results from the 2003 CSWEP survey of Ph.D.-granting economics departments have been reproduced in the table for purposes of comparison. The first point to make in reference to these results is that there are indeed a large number of economists employed at the top 20 business schools. There were 549 economists in tenured/tenure track positions in these schools in 2003-2004, compared to 637 in the these positions in the 19 out of the top 20 economics departments that responded to the CSWEP survey in that year.⁹ The representation of women is somewhat higher in the top 20 business schools than in the top 20 economics departments overall (15.8 vs. 12.7 percent) and among assistant professors (26.0 vs. 25.1 percent). And, while women are less well represented at the associate professor level at business schools than at the top 20 economics departments (17.6 vs. 20.0), they are considerably better represented at the full professor rank (10.3 vs. 6.6). Overall, the representation of women in the faculty and each rank in business schools is quite comparable to the figures for all Ph.D.-granting economics departments, with, again, a lower female share of associate professors but a somewhat higher share of full professors.

Table 5. Percentage Female of Faculty for Business Schools and Ph.D.-Granting Economics Departments: 2003-04 Academic Year

	Women	Men	Percentage Female
<i>A. Top 20 Business Schools:</i>			
Assistant Professor	40	114	26.0
Associate Professor	15	70	17.6
Full Professor	32	278	10.3
All faculty^a	87	462	15.8
<i>B. Top 20 Economics Departments:</i>			
Assistant Professor	44	131	25.1
Associate Professor	10	40	20.0
Full Professor	27	385	6.6
All faculty^a	81	556	12.7
<i>C. All Ph.D.-Granting Economics Departments</i>			
Assistant Professor	151	419	26.5
Associate Professor	87	346	20.1
Full Professor	131	1,249	9.5
All faculty^a	369	2,014	15.5

^a Includes the above ranks only.

⁹ The economics group at the Tepper School of Business (Carnegie Mellon University) has primary responsibility for teaching undergraduate economics, and offers a Ph.D. in economics. Thus, the Tepper School is included in both the CSWEP Survey of Ph.D.-granting economics departments (and is ranked in the top 20 departments) and the business school data collection. This is the only such case of which we are aware.

Notes: Data on Economics departments are from the 2003 CSWEP Survey.
See text for information on how data on business schools were collected.

The Committee's Recent Activities

CSWEP Mentoring Initiative

In this past year, CSWEP continued its mentoring initiative, which is funded by the National Science Foundation's (NSF) ADVANCE and Economics Panels, to implement and evaluate a series of mentoring workshops for junior (nontenured) economists, focusing especially on issues relevant to women economists at the beginning of their careers. The four-year CSWEP program (CeMENT) includes two rounds of mentoring workshops at the national meetings and one workshop program at each of the four regional association meetings. The first national workshop was held at the 2004 ASSA meetings in San Diego and a second set will follow in January 2006 in Boston. The first two of the four planned regional workshops were held in February 2004 at the Eastern Economic Association meetings in Washington, DC and in November 2004 at the Southern Economic Association meetings in New Orleans. All these workshops were extremely well received by participants and we expect the remaining national and regional workshops to be equally successful.

The Chair would like to take this opportunity to thank the Committee for its hard work on this mentoring initiative and particularly Rachel Croson (Chair of the Committee on the National Workshops), Janet Currie (Chair of the Research Committee) and KimMarie McGoldrick (Chair of the Committee on the Regional Workshops), who, along with John Siegfried, Secretary-Treasurer of the AEA and Francine Blau, CSWEP Chair, comprise the PI's on the NSF grant. We are especially indebted to Rachel Croson for spearheading our effort to secure NSF support for this initiative and also appreciate her willingness to remain on the Committee for a second term both to shepherd the national programs through and to contribute generally to this initiative throughout the grant period. The Chair additionally thanks Janet Currie who, although she has left the Committee, continues to chair the research committee; and KimMarie McGoldrick who, although she is leaving the Committee, has generously agreed to continue chairing the committee on the regional workshops. CSWEP is also deeply grateful to John Siegfried and his staff for support and assistance and for allowing us to house the NSF grant at AEA headquarters in Nashville. The Committee would like to express special thanks to AEA staff members Edda Leithner, Patricia Fisher, Diane Fawkes, Gwyn Loftis, Marlene Hight and Norma Ayres, for their hard work on grant-related activities and for their continued support and commitment to CSWEP.

On-going Activities

One of CSWEP's major activities is the production of our thrice-yearly newsletter. The Winter Newsletter, co-edited with Judith Chevalier, focused on women and academics as well as a summary of the research presented at the 2004 ASSA meetings in CSWEP-sponsored sessions. Lisa Barrow co-edited the Spring Newsletter that included articles on mentoring along with information on the second round of CeMENT workshops. The Fall Newsletter, co-edited by Catherine Mann, provided articles on women in academe, government and business and an interview with Robin Bartlett, the 2003 recipient of the Carolyn Shaw Bell Award (see below). These newsletters also provided information on upcoming regional and national association meetings, calls for papers and news of interest to women economists. The Chair would like to thank Karine Moe for her hard work and dedication in overseeing the newsletters.

As part of its ongoing efforts to increase the participation of women on the AEA program, CSWEP members organized six sessions for the January 2004 ASSA meetings. Andrea Beller and Shoshana Grossbard-Shechtman organized three sessions on gender-related issues and Rachel Croson, along with Yan Chen and Lise Vesterlund, organized three sessions

on Experimental Economics. CSWEP held its usual business meeting in which reports were made to its associates and other interested AEA members concerning its activities and suggestions were heard from those present for future activities.

During the 2004 business meeting the Carolyn Shaw Bell Award was presented to Robin Bartlett, the BankOne Chair of Economics at Denison University. Professor Bartlett has been at Denison since 1974 and chaired CSWEP from 1996-2000. She is a founding member of the International Association for Feminist Economics, and is a longstanding member of the Committee on Economics Education. She earned her Bachelors degree in economics and mathematics from the former Western College for Women (1969), now part of Miami University in Oxford, and her Masters (1972) and Doctoral (1974) degrees at Michigan State University. Professor Bartlett is an excellent representative of this award, which is given annually to a woman who has furthered the status of women in the economics profession, through her example, through her achievements, through increasing our understanding of how women can advance through the economics profession, and through her mentoring of other women. Along with public recognition accorded her accomplishments, she also received a 2'x 3' plaque with her name and that of previous winners on it to display prominently at her place of work. The Chair thanks Caren Grown, Adele Hayutin, and Andrea Beller for their service on the Carolyn Shaw Bell Awards Committee.

Another activity of CSWEP during the past year has been to add past copies of the CSWEP newsletter to the CSWEP web site. With the assistance of past CSWEP Chairs, especially Joan Haworth, and the AEA archivist Robert Byrd, we have obtained almost a full set of past newsletters and have scanned most of them for posting on the web. Visit <http://www.cswep.org/pub.htm> to peruse these newsletters, all of historical interest and many of continued applicability and relevance to the current day. We will continue these activities until we are able to include the full set of past newsletters.

CSWEP's Regional Activities

CSWEP's regional representatives also organized sessions at each of the regional association meetings – including the Eastern, Southern, Midwest, and Western Economic Association. Our thanks go to Lisa Barrow (Midwest), Ann Owen (Eastern), Catherine Mann (Southern) and Lori Kletzer (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.

Additional Words of Thanks

The Chair would like to thank, membership chair, Joan Haworth and her staff, including Lee Fordham and Donya Samara, for their essential contribution to our outreach mission. They maintain the CSWEP roster of women economists that includes over 4000 women with whom we currently have contact. Joan Haworth has also generously contributed to CSWEP this year by establishing the Joan Haworth Mentoring Fund to which women or institutions may apply for funds to support or develop mentoring activities or relationships to facilitate the professional advancement of women. See <http://www.cswep.org/mentoring/MentoringFund.htm> , for further details about this program.

The terms of three of our Committee members ended in December – Judith Chevalier, Barbara Fraumeni and KimMarie McGoldrick. They all made outstanding contributions and we are enormously grateful to them for their willingness to serve. The Chair would also like to especially thank Judith Chevalier for agreeing to continue work with Sharon Oster on collecting data on economists at the top 20 business schools. This year we welcomed new Committee members Lori Kletzer, Sharon Oster, and Ann Owen. We are pleased to have them aboard and thank them for the very significant contributions they have already made. The Chair also thanks

the other members of the Committee for their exceptional efforts in the past year to advance the goals of CSWEP.

Finally the Chair warmly thanks Liane O'Brien who has provided excellent and indispensable administrative support for the Committee and served as Assistant Editor of the *Newsletter* over the past year. The Chair is also warmly thanks Annie Buchberg for additional administrative support. The Chair is also extremely grateful to Cornell University and the staff of the School of Industrial and Labor Relations for their administrative support of CSWEP's activities and for providing CSWEP with office space and other resources.