



NEWS

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The 2015 Report on the Status of Women in the Economics Profession

Marjorie B. McElroy

This year the report is in five sections with analysis of the CSWEP Survey data written by Margaret B. Levenstein who completed her first year as the inaugural Associate Chair and Director of the CSWEP Survey.

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Please don't neglect the acknowledgments beginning on page 28.

CSWEP Restructured

Marjorie B. McElroy

I tip my hat to Margaret Levenstein and Terra McKinnish who stepped up last year to become CSWEP's first Associate Chairs (for CSWEP Mentoring Programs and the CSWEP Survey, respectively) and I toss it in the air for Shelly Lundberg, our new Chair. With pride in CSWEP and great joy I hand the reins to them, to their Board and to the 256 Liaisons, confident that CSWEP will prosper and that new and not-yet-imagined ideas to promote the careers of women in economics will come to fruition. I ask you to support their work and to become their successors. Taken together, they embody CSWEP Restructured.

Here is the nitty gritty. New is the CSWEP Liaison Network with liaisons to departments in both academe and beyond; a record 1,700 subscribers to a reformatted and rechristened CSWEP News (now in two colors, no less!); and the ultimate in bureaucracy, a Manual of Protocols, Policies and Procedures to inform future work. CSWEP has added seven (yes, seven!) standing committees—one Steering Committee for each Associate Chair, one for Communications and Contacts; another for Protocols, Policies and Procedures; one each for the new, now annual, Junior and Mid-Career Mentoring Breakfasts at the AEA Meeting; and yet another for screening jointly sponsored mentoring events (Haworth). These stand beside the traditional selection committees for the Bell Award, for the Bennett Prize, for the Summer Fellows Program, for the competitive-entry

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Terra McKinnish, Shelly Lundberg, Margaret Levenstein

FOCUS Authors



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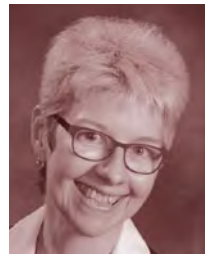
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Other Contributors



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Marjorie B. McElroy, Professor of Economics, Duke University, and Chair of the CSWEP Board.

Marjorie B. McElroy

Put together by Board Member Madeline Zavodny, this issue's Focus is on *Economists in the Public Sector*, including articles by the seven authors pictured to your left; the one by Susan Fleck is a bonus interview of Erica Groshen, the first woman to hold the position of BLS Commissioner. This issue also includes the 2015 *Annual Report* and, I am delighted to say that as a consequence of CSWEP restructuring, the statistical section was written not by the Chair, but by our inaugural Associate Chair, Margaret Levenstein.

Two reminders: apply for Haworth funds to extend your campus or other seminar visit to include the mentoring of junior women (see [page 16](#)); nudge junior women to apply to the CeMENT Workshops.

Writing my 13th and last "From the Chair" lets me reflect on CSWEP. I am both in awe of and grateful to the CSWEP Community and its influence on my path. Early on as an isolated female junior academic, I clung to the CSWEP *Newsletter* as a window into a world I wished, but never expected, to enter. In the late 1980s I was thrilled to be on the CSWEP Board, if only to first experience a room filled with highly accomplished women economists! By now, thanks to generations of women and quite a few men, there are many rooms full.

Nonetheless, red flags fly. Taking all women earning bachelors degrees, the fraction majoring in economics is on the decline. More so than in other disciplines (notably mathematics and the hard sciences), as compared with men, women economists continue to disproportionately fall off the academic ladder at tenure time. Parental leave policies designed to help more likely hurt women. Women constitute a disproportionate share of the growing non-tenure-track teaching faculty and we have yet to learn how to think about this.

From the Chair

CSWEP helps individual women to work within this environment and, simultaneously, chips away at these boundaries. To promote the careers of women in economics and to monitor their progress, CSWEP needs the goodwill of the profession at large. As I was privileged to observe time and again, there is no better way to garner good will than to simply describe the whole range of CSWEP's activities. It is easily seen that CSWEP renders a vast array of public service to the profession as a whole, as well as to women economists *per se*.

Moving to the individual level, promoting the careers of women in economics can involve difficult work. For this past AEA Meeting, Diane Schanzenbach put together a roundtable, "Women Economists and the Media," and is working on live media training for next year. In the process she mentioned a larger agenda: *to get women to own their own contributions to the profession*. I am struck by the power and importance of this idea, not only for our individual selves, but for other women. The popularity of her roundtable evidenced one aspect of our shying away from owning our contributions. "Owning" could have made me a more effective mentor at CCOFFE and CeMENT Workshops back when, and I'd like to think trying to own improved "CSWEP Restructured" (on page 1).¹ For owning one's contributions goes deeper than some generalization of the FAA's instruction to "Put on your own mask before assisting others;" it requires the courage to stand up, flaws and all, as a role model.

CSWEP has enriched my life in many ways, but never more so than over the last four and a half years. Correspondingly, I have accumulated an enormous debt first and foremost to

¹ Diane was my mentee at the original 1998 CCOFFE Mentoring Workshop. So unbeknownst to her, here I am, tables turned, her grateful mentee.

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FOCUS on Economists in the Public Sector

Madeline Zavodny

A degree in economics is extremely versatile. Economists work in academia, they work in the private sector as analysts, forecasters and consultants, and they work in the public sector. What exactly economists do may be mysterious to students and even to economists who work in a different sector. This issue of *CSWEP News* sheds some light on what it's like to work in the public sector from the perspective of women economists with impressive careers there.

In the first article, Lucia Foster explains what research economists do at the Census Bureau. In the second article, Carla Tighe Murray discusses how she's used her economic expertise in her positions at the Center for Naval Analyses, the Department of Defense and now the Congressional Budget Office. In the third article, Diane Owen explores what economists do at the Antitrust Division of the Department of Justice. In the last article, Sabrina Wulff Pablonia discusses

the many advantages of being a research economist at the Bureau of Labor Statistics (BLS). All of these articles give fabulous insight into what these jobs are like and how they compare to a typical academic position. A special bonus in this issue is an interview with BLS Commissioner Erica Groshen by Susan Fleck about fostering diversity in leadership positions in the government.

This issue joins several previous issues of *CSWEP News* that examine careers in the public sector. These include four women (one of them current FOMC Chair Janet Yellen!) discussing [moving between academia and government](#) in the Fall 2004 issue, and three women discussing [jobs in think tanks and the federal government](#) in the Fall 2011 issue, among many others. I encourage you to share this current issue with students who are considering a career in the public sector—and with those who aren't, perhaps because they don't know about the many great opportunities available there—and to also point students to the [CSWEP News archives](#). ■

Lucia Foster

Economic Measurement Research at the Census Bureau

What is it like to work at a federal statistical agency? You may be surprised to hear that there is a large, vibrant, multi-disciplinary research community at the Census Bureau. When most people think of the Census Bureau they focus on the decennial collection, but Census collects and holds micro-level data on households and businesses about many subjects as part of its mission to measure the U.S population and economy. Our diverse research community at Census includes not only economists, but also statisticians, geographers, demographers and other social scientists. I will try to give a good sense of my area in this research community by first describing my office and then giving some examples from my own work.

Roughly speaking there are three main areas where economists work at Census: the Center for Administrative Records Research and Applications (CARRA), the Center for Economic Studies (CES) and the Social, Economic

and Housing Statistics Division (SESHD). There is collaboration across these three areas but my experience as an economist at Census has been all in CES. My tenure at CES is long; I started as a graduate student intern, worked as a junior then senior economist, became the director of research and for the past few years have been chief of CES.

As chief of CES my focus is on economic measurement. CES conducts research and development to improve economic measurement by discovering new ways to use existing Census products, developing new content on existing Census collections, creating new data products and suggesting improvements to Census processes. As economists who use this data in our own research, we have a unique perspective on the importance of continually improving and expanding Census data products. Examples of Census data products created by CES economists include the Quarterly Workforce Indicators,

Job-to-Job Flows, Business Dynamics Statistics and OnTheMap. Examples of new surveys that CES economists have helped develop are the Annual Survey of Entrepreneurs and the Management and Organizational Practices Survey.

In order to attract and retain high quality staff, our office is modeled on an academic economics department as much as possible. Given our research focus, more than half of the 100 people in CES are either PhD researchers (44 staff) or graduate students working toward their PhDs (17 staff). Like many academic positions, each researcher is expected to maintain an active research agenda. Economists develop their own research agenda, which supervisors review for consistency with our mission, with the requirement that they use Census microdata. Every researcher in CES (myself included) is expected to produce at least one paper a year for the CES working paper series, which is intended for eventual publication in a

peer-reviewed journal. In addition, every researcher is expected to present their research in at least one public setting each year.

Our office hosts a weekly seminar series, a less formal weekly brown bag research lunch and various study group lunches for researchers. Researchers are encouraged to attend local seminars in order both to keep up with current research and to inform other researchers about the usefulness of Census data in research. As in an academic office, there are responsibilities related to supporting a research institution such as serving on our recruiting team, running the

Like many academic positions, each researcher is expected to maintain an active research agenda.

seminar series and acting as the working paper editor. Instead of having a teaching load, each researcher has an area of expertise that is in direct support of Census programs (for example, being an expert on a particular survey).

Reflecting the broad scope of Census business collections, economists at CES cover many fields including labor, productivity, firm dynamics, industrial organization, health, environment and trade. My own research is primarily in the area of micro-level productivity dynamics and their impact on aggregate productivity growth. However, I am also currently working on projects concerning technology adoption and labor practices, management practices and research and development. I have been very fortunate to work with co-authors from whom I have learned a lot while contributing my expertise using Census micro-level data.

In addition to individual-level collaborations on research projects, CES runs the Federal Statistical Research Data Center (FSRDC) system in partnership with our hosting institutions (and soon with other statistical agencies).

The FSRDC system enables qualified external (i.e., not Census) researchers on approved projects access to micro-level data to undertake research that would not be possible with aggregated data. We currently have over 600 external researchers working on about 150 projects at 23 locations across the U.S. Being responsible for the FSRDC system gives CES a large outreach component as we encourage researchers to learn more about and use Census data. In this respect, everyone in CES (and the FSRDCs) acts as an ambassador of sorts for Census when giving presentations or publishing papers using Census data. The FSRDCs also provide a pool of experts in Census data whom we often look to when we have questions. CES also has a graduate student dissertation mentorship program through the FSRDCs. Thus, my job description includes conducting my own research, encouraging and enabling research of CES staff and facilitating the research of others across the U.S.

As part of our collaborations, the FSRDC system hosts an annual conference designed to showcase research done with Census Bureau micro-level data. In addition, working with colleagues at other statistical agencies, CES instituted two joint research workshops. Each spring, Census and Bureau of Labor Statistics (BLS) researchers spend a day presenting and discussing research of mutual interest across the agencies. In the fall, Census and Bureau of Economic Analysis (BEA) researchers do the same. Attending the various committee meetings and workshops of the statistical agencies (for example, Federal Economic Statistics Advisory Committee (FESAC)) is useful for understanding the challenges and goals of the statistical agencies. The NBER-CRIW session at the Summer Institute also provides a very good opportunity to see current research and measurement challenges.

Some examples of my own research and development activities can give a sense of what it is like to work

on economic measurement research at Census. One of my current research projects has as its underlying inspiration that, with its micro-level data, Census could produce information about the entire distribution of values of economic variables rather than just the first moments currently published. Since my research focuses on the impact of micro-level productivity on aggregate productivity growth, the prototype research project for this is the Collaborative Micro-productivity Project (CMP). The CMP represents an innovative partnership between researchers at Census and BLS to produce micro-level measures of productivity and eventually publish within-industry measures of productivity dispersion. As part of our commitment to excellence and transparency, research from the CMP project is being presented at academic conferences (including the NBER Summer Institute) and at government advisory committees (including FESAC). The first papers from this project have been or soon will be published in the *Journal of Labor Economics* and the *American Economic Review: Papers & Proceedings*.

A different research project examines changes in labor use due to the adoption of self-service technologies. The paper focuses on the historical example of gas stations, but the economic measurement issues apply to current examples in grocery stores, drugstores and restaurants. Using the insights from the research paper, our team proposed adding questions about self-service adoption to the 2017 Economic Census (EC) in these industries. The proposed changes would enable future economists to study how these technologies have enabled firms to move production from paid employees to customers.

Sometimes data gaps can only be filled with new data collections. I have been fortunate to be on research teams associated with two new surveys: the Management and Organizational Practices Survey (MOPS) and the Annual Survey of Entrepreneurs (ASE). The MOPS came about due to a partnership

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What It's Like to Be an Economist at the Congressional Budget Office

Carla Tighe Murray

As a graduate student, I expected to spend my career teaching and publishing in academic journals. Today, more than 26 years since completing my PhD, I reflect instead on a career of doing work that matters to government decision-makers—structuring analytical questions, gathering data, examining options and illuminating costs and benefits. I've studied different questions for different levels of government and in different day-to-day working environments. I'm living proof that there is no single career path for government economists; rather, there are many opportunities for an exciting and fulfilling economics career. If you like working on a variety of economic problems, applying your economic expertise to policy decisions and communicating with a wide range of economists and non-economists alike, you might enjoy a career as a policy analyst.

A Change of Direction

Like most economics graduate students, I did the rounds among hiring schools and government agencies at American Economic Association meetings. My dissertation involved insider trading regulations, but I wasn't necessarily looking for a finance-related job. I recognized that applied problems were the ones that interested me most, regardless of topic.

Easily my most interesting job interview was with a nonprofit research and analysis center called the Center for Naval Analyses (later renamed CNA), which offered me the opportunity to work on real-world problems for government sponsors. At the time, much of CNA's work was sponsored by the U.S. Navy and Marine Corps, and the organization's research analysts could deploy with those branches—sometimes working as an advisory member of an admiral's staff for a year or more, at other times traveling to provide shorter-term analysis during military exercises

or contingency operations. Most of the work at CNA's headquarters related to questions faced by Navy and Marine Corps leadership. The opportunity intrigued me. I hadn't planned on being a defense economist, but I quickly reworked my job talk, changing the focus from insider trading in financial markets to the strategic release of information over time, which could interest a national security audience.

As it turned out, the early 1990s were a fascinating time to be an economist working on defense issues. I completed my PhD in 1989 during the era of glasnost, a time of open political and social discussion in the Soviet Union. Then the Berlin Wall fell in November 1989, the Soviet Union collapsed shortly afterward and the Cold War was over—suggesting to Congress and the President that the defense establishment could be reduced and that resources could be freed up for other government spending or for tax cuts. The military force on active duty dropped from 2.2 million people in 1989 to 1.5 million in 1999.

But the Department of Defense needed to accomplish that downsizing without creating gaps in the armed forces' experience and ability. Most people join the military between the ages of 18 and 22 and then are gradually groomed for more responsibility. Simply cutting recruiting, therefore, would have left too few junior people and too many senior ones. The obvious alternative was to encourage more senior people to leave the military—but military retirement was a cliff-vested system, meaning that most people who left before serving 20 years received no retirement benefit. That gave them little incentive to leave before retirement. So economists examined how people would respond to separation bonuses or other incentives to leave before reaching retirement, thereby helping identify a military compensation package that reduced the federal budget while maintaining a capable

force at all levels of seniority.

At the same time, Congress authorized several rounds of base closures in the 1990s, bringing up questions of how to eliminate excess military facilities. Did the Defense Department need to run its own hospitals, grocery stores and elementary schools, for example, or were there better uses for those funds? Still another concern was how military suppliers, including shipbuilders and aircraft manufacturers, would downsize, merge or close. To what extent could industrial facilities reemerge in the future if needed? Did all manufacturing capability need to reside in the United States, or could we use equipment provided by allies? How much work needed to remain in government-owned facilities, and how much could be shifted to the private sector?

Most of my own work at CNA involved downsizing. Examining how to downsize shipyards allowed me to put my industrial organization roots to work as I studied production sites in the United States and England. Much of my work at the time explored “make-or-buy” decisions—that is, which activities could be done by civilians or contractors, rather than military personnel, and what the savings might be. I had the opportunity to serve on an aircraft carrier doing analysis on command, control, communications and intelligence. Later, I was detailed to the Pentagon as a scientific advisor to the Assistant Secretary of the Navy for Research, Development and Acquisition, studying how to reduce weapons depots, labs and testing centers efficiently.

A Move into Government

At CNA, I got to look at operational questions in depth; while some studies lasted only a few weeks, most were longer, and some could last as long as a year. When I was approached about joining the government in 1996, I saw the opportunity to provide more immediate

analysis. My portfolio was similar at first: military and civilian compensation costs and make-or-buy decisions. I started as an analyst in the Economic and Manpower Analysis Division, which is located in the section of the Office of the Secretary of Defense (OSD) called Program Analysis and Evaluation (PA&E). But opportunities can evolve quickly in government. Within a year, I became the Special Assistant to the Director of PA&E, and two years later, I was appointed to a senior management position as the Director of the Economic and Manpower Analysis Division.

My responsibilities varied in those jobs, but the overarching mandate was the same: to provide the best analysis possible to the Secretary and Deputy Secretary of Defense about the long-term implications of the policy decisions that they were considering. As the Special Assistant, I helped the Director of PA&E in planning and directing all of the division's work, and I oversaw his communications with the leadership of the department, the public, Congress and oversight agencies. That work didn't require a PhD, but my training helped me structure and refine the key analytical questions examined by the organization. My work as the Director of the Economic and Manpower Analysis Division was more relevant to my training, of course: I oversaw the division's studies of the Defense Health Program's funding needs, of the management of Defense Department agencies and activities, and of military pay and benefits.

At an agency's headquarters, the need for a particular analytical product can arise quickly and unpredictably. Defense analysts in OSD are responsible for staying on top of their portfolios: identifying likely policy options to examine, calculating the potential costs and savings of any particular action and working with their counterparts in the military departments. Much of the analysis is done in advance and behind the scenes, so that when a significant topic comes to the attention of a senior decision-maker, the analyst already has done

the background work. That work must provide all the pertinent information and yet be concise, objective, and easily understood by exceedingly busy leaders.

A Flexible Schedule

I remember my days in OSD fondly. But the Pentagon is a demanding place to work, often requiring early mornings or late nights and weekends, and while I was there, my personal life changed. By 2001, I had married and started a family. When the plane struck the Pentagon on September 11, I was a new mom with a baby daughter. Soon after, defense budgets were going up, the country was at war and my work life became still more demanding.

So in 2002, when the Congressional Budget Office (CBO) offered me a part-time job—giving me more time for family—I accepted, even though it meant leaving a management position. As my daughter grew older, my father became more infirm, and my flexible schedule allowed me more time with him until he passed. It gave me broader opportunities in the volunteer sector as well; I served in leadership positions at church, with the Girl Scouts and in my daughter's school. And I was able to return to a full-time schedule later.

My CBO position has been tremendously important to my professional development as well, allowing me to work with Congressional staff and members on their interests. It has given me the opportunity to see the Congressional perspective—"the view from across the river," as we used to say in the Pentagon. CBO explores the budgetary effect of policy decisions on the entire federal budget, not just from the perspective of the Defense Department. For instance, if Defense proposes a change that reduces its own budget but raises the budget of the Department of Veterans Affairs, CBO will estimate both effects.

Since 2001, particularly while the wars in Iraq and Afghanistan were being fought, identifying the best mix of cash and deferred compensation to attract and retain outstanding military personnel has been an ongoing policy

question. At CBO, I published studies measuring the entire military compensation package—cash pay and allowances; in-kind compensation, such as subsidized health care; and deferred veterans' and retirement benefits—allowing Congressional readers and the public to see a complete picture of pay and benefits. I've also studied options to shift the mix toward cash compensation by substituting cash bonuses, which are valued more highly by the young people who join the force, for less flexible forms of compensation. Meanwhile, I (and many colleagues) have had the opportunity to study various changes that Congress has made to military compensation, including raising cash pay, offering educational benefits that can be transferred to family members and adding a defined contribution benefit to the old cliff-vested pension.

Working with Economists and Non-economists

Effecting policy change is a collaborative effort, and an individual government analyst is usually just one voice among many. To me, one of the great attractions of policy analysis has been the people with whom I've worked: enlisted personnel, officers and civilians from a broad range of backgrounds, including members of Congress and the executive branch. For example, my group at CBO worked closely with Senator James Webb of the Senate Armed Services Committee and his staff as he prepared to update the Montgomery GI Bill education benefit for veterans, and I testified before his subcommittee.

Some of the people I've worked with have been deeply interested in economics; others have not. But most have held a general regard for the insights that economics training could bring to their areas of interest, whether the area was privatizing public shipyards or deciding bonuses for military specialties in short supply.

At the same time, I've maintained professional relationships with other economists by presenting my work at conferences over the years and by

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Economists in the Antitrust Division

Diane S. Owen

After 20 years as an economist in the Antitrust Division of the U.S. Department of Justice, I've perfected my cocktail-party description of my job: I collaborate with other economists and attorneys to investigate possible violations of the antitrust laws and, if necessary, to try to persuade federal judges to stop the violations. In a (doubtless riveting) episode of *Law & Order: Antitrust*, my colleagues and I would be in both halves of the show. A fuller explanation of our work and its attractions takes a little longer—one reason why we schedule an extra fifteen minutes in our sessions with candidates at the AEA/ASSA Annual Meetings.

What Economists Do in the Antitrust Division

The Antitrust Division shares responsibility with the Federal Trade Commission for enforcing federal antitrust laws. As economists, most of what we do centers on specific civil investigations, either investigations into proposed mergers or investigations of a firm's business conduct (e.g., exclusive contracts, loyalty discounts); the Division's criminal price-fixing investigations don't rely on economic analysis to the same degree. Every merger and conduct investigation has at least one economist on it from the outset, and complex or data-rich matters can have six or eight with different areas of responsibility divided up by interest and skills.

The key question in a merger investigation is whether the merger is likely to reduce competition, taking into account both its potential to create market power and its ability to create efficiencies. The key question in a conduct investigation is whether the business practice in question impairs other firms' abilities to compete on the merits and does so without adequate justification. While the question is always the same, figuring out how to answer it changes every time. The investigation is iterative:

learn facts from interviews, company documents, or depositions; from those, frame theories; figure out how to test the theories; dig for the facts and data necessary for the test; re-examine your theories; repeat.

Economists are involved in all steps of that process, but two roles stand out. First, the attorneys often look to economists to provide an intellectual framework of the analysis, to help in shutting down unproductive lines of inquiry (or entire investigations) and to identify potentially dispositive facts. Second, of course, economists in our office identify available data and conduct empirical analyses, which often carry a lot of weight in internal decision-making.

A major difference from academia and from many policy jobs is the nature of our work product. Though we contribute to legal briefs filed in court, our own writing is almost always for an internal audience. Sometimes that takes the form of a memo to someone higher in our mostly-flat organization structure, such as the top economist in the Division (always a prominent academic economist on leave—currently, Nancy Rose of MIT), or the Assistant Attorney General for Antitrust, who is our ultimate decision-maker. Often our persuasive writing is aimed at other members of our case team, in emails recommending a search for a particular kind of document or arguing the pros and cons of a particular theory of a case.

If an investigation looks like it might go to court, we will generally prepare an economic expert who might testify about their conclusions. On smaller matters economists in our office may act as experts, but on high-profile matters we often bring in a well-known economist from academia. I doubt that in any other context I would work so intensively with (or against) Frank Fisher, Carl Shapiro, Michael Katz, Dennis Carlton and others, engaging on facts and ideas that we all know well. It's an

unexpected perk of the job.

If we do go to court to block a merger or stop a business practice, economists work on the trial and are typically in the courtroom at least part of the time. In addition to working with our own expert, we help determine how to cross-examine the defendants' expert, and what facts we need to be sure to establish through our own fact witnesses' testimony. Trial work is intense, interesting—and rare. The Division goes to trial in merger and conduct matters once or twice in an average year. Many more cases settle, and economists work on the teams that negotiate those settlements, which are intended to cure the competitive problems identified during the investigation.

While work in the Division is not primarily a research job, there are opportunities for limited release time to pursue personal research projects, and the Division encourages publication and participation in conferences. Economists vary in whether they continue to pursue publication, and job performance is not measured by publication record. It's also not a policy job in a traditional sense, though it has an enormous impact on the public through our enforcement of the antitrust laws. Outside of casework, there are also opportunities to help the Division shape and publicize recommendations on competition issues. In recent years, such issues have included the appropriate economic and legal analysis in the antitrust context of intellectual property issues and of standards-setting bodies.

What Brought Us to the Division and Why We Stay

The Economic Analysis Group within the Antitrust Division comprises about 54 PhD economists, of whom currently 14 are women. To get perspective beyond my own, I surveyed my women colleagues on why they came to the Division and why they stayed. I think



Antitrust Division

my male colleagues would say similar things.

Economists in the Division come with background in a range of fields. I'm at one extreme, in that my dissertation related to antitrust, and the Division was where I most wanted to be when I went on the market. Unfortunately, I didn't get the job! I spent three years in a tenure-track position at William & Mary before applying again. A number of my colleagues, in contrast, had primary fields such as experimental, health, labor and trade, with at most a secondary interest in industrial organization (IO) coming out of grad school. Empirical expertise transfers particularly well from other fields of applied micro.

Debby Minehart arrived by a different path: She was a tenured Associate Professor at Maryland who came to the Division as a Visiting Scholar—the office hosts one in most years—loved it from her first week, and chose to stay on. In academia, she worked on theoretical models of buyer and supplier relationships and of the structure of R&D-intensive industries. She found that the Division let her see IO theory in action, and she played a leading role in the analysis of two-sided markets as part of the investigation and prosecution of American Express for restrictive terms in its contracts with merchants.

Investigation is exciting if you like asking questions and getting into the weeds. (Another of my cocktail-party lines is: "It's a great job if you're nosy.") To identify likely constraints on a firm's pricing, or the potential for entry, we dive deeply into the facts and see data and internal analyses that aren't visible to economists in any other circumstance. So many of the complexities of real-world business are left out of standard IO models, and the work every day presents challenges that I would not have dreamed up on my own. In identifying the potential for price increases after a merger, how should I take account of the three-year supply of the product now sitting outside a closed-down mine? What natural experiments

are available from which I can infer the competitive importance of a new product with no sales yet? The cleverness and thoroughness with which I can address such questions can have an immediate, visible impact when we must decide whether a multi-billion-dollar merger should be blocked because it is likely to harm competition.

Teamwork is a prime attraction for those who stay in the Division. As I've already described, day-to-day investigative work is inherently collaborative. Skill at teaching economic logic to non-economists matters, and not surprisingly, many economists in the office say they'd likely have chosen careers at liberal arts colleges if they hadn't come here. Litigation consulting is another alternative, with some clear advantages in money, opportunities to testify and locational flexibility, and we see former colleagues on "the other side of the table" when they come present arguments on behalf of firms that we're investigating. (The traffic flows the other way, too; two of my current colleagues came to the Division from consulting firms.) I can't speak from experience in consulting, but in the Division I like knowing that I have the freedom—in fact, the responsibility—to reach and present my own conclusion about the merits of an investigation without worrying whether it's what someone above me wants to hear.

Government jobs, including work in the Division, are both more and less flexible than academia for those with family responsibilities. There's no equivalent to the academic calendar's summer, holiday and spring "breaks," but economists can and do opt for various kinds of flexible work schedules (for instance, with later start and end times, or a "flex day" off every two weeks). When decision or court deadlines loom, economists do put in whatever time is necessary to present high-quality work, but otherwise can use their nights and weekends as they choose without guilt. A colleague notes that for the 20 years or so that raising a family is your second job, it's crucial that your "day job"

be low-stress, flexible and supportive.

Staying in the Division has some costs. Beyond the tradeoffs I've already mentioned, my colleagues most often mention the locational constraint: All the Division's economists are in Washington, DC, as are most of the available short-term posts at other government agencies (e.g., Council of Economic Advisors, FCC).

Outreach

Under Department of Justice rules, we are limited to hiring U.S. citizens (native or naturalized). That is a serious restriction, given the composition of the pool of new PhDs, and raises the importance of making sure that everyone in the eligible pool knows about the opportunities the Division offers so that we can maximize our chance of finding good matches.

To that end, we held our first-ever outreach event last year, inviting women PhD students at universities in driving distance from DC who are within a few years of going on the market. During the daylong event, the attendees heard about life in the Division, attended a paper given by an outside speaker as part of our regular seminar series and participated in substantive discussion groups on antitrust issues in network industries and on empirical issues in healthcare cases. We've done less-formal educational gatherings of interested students at a couple of universities, and hope to do more. Through word-of-mouth—and this article—we hope also to remind mid-career economists to consider the Division when they're looking for a policy-relevant place for a year-long visit or for a new permanent position with scope for meaningful, varied economic analysis that has immediate impact.

Note: The views expressed above do not purport to reflect those of the U.S. Department of Justice.

What Research Economists Do at the Bureau of Labor Statistics

Sabrina Wulff Pabilonia

The timing was right. The newest cohort of the National Longitudinal Surveys of Youth, the NLSY97, had just become available, and the Bureau of Labor Statistics (BLS) organized an NLSY97 Early Results Conference for late 1999. My PhD chair, Shelly Lundberg, who was on the National Longitudinal Surveys Technical Review Committee, encouraged me to use this new dataset for my dissertation and then present my findings at the conference. It was following this conference that I considered applying for government jobs as well as academic positions. I thought it could be interesting to work on measurement issues and surveys alongside many other labor economists. A few months prior to completing my PhD at the University of Washington in 2001, I applied for several BLS research economist positions announced in the Job Openings for Economists and interviewed with several offices within BLS at the Annual Meetings. After my fly-out, I was offered (and accepted) a position as a research economist in the Office of Productivity and Technology at BLS, where I still work. The research economist staff at BLS are divided among four program offices so that they can work closely with program staff to improve BLS measures. These offices include the Office of Productivity and Technology, the Office of Compensation and Working Conditions, the Office of Employment and Unemployment Statistics and the Office of Prices and Living Conditions.

I would encourage others who are interested in a career in academia to consider a job as a research economist at BLS or another similar government agency in Washington, DC. Let me emphasize the “research” part of “research economist,” because there are many PhD economist positions in DC that “encourage” independent research but do not allow time for it within normal

working hours. There are numerous advantages to starting one’s career as a government research economist. First is location, location, location. There are a lot of other economists in DC (at several universities and many government agencies) to work with and learn from. In addition, most conferences cycle through the Washington, DC, metro area.

At BLS, we have an active seminar series in which we host external speakers. We also have an internal brown bag series where BLS researchers present their results to the 40-plus PhD research economists in the building. These research economists work in the areas of prices, compensation, economic growth and productivity, and employment and unemployment. Other government agencies and local universities provide additional opportunities for presenting our research. There is also a local informal professional group, DC Women in the Economics Profession (DCWEP), which several of my BLS colleagues and I formed in 2011. Its 100-plus female economists in DC connect on LinkedIn and meet several times a year for networking and mentoring events.

Other advantages of working at the BLS, depending upon one’s interests, may include not having to apply for grants, no teaching requirement (though some of my colleagues choose to teach courses at a local university), no tenure process, significant research time, flexibility in scheduling work hours and teleworking. I currently work from home two days a week.

A government position also enables one to have a rewarding career while caring for young children. Many government agencies offer on-site day care. Work schedule flexibility and availability of telework make it easier to work around school schedules and take care of sick children. Other options include

taking unpaid leave. One can take up to 8 hours a week of unpaid leave without affecting benefit eligibility. Until my son entered kindergarten, I took leave without pay every Friday, which is still considered full-time for benefit eligibility. Some people also hire nannies or *au pairs*. My husband and I hired *au pairs* on and off for 7 to 8 years to help our

... [we] are expected to be active researchers and publish in good journals—quality is emphasized over quantity.

family while our son was young. This allowed my husband and me to have even more flexibility in our working hours and to travel to conferences. Some of my colleagues have taken extended time off following the birth/adoption of a child (up to one year in some cases). Unfortunately, most of this time off has been unpaid.

Independent research is an important part of the job for BLS research economists, and it is included in our performance standards. In general, the expectation is that about half of your time will be devoted to program development activities while the other half will be spent on independent research projects, which is roughly equivalent to what is expected by a mid-tier university. An example of a program development project would be to develop a new way to measure hours worked for productivity measurement using new data sources. I will discuss program development work further below, but first let me discuss research activities. In order to be promoted to the highest pay grade for nonsupervisory research economists, researchers are expected to be active researchers and publish in good journals—quality is emphasized over



quantity. There are several activities I was involved in early in my career that I believe helped me to create a steady stream of publications: 1) participating in CSWEP activities, 2) attending conferences, 3) pursuing co-authoring opportunities, 4) working on program development projects, 5) working with restricted-use datasets and 6) working with new datasets. Let me discuss each of these in turn.

Early on, I participated in the two-day [CeMENT Mentoring Workshop](#) and got invaluable advice on publishing, conferences, work-life balance and networking from senior colleagues. I also submitted two short finished papers to the CSWEP-sponsored sessions at the AEA/ASSA Annual Meetings that were subsequently selected for publication in the *American Economic Review: Papers and Proceedings*. In addition, I have presented my research in CSWEP sessions at regional economic association conferences. I try to present at as many conferences as possible given my office's budget (on average, 2 or 3 conferences a year involving travel). There are also opportunities to present at conferences/workshops paid for by other research organizations (for example, the Institute for the Study of Labor (IZA)). Like most other organizations, BLS will pay for conference travel if I am on the program as a presenter, discussant or organizer. A good avenue for government economists to get on the program at the AEA Meetings is through the AEA Committee on Economic Statistics or the Society of Government Economists. The latter group also organizes frequent conferences in DC, which are open to academic economists as well. I have found co-authors in my office and in other BLS offices by organizing sessions on common topics for conferences, by attending conferences and by continuing relationships with graduate school classmates.

Several of my program development projects have related to the hours component of productivity measurement, and these have led to additional opportunities to use datasets such as the Current Population Survey (CPS),

American Time Use Survey (ATUS) and American Community Survey (ACS) in subsequent research papers. Another paper of mine used the restricted-access NLSY97 geocode data. Because I am a BLS employee, I didn't have to go through rigorous examination to prove that the data would be used in a secure location and stored on a secure machine. Outside researchers are often interested in co-authoring with BLS employees, either because of their expert knowledge of the BLS datasets or because of their access to confidential on-site-only-use datasets.

There are many opportunities to publish when working with a new dataset—either because there are questions that can now be answered using the new data or because old questions and answers can be revisited. For example, I started using the ATUS when it was first released in 2004. I have now published seven papers using these data. I've learned that it is very important to know as much about the data as possible—something many researchers fail to do and thus miss important points about the data. Studying the data codebook is essential, but at BLS I have easy access to the people who know the most about the data. I also learn a lot about the data in the course of my program development work. Conferences are often organized in response to the introduction of a new dataset or new cohort of an existing dataset. These conferences provide researchers with opportunities to network with others who are also using the data and potentially to participate in a special conference volume highlighting uses for the new data.

Working with time diaries from the ATUS has taught me to better organize and account for how I spend my own time to increase my productivity, both professionally and personally. I record my accomplishments and service activities on my CV and annual performance evaluation immediately after completing them. Each fiscal year, I set goals as to which research papers I want to publish, submit or start that year. I have learned over time that multitasking can

be really inefficient and that it is much better to carve out extended blocks of time to work on one or two projects at a time over a few months rather than to try to work on many projects simultaneously. Usually, these blocks of time will be the months just prior to a conference presentation. I also try to coordinate when I will work on research projects with times when my co-authors are open for discussion or review. Each semester, I usually email the following question to each co-author, "What are your research days over the next couple of months? I am available on X and Y." I also make revise-and-resubmits a top priority over research still in progress in order to get them back out to the journal as soon as possible. Journal editors can change, and sometimes a paper is not viewed as favorably by a new set of eyes.

My office does not conduct any surveys. The official U.S. productivity statistics are produced by compiling data that are collected by other BLS program offices as well as data from the Bureau of Economic Analysis (BEA) and the Census Bureau. In addition to examining measurement issues related to the hours worked input for the productivity measures produced by my office, I have worked on cross-office teams whose goals were to learn how staff bureau-wide generate new BLS products, to identify research resources for BLS economists and to recommend a redesign of research office webpages. Currently, I am working on a long-term BLS-Census project to create measures of within-industry productivity dispersion. I spend one day each week at the Census Bureau working with confidential microdata from the Annual Survey of Manufactures (ASM) in their Federal Statistical Research Data Center (FSRDC). In other offices, research economists have had the opportunity to go into the field with survey interviewers or to organize large conferences for data users. As a researcher, you have the opportunity to improve the quality of existing government statistics and surveys and to develop new data products.

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Interview with BLS Commissioner Erica Groshen

Susan Fleck



Erica L. Groshen, Commissioner of the U.S. Bureau of Labor Statistics

Erica L. Groshen is Commissioner of the U.S. Bureau of Labor Statistics (BLS). Before joining the BLS in 2013, she was a Vice President in the Research and Statistics Group at the Federal Reserve Bank of New York. Her research has focused on labor markets over the business cycle, regional economics, wage rigidity and dispersion, the male-female wage differential and the role of employers in labor market outcomes. In this interview with Susan Fleck, Commissioner Groshen discusses women economists in leadership positions in the public sector, some of the challenges of increasing diversity and CSWEP's role in advancing diversity.

You became BLS Commissioner in 2013. At that time, there were no women in the senior executive service of the Bureau of Labor Statistics. Under your leadership, there has been an increase in the number of women in senior leadership positions at the agency. The Associate Commissioners of Administration, Technology and Survey Processing and Productivity; the Assistant Commissioners of Employment Projections, Current Employment and International Prices; and the Chief of Research

in the Office of Compensation and Working Conditions are all women. What has changed?

It is true that when I was confirmed as BLS Commissioner, there were no women in the top level of leadership in the Bureau. This does not mean, however, that women have been absent from BLS leadership. BLS has seen many women successfully reach senior career positions at BLS, and my leadership rests on the shoulders of three women Commissioners who served, collectively, a quarter of a century—Janet Norwood, Katharine Abraham and Kathleen Utgoff. When I came on board, I carried out a listening tour and heard some people say that BLS could work more actively on diversity and inclusion. I have moved forward to address these concerns and appreciate the opportunity to talk with you about this.

As for the women now in leadership at BLS, I am pleased that I could support the best person for all these positions and that the best person was a woman in each case. Three circumstances have provided the opportunity. The first of these was a naturally occurring demographic event, the second was the direction that I envisioned for the agency and the third was a set of government-wide HR initiatives.

The first factor was a series of baby boomer retirements. When I was confirmed as the Commissioner of the Bureau of Labor Statistics, the leadership team that welcomed me had an incredible amount of expertise and experience—almost all had started their careers at BLS and moved up through the ranks. My transition was eased by their willingness to share their knowledge and their laser focus on data production and news releases. The men in these top leadership positions had all already served 30 to 40 years in government. Over the past three years, though, a number have decided to retire. This

natural attrition created openings in my senior staff team.

One of my tenets of leadership is to commit myself and the organization to hire the best person for the job and to support advancement within BLS. My ideas are in sync with BLS career senior executives, as we strove to become a little more thoughtful about the process. When I articulated my vision, my senior staff supported me in its implementation. I also think (and hope) that women become more likely to step up and apply for openings as the leadership team grows more diverse. Some of the women now in the senior leadership team are home grown, but others come from outside of the agency.

Last but not least, the federal government has moved towards greater selectivity in reviewing and vetting selected candidates. The Senior Executive Service (SES) selection panels convened by Office of Personnel Management (OPM) evaluate each selectee's credentials and judge their suitability. These selection panels have increased their screening of applicants and approve only those individuals whose experience truly displays the leadership qualities required for career civil service as described by the Executive Core Qualifications. This government-wide policy complemented my own vision for hiring the best person for the job.

This combination of events, policies and practices, together with strong support from leadership in the Department of Labor, has led BLS to increase gender diversity in top positions during my time here.

What ways does BLS support and strengthen the pipeline of diversity?

First, let me mention the ways in which BLS is a great place to work. The flexibilities that the agency offers have made it easier for both women and men with family responsibilities to reduce



commuting time, to work short days when necessary and balance that with longer days. We also consider requests for job-sharing and part-time work, requests made mostly by women, so they can stay in the workforce while they shoulder primary caretaking in the family. These benefits are added to a

This investment in human capital strengthens our expertise and supports individuals' personal and professional goals.

mission that is seriously consequential, incomparable colleagues (2,400 of the most dedicated and skilled data nerds in the world), and work that never ceases to be challenging. Sabrina Pablonia's article about working as a research economist at the BLS goes into more detail about all these features of work here—thanks, Sabrina!

Second, the BLS is committed to succession planning. This means that we want to attract and retain employees and provide them opportunities to expand their careers and step into leadership.

To attract a diverse pool of employees, we support federal government initiatives and policies that provide special consideration for people with disabilities and for our nation's veterans. We also actively recruit at Historically Black Colleges and Universities and Hispanic-Serving Institutions that are part of the Hispanic Association of Colleges and Universities in order to expand our pool of candidates.

To retain the employees we hire, the BLS supports staff who want to pursue graduate studies related to their area of work, resources permitting. This investment in human capital strengthens our expertise and supports individuals' personal and professional goals.

The BLS Workforce Development and Training staff coordinates and

executes training for technical skills, such as IT software programming; professional skills, such as conflict resolution; and leadership skills and opportunities. The training staff also provide invaluable one-on-one guidance to staff who want to map out their career goals with individual development plans.

Third, the BLS is committed to diversity. Our newest Diversity and Inclusion plan identifies nearly thirty initiatives to support the Bureau's continued efforts to recruit, hire, retain and promote a diverse staff that is prepared, capable and able to meet the challenges of our mission.

The BLS also participates in the AEA Summer Economics Fellows program. This program is coordinated by CSWEP, the Committee on the Status of Minority Groups in the Economics Profession and the National Science Foundation. We also support as many as four research fellows each summer (one each for our primary programs in employment, compensation, prices and productivity) for women and underrepresented minorities and for those whose research would advance the role of women or under-represented minorities in economics.

As I mentioned earlier, I am convinced that diversity must be continuously cultivated. To review how the BLS is doing in this area, we established a Diversity Study Group in 2014 to "research and analyze the state of diversity at the BLS related to hiring, systemic barriers and ways to improve the retention and promotion opportunities of those in protected groups in order to make recommendations for improvement." The group will provide me their recommendations in the coming months.

I am looking forward to their analysis and recommendations. Change is most effective when those who care most about the work are responsible for seeing the change through.

What challenges does BLS face in supporting diversity?

Building an agency that looks like America is an important way to ensure

that BLS thrives in the future. Despite the active efforts that I describe above, I admit that attracting diverse talent remains a challenge for two reasons. One is that the data scientists with backgrounds in economics, mathematics, statistics and IT are in a pool of candidates that has little diversity. Furthermore, because U.S. government agencies only hire U.S. citizens, the diversity of backgrounds that international students contribute in academia does not translate to the job pool for federal jobs.

Yet, even though the gender, race and ethnic distribution of data scientists has changed little over the years, the total number of women and underrepresented minorities in these fields has increased over time, expanding the pool of qualified candidates. One bright spot in this area is statistics. It is a fairly gender-diverse field: 43% of undergraduate degrees in mathematics/statistics and 37% of PhDs in statistics went to women in 2011 and 2014, respectively (regardless of citizenship). The ability to attract and retain women and minorities to the data science fields is a much broader goal that needs to be addressed over a long horizon with my colleagues in academia. I am hopeful that an expanding pipeline of graduates in these fields will help broaden diversity in the occupations that are vital to the work of the BLS.

(Here are data sources where you can find demographic statistics on academic achievement: *Science and Engineering Indicators 2014*, National Science Foundation, Chapter 2: <http://www.nsf.gov/statistics/seind14/index.cfm/chapter-2/c2s2.htm>, Appendix table 2-17, Appendix table 2-23. NSF Data tables 16 and 22, <http://www.nsf.gov/statistics/2016/nsf16300/data-tables.cfm>.)

How has your involvement in CSWEP affected your leadership—whether that be your vision, your style of leadership, or something else?

CSWEP has been a key career resource for me, providing opportunities, role models and information

Groshen Interview

that helped sustain me personally and professionally. I am indebted to CSWEP for teaching me all sorts of things I could do to help carve out a career in economics.

I was exposed to CSWEP in graduate school in the early 1980s. I read the newsletters assiduously and saved them to reread. I have participated in CSWEP sessions in conferences. And as a mentor in CeMENT, I think I learned as much as any mentee. The involvement made me organize my thoughts about my own career at the time. The mentees asked challenging and probing questions that helped me with my critical thinking.

The CSWEP pioneer I think of first is Francine Blau (CSWEP Chair 2003–2006). We have similar research interests and I learned a lot from her work (much using BLS data, by the way). That drew me to her in the first place. When we met, I also admired the way she carried herself. She impressed me with the way that she balanced informality—that is, being approachable and using humor—with calm professionalism. She seemed always confident and relaxed, neither defensive nor insecure. Her manner made her arguments for gender diversity all the more persuasive.

She was one of many who helped CSWEP make progress. The challenge of CSWEP and other groups that advance diversity is to make progress without alienating the same colleagues that one needs to convince—or making its members feel hopeless. CSWEP has shown the power that a community of positive, like-minded women can have on the profession. I think back to my time at Harvard in the doctoral program. A few of us graduate students decided to help advance diversity in hiring. We reached out to other graduate programs and asked them about the strongest women candidates currently on the job market. We called those women to encourage them to apply to Harvard. We put their information together in a packet for the hiring committee to review. While I was there, for each of the three years that we did this homework for the hiring committee, they hired women junior faculty. For the three years that we did not do the leg work, no women were hired.

To this day, I'm unsure how much of a difference we made and, if so, why. Was it the work we did for the committee, the signal we sent to faculty that this was something to focus attention on, or the expanded pool of candidates because we convinced reticent women to apply who would otherwise have self-selected out of the pool? Perhaps all of these factors played some role.

I think that the experiences I have had in the community of CSWEP have influenced my approach to diversity. It's a long road that has to be maintained and invested in to get us to where we want to go. ■

Top 10 Tips for Dealing with the Media

1. **Respond quickly**—or at least let the contact know you can't respond. Reporters and bookers are on a tight deadline and will not contact you again if you are not responsive.
2. You can tell someone to **email you the topic** and that you will get back to her/him at a certain time (ideally within an hour) if you need some time to think about what you want to say.
3. **What you say is “on the record” unless you tell a reporter otherwise beforehand.** You can specify in advance whether you are talking “on background” or “not for attribution,” which mean you are giving the reporter information he/she can use, but he/she will not link that material to your name. “Off the record” means that the reporter cannot use the information at all unless she/he has another source who is not off the record.
4. **Be succinct.**
5. That said, you can tell a reporter that you first want to talk about the topic in general and then will **give a pithy quote after you more fully grasp what the specific topic is.**
6. If you don't know the answer but can suggest someone who does, that is helpful to the media. **Share your contacts**—especially other women!
7. **You are almost certainly enough of an expert** to speak to the issue at hand. Economists can speak knowledgeably about many economic topics even if they haven't published an article on a specific topic. If you need to clarify something after speaking with a reporter, follow up via email or a phone call right away.
8. **Pitch your ideas.** Tell people what you are working on and why they should cover it.
9. **Use Twitter**, both to communicate ideas and to signal that you're open to media contact.
10. The media are not out for “gotcha” moments—**they're trying to tell the correct story**, and you can help them do that. Talking to the media gives you an opportunity to affect policy and to educate a broader audience. Approach it as a way to make the world a more informed place.

CSWEP thanks Lisa Cook, Dan Diamond, Susan Dynarski, Claudia Goldin, Catherine Rampell, Justin Wolfers and especially Diane Whitmore Schanzenbach for participating in the panel discussion “Who's Doing the Talking: Women Economists and the Media” at the 2016 AEA/ASSA Meetings. These are among the many tips given by the panel. CSWEP plans to host more events at the 2017 AEA/ASSA Meetings related to how to interact with the media—stay tuned for details!

paper-sessions at the Annual Meeting of the AEA, and for similar sessions at the Meetings of the Regional Economics Associations. The latter bring to mind the innovative work of CSWEP's four Regional Representatives who initiated career-development panels and networking events; and trailing the Regionals, last January CSWEP dove into career development at the AEA Meeting with a roundtable on "Women and the Media," with plans for media training in 2017.

Each element of this structure embodies CSWEP's programmatic growth at both the intensive and extensive margins. For example, the capacity of both CeMENT Mentoring Workshops (for Faculty in Doctoral Programs and for Faculty in Non-Doctoral Programs) have doubled, the three new annual Mentoring Breakfasts are now annual events at the AEA Meeting, bringing the total number of CSWEP mentees to over 300 annually. This range of mentoring events requires leadership, management and a whole lot of work. Here [Terra McKinnish](#) has led and last year she became CSWEP's first Associate Chair and Director of Mentoring Programs. Mentoring events are now channeled through her Steering Committee and the Breakfast Committees.

A second example involves the Survey. Last year, [Margaret Levenstein](#) became CSWEP's first Associate Chair and Director of the Survey. She has already improved content, utility and administration. Since 1972, the Annual Survey has provided fundamental inputs for monitoring the progress of women in the economics profession with the results published in the *Annual Report of CSWEP* to the AEA. CSWEP has long boasted high survey response rates. Starting with Barbara Fraumeni's term as Chair, 100% of departments with doctoral programs have responded to the survey, and in 2015 response rates for other departments edged up to 86% and (thanks to Liaisons) were generally timelier. Since 2014, the *Annual Report* has included an analyses of women and men in synthetic cohorts as they make their ways from entering PhD students on up through the academic ranks.

Perhaps most importantly, in her first year, Maggie laid the groundwork for preserving the department-level survey data, resulting in special funding by the AEA for this project. The ultimate goal is to provide researchers with an ongoing CSWEP Panel on the Gender Composition of Students and Faculty stretching back to 1972. This enormous undertaking includes harmonizing variables from questionnaires that evolved in ad hoc ways from 1972 to the present and includes reading many years of old discs in assorted formats, each containing one year of departmental responses to the AEA's Universal Academic Questionnaire. While important to the economics profession, the CSWEP Survey bears a much broader significance. Begun in 1972 when U.S. women were just beginning to enter management and the professions in significant numbers, these data are unique in the social sciences and seemingly in all of academe.

Additional activities go un-reflected in these structures, ranging from the straightforward (in January 2016 CSWEP

launched the provision of a lactation room at the AEA Meeting) to the more complex (helping other disciplines and economists in other countries establishing their own "CSWEP" or initiating their own survey).

Innovating, pulling the levers and performing this vast array of tasks are not only the CSWEP Board but also by a bibliography of economists. As you may know from personal experience, for committee work and for contributions to the CSWEP News, CSWEP has come to rely more and more on economists from beyond the Board and in every cranny of the profession. Upon reading the Annual Report, my Chinese counterpart once asked how I got so many people to do so much work. My gut reaction was that I don't get anyone to do anything leading me directly to recognition of the extraordinary willingness of members of the Board and the CSWEP Community more generally to innovate and to work toward improving the status of women in the economics profession.

In order to share the responsibilities for CSWEP's many moving parts, CSWEP's growth necessitated organizational restructuring. This was no more evident than in the search for a new Chair. Prior to Restructuring, when asked to serve, outstanding candidates with deeply demonstrated support for CSWEP turned down this "opportunity," not just from me, but also when offered by the President of the AEA. These refusals clarified the issue, the magnitude of the responsibilities, thus revealing the scope of CSWEP's work to the AEA and winning approval of Restructuring.

It worked! Once in place, [Shelly Lundberg](#) converted her flat "no" to a "yes." Over her distinguished career Shelly has embraced CSWEP's mission, bringing outstanding leadership and organizational skills to the office. My belief and my hope that it is widely shared, is that this Restructuring, and no doubt more to come, will serve not just women in the profession, but also the economics profession as a whole. ■

Congressional Budget Office continued from page 6

working with others at CBO and the Department of Defense. Because CBO examines many types of federal spending, my colleagues are experts in a wide range of topics, such as health economics, Social Security and macroeconomic forecasting. Also, government employers often provide great training and professional development opportunities. I spent part of one summer at Harvard and a month in Charlottesville, Virginia, receiving executive management training. I've presented my work in Germany and Hawaii (and in less glamorous places too). I've also been an adjunct professor and published outside CBO periodically.

This type of career may not appeal to everyone, and it wasn't what I envisioned for myself when I entered graduate school. But for those who wish to do high-quality work on the key issues facing our country and to have an impact on policy, being a government economist provides some terrific opportunities. ■

From the Chair continued from page 2

the CSWEP Community at large starting with that small band of rebels who broke ground for CSWEP back in 1971, to all earlier Boards, and especially my immediate predecessor, Barbara Fraumeni. For their counsel, hard work and bringing their creative ideas to fruition, I offer my profound thanks to the 20 Board members with whom I've worked; to CeMENT Directors, Kim-Marie McGoldrick, Terra McKinnish, Ann Owen and Kosali Simon; to all 256 Liaisons, and to the bibliography of others who contributed often anonymously to the work of CSWEP.² For encouragement, support and wise counsel, I thank the successive AEA officers and members of the Executive Committee, the excellent staff at AEA Headquarters, and proffer special thanks to

² While it is impossible to list all contributors, year-by-year the names of many are bolded in the most recent (in this issue) and the past three *Annual Reports of CSWEP*.

Secretary-Treasurer Peter Rousseau and his predecessor, John Siegfried.

The excellence of *CSWEP News* and its highly sought "Focus" sections derives from the individual and collective work of the Board and three unsung heroes. Each Board member served as a Co-Editor and produces one (or more) "Focus." Three heroes transformed the earlier *Newsletter* into *CSWEP News*, kept the editions rolling out and made many enhancements: foresighted guide and Oversight Editor, Madeline Zavodny; on-the-ground coordinator, clandestine contributor and Assistant Editor, Jennifer Socey; and art-improves-content Graphic Designer, Leda Black.

Near legendary in the CSWEP Community are Jennifer Socey's creativity, diplomacy, multiplicity of skills and ability to get things done. More than her title of Administrative Assistant, she embraced CSWEP's mission

leaving her footprints in CSWEP's work and making my job do-able and often fun. To her goes my heartfelt thanks.³ Also thanks to my department and colleagues at Duke for moral, technological and in-kind support.

It has been my privilege and a pleasure to work with all of these people and I shall miss the contact and camaraderie that went together with the work. It is with pride in CSWEP and great joy that I turn the reins over to our new Chair, Shelly Lundberg, Associate Chairs Margaret Levenstein and Terra McKinnish, the CSWEP Board and the 256 Liaisons. I ask you to give them your support and become their successors. ■

³ I look forward to our post-CSWEP banter over my choice of words for this paragraph. In addition, she is helping to transition the Office of the CSWEP Chair to UC Santa Barbara and training her successor, Amber Pipa. Moreover, Jennifer will assist Maggie Newman and myself (as President-elect) in organizing the May 2017 Annual Meeting of the Society of Labor Economists. The deadline for submissions is October 31, 2016!

Census Bureau continued from page 4

between Census and a team of academics (Nick Bloom, Erik Brynjolfsson and John Van Reenen). My work on the MOPS included working with the research team and Census survey area to develop the survey instrument (including joining the cognitive testing team to site visits) and dissemination strategy. Part of the dissemination strategy includes producing research papers. Co-authoring these papers provides CES staff with an opportunity to conduct research with the academic research team. The MOPS was first fielded in 2011, and we are now working on an expanded MOPS to be fielded this spring.

The ASE owes its existence to many people but got its start at a 2013 United Nations conference on measuring entrepreneurship from a gender perspective. At the conference, Alicia Robb from the Kauffman Foundation followed up my presentation on the Survey of Business Owners (SBO) by asking whether Census would be interested in a partnership developing an annual version of the SBO. Given the earlier experience with the MOPS and the recommendations from a National Academies Panel on the SBO, this seemed possible and Census was able to move forward with this.

Census, in partnership with the Kauffman Foundation and the Minority Business Development Agency, managed to develop and conduct this brand new survey in less than two years. For my part, I have been involved in developing the content for the base survey and for its modules and have

turned to experts both within CES and in our greater research community for advice on these activities. In order to help promote the use of the ASE, the survey director, Patrice Norman, and I co-authored a working paper introducing the survey.

Finally, I will end with one of my favorite "research projects." When recruiting new PhD economists, one question that comes up is "What is the DC area like?" To answer that question, we turned to data collection but with a playful turn. In order to "prove" to prospective employees that the DC area can compete with California in terms of weather, some intrepid CES staff ate lunch outside on our cafeteria deck at least one day in every month for three years. We took pictures each month as proof (at some times surrounded by snow), producing a photographic collage entitled "Washington is so Temperate We Eat Outside Year Round: Evidence from Census Micro Data." A copy of this picture hangs on my office door reminding me how fortunate I am to work with curious, creative and engaging people. ■

To Celebrate and Honor

CSWEP celebrates and thanks the following senior mentors whose dedicated service carried the 2015 and 2016 CeMENT Workshops. As noted after their names, some are former CCOFFE or CeMENT participants who returned to pay it forward!

2015 CeMENT Workshop for

Faculty in Non-Doctoral Programs

Ann Owen, Director (CCOFFE 1998)
Hamilton College

Cynthia Bansak (CeMENT 2004)
St. Lawrence University

Rachel Connelly
Bowdoin College

Hope Corman
Rider University

Angela Dills
Providence College

Mary Evans
Claremont McKenna College

Jessica Holmes (CCOFFE 1998)
Middlebury College

Lynne Lewis (CCOFFE 1998)
Bates College

Ellen Magenheim
Swarthmore College

Maggie Maurer-Fazio
Bates College

Roisin O'Sullivan (CeMENT 2004)
Smith College

Patricia Schneider (CeMENT 2004)
Agnes Scott College

CSWEP also thanks special guests and speakers Nancy Lutz, National Science Foundation, Marjorie McElroy, Duke University, and Laura Razzolini (CCOFFE 1998), Virginia Commonwealth University and editor of the Southern Economic Journal.

2016 CeMENT Workshop for

Faculty in Doctoral Programs

Kosali Simon, Director (CeMENT 2004)
Indiana University

Elizabeth Asiedu
Kansas University

Kate Bundorf
Stanford University

Marcelle Chauvet
University of California, Riverside

Julie Cullen
University of California, San Diego

Mary Daly
San Francisco Federal Reserve Bank

Sue Dynarski (CeMENT 2006)
University of Michigan

Leora Friedberg (CCOFFE 1998)
University of Virginia

Meredith Fowlie
University of California, Berkeley

Susan Helper
Case Western Reserve University

Annamaria Lusardi
George Washington University

Heather Royer
University of California, Santa Barbara

Ann Harrison
University of Pennsylvania

Kathleen Segerson
University of Connecticut

Bobbi Wolfe
University of Wisconsin Madison

Myrna Wooders
Vanderbilt University

Mo Xiao (CeMENT 2004)
University of Arizona

Bureau of Labor Statistics

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Finally, I would like to make graduate students and academic researchers aware of opportunities to come to BLS and use confidential data. Several graduate students have used BLS confidential data in their dissertations, which has given them an in-depth look at the data behind some of our statistics. Some of these students, after experiencing the BLS research environment, have continued on with BLS as research economists. There are also opportunities for graduate students to work at BLS during the summer through the [CSWEP/CSMGEP Summer Economics Fellows Program](#) or as summer research assistants. Visiting scholars may also come to come to BLS to work on-site with confidential microdata on projects that further the BLS mission (see [On-site Visiting Researcher program](#) and [ASA/NSF/BLS Fellowships](#)). In the near future, some confidential BLS data will also be available in the FSRDCs.

My work at BLS is professionally engaging and intellectually satisfying. I look forward to speaking with anyone interested in the work we do at BLS. ■

Calls & Announcements

More at cswep.org.

CSWEP Call for Applications Haworth Committee Mentoring Funding

The Haworth Committee administers co-sponsorship of mentoring events and experiences through the Joan Haworth Mentoring Fund and CSWEP experimental funding. Most successful applications are for less than \$1K and they must be consistent with the mission of CSWEP. Successful applicants will be asked to write a summary of what they have gained from the mentoring effort. **Deadline: Ongoing.**

Questions? Contact cswep@econ.duke.edu

The 2015 Report on the Status of Women in the Economics Profession

I. Introduction

A standing committee of the American Economic Association since 1971, the Committee on the Status of Women in the Economics Profession (CSWEP) serves professional women economists by promoting their careers and monitoring their progress. At founding CSWEP surveyed economics departments regarding the gender composition of faculty and, since 1993, has surveyed some 250 departments annually with findings reported in the *American Economic Review: Papers & Proceedings* (AER: P&P) and reprinted in the CSWEP **Annual Report**. The time of the CSWEP Board and non-Board committee members as well as CSWEP's Network of Liaisons to over 250 departments provides bountiful public goods to the profession. CSWEP's current annual programs include a variety of mentoring programs for upwards of 300 women economists. These include the internationally renowned duo CeMENT Mentoring Workshops for junior women and the newly developed trio of Mentoring Breakfasts at the Annual AEA/ASSA Meetings as well as career development roundtables and panels at the Annual AEA/ASSA Meetings and at the meetings of the four regional economics associations. In addition, CSWEP provides diverse professional opportunities. These include competitive-entry paper sessions at both the Annual AEA/ASSA Meetings and at the four regional economic association meetings. CSWEP also promotes intangible changes, such as increased awareness of the challenges unique to women's careers. To recognize and celebrate the accomplishments of women, CSWEP awards the Bell Award annually (for furthering the status of women in the economics profession) and the Bennett Prize biennially (for fundamental contributions to economics by a woman within seven years of the PhD). On the

web at CSWEP.org and via complimentary digital subscriptions to the thrice-yearly *CSWEP News*, CSWEP freely disseminates information on professional opportunities, career development, and how the profession works. Most of this is of special interest to economists just establishing their careers, regardless of gender, race or ethnicity.

To preview the results of the 2015 survey, now in its 44th year, three proverbial truths continue to hold for women in the academy: (i) from entering PhD student to full professor, women have been and remain a minority; (ii) within the tenure track, from new PhD to full professor, the higher the rank, the lower the representation of women; and (iii) as compared with men, women disproportionately fall off the academic ladder at the time of promotion to tenured associate—a phenomenon that appears to be unique in the economics profession. Two recent trends strike a disturbing chord. First, the share of women entering PhD programs appears to be in slow decline. Second, as noted elsewhere by AEA Past President Goldin, the fraction of baccalaureate women who majored in economics is declining. Taken together, these related trends call for a deeper inquiry.

Individually and collectively CSWEP Board members do the work of the Board. To recognize their accomplishments, this report bolds their names as well as those of past Board members. Also bolded are the names of the many others who have advanced CSWEP's mission, male and female, new acquaintances and long-time stalwart supporters.

Section II reports on CSWEP restructuring, and Section III details the resources CSWEP has developed to address the challenges women continue to face in the economics profession, including specific activities over the past year and new approaches for the future. Of these activities, Associate Chair

Terra McKinnish directed the mentoring program with her characteristic skill and innovation. Associate Chair **Margaret Levenstein** directed the 2015 CSWEP Annual Survey, analyzed the results and wrote *The Statistical Report on the Status of Women in the Economics Profession* in Section IV. Section V concludes with well-deserved acknowledgements. Appendix A lists the 2015 Board members. For those who want a quick sketch of the activities, growth and changes in CSWEP over the last four years, see Appendix B.

II. Restructuring CSWEP

A. Associate Chairs

In January 2015, the AEA Executive Committee approved the creation of two associate chair positions and substitution of these for two at-large positions on the CSWEP Board—one the Associate Chair and Director of the CSWEP Survey and the other the Associate Chair and Director of Mentoring Programs. These have now been ably filled. Margaret Levenstein (Executive Director, Michigan Census Research Data Center, and Adjunct Professor of Business Economics and Public Policy, Ross School of Business, University of Michigan) is the inaugural Associate Chair and Director of the CSWEP Survey. Terra McKinnish (Associate Professor of Economics, University of Colorado-Boulder, and Director of the CeMENT National Workshops 2012–2014) is inaugural Associate Chair and Director of Mentoring Programs. Both have already made important innovations and increased both the efficiency and the amount of leadership attention to their own bailiwicks as well as by extension to all CSWEP functions.

This successful delegation of some of the Chair's responsibilities takes a step in the right direction of making the job possible. Previous recruits saw the Chair's position as highly rewarding

but inordinately demanding to the point of sacrificing one's career. Thus, Shelly Lundberg (Leonard Broom Professor of Demography, University of California, Santa Barbara) cited the restructuring as key to accepting the invitation to chair. Approved by the AEA Executive Committee, Professor Lundberg will serve from July 1, 2016, through January 2019. While restructuring has reduced the burden on the Chair, CSWEP's growth continues to render the position both challenging and time consuming. Thus CSWEP proposed and the January Meeting of the AEA Executive Committee approved with funding a full-time administrative assistant for the Chair and Associate Chairs.

Appointed by the Chair who serves *ex officio*, both Steering Committees report to the Board. The Survey Steering Committee supports the work of the Associate Chair and Director of the Survey and acts as a sounding board for her. The members of the inaugural Survey Steering Committee are Margaret Levenstein (chair), Serena Ng, Petra Todd, Judith Chevalier (Yale University, CSWEP Board 2002–2005 and 1998 Elaine Bennett Research Prize recipient), Shulamit Kahn (Boston University, CSWEP Board 1987–1991) and Marjorie McElroy (*ex officio*).

In parallel, the Mentoring Steering Committee supports the work of the Associate Chair and Director of Mentoring and acts as a sounding board for her. A major support mechanism will be to assist in the recruitment of senior mentors for the CeMENT Workshops.

The members of the inaugural Mentoring Steering Committee are Terra McKinnish (chair), Linda Goldberg, Ragan Petrie, Hilary W. Hoynes (University of California, Berkeley and 2014 Carolyn Shaw Bell Award recipient), Kosali Simon, Ann Owen (Hamilton College, CSWEP Board 2004–2007) and Marjorie McElroy (*ex officio*).

B. CSWEP Liaison Network: Up and Running

Since the new CSWEP Liaison Network has already played such an important

role in the growth of CSWEP and thereby the expansion of positive externalities to a wider audience, it deserves first place when recording CSWEP activities for 2015. In an effort to increase awareness about the work of CSWEP, to expand the distribution of CSWEP opportunities and to streamline the yearly collection of departmental gender data for the CSWEP Annual Survey, in 2014 CSWEP created the official CSWEP Liaison Network with the goal of having one tenured faculty Liaison in every department of economics, including where appropriate, economics groups in business, public policy and environmental schools as well as government and private research units. In 2015 the number of liaisons increased from 130 to over 250.

The Liaison's role is to: (1) ensure their department's timely response to the CSWEP Annual Survey, thereby decentralizing the burden of reining in responses from recalcitrant departments; (2) forward the *CSWEP News* three times yearly to whoever they judge to be the target audience in their department and encourage individuals to subscribe directly; and (3) generally work to make CSWEP opportunities well known both informally as well as formally by forwarding occasional emails to students and colleagues.¹

In all aspects, the CSWEP Liaison Network is connecting. Response time to the call for departmental data for the 2015 CSWEP Survey was greatly reduced, with most departments reporting by early November and figures reported from all but a handful of departments in December (rather than the January-February returns of previous years). As important, information on CSWEP opportunities is reaching a larger audience, evidenced by an increase in applications and registrations for all CSWEP activities, from paper sessions at the AEA/ASSA Annual Meetings and at the four meetings of the

¹ For example, the flyer *Do You Know About CSWEP?* (available at [CSWEP.org](https://www.aeaweb.org/committees/cswep/Liaison_Network.php)) sketches some of the opportunities provided by CSWEP, knowledge of which still seem to circulate mainly by word of mouth.

regional economics associations to the mentoring breakfasts to the Summer Economics Fellows program. Bravos and thanks are due to each and every one of these thoughtful Liaisons.²

III. CSWEP Activities in 2015

A. Mentoring Programs

As success breeds success, the effective mentoring of women economists has become ever more central to CSWEP's mission. While mentoring and creating professional networks is an ongoing informal aspect of most every CSWEP activity, the internationally recognized CeMENT (previously CCOFFE) Mentoring Workshops³ hold center stage, and the CSWEP Mentoring Breakfasts have proven their worth.

Growing out of the first CCOFFE Workshop in 1998 and offered annually since 2015, the success of the CeMENT Mentoring Workshops in providing young women economists with know-how and networks that boost their careers has been rigorously documented.⁴ In addition to vital direct benefits, participants typically emerge with a network of peers and senior mentors. Many of these relationships are still going strong years after the workshop concludes.

In January 2015, CSWEP renamed the Mentoring Workshops to better indicate their target audience. The CeMENT Workshop for Faculty in Doctoral Programs (formerly called the *National*

² For a list of current members of the CSWEP Liaison Network, visit https://www.aeaweb.org/committees/cswep/Liaison_Network.php.

³ Using CeMENT as a model, the American Philosophical Association and the Royal Economic Society's Women's Committee have both run successful mentoring workshops; WiNE (the European Economic Association's women's group) and economists in China, Japan and South Korea are working on similar workshops.

⁴ Based on random assignment to participation and tracking the subsequent careers of both participants and those who were randomized out of participation, a rigorous evaluation showed that "CeMENT increased top-tier publications, the total number of publications, and the total number of successful federal grants in treated women relative to controls." Blau et al., "Can Mentoring Help Female Assistant Professors? Interim Results from a Randomized Trial" (*American Economic Review*, May 2010: 352). Future research will track these women over their tenure clocks and beyond.

Workshop) and held after the Annual AEA/ASSA Meetings targets women in departments with PhD programs where research accomplishments carry heavy weight in promotion. The CeMENT Workshop for Faculty in Non-Doctoral Programs (formerly called the *Regional Workshop*) and held biennially in conjunction with one of the meetings of the regional economics associations targets women in departments where teaching receives more weight.

ii. CeMENT Mentoring Workshop for Faculty in Doctoral Programs

The next CeMENT Mentoring Workshop for Faculty in Doctoral Programs (2004, '06, '08, '10, '12, '14 and '15) follows directly after the 2016 AEA/ASSA Meetings. In response to significant excess demand, in January 2014 the Executive Committee of the AEA approved moving the workshop from a biennial to an annual frequency, effectively doubling the capacity.⁵ Funding is currently provided through 2018. Importantly, the Executive Committee also continued funding for the ongoing scientific evaluation of their effectiveness. This Workshop remains, nonetheless, oversubscribed.

Led for a second year by CeMENT Director **Kosali Simon** of Indiana University, the upcoming 2016 workshop will serve 40 participants joined by **16 mentors** and several special guests as well as observers from other organizations (from China, Japan and from the American Finance Association).⁶ As usual, team sessions and general presentations will cover topics including research, grants, publishing, efficient and effective teaching, networking, tenure and work-life balance. The San Francisco Federal Reserve will host the kick-off

⁵ Capacity aside, the annual frequency better enables junior women to time their participation in the context of pressing tenure clocks.

⁶ A number of officers and members from the Board of the Chinese Women Economists Network (CHWEN) have observed CeMENT for several years. **Renée Adams** (Professor of Finance, University of New South Wales, Australia) has been instrumental in the American Finance Association starting its own version of CSWEP, called the Finance Association for Women.

dinner. As before, all of the professional development materials provided to participants, the “CeMENT Binder,” are available to all at CSWEP.org.⁷

For the upcoming workshop in January 2016, 76 applications were received, with 9 screened out as not meeting the criteria. Of the 67 remaining, 17 were given priority admission as applicants who were randomized out in 2015, leaving 23 new slots. Thus 27 applicants will be randomized out and receive priority for the 2017 workshop. This means that while doubling the frequency has reduced the annual excess demand,⁸ a new applicant is still more likely to get randomized out than to get in—a severe constraint. Given the persistent difficulty of finding senior mentors at the top of their field, it does not seem feasible to increase the size of the workshop to meet this demand.

iii. CeMENT Mentoring Workshop for Faculty in Non-Doctoral Programs

Held in odd-numbered years, the CeMENT Mentoring Workshop for Faculty in Non-Doctoral Programs focuses on faculty who are at institutions that place emphasis on undergraduate teaching as well as research. The April 2014 meeting of the Executive Committee of the AEA saw the approval of funding for the CeMENT Mentoring Workshop for Faculty in Non-Doctoral Programs in 2015 and 2017 that puts its size (40 participants) on par with that of its sister workshop for Faculty in Doctoral Programs.

Directed by **Ann Owen** of Hamilton College, the 2015 workshop immediately preceded the Southern Economic Association Meetings in New Orleans. Eleven senior women mentored 38 juniors on publishing, teaching, networking, the tenure process and achieving a work/life balance. They worked together in small groups on goal setting and provided feedback on research papers to other group members. Overall, mentees rated the workshop as extremely

⁷ <http://www.aeaweb.org/committees/CSWEP/mentoring/reading.php>.

⁸ In 2012, 2014 and 2015 applicants numbered 133, 108 and 110, respectively.

helpful, with participants praising the value of the tips they received and the networks they started. Most left the workshop with important career goals and the plans to achieve them.

The name of this workshop was changed from the previous “CeMENT Regional Workshop” to clearly designate this as the workshop for faculty in departments that do not include a PhD program. Previously, the workshop focused on applicants from institutions where teaching is valued more than research. While this remains an important demographic for the workshop, the new name attracts more assistant professors from institutions with non-trivial research expectations, thereby improving the quality of the dialogue on research.

iiii. Mentoring Breakfasts for Junior Economists

The 2013 AEA/ASSA Meetings saw CSWEP’s inaugural **Mentoring Breakfast for Junior Economists**. Conceived by Board members **Terra McKinnish** and **Linda Goldberg** as a stand-in for the then-biennial CeMENT National Mentoring Workshop during its “off year,” this first informal meet and greet event brought together 40 senior economist mentors (predominately senior women) and 120 female and male junior economist participants (primarily faculty six or fewer years post-PhD and graduate students on the job market). So successful was the breakfast that CSWEP has since hosted two annually at the AEA/ASSA Meetings.

Now in its fourth year, the Mentoring Breakfasts for Junior Economists have nearly doubled in capacity as well as offerings, with 210 junior-level economists registered for 2016’s two breakfasts and more on the waitlist, held there by room capacity constraints and a desire to maintain a low mentor-to-mentee ratio. This figure includes a greatly increased demand from the junior faculty, post-docs and non-academic professionals who now comprise 72% of all participants, with the remaining 28% being graduate students on the job



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market. While 94% of participants are women, an increasing share are male. It also bears mention that interest from senior mentors matches that of junior participants, with 55 mentors signing up within days of the call to serve in 2016, many for both breakfasts. (Thanks to the CSWEP Liaison Network for their help spreading the word!)

This year, organizers **Terra McKinnish** and **Anne Winkler** pre-assigned senior mentors to each topical table (Research/Publishing, Teaching, Tenure/Promotion, Non-Academic Careers/Grant-Writing, Work/Life Balance, Job Market and Job Market Special Topics—Dual Career Couples, Job Search 4+ Years post PhD) based on their preference and distributed the information to participants in advance. At the breakfast, junior participants will rotate between tables at 20-minute intervals based on their own interests. With three senior mentors per table each hosting a conversation with up to three junior participants, this breakfast improves the mentor-mentee ratio from 1:4 in previous years to 1:3 in this year.

iv. Peer Mentoring Breakfast for Mid-Career Economists

Prompted by the success of the junior mentoring breakfasts, a number of senior economists, including earlier graduates of CeMENT workshops, expressed their desire for a parallel event to address concerns relevant to mid-career women (associate or full-rank tenured academics or non-academics 10 or more years beyond the PhD). In response, sandwiched in between the two breakfasts for juniors, the 2015 meetings saw the inaugural **Peer Mentoring Breakfast for Mid-Career Economists** exploring the theme: *Career Transitions for Mid-Career Women Economists*.

Organized by **Terra McKinnish**, **Cecilia Conrad**, **Linda Goldberg** and **Kosali Simon**, this year's mid-career breakfast will serve 54 participants. The event will open with brief talks from three senior economists on topics identified by registrants as important to them at mid-career: **Cecilia Conrad** (Vice President, MacArthur Fellows Program) on

Evaluating and Planning for Career Transitions, **Laura Argys** (Professor and Associate Dean, University of Colorado Denver) on *Being Efficient and Effective in Administrative Duties* and **Donna Ginther** (Professor of Economics and Director, Center for Science Technology & Economic Policy, University of Kansas) on *Time Management under Rising Responsibility*. Led by two senior facilitators, each table of participants will engage in two speed mentoring activities, with each receiving two minutes to introduce themselves (professional position, career path, research area) and eight to 10 minutes to ask individual questions and receive feedback from the table. The full group will then reconvene to share questions or points that came up during the small group work.

v. Pilot Mid-Career Professional Development Activities

Plans are underway for an expansion of mid-career mentoring to spur a larger conversation about owning your impact in the profession and being strategic in doing so. As a pilot for the 2016 AEA/ASSA Meetings, **Diane Whitmore Schanzenbach** (Northwestern University and Brookings Institution) organized a roundtable on *Who's Doing the Talking: Women Economists and the Media*. With a long-standing interest in this topic, Schanzenbach was spurred to action by recent infamous slights of prominent women economists in the media (see Appendix for examples). Panelists include economists **Lisa Cook** of Michigan State University; **Claudia Goldin** of Harvard University; **Susan Dynarski** and **Justin Wolfers**, both of the University of Michigan; and media representatives **Catherine Rampell**, national syndicated opinion columnist for the *Washington Post* and **Dan Diamond**, contributor to *Forbes*, *Vox* and other outlets.

Response to news of the panel was swift and positive, with 120 people registered to attend within days of announcing the offering and many others writing in to express their support and asking if the panel would be recorded or streamed. Clearly female economists want to learn how they can begin to

change the conversation. Thus, for the 2017 AEA/ASSA Meetings, Schanzenbach is exploring the possibility of training for female economists in how to interact with the media. Should this media training prove successful, CSWEP will explore additional enrichment training in the many other ways senior women economists can make an impact, including serving on panels, editing, teaching, blogging and mentoring.

vi. Haworth Mentoring Committee

Named in honor of the singular contributions of the late **Joan Haworth**, a long-time stalwart CSWEP supporter, this standing committee (established in 2014) makes recommendations regarding one-off applications to cosponsor professional development events and mentoring experiences. It also administers the small *Haworth Fund* given by Joan. Upon satisfactory application, that fund can be used to piggyback onto routine campus visits of external speakers by adding mentoring activities. This year, chair **Amalia Miller** and members **Bevin Ashenmiller** and **Cecilia Conrad** recommended funding the extended visits of **Yoosoon Chang** (Indiana University) and **Hilary W. Hoynes** (University of California, Berkeley) to Emory University and Montana State University, respectively.

The Committee also cosponsored two one-off mentoring experiences in which senior mentors **Yoosoon Chang** and **Ana Maria Herrera** (University of Kentucky) traded visits. This pairing emerged from Herrera's participation as a mentor in the mentoring workshop for junior female economists that Chang organized as a preconference event for the Midwest Econometrics Group Meeting, a mentoring experience the Haworth Committee co-sponsored in October 2013.⁹

vii. AEA Summer Economics Fellows Program

Begun in 2006 with seed monies from the National Science Foundation (NSF)

⁹ See Yoosoon Chang's article on this mentoring workshop in the *CSWEP News*, Summer 2014: <https://www.aeaweb.org/content/file?id=631>.

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and designed and administered by a joint AEA-CSMGEP-CSWEP committee, the AEA Summer Economics Fellows Program aims to enhance the careers of underrepresented minorities and women during their years as senior graduate students or junior faculty members. Fellowships vary from one institution to the next, but generally senior economists mentor the fellows for a two-month period, and fellows, in turn, work on their own research and have a valuable opportunity to present it. Many fellows have reported this as a career-changing event.

The [AEA Summer Economics Fellows Program](#)¹⁰ had another excellent year overall. It placed 14 fellows (13 were female graduate students and one was a female faculty member) with 10 sponsors,¹¹ the most fellows since 2009. Applications from graduate students were solicited earlier and more aggressively because of concerns about a decline in the number of applicants last year from 46 to 43 and the number of applicants in 2015 increased to 77. But the number of applicants from minority groups dropped from nine to six, one of whom was selected. And the percentage of applicants hired declined from 30% in 2014 to 18% in 2015.

B. Carolyn Shaw Bell Award and Elaine Bennett Research Prize

Given annually since 1998, the **Carolyn Shaw Bell Award** recognizes an individual for outstanding work that has furthered the status of women in the economics profession. The 2015 award goes to **Janet M. Currie** of Princeton University, the Henry Putnam Professor of Economics and Public Affairs,

¹⁰ Many thanks to the 2015 committee for screening and matching: **Daniel Newlon** from the AEA (chair), whose efforts have undergirded this program from the get go in 2006, CSWEP Board member **Bevin Ashenmiller**, CSMGEP Board member **Gustavo Suarez** and **Lucia Foster** of the Center for Economic Studies at the U.S. Bureau of the Census. Thanks as well to **Dick Startz** who got the ball rolling many years ago. More information on the AEA Fellows Program is available at <http://www.aeaweb.org/committees/cswep/summerfellows/history.php>.

¹¹ Gratitude to the 2015 sponsors: the Federal Reserve Board; the Federal Reserve Banks of Atlanta, Boston, Chicago, Dallas, Kansas City, Minneapolis, New York and Richmond; and the U.S. International Trade Commission.

Chair of the Economics Department and Director of the Center for Health and Well-Being. Currie's research spans labor, public and health economics. She is best known for her work on public policy issues affecting child health and wellbeing. Female and male economists from all career stages, including former and current graduate students, colleagues and coauthors all spoke of her wisdom, practical advice and commitment to gender equity in economics. The full [press release](#) is available online.¹² We expect to publish an interview with Professor Currie in Issue II 2016, *CSWEP News*. The Bell Award is conferred annually at the AEA/ASSA Meetings during the CSWEP Business Meeting to which all are welcome.

For holding to high standards and spotlighting the extraordinary accomplishments of women in economics, we owe an enormous debt to the selection committee.¹³ While they must remain anonymous, this debt extends with equal weight to all those who did the hard work of nominating the entire highly competitive field of candidates as well as to all those who wrote the thoughtful, detailed letters in support of each candidacy.

Awarded biennially since 1998, the **Elaine Bennett Research Prize** was established to recognize, support and encourage outstanding contributions by young women in the economics profession.¹⁴ The 2016 prize will be presented in January 2017, with nominations open through September 2016.

It is worth noting that in 2015 for the first time CSWEP videotaped the wonderful introductions, acceptance talks and family comments of both Emi Nakamura's (Columbia University) 2014

¹² <https://www.aeaweb.org/content/file?id=471>

¹³ Many thanks to the 2015 Bell committee: Board member **Linda Goldberg** (chair) and previous Bell recipients **Fran Blau** (2001) and **Sharon Oster** (2011).

¹⁴ From most recent to first, previous winners of the Bennett Prize are: **Emi Nakamura** (Columbia University), **Anna Mikusheva** (MIT), **Erica Field** (Duke University), **Amy Finkelstein** (MIT), **Monika Piazzesi** (Stanford University), **Marianne Bertrand** (University of Chicago), **Esther Dufo** (MIT), **Susan Athey** (Stanford University) and **Judith Chevalier** (Yale University).

Bennett Prize and Hilary W. Hoynes's (University of California, Berkeley) 2014 Bell Award. Both are available at [CSWEP.org](#).¹⁵ As well as allowing virtual attendance by anyone and preserving the content of the recipient's talk, these videos also capture the spirit of the times and may become valuable historical records. CSWEP plans to continue this practice.

C. CSWEP's Presence at Annual Association Meetings

i. The 2015 American Economic Association Meeting

Critical to CSWEP's mission, CSWEP sponsors six *competitive-entry paper sessions* at the Annual AEA/ASSA Meetings. Last year (2015) **Kevin Lang** and **Anne Winkler** organized three gender sessions, and **Linda Goldberg** and **Serena Ng** organized three sessions on macroeconomics/international. These committees selected eight papers for publication in two pseudo-sessions in the *AER: P&P*.

The highly competitive submissions process encourages quality research both in gender-related topics and more recently in fields that tend to be male dominated. Women consistently report that these sessions, which put their research before a profession-wide audience, proved instrumental in their success as economists. It is worth noting that even with the committee's liberal gender requirements (i.e., papers in the non-gender session must have at least one junior female author, while papers in the gender session must have one junior author) as of 2015 these sessions still accounted for a disproportionate share of women on the AEA Program.

There were 109 abstract submissions for the 2016 sessions, more than double those for 2015 and likely a credit to the new CSWEP Liaison Network reaching 250 economics departments. The probability of acceptance is down to 0.22 and that of publication to 0.07. And as the Liaison Network strengthens, we anticipate an increase in submissions

¹⁵ <https://www.aeaweb.org/home/committees/CSWEP/videos.php> 

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and a corresponding decrease in the probability of success.

Additional CSWEP activities (hospitality suite, mentoring breakfasts, business meeting and award presentations) at the AEA/ASSA Meetings are reported elsewhere in this document.

ii. Four 2015 Regional Economic Association Meetings

CSWEP maintains a strong presence at all four of the Regional Economic Association Meetings, offering up to 16 professional development panels and paper sessions. Following a model developed by **Anne Winkler** (CSWEP Board Midwestern Representative), in lieu of an evening reception, CSWEP now hosts a networking breakfast or lunch, sandwiched between CSWEP sessions and panels. The events are well attended by men as well as women and provide an informal opportunity for the CSWEP representative and career development panelists to network and mentor one-on-one. Plaudits go to the four Board Regional Representatives who orchestrate and host CSWEP's presence at the Regionals.

The 2015 year kicked off with the *Eastern Economic Association Meetings* (February 26–March 1, New York, NY). **Amalia Miller** (CSWEP Board Eastern Representative) organized five paper sessions and a panel discussion, *What Do Female Economists Do Outside of Academia?* Paper sessions included papers authored by female PhD students and junior faculty as well as senior faculty covering a range of topics in macroeconomics, gender, development and applied microeconomics. Forty female and male participants from a variety of career stages also joined in a CSWEP Networking Breakfast. A huge “thank you” to former CSWEP Board member **Susan Averett** (Lafayette College), who served as CSWEP's “woman-on-the-ground” at these meetings.

The *Midwest Economic Association Meeting* followed (March 27–March 29, Minneapolis, MN) with **Anne Winkler** organizing her traditional networking lunch sandwiched between two career development panels. *Advice for Job*

Seekers covered differences in academic settings, including working in schools of public affairs, the search process and how to get off the ground running in a new job. Panelists in *Discussion on Academic Careers* covered balancing work and family, the benefits of taking a research leave, getting research done at a liberal arts institution and how to succeed in an environment of university budget cuts. All three were enthusiastically received by demographically diverse audiences.

For the *Western Economic Association International Meetings* (June 28–July 2, Honolulu, HI) **Bevin Ashenmiller** (CSWEP Board Western Representative) put together panelists from government, academia and private industry for a highly successful panel, *Jobs for Economists: A Panel on the Pros and Cons of Government, Academic, Research and Private Sector Jobs*. In addition, she organized a networking breakfast and two paper sessions on the topics of *Health and Human Capital Investments and Risk and Development*.

Finally, for the *Southern Economic Association Meeting* (November 21–23, New Orleans, LA), **Ragan Petrie** (CSWEP Board Southern Representative) organized three paper sessions, a networking lunch and a joint presentation with **Gary Hoover** of CSMGEP on *The Status of Women and Minorities in the Economics Profession*. Represented on all three days of the conference, anyone who wanted to see a CSWEP event could do so! Fifty-four people, including five men, joined the lunch; the joint CSWEP/CSMGEP session on Saturday had about 20 attendees; and the paper sessions each had from eight to 20 people in attendance.

All of these panels, networking events and paper sessions drew appreciative audiences and well served the missions of CSWEP and the AEA more generally.

D. CSWEP News: 2015 Focus and Features

Under the able direction of oversight editor **Madeline Zavodny**¹⁶ and the graphic design expertise of **Leda Black**, CSWEP published **three issues in 2015**.¹⁷ In a long-standing tradition, each issue features a theme chosen and introduced by a guest editor who, in turn, enlists several authors to write the featured articles. The quality of these focus articles is consistently high, with many going on to be long-lived career **resources for junior economists**.¹⁸ On behalf of the CSWEP Board, the Chair (who is the official editor but does almost none of the work) extends a warm thanks to all these contributors.

i. Associations of Women Economists Around the Globe

To give Board members some relief from the responsibilities of co-editing, in this first issue of 2015, **Madeline Zavodny** enlisted **Xiaopeng Pang** (Secretary General of the Chinese Women Economists Network (CHWEN) and Professor of Economics, Renmin University of China) and **Elizabeth Asiedu** (President and founder of the Association for the Advancement of African Women Economists (AAWE) and Professor of Economics, University of Kansas), to profile their respective associations. A key theme emerged: a seemingly insatiable hunger on the part of

¹⁶ The contributions of **Madeline Zavodny** cannot be overstated. Organizer par excellence, she helps guest editors match with a topic and generally facilitates their work, she makes sure that each issue covers the appropriate materials, writes up missing pieces, makes continued improvements, oversees all of those boxes of announcements, coordinates with the Chair's administrative assistant and drags the column “From the Chair” from its author. She is also a selfless, lightning-quick copy editor and we are all in her debt. Last but not least among her endless list of tasks, **Jennifer Socey**, CSWEP administrative assistant, formats the *CSWEP News*, makes innovative suggestions and does substantial editing. She also puts up with the flow of last-minute changes from the Chair, coordinates with the printer and sees to distribution.

¹⁷ Current and past issues of the *CSWEP News* are archived at <http://www.aeaweb.org/committees/cswep/newsletters.php>. For a free digital email subscription send your name and email to cswep@econ.duke.edu.

¹⁸ The feature articles have provided the bulk of professional development materials for the binder for CeMENT workshop participants, now online at <http://www.aeaweb.org/committees/CSWEP/mentoring/reading.php>.

Table 1. The Pipeline for Departments *with* Doctoral Programs: Percent of Doctoral Students and Faculty Who Are Women

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
1st-year Students	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%	32.4%	29.3%	32.7%	31.4%	31.6%
ABD	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%	34.3%	32.5%	31.9%	32.0%	31.7%
New PhD	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%	34.7%	32.5%	35.0%	32.9%	34.7%
Asst Prof (U)	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%	28.7%	28.3%	27.8%	29.5%	28.2%
Assoc Prof (U)	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%	30.8%	40.0%	25.9%	23.1%	29.2%
Assoc Prof (T)	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%	21.9%	21.6%	24.5%	23.5%	23.5%
Full Prof (T)	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%	12.8%	11.6%	12.0%	12.1%	12.2%
All Tenured/ Tenure Track	13.4%	11.9%	--	--	15.2%	15.2%	15.5%	15.0%	16.1%	16.3%	15.5%	16.9%	16.9%	17.5%	19.0%	20.9%	18.6%	15.4%	19.0%
Other (Non- tenure Track)	50.8%	31.8%	--	--	32.3%	38.4%	32.7%	32.3%	39.6%	34.4%	40.5%	33.5%	36.1%	33.0%	34.1%	39.5%	36.1%	39.8%	36.8%
N Departments	120	118	120	120	120	120	128	122	122	124	124	123	119	121	122	122	124	124	124

Note: T and U indicate tenured and untenured, respectively.

women economists for mentoring. It is also worth noting that in addition to the proliferation of international associations of women economists, other disciplines such as political science are beginning to see the value of this work and have consulted CSWEP to help them form similar organizations. This is indeed an exciting development.

ii. Ethical Issues in Economics Research, Parts I and II

The focus sections in Issues II and III comprised a two-part series on ethical issues in research in economics. Co-edited by Amalia Miller and Ragan Petrie, Part I authors Daron Acemoglu (Editor-in-Chief of *Econometrica*), Pinelopi Goldberg (Editor-in-Chief of the *American Economic Review*) and Harald Uhlig (Head Editor of the *Journal of Political Economy*) weigh in on publishing, while Nancy Lutz (Program Director of Economics at the National Science Foundation) gives the inside view of vetting grant applications at NSF (and by analogy at NIH). In Part II, Dan Hamermesh (University of Texas at Austin) writes on how to get credit for your own research. In addition, Edward Miguel (University of California, Berkeley), Lucas Coffman (Ohio State University) and Muriel Niederle (Stanford University), and Adam Marcus (Managing Editor of

Gastroenterology & Endoscopy News and *Anesthesiology News*) and Ivan Oransky (Vice President and Global Editorial Director of *MedPage Today* and Distinguished Writer in Residence at New York University’s Carter Journalism Institute) discuss, respectively, transparency in research; the interrelationships of pre-analysis, substitute studies and replicability; and the balance between penalties for retracting honest errors and more optimal retraction rates.

Professional development features of these and past issues of *CSWEP News* are now more easily accessible at CSWEP.org, where you can find them [archived by year](#) as well as by [target audience](#) and [topic](#).¹⁹ CSWEP is also working with the AEA to streamline the subscription process and anticipates having a new subscription interface in place in 2016. For making this happen, special thanks go to Michael Albert, Jenna Kutz and Susan B. Houston of the AEA staff.

IV. Status of Women in the Economics Profession

In 1971 the AEA established CSWEP as a standing committee to monitor the

status and promote the advancement of women in the economics profession. In 1972 CSWEP undertook a broad survey of economics departments and found that women represented 7.6% of new PhDs, 8.8% of assistant, 3.7% of associate and 2.4% of full professors. Much has changed. At doctoral institutions, women have more than quadrupled their representation amongst new PhDs to 34.7%, tripled their representation amongst assistant professors to 28.2%, increased their representation at the associate level more than six fold to 23.5% and increased their representation at the full professor level five-fold to 12.2%. This report presents the results of the 2015 survey, with emphasis on changes over the last two decades, including entry of women into PhD programs and the progress of cohorts of new PhDs as they progressed through the academic ranks.²⁰

19 <https://www.aeaweb.org/committees/cswep/newsletters.php>, <https://www.aeaweb.org/committees/cswep/newsletters-audience.php> and <https://www.aeaweb.org/committees/cswep/newsletters-topics.php>.

20 Survey respondents include all 124 PhD-granting economics departments in the United States and 117 economics departments without PhD programs. Nine non-PhD programs failed to respond to the survey; information on the composition of the faculty at those institutions (Earlham, Eastern Mennonite, Mills, Nebraska Wesleyan, the New College of Florida, Oglethorpe, Roanoke, Spelman and Westmont) was culled from their websites. No information on student composition is available for those schools.

Table 2. The Pipeline for the Top 10 and Top 20 Departments: Percent and Numbers of Faculty and Students Who Are Women

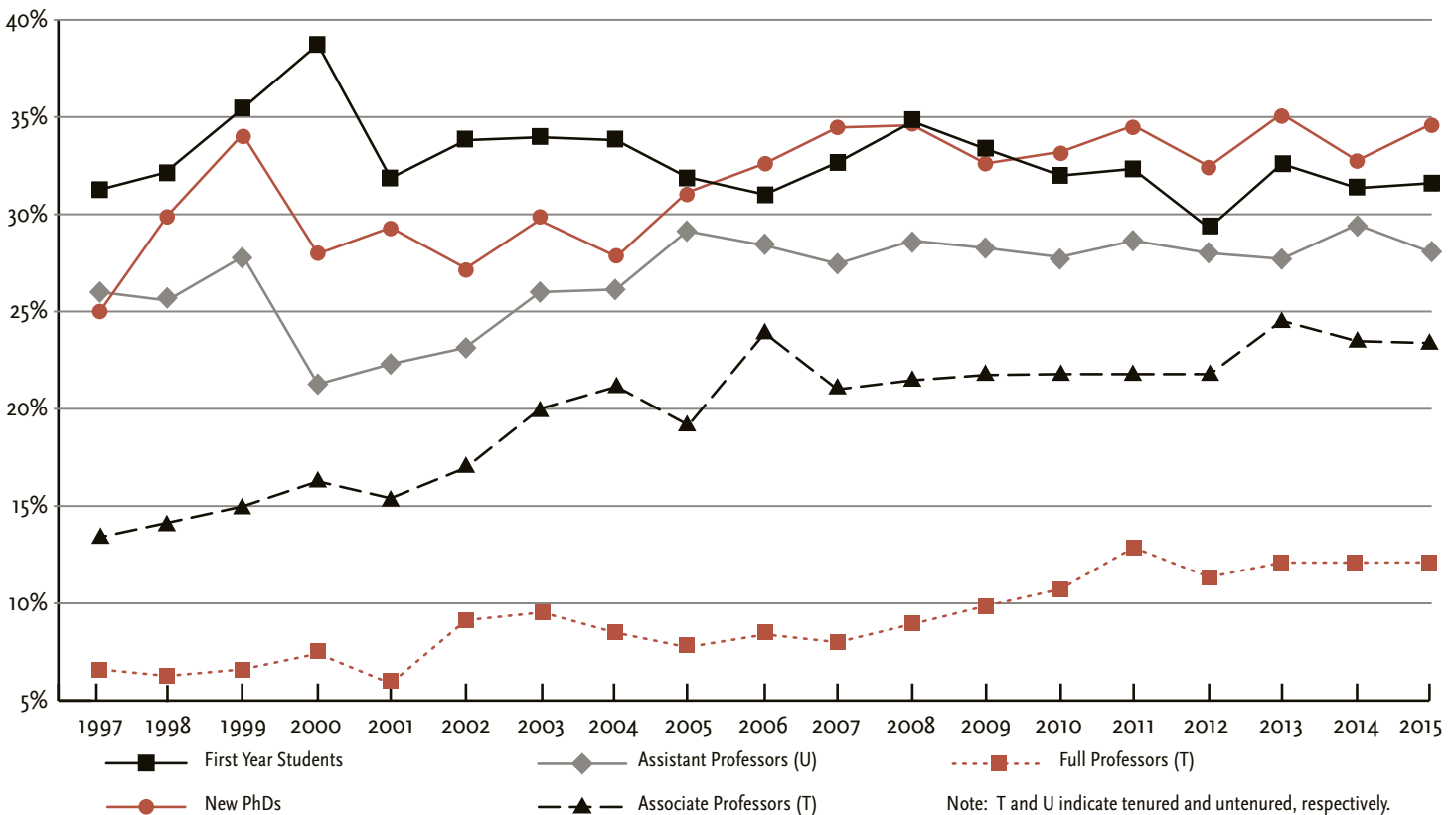
Doctoral Departments	Top 10							Top 20						
	1997-'01	2002-'06	2007-'11	2012	2013	2014	2015	1997-'01	2002-'06	2007-'11	2012	2013	2014	2015
Faculty (Fall of year listed)														
Assistant Professor														
Percent	20.4%	22.0%	24.5%	20.6%	17.0%	20.0%	21.6%	18.8%	25.0%	23.4%	20.5%	18.7%	21.3%	21.5%
Number	21.0	23.0	23.7	22.0	15.0	18.0	21.0	32.5	44.9	48.3	44.0	37.0	43.0	44.0
Associate Professor														
Percent	13.2%	16.0%	18.8%	23.3%	23.3%	21.9%	25.0%	14.6%	18.1%	22.4%	22.4%	19.1%	20.4%	19.6%
Number	4.5	4.2	5.7	7.0	7.0	7.0	8.0	11.0	9.4	17.3	17.0	17.0	19.0	19.0
Full Professor														
Percent	5.9%	7.0%	8.7%	9.5%	9.6%	9.7%	9.6%	6.2%	7.6%	9.6%	8.7%	9.6%	10.0%	10.1%
Number	12.0	17.0	22.0	28.0	28.0	27.0	27.0	26.0	32.1	43.5	41.0	49.0	49.0	50.0
All Tenured/Tenure Track														
Percent	11.0%	12.0%	13.5%	13.2%	12.2%	13.0%	13.6%	10.4%	13.2%	14.7%	13.4%	12.9%	14.1%	14.2%
Number	37.5	44.2	51.3	57.0	50.0	52.0	56.0	69.5	86.4	109.2	102.0	103.0	111.0	113.0
Other (Non-tenure Track)														
Percent	34.8%	45.0%	31.6%	42.9%	43.4%	33.3%	43.1%	38.8%	42.3%	32.6%	39.4%	33.8%	39.3%	40.6%
Number	4.0	13.0	19.8	21.0	13.0	8.0	28.0	9.5	23.4	40.0	50.0	27.0	33.0	54.0
All Other (Full Time Instructor)														
Percent	--	--	--	--	50%	34.3%	46.9%	--	--	--	--	51.2%	40.0%	47.5%
Number	--	--	--	--	10.0	12.0	15.0	--	--	--	--	21.0	24.0	29.0
All Faculty														
Percent	18.2%	25.0%	18.2%	16.3%	15.7%	15.7%	19.5%	17.5%	27.6%	19.2%	17.1%	16.6%	18.1%	19.8%
Number	63.0	101.4	80.5	78.0	73.0	72.0	99.0	119.5	196.2	166.0	152.0	151.0	168.0	196.0
PhD Students														
First Year (Fall of year listed)														
Percent	26.7%	25.0%	25.9%	22.3%	27.9%	24.0%	23.9%	30.3%	29.3%	27.3%	27.0%	28.4%	27.4%	24.9%
Number	61.5	65.6	61.7	66.0	65.0	62.0	52.0	147.0	125.5	124.7	126.0	121.0	123.0	112.0
ABD (Fall of year listed)														
Percent	12.2%	27.0%	25.9%	24.8%	30.4%	25.4%	25.1%	14.3%	28.0%	28.0%	28.3%	30.3%	26.5%	25.7%
Number	165.5	216.8	206.0	246.0	255.0	217.0	225.0	269.0	380.8	393.5	430.0	444.0	427.0	390.0
PhD Granted (AY ending in year listed)														
Percent	24.5%	28.0%	26.4%	27.9%	31.3%	25.9%	25.9%	24.7%	24.7%	28.4%	27.2%	33.2%	29.3%	28.4%
Number	49.5	54.4	49.2	60.0	67.0	51.0	52.0	85.0	94.0	97.5	97.0	124.0	102.0	110.0
Undergraduate Senior Majors (AY ending in year listed)														
Percent	--	--	38.0%	37.7%	31.7%	37.3%	32.9%	--	--	35.5%	35.9%	37.6%	37.7%	36.0%
Number	--	--	898.50	1123.0	311.0	780.0	460.0	--	--	2019.0	2223.0	1505.0	2319.0	1419.0
Undergraduate Economics Majors Graduated (in previous AY listed)														
Percent	--	--	--	--	39.6%	37.2%	36.9%	--	--	--	--	38.6%	37.4%	37.2%
Number	--	--	--	--	866.0	849.0	895.0	--	--	--	--	2000.0	2290.0	2494.0

Notes: For each category, the table gives women as a percentage of women plus men. For the five-year intervals, simple averages are reported. Due to missing data, the columns for the 1997–2001 interval report averages over 1997, 1998 and 2001. The assistant, associate and full ranks all include both tenured and untenured. Before 2014, the categories “Undergraduate Senior Majors (AY ending in yr listed)” and “Undergraduate Economics Majors Graduated in Previous Academic Year (2013–14, including Summer 2014)” were aggregated; and the categories “Other (Non-tenure Track)” and “All Other (Full time instructor)” were also aggregated.



The 2015 Report ▲

Figure 1. The Pipeline for Departments *with* Doctoral Programs: Percent of Doctoral Students and Faculty who are Women
In 2014, n = 124 responding departments of 124 surveyed



A. The CSWEP Annual Surveys, 1972–2015

In fall 2015 CSWEP surveyed 124 doctoral departments and 126 non-doctoral departments.²¹ Of these, all 124 doctoral and 117 non-doctoral departments responded, yielding response rates of 100% and 87%, respectively. This report includes harvested faculty data from the Web for the non-responders. The non-doctoral sample is based on the listing of “Baccalaureate Colleges—Liberal Arts” from the *Carnegie Classification of Institutions of Higher Learning* (2000 Edition). Starting in 2006 the survey was augmented to include six departments in research universities that offer a Master’s degree but not a PhD degree

²¹ The 2015 survey pool for doctoral departments remained the same as in 2013 and 2014. The 126 non-doctoral departments surveyed are the same as those surveyed in 2014 with the addition of a recently identified undergraduate department that had been conflated with a PhD department in the same university (but different college) in previous years. 21 departments composed mainly of business faculty were dropped from the 2014 survey of non-doctoral departments and continue to be excluded in this year’s survey.

in economics. We are in the process of harmonizing and documenting the departmental-level data from the 1970s to the current period to improve our analysis of long-run trends in the profession.

B. 2015 Results

This overview begins with an oft-neglected group, *teaching faculty outside of the tenure track*. These faculty typically hold multiyear rolling contracts and carry titles such as adjunct, instructor, lecturer, visitor or professor of the practice. As seen in Table 1, in doctoral departments, the representation of women in these positions runs high, currently standing at 36.8%, exceeding that not just of assistant professors but even that of new PhDs. In 2015 the share of non-tenure track women was almost twice their share of all tenure track positions combined (19%), and this disparity is greater still in the top 20 departments (Table 2).

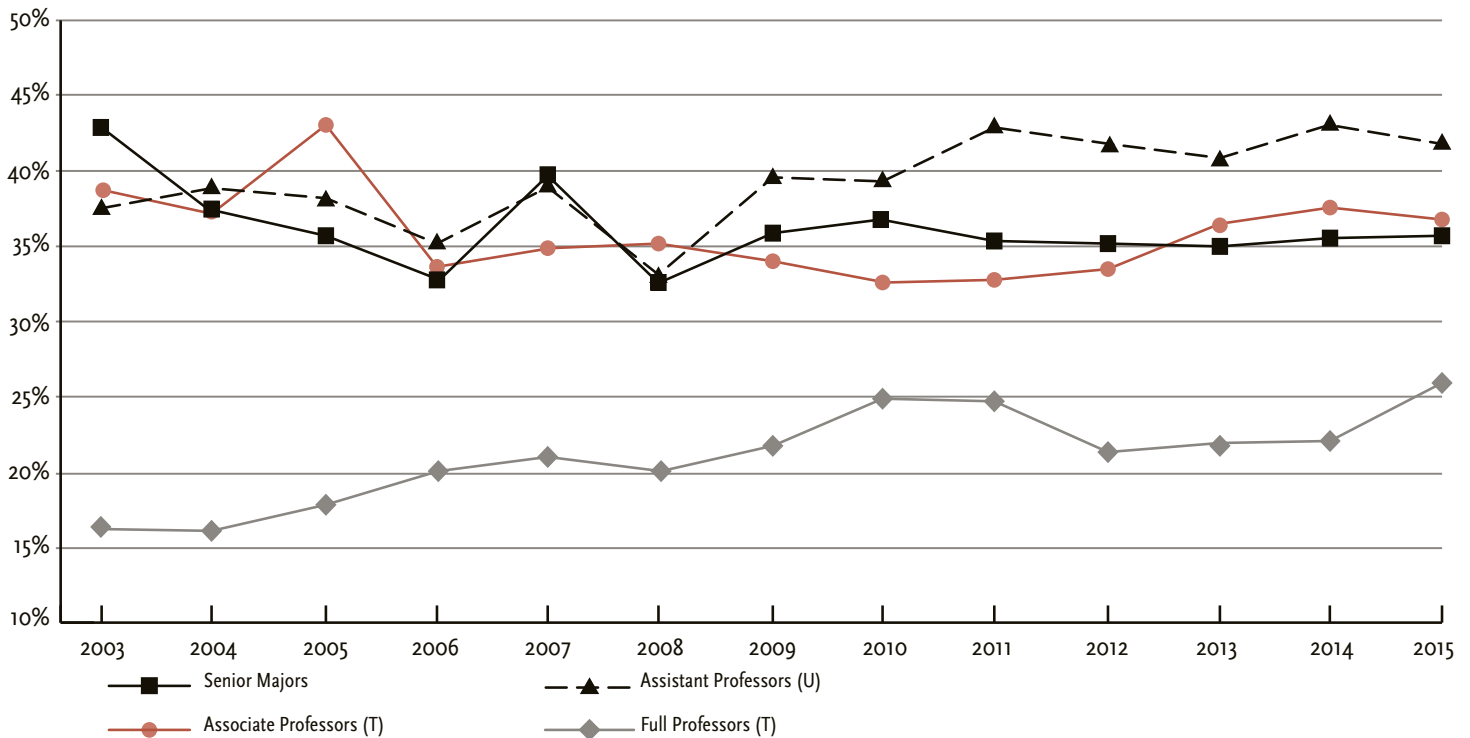
With regard to doctoral departments, the representation of women at each

level of the academic hierarchy has increased since the 1970s. However, progress has slowed during the last two decades. Since 1997, there has been only a very small increase in the proportion of assistant professors who are women (28.2% in 2015 versus 26.0% in 1997). The representation of women amongst first-year PhD students has not increased at all, standing at 31.6% in 2015 versus 31.3% in 1997. During the last decade the share of first-year students who are women averaged 32.2%, a slight decline from the previous decade’s 33.7%. This was the case despite an increase in the share of baccalaureate degrees going to women. The increased entry of women into the profession during the late 20th century led to increasing representation of women in higher ranks, with women now making up almost one-quarter of tenured associate professors and just over 12% of full professors.

At every level of the academic hierarchy, from entering PhD student to full professor, women have been and

The 2015 Report ▲

Figure 2. The Pipeline for Departments *without* Doctoral Programs: Percent of Students and Faculty who are Women In 2014 n = 117 (106 responding departments + 11 Web-harvested of 125 surveyed)



remain a minority. Moreover, within the tenure track, from new PhD to full professor, the higher the rank, the lower the representation of women (Figure 1). In 2015 new doctorates were 34.7% female, falling to 28.2% for assistant professors, to 23.5% for tenured associate professors and to 12.2% for full professors. This pattern has been characterized as the “leaky pipeline.” Our reliance on this leaky pipeline for gradual progress in women’s representation in the profession depends on continued growth in entry, which no longer appears to be forthcoming.

Because the growth in women’s representation has differed across ranks, the gaps in representation between adjacent ranks have changed. Thus, following some convergence of women’s representation at the associate level to that at the assistant level around the turn of the century, convergence seems to have ceased. The gap between women’s representation at the full and associate levels is much higher than it was in the 1990s. It is worth noting that the latter is not necessarily an unwanted

development. It is the result of relatively good growth in women’s representation at the associate level as compared with the full level, where women’s representation changes only slowly as the stock of full professors at any given time reflects something like a 25-year history of promotions from associate to full.

Turning to a comparison of non-doctoral with doctoral departments, at every level in the tenure track, women’s representation in non-doctoral departments runs higher—over 10 percentage points higher—than in doctoral departments (compare Tables 5 and 6). Similar to the trend in doctoral departments, women’s representation has mildly trended up at the assistant professor level and somewhat more so at the full level. Deserving of attention, the non-doctoral departments do not share the strong upward trend at the associate level exhibited by doctoral departments. Among non-doctoral departments the trend in women’s representation at the associate level seems fairly flat over the past 12 years at a little over one-third (Figure 2).

A further comparison by rank shows

that the representation of women declines as the emphasis on research increases, averaging 39% for (full-time) non-tenure track teaching positions in non-doctoral departments, 36.8% of non-tenure track teaching positions in doctoral departments, 33.5% of all tenure track positions in non-doctoral departments, 19% in all doctoral departments, 14.3% in the top 20 departments and 13.6% in the top 10 departments. This represents a remarkable decline in women’s representation as departmental research intensity increases. The share of new PhDs going to research-intensive (doctoral) departments who are women has increased since the 1990s (Table 3), but women are still over-represented in non-academic (especially private sector) placements (Table 4).

With regard to the advance of cohorts of academics through the ranks, this report presents a simple lock-step model of these advances (Figures 3 and 4). With a maximum of 41 years of data on each rank we can track the gender composition of some relatively young cohorts from entering graduate school though

Table 3. Percent of Women in Job Placements of New PhDs from the Top-10 and Top-20 Economics Departments, 1997–2015

Doctoral Departments	Top 10							Top 20						
	1997–'01	2002–'06	2007–'11	2012	2013	2014	2015	1997–'01	2002–'06	2007–'11	2012	2013	2014	2015
U.S. Based Job Obtained														
Percent	25.6%	24.8%	25.2%	28.5%	30.8%	25.0%	27.4%	25.9%	21.9%	32.7%	27.6%	26.6%	26.9%	29.9%
Number	22.0	37.0	32.3	41.0	41.0	36.0	37.0	41.0	59.0	59.8	59.0	68.0	66.0	75.0
Doctoral Departments														
Percent	15.9%	30.3%	25.3%	26.4%	24.4%	25.3%	25.4%	17.6%	25.6%	27.2%	28.2%	28.5%	24.6%	27.4%
Number	14.5	27.0	19.0	23.0	22.0	20.0	16.0	22.0	38.0	32.5	35.0	35.0	29.0	26.0
Academic Other														
Percent	38.9%	42.1%	41.9%	50.0%	66.7%	22.2%	50.0%	44.4%	30.7%	26.0%	25.0%	50.0%	37.0%	38.1%
Number	3.5	3.0	2.2	3.0	4.0	2.0	3.0	8.0	7.0	5.5	3.0	8.0	10.0	8.0
Non Faculty, Any Academic Department														
Percent					66.7%	31.3%	25.0%					35.3%	34.8%	21.7%
Number					4.0	5.0	3.0					6.0	8.0	5.0
Public Sector														
Percent	22.9%	26.2%	28.1%	36.8%	30.4%	16.7%	27.3%	30.1%	27.3%	30.5%	24.4%	28.0%	20.7%	26.1%
Number	4.0	2.0	7.2	7.0	7.0	2.0	6.0	11.0	14.0	12.7	10.0	14.0	6.0	12.0
Private Sector														
Percent	40.3%	20.4%	26.4%	25.0%	26.7%	25.0%	28.1%	37.9%	31.3%	30.1%	24.4%	32.0%	27.1%	36.4%
Number	9.5	5.8	8.2	8.0	8.0	7.0	9.0	12.5	12.8	13.5	11.0	16.0	13.0	24.0
Foreign Based Job Obtained														
Percent	15.9%	26.1%	21.3%	22.0%	34.0%	25.6%	12.1%	17.9%	17.2%	24.0%	21.4%	33.3%	26.3%	23.4%
Number	3.5	9.0	9.5	9.0	16.0	10.0	4.0	7.0	17.0	23.7	18.0	37.0	21.0	18.0
Academic														
Percent	60.0%	27.0%	20.4%	19.4%	25.8%	31.0%	17.4%	20.0%	18.2%	23.0%	13.3%	32.1%	32.2%	26.4%
Number	1.5	7.0	6.7	6.0	8.0	9.0	4.0	3.5	12.0	15.8	8.0	25.0	19.0	14.0
Nonacademic														
Percent	5.9%	16.0%	26.9%	30.0%	25.8%	10.0%	0.0%	6.3%	11.5%	28.8%	41.7%	36.4%	9.5%	16.7%
Number	1.5	2.0	2.8	3.0	8.0	1.0	0.0	2.5	4.0	7.8	10.0	12.0	2.0	4.0
No Job Obtained														
Percent	29.2%	22.6%	33.3%	0.0%	0.0%	0.0%	0.0%	32.3%	33.3%	21.9%	16.7%	0.0%	0.0%	100.0%
Number	7.0	1.0	0.2	0.0	0.0	0.0	0.0	10.5	4.0	1.2	1.0	0.0	0.0	0.0
Total On the Job Market														
Percent	20.6%	31.1%	26.3%	26.6%	27.9%	25.1%	24.4%	21.9%	31.7%	28.8%	25.7%	28.6%	26.7%	33.3%
Number	32.5	59.0	46.2	50.0	57.0	46.0	41.0	69.0	100.0	90.3	78.0	105.0	87.0	54.0

Notes: The (2,6) cell shows that among Ph.D.s from top-10 departments in the 2014–15 job market, 16 women placed in U.S.-based doctoral departments and these women accounted for 25.4% of such placements. For five year intervals, simple averages are reported.

the PhD and of other older cohorts from receipt of the degree though the assistant and associate professor ranks. Unfortunately, these data do not suffice to analyze the advance of cohorts from associate to full professor. Over the last decade, the proportion of women receiving their PhDs has been almost exactly the same as the proportion of women entering PhD programs six years prior. Women are, if anything, more likely to

graduate in five years than their male co-matriculantes. There is evidence of attrition from academia after graduate school, however, as women's share of new assistant professors is on average about 5% less than their share of new PhDs (Figure 3). Women's disproportionate exit from traditional academic jobs has, if anything, increased in the last decade (examining those who entered PhD programs in 1997–2003).

The female share of the entering class of students in PhD programs overall has been steady, at between 31 and 35%, over the last 20 years (Figure 1). The female share in top 20-programs, however, has fluctuated in ways that raise concern (Table 7). Between 1997 and 2001, the average female share in these programs was about 30%. During the period 2002–2006 this stays roughly constant, suggesting continued



Table 4. Employment Shares by Gender and Department Rank for New PhDs in the 2013–15 Job Market

	Top 10		Top 11–20		All Others	
	Women	Men	Women	Men	Women	Men
U.S. Based Job (Share of all individuals by gender)	90.2%	77.2%	70.4%	72.2%	68.9%	67.6%
Doctoral Departments	43.2%	48.0%	26.3%	28.2%	16.4%	21.5%
Academic, Other	8.1%	3.1%	13.2%	12.8%	34.5%	28.7%
Non Faculty Job	8.1%	9.2%	5.3%	11.5%	11.3%	9.4%
Public Sector	16.2%	16.3%	15.8%	23.1%	13.0%	16.0%
Private Sector	24.3%	23.5%	39.5%	24.4%	24.9%	24.4%
Foreign Job Obtained (Share of all individuals by gender)	9.8%	22.8%	25.9%	27.8%	23.3%	28.9%
Academic	100.0%	65.5%	71.4%	66.7%	76.7%	65.6%
Nonacademic	0.0%	34.5%	28.6%	33.3%	23.3%	34.4%
No Job Found (Share of all individuals by gender)	0.0%	0.0%	3.7%	0.0%	7.8%	3.5%
Total Number of Individuals	41	127	54	108	257	454

integration of women into economics and a flow into the pipeline. During 2007–2011, the average fell to 27.3%. This could easily have reflected small numbers and not a trend. However, the average female share in top-20 programs has remained at or below this level during 2012–2015 and fell below 25% in 2015. There is considerable variation in the share of females in the first PhD class across the 21 schools in the top 20 (Table 8). Note that while we are not breaking out the top 10, to protect the confidentiality of individual school data, the pattern is not different across the top 10 and the schools ranked 11–20.

C. Conclusions

Past intakes and subsequent advancements of women and men determine the contemporaneous distribution of men and women on the academic economists’ ladder. *This report points to two critical junctures: the failure to grow of the representation of women at the intake; and, relative to men, the subsequent poorer chance of advancing from untenured assistant to tenured associate professor.* With regard to the first, in the face of the growing representation of women at the baccalaureate level, the stagnation of the share of women in entering PhD classes means that entering PhD students represent a declining fraction of new baccalaureate women. This latter decline is no doubt rooted in the analogous decline in

the fraction of women undergraduates who major in economics and may in part stem from the way we teach economics at the undergraduate level, as stressed by Goldin (*CSWEP Newsletter*, Spring/Summer 2013). This is an issue for both doctoral and non-doctoral departments (see Tables 5 and 6).

With regard to the second juncture, the advancement of women from untenured assistant to tenured associate professor is no doubt intertwined and jointly determined with family-related decisions. Here, the institutional setting (length of the tenure clock, gender-neutral family leave, on-site child care and so forth) can play significant roles. These policies are generally the same across academic disciplines, so they cannot explain the relative lack of progress for women in economics when compared with other disciplines.

Finally, it is worth *recognizing the high representation of women in non-tenure track teaching jobs.* Fully one-third of the full-time female faculty in top-20 economics departments are in non-tenure track positions.

In closing out this summary, it is worth noting that the 44 years of data on the evolution of faculty composition at the department level are unique in the social sciences and beyond. *It is time to steward these data in a way that meets professional standards, to put in place a system for maintenance for future*

years and to make the descriptive statistics at group levels (e.g., doctoral, non-doctoral and others) available online. We also recommend making departmental-level data available for research purposes in a manner that protects the confidentiality of the responding departments. The new Associate Chair and Director of the Survey has begun the process of identifying and documenting the extant data so that it can be properly archived and shared.

V. Board Rotations and Acknowledgements

Having completed her second term on CSWEP’s Board, **Linda Goldberg** will rotate off in January 2015. Linda was a pivotal and driving force on the Board and her contributions were significant. I often benefitted from her wise council. She served as the able chair of multiple CSWEP committees and lent a much-needed perspective from outside the world of academia. She deserves much thanks and great good luck in her new job as a Senior Vice President of the FRB of New York.

Serena Ng, who completed an extended four-year first term, is also rotating off the Board, though she will continue to contribute her expertise to the Survey Steering Committee. Serena was our resident skeptic and we benefited from her sage observations. She and

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Figure 3. Lock-Step Model: The Percentage of Women in the 18 Cohorts of First-year PhD Students When They Matriculated, for 13 of these When They Graduated, and for 6 of these When They Became Last-Year-in-Rank Assistant Professors

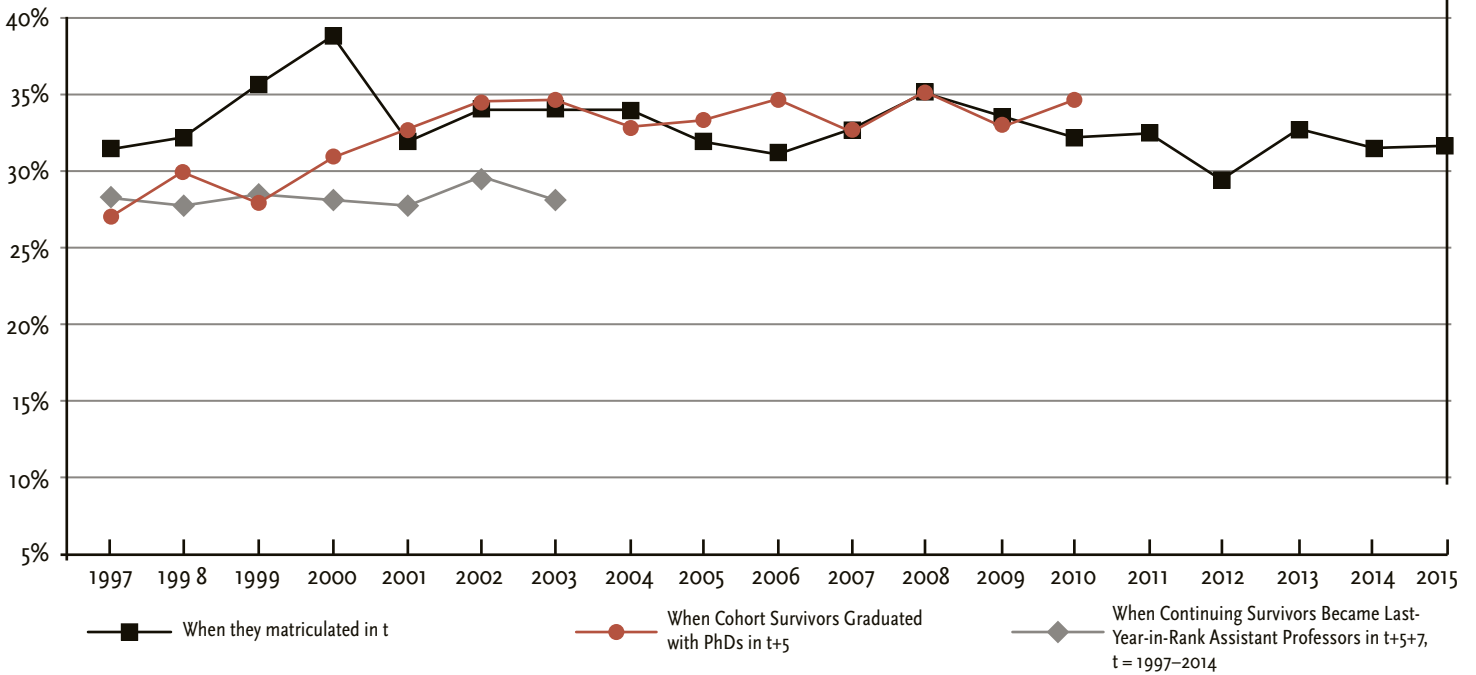


Figure 4. Lock-Step Model: The Percentage of Women in 41 Cohorts When They Received Their PhDs, for 34 of These When They Became Last-Year-in-Rank Assistant Professors and for 27 of These When They Became Last Year-in-Rank Associate Professors

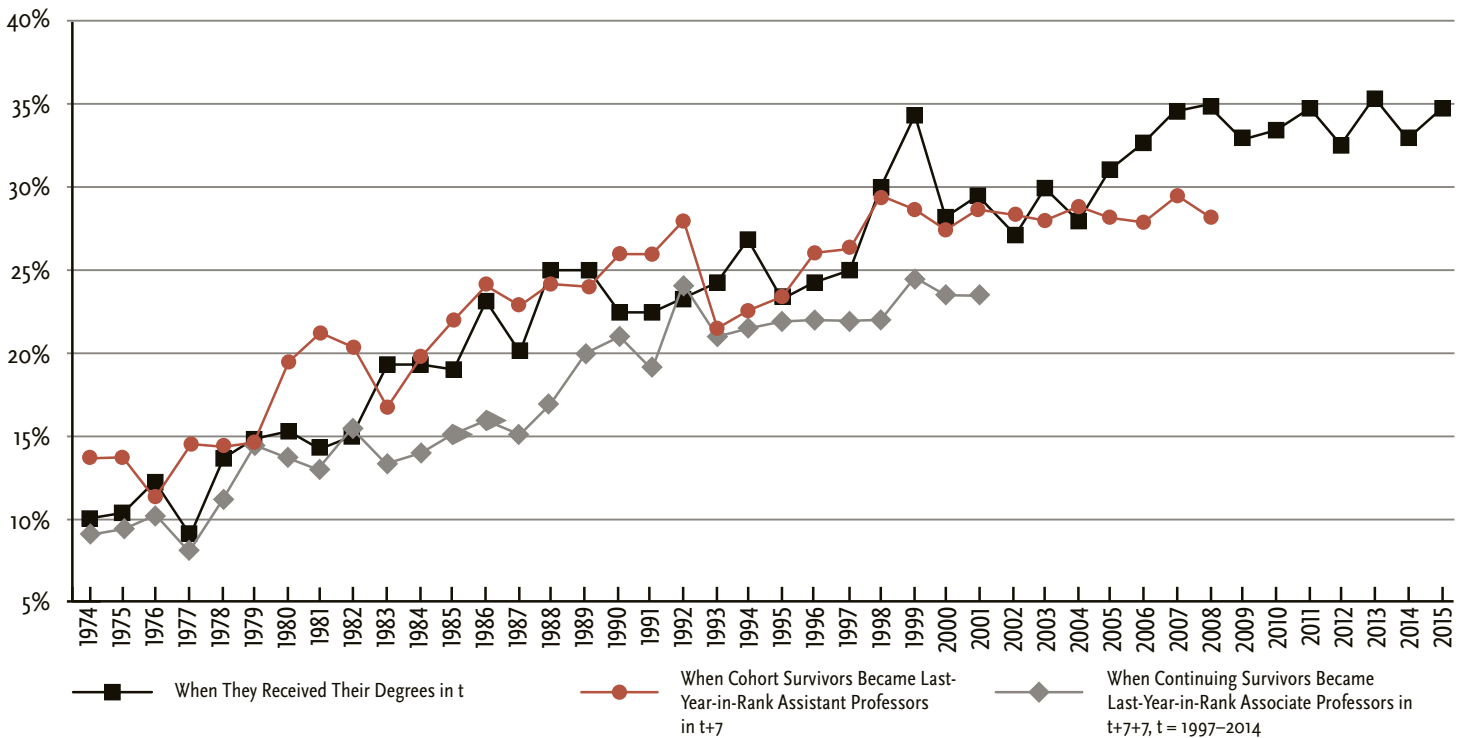


Table 5: The Current Gender Composition of Faculty and Students: Economics Departments *with* Doctoral Programs

Faculty Composition (Fall 2015)	Women	Men	Percent Female
Assistant Professor	229	588.25	28.0%
Untenured	217	553.25	28.2%
Tenured	12	35	25.5%
Associate Professor	155	492	24.0%
Untenured	14	34	29.2%
Tenured	141	458	23.5%
Full Professor	192	1383	12.2%
Untenured	2	21	8.7%
Tenured	190	1362	12.2%
All Tenured/Tenure Track	576	2463.25	19.0%
Full-Time Non-Tenure Track	154	257.5	37.4%
Part-Time Non-Tenure Track (new)	38	72	34.5%
All Other Full-Time Instructors	101	218	31.7%
All Faculty	869	3010.75	22.4%
Students and Job Market			
Students			
Undergraduate Senior Majors (2015–16 AY)	6023	11990	33.4%
Undergraduate Economics Majors Recently Graduated	7696	15472	33.2%
First-year PhD Students (Fall 2015)	499	1081	31.6%
ABD Students (Fall 2015)	1324	2850	31.7%
PhD Granted (2014–2015 Academic Year)	403	759	34.7%
Job Market (2015–2016 Academic Year)			
U.S. Based Job	252	483	34.3%
Doctoral Departments	55	135	28.9%
Academic, Other	69	101	40.6%
Non Faculty	25	47	34.7%
Public Sector	35	83	29.7%
Private Sector	68	117	36.8%
Foreign Job Obtained	78	190	29.1%
Academic	60	125	32.4%
Nonacademic	18	65	21.7%
No Job Found	22	16	57.9%
Number on Job Market	352	689	33.8%
Total Number of Departments	124 of 124 Surveyed		

Table 6. Gender Composition of Faculty and Students: Economics Departments *without* Doctoral Programs

Faculty Composition	Women	Men	Percent Female
Assistant Professor	144	189	43.2%
Untenured	123	171	41.8%
Tenured	21	18	53.8%
Associate Professor	109	187	36.8%
Untenured	6	10	37.5%
Tenured	103	177	36.8%
Full Professor	127	377	25.2%
Untenured	2	22	8.3%
Tenured	125	355	26.0%
All Tenured/Tenure Track	380	753	33.5%
Full-Time Non-Tenure Track	62	97	39.0%
Part-Time Non-Tenure Track	13	12	52.0%
All Other Full-Time Instructors	65	144	31.1%
All Faculty	520	1006	34.1%
Student Information (2014–2015 Academic Year)			
Undergraduate Seniors Expecting to Graduate (2015–2016)	2534	4563	35.7%
Undergraduate Economics Majors Graduated in Previous Year (2014–2015)	2176	4115	34.6%
Masters Students Expecting to Graduate (2015–2016)	64	112	36.4%
Completed Masters	54	79	40.6%
Total Number of Departments	126		

Table 7. Share of Women in First Year Class in PhD Programs

	1997–2001	2002–2006	2007–2011	2012–2015
All PhD Programs	34.0%	32.9%	33.1%	31.3%
Top 20 Programs	30.3%	29.3%	27.3%	26.9%

Petra Todd expanded CSWEP paper-session topics, serving as a powerful selection committee for three AEA paper sessions on applied econometrics. Her Focus section in *CSWEP News* on going to graduate school stands as a classic. As career demands pull her away I express my gratitude for her service.

Finally, after completing one term, **Bevin Ashenmiller** will rotate off the Board. Especially missed will be her humor and stories. Bevin’s work as

CSWEP’s Western Representative was ambitious and remarkable, and she is owed many thanks.

Good news is that the news of **Cecilia Conrad** rotating off the Board was premature. She has re-upped for a second term, and her “I can do that” is back.

Thanks are also due to **Yulia Chhabra**, a PhD student at the University of Michigan, who produced gratis the professional figures and tables for the 2015 statistical report.

The upcoming January 2 meeting of the CSWEP Board will be a bitter-sweet moment for me. Although we will meet for a final time in the spring, January 2 will be my fourth and last face-to-face meeting in the role of Chair. Over the last four years, the quality of the ideas that have bubbled up from this Board, as well as the willingness of Board members to make the ideas work, are stunning and I have taken great joy from that. Contributions of

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some individual members were noted in the sections above, but it is impossible to report anything close to all of them. All Board members have, with a lot of smart work, enthusiastically advanced the mission of CSWEP, and it is my privilege and joy to have worked with them. I will miss each one and our collective camaraderie.

The bittersweet extends to working, working hard, with **Jennifer Socey**, my Administrative Assistant who has embraced the mission of CSWEP, using her skills as organizer, writer, editor, communicator and web-expert to handle everything from the mundane to big-but-routine projects to substantive initiatives.

Come July 1, the sweet part comes from handing over the lead to **Shelly Lundberg**, a distinguished economist, former Board member and long-time supporter of CSWEP. I have no doubt that CSWEP will grow and prosper under her leadership and that she and her Board will advance the status of women in the profession.

CSWEP is fully funded by the American Economic Association and that has made CSWEP growth and activities possible. Very special thanks are due to the AEA Secretary-Treasurer, **Peter Rousseau**, whose council has helped CSWEP find a way and to his excellent staff: **Regina H. Montgomery**, **Barbara H. Fiser**, **Marlene V. Hight** and **Susan B. Houston** as well as **Michael P. Albert**, **Jenna Kensey**, **Gwyn Loftis**, **Linda Hardin** and **Julia Merry**.

Finally, the Committee is indebted to the Economics Department of Duke University for the administrative support of CSWEP's activities, office space, IT support, computer equipment, office supplies and substantial additional resources.

Table 8. Average Share of Women in First Year PhD Class in the Top 20 Programs, 2011–2015

Share	Number of Programs
40% or above	3
35–39%	1
30–34%	7
25–29%	2
20–24%	6
Below 20%	2

Note: This table classifies departments by the average share of women in their entering class over the period 2011–2015. This differs from the average share of women entering PhD programs, each year, because of differences in the size of different programs.

Appendix A CSWEP Board Members (2015)

Marjorie McElroy, Chair

Professor of Economics, Duke University

Margaret Levenstein, Associate Chair & Survey Director

Research Professor, University of Michigan

Terra McKinnish, Associate Chair & Director of Mentoring

Professor of Economics, University of Colorado, Boulder

Bevin Ashenmiller, Western Representative

Associate Professor of Economics, Occidental College

Cecilia Conrad, CSMGEP Liaison

Vice President, MacArthur Fellows Program

Linda Goldberg, At-Large

Senior Vice President and Head of Global Economic Analysis Department, Federal Reserve Bank of New York

Kevin Lang, At-Large

Professor of Economics, Boston University

Amalia Miller, Eastern Representative

Associate Professor of Economics, University of Virginia

Serena Ng, At-Large

Professor of Economics, Columbia University

Upcoming Regional Meetings

CSWEP sponsors paper sessions, professional development panels and networking events at the meetings of the four regional economics associations. Visit CSWEP.org for more info.

Southern Economic Association

<http://www.southerneconomic.org>

86th Annual Meeting,
November 19–21, 2016
Washington, DC: J.W. Marriott

Western Economics Association International

<http://www.weainternational.org>

13th International Conference,
January 3–6, 2017
Pontifical Catholic University of Chile,
Casa Central campus, Santiago

Eastern Economic Association

<http://www.quinnipiac.edu/eea/>

2017 Annual Conference,
February 23–26, 2017
New York City: Sheraton New York
Times Square Hotel

Midwest Economics Association

<http://mea.grinnell.edu>

Annual Conference, March 31–April 2, 2017
Cincinnati, Ohio: The Westin

Ragan Petrie, Southern Representative

Associate Professor of Economics,
George Mason University

Kosali Simon, CeMENT Director

Professor, School of Public and Environmental
Affairs, Indiana University

Petra Todd, At-Large

Professor of Economics, University of
Pennsylvania

Anne Winkler, Midwestern Representative

Professor of Economics, University of
Missouri, St. Louis

Madeline Zavodny, Newsletter Oversight Editor

Professor of Economics, Agnes Scott College

Appendix B

CSWEP: Four Years of Growth and Development

Mentoring & Career Development

Program Description	Agents and Beneficiaries	Growth and Change																				
3-day CeMENT Workshop for Faculty in Doctoral Programs (Since 2004)																						
<p>2.5 days following the Annual AEA/ASSA Meetings</p> <p>Features presentations by senior faculty and discussions at 8 tables with 2 mentors and 5 mentees in the same field, with topics including grants, research, publishing, promotion and tenure, teaching, networking and work-life balance</p> <p>Prior to Workshop, each mentee's working paper is refereed by 2 senior mentors and 4 peers at their table, resulting in detailed discussions on each mentee's paper and research program</p>	<p>The Director, guest speakers and 16 senior women mentor 40 assistant professors seeking tenure in departments with PhD Programs</p> <p>Experiment based on randomized assignment showed significant treatment effects (e.g., as compared to controls after 5 years participants had an additional .4 NSF or NIH grants, 3 publications and .25 publications in a top tier journal as compared to controls)</p>	<p>In response to severe excess demand, doubled the frequency, moved from biennial to annual in 2015, taking the average annual number of mentees from 20 to 40 and mentors from 8 to 16</p> <p>Workshop remains oversubscribed</p> <p>Newly formed Mentoring Steering Committee helps to recruit quality mentors who must <i>inter alia</i> sacrifice over 3 days of their winter break</p> <p>In due time, ongoing scientific evaluation for the 3 original cohorts will follow participants and controls through promotion to full</p>																				
Biennial 3-day CeMENT Workshop for Faculty in Non-Doctoral Programs (Since 2005)																						
<p>Workshop format and coverage similar to the above, but with more emphasis on balancing research, teaching and service obligations</p> <p>Has typically preceded the annual Southern Economic Association Meeting; going forward will rotate amongst Annual Meetings of the four regional economic associations</p>	<p>The Director, guest speakers and 11 senior women mentor up to 40 assistant professors seeking tenure in departments <i>without PhD programs</i></p>	<p>While this Workshop remains biennial, mentees have more than doubled:</p> <table border="1"> <tr><td>2009</td><td>15</td></tr> <tr><td>2011</td><td>23</td></tr> <tr><td>2013</td><td>31</td></tr> <tr><td>2015</td><td>38</td></tr> </table> <p>Proportionate growth of senior mentors</p> <p>Qualified mentees no longer turned away for lack of budget</p>	2009	15	2011	23	2013	31	2015	38												
2009	15																					
2011	23																					
2013	31																					
2015	38																					
Two Mentoring Breakfasts for Junior Economists (Since 2013)																						
<p>Senior economists (primarily women) mentor and graduate students on the job market economists less than 6 years from the PhD</p> <p>8–10AM on days one and three of Annual AEA/ASSA Meetings, with some discussions extending through the lunch hour</p>	<p>Mentees self-select and mentors are assigned to tables by topic: research and publishing, grants, promotion and tenure, teaching, job market, dual careers, non-academic careers and work-life balance</p> <p>Bell rings every 20 minutes to encourage mentees to initiate conversation with new mentor</p>	<table border="1"> <thead> <tr> <th>Breakfasts</th> <th>Mentors</th> <th>Mentees</th> <th></th> </tr> </thead> <tbody> <tr><td>1</td><td>40</td><td>120</td><td>2013</td></tr> <tr><td>2</td><td>60</td><td>180</td><td>2014</td></tr> <tr><td>2</td><td>65</td><td>180</td><td>2015</td></tr> <tr><td>2</td><td>60</td><td>210</td><td>2016</td></tr> </tbody> </table>	Breakfasts	Mentors	Mentees		1	40	120	2013	2	60	180	2014	2	65	180	2015	2	60	210	2016
Breakfasts	Mentors	Mentees																				
1	40	120	2013																			
2	60	180	2014																			
2	65	180	2015																			
2	60	210	2016																			
Peer-Mentoring Breakfast for Mid-Career Economists (Since 2015)																						
<p>For academics and non-academic economists at least 10 years from the PhD asking, "What's next?"</p> <p>8–10AM on day two of Annual AEA/ASSA Meetings</p>	<p>With one-month notice, more than the 130 economists pre-registered</p>	<p>Broader goal: to facilitate women's owning and representing their scholarly contributions</p> <p>Expansion under consideration</p>																				
Paper Sessions, Career Development Panels, and Networking Events at the Annual Meetings of the Eastern, Midwestern, Southern and Western Regional Associations (Since 1978)																						
<p>Currently about 14 sessions organized by CSWEP's four regional representatives</p>	<p>Attended by about 360 female and male economists at the Annual Meetings of the Eastern, Midwest, Southern & Western Economic Associations</p>	<p>Moving away from paper-sessions (15-20 participants) and toward career development and networking events (40-60 participants)</p> <p>Increased quality and attendance</p>																				
Summer Fellows Program (Since 2007)																						
<p>Targets minority ABD graduate students and assistant professors (joint with CSMGEP and the AEA)</p>	<p>2015 saw 14 Fellows mentored for two months at 10 institutions (USITC, the Federal Reserve Board and its regional Banks)</p>	<p>Notable increase in 2016 applicants, likely stemming from the new CSWEP Liaison Network (see below)</p>																				

Joint Sponsorship of One-off Mentoring Events Consistent with AEA/CSWEP Mission (Since 2005)

<p>Now includes co-sponsorship of a variety of mentoring experiences organized by groups other than CSWEP</p> <p>Most successful applications are for less than \$1K</p>	<p>Mentors are primarily senior women economists, both inside and outside of academia</p> <p>6 senior women mentored 45 graduate students, assistant professors and research economists in government employ (2015)</p> <p>Mentoring in both one-on-one and small group settings with 3–15 participants</p>	<p>Started in 2005 with the donation of the Haworth Fund to piggy-back mentoring functions onto standard departmental seminars by outside speakers</p> <p>Expanded in 2013 with supplemental CSWEP funding of \$5K to include co-sponsorship of a variety of mentoring experiences arranged by others</p>
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Provide Opportunities for Women in the Economics Profession

Program Description	Agents and Beneficiaries	Growth and Change										
Organize Six Competitive-Entry Paper Sessions at the Annual AEA/ASSA Meetings (Ongoing)												
<p>CSWEP calls for abstracts in gender and one or more additional fields</p> <p>For non-gender related papers, at least one author must be a woman</p>	<p>Account for a disproportionate share of women on the AEA Program</p> <p>2016 saw 109 abstracts submitted for 24 slots (12 in gender-related topics and 12 in public economics), yielding an acceptance rate of 22%</p>	<p>Recent submissions:</p> <table border="0"> <tr><td>2012</td><td>83</td></tr> <tr><td>2013</td><td>67</td></tr> <tr><td>2014</td><td>59</td></tr> <tr><td>2015</td><td>52</td></tr> <tr><td>2016</td><td>109</td></tr> </table> <p>To provide opportunities for women in relatively male-dominated fields, beginning in 2014 CSWEP moved toward sessions in fields such as structural econometrics, macro and trade, as well as including economists outside the Board on selection committees</p>	2012	83	2013	67	2014	59	2015	52	2016	109
2012	83											
2013	67											
2014	59											
2015	52											
2016	109											

Eight Papers Published in *AER: May P&P* (Ongoing)

<p>From the 12 papers in its paper sessions, each committee selects 4 for publication in a synthetic session</p>	<p>From the 24 papers presented at the Annual AEA/ASSA Meetings, 8 papers were selected for publication, yielding a 2016 effective acceptance rate of 7%</p>	<table border="0"> <tr> <th>Year</th> <th># Sessions on AEA Program</th> <th># Papers in <i>AER</i></th> </tr> <tr> <td>1972–1986</td> <td>2</td> <td>various, selected by <i>AER</i></td> </tr> <tr> <td>1987</td> <td>3</td> <td>3</td> </tr> <tr> <td>1988</td> <td>5</td> <td>4</td> </tr> <tr> <td>1986–2016</td> <td>6</td> <td>8 in two pseudo sessions</td> </tr> </table>	Year	# Sessions on AEA Program	# Papers in <i>AER</i>	1972–1986	2	various, selected by <i>AER</i>	1987	3	3	1988	5	4	1986–2016	6	8 in two pseudo sessions
Year	# Sessions on AEA Program	# Papers in <i>AER</i>															
1972–1986	2	various, selected by <i>AER</i>															
1987	3	3															
1988	5	4															
1986–2016	6	8 in two pseudo sessions															

See Paper Sessions at the Four Regional Economics Association Annual Meetings (above)

Lactation Room at the Annual AEA/ASSA Meetings (2016)

<p>In response to requests, CSWEP organized and the AEA funded a private room for nursing mothers</p>	<p>In 2016, 13 nursing women attending the Annual AEA/ASSA Meetings</p>	<p>CSWEP is advocating for similar lactation rooms at the Annual Meetings of the four regional economics associations and elsewhere</p>
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Monitor the Progress of Women in the Economics Profession

Vehicle and Audience	Recent Developments
Annual CSWEP Survey of 250 U.S. Economics Departments (Since 1993)	
<p>125 doctoral departments with 100% response rate each year since 2011</p> <p>126 non-doctoral departments with generally increasing response rate from 72% in 2013 to 87% in 2015</p>	<p>Added count of non-tenure track teaching faculty (2013)</p> <p>Added screen to identify and omit departments that turned out not to be economics departments: 21 in 2013, 4 in 2014, and 7 in 2015</p> <p>Stratified non-tenure-track teaching faculty into full and part-time (2015)</p> <p>Plans underway to provide individualized reports to departments (2016)</p>
CSWEP Annual Report to the AEA (Since 1972)	
<p>Published annually in <i>American Economic Review: Papers & Proceedings</i></p> <p>Published in <i>CSWEP News</i>, Issue I of each year</p>	<p>Added analysis of synthetic cohorts of male and female incoming PhD students up through tenure and promotion to associate and of new PhDs up through first job as assistant professor (2013)</p> <p>Revised format highlights CSWEP programs and new developments and gives credit to those who do the work (2013)</p>

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Biennial Elaine Bennett Research Prize (Since 1998)

To Anna Mikusheva (MIT) in 2012 and to Emi Nakamura (Columbia) in 2014

Award Ceremony attended by 80 economists in 2014 and 120 in 2015, including many senior colleagues of winners from MIT, Columbia and Harvard

Of 8 winners, to date 3 have gone on to win the Clark Medal

Noticeable increase in quality but not numbers of nominees

Nominees are positively selected

Increase celebratory nature and visibility of the awards ceremony (2014)

Videotape of winner's talks available [online](#) (Since 2014)

Annual Carolyn Shaw Bell Award (Since 1998)

To Catherine Eckel (Texas A&M) in 2012, Rachel McCulloch (Brandeis) in 2013, Hilary W. Hoynes (UC Berkeley) in 2014 and Janet M. Currie (Princeton) in 2015

Corresponding Awards Ceremony attended by 60, 80, 120 and 110 economists, including colleagues and mentors as well as former and current students

Noticeable increase in quality but not numbers of nominees

Nominees are positively selected

Increase celebratory nature and visibility of the awards ceremony (2014)

Videotape of winner's talks available [online](#) (Since 2014)

Brag Box in the CSWEP News (Since 1998)

Honors Carolyn Shaw Bell's mandate to celebrate the accomplishments of women

Lists annually about 25 women in the economics profession and their accomplishments

Underdeveloped and idiosyncratic

Plans to publish major accomplishments and firsts in the CSWEP News and post a more exhaustive list of promotions on [CSWEP.org](#)

Annual CSWEP Business Meeting (Ongoing)

Attended by 80–110 economists yearly, but especially mentees, colleagues and students of awardees, Board members and chairs as well as friends of CSWEP, past and current

Developed CSWEP “stump talks” for Regional Representatives, Liaisons and others to modify and use for talks to various audiences

Disseminate Information

Vehicle and Audience	Recent Developments								
<p>CSWEP News (Since 2013) Formerly, the <i>CSWEP Newsletter</i> (1972–2012)</p> <p>Thrice yearly; intended for all economists, but especially women economists</p> <p><i>Focus Section</i> features 3-5 professional development articles written by senior economists on a topic often targeted to women economists just establishing their careers, most of which are of interest to all junior economists, regardless of gender, race or ethnicity</p> <p>https://www.aeaweb.org/committees/cswep/newsletters.php</p>	<p>New design, third (!) color and new name, CSWEP News (2013)</p> <p>Focus Section made available online by topic and audience (2015)</p> <p>Increase in subscribers:</p> <table border="1"> <tr> <td>2013</td> <td>740</td> </tr> <tr> <td>2014</td> <td>870</td> </tr> <tr> <td>2015</td> <td>1087</td> </tr> <tr> <td>2016</td> <td>1136</td> </tr> </table> <p>Also distributed to 641 “Friends of CSWEP” not yet officially subscribed, but who were participants in CSWEP events or previously served on the Board</p>	2013	740	2014	870	2015	1087	2016	1136
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<p>CSWEP.org (ongoing)</p> <p>Part of an AEA parent site with content including: CSWEP News archives, mentoring and professional development resources, and information on the current CSWEP Board and annual programs</p> <p>All economists and especially women economists, with emphasis on those just establishing their careers</p>	<p>New, improved format and reorganized content (2013, 2014) and ongoing improvements and updates</p> <p>Public access to the “CeMENT Binder,” career development articles used at the CeMENT Mentoring Workshop for Faculty in Doctoral Programs (See Panel A) intended for all economists and especially women economists, with emphasis on those just establishing their careers (2013) and to prime discussions at the Junior Breakfast sent link to mentees three weeks in advance (2016)</p> <p>Public access to Mid-Career Breakfast readings (2015)</p>								



Established the CSWEP Liaison Network (2014)	
Recruited economists in academic and non-academic departments with liaisons in over 250 institutions to date	The current 250 Liaisons come primarily from economics departments
Liaisons distribute salient information and materials as well as the <i>CSWEP News</i> to colleagues and students in their professional network	New initiative to recruit Liaisons to reach economists in Schools of Business, Public Policy, Public Health, etc. as well as research economists in government agencies and the like
Tenured faculty liaisons facilitate their department's response to the CSWEP Annual Survey	By getting information out, the Liaison Network no doubt contributed to the increases in the number of subscribers, applicants and participants and ultimately the growth and success of all CSWEP ventures
CSWEP Brochure (2015) and YouTube Channel (2015)	
Provide information on CSWEP programs intended for all economists and especially for women economists who are unaware of CSWEP resources	First distributed in 2015 by the AEA to chairs of 800 U.S. economics departments; annual distribution to chairs going forward
	First online video hosting of award winner talks in 2015; annual posting going forward

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

Activity	Purpose
New Officers and Steering Committees for the CSWEP Board (2015)	
Added the positions of Associate Chair and Director of the CSWEP Survey and Associate Chair and Director of CSWEP Mentoring Programs	Delegate some responsibilities of the Chair in order to (i) increase leadership attention to the CSWEP Survey and Mentoring Programs as well as to all other operations and management; and (ii) make the Chair's job manageable without undue career sacrifice
Filled the positions with Margaret Levenstein (Research Professor, Survey Research Center, University of Michigan) and Terra McKinnish (Associate Professor of Economics, University of Colorado-Boulder and Director of the CeMENT National Workshops 2012-2014), respectively	
For each Associate Director, established a Steering Committee that includes one or more Board members and non-Board members	
Created <i>Manual of Policies, Procedures and Protocols</i> (2015)	
A record of policies, practices and procedures for the use of future Boards and Chairs	Transparency of CSWEP organized activities, continuity of information, efficiency and innovation
Established standing oversight committee with goal of publishing online in 2016	A guide for organizers so they can easily access related policies and prior organizational approaches and put their energies toward improvements
Policies reflect the contemporaneous deliberations and judgments of the Board that adopted them; often undergirded by extensive research and discussion	
Budget, Administrative Support and Office Processes	
CSWEP Operating Budget from AEA (excludes CeMENT Workshops)	Increased from \$60K in 2012 to \$150K in 2016
\$62K in one-off funds for 2016-17	Preservation, digitizing and making research-ready data from the CSWEP Annual Survey
Administrative Support	Increase in the weekly hours of the administrative assistant from 16 hours in 2012 to 40 hours in 2016
	Provision for 6 months of training for new administrative assistant during the transition of the Office of the Chair
Administrative Procedures: Support the Chair and Associate Chairs in carrying out their functions in support of CSWEP's mission	Various new projects, including: database creation, contact resource management, records digitization, creation of online surveys and submission portals and modernization of events registration

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Brag Box

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

Emily Conover at Hamilton College, **Kusum Mundra** at Rutgers University, **Diep Phan** at Beloit College, **Elizabeth Ramey** at Hobart and William Smith Colleges and **Sheetal Sekhri** at the University of Virginia were awarded tenure and promoted to associate professor.

Susan Helper, Carlton Professor of Economics at the Weatherhead School of Management, Case Western Reserve University, returns to academia after serving for two years as the U.S. Commerce Department’s Chief Economist. She was the first woman to hold the post.

Lea-Rachel Kosnik, Associate Professor at the University of Missouri–St. Louis, was named President-Elect of the Transportation and Public Utilities Group (TPUG). Dr. Kosnik is the first woman to be named to this role in this illustrious organization with previous Nobel prize winners as presidents.

Margaret Levenstein, Research Professor at the University of Michigan and CSWEP Associate Chair and Director of the Survey, has been appointed the director of the Inter-University Consortium for Political and Social Research at the University of Michigan Institute for Social Research.

Terra McKinnish, Professor of Economics at the University of Colorado, Boulder and CSWEP Associate Chair and Director of Mentoring Programs, was selected to receive the 2015 Elizabeth D. Gee Memorial

Lectureship Award for her work in advancing women’s issues in the University and profession.

Alicia Sasser Modestino, Associate Director, Dukakis Center for Urban and Regional Policy and Associate Professor at Northeastern University is the recipient of a Russell Sage Presidential Award to lead a qualitative study of factors underlying changing employer requirements for skill. She was also appointed to the board of the Massachusetts Housing Partnership, a public non-profit that helps increase the state’s supply of affordable housing.

Karine S. Moe, F.R. Bigelow Professor of Economics at Macalester College and former CSWEP Board Member, has been named Provost and Dean of the Faculty at Macalester College.

Marie Mora, Professor of Economics at the University of Texas-Pan American, was awarded the Cesar Estrada Chavez award by the American Association for Access, Equity, and Diversity in recognition of her leadership in support of workers’ rights and humanitarian issues.

Serena Ng, Columbia University, was elected as a 2015 Fellow to the Econometric Society.

Diane Whitmore Schanzenbach, Northwestern University, was promoted to full professor.

Suja Sekhar is the first female Doctoral Candidate of the Indian Institute of Management where she studies finance & accounting.

We want to hear from you!

Send announcements to cswep@econ.duke.edu.

Join the CSWEP Liaison Network!

CSWEP seeks professional economists from academia and beyond to serve as liaisons between their department or institution and CSWEP. For more info on what the position entails and to see the current list of 250+ liaisons, visit: CSWEP.org.

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