



The 2023 Report of the Committee on the Status of Women in the Economics Profession December 12, 2023

By Anusha Chari, Chair

I. Introduction

The Committee on the Status of Women in the Economics Profession (CSWEP) has served women economists by promoting their careers and monitoring their progress through the profession since its founding as a standing committee of the American Economic Association in 1971. Our regular activities are myriad: In 1972, CSWEP fielded the first survey of economics departments regarding the gender composition of faculty and, since 1993, has surveyed some 250 departments annually with findings reported in the *American Economic Association: Papers & Proceedings* and reprinted in the CSWEP Annual Report. CSWEP organizes mentoring programs that serve several hundred economists annually. These include the CeMENT Mentoring Workshops for junior women, which have been shown to improve outcomes in randomized control trial studies. CSWEP offers one CeMENT program designed for faculty in PhD-granting institutions or research-oriented nonacademic positions and another for faculty in non-PhD-granting institutions. At the annual AEA/ASSA Meetings, we host Mentoring Breakfasts and Networking Receptions, as well as a variety of career development roundtables and panels. These were held both in person and virtually in 2023. We also host career development panels and mentoring events at the annual Association for Public Policy Analysis & Management meeting and the four regional economics association conferences. Most events were held in person in 2023.

CSWEP provides professional opportunities to junior women through competitive entry paper sessions at the Annual AEA/ASSA Meetings and the regional economic association meetings. CSWEP also endeavors to raise awareness among men and women of the challenges unique to women's careers in economics and best practices for increasing diversity in economics. To recognize and celebrate the accomplishments of women, CSWEP awards the Carolyn Shaw Bell Award annually for furthering the status of women in the economics profession and the Elaine Bennett Prize annually for fundamental contributions to economics by a woman within ten years of the Ph.D., adjusted for leaves.

CSWEP disseminates information on women in economics, posts professional opportunities, and promotes career development through the CSWEP website and the *CSWEP News*, which successfully moved from 3 annual issues to 4 in 2020. The *CSWEP News* articles offer valuable career development advice for both men and women, and subscriptions have grown to over 3783 subscribers. Our website provides and tracks resources for women economists and economists seeking to create a more inclusive profession.

During 2023, we continued many initiatives launched from 2020 to 2022. First, we hosted a career development webinar in our extremely popular "Publishing in Finance Journals" series, launched in 2020. Following last year's mentoring event for graduate students, we hosted two graduate student mentoring workshops. Maya Rossin-Slater and Marika Cabral organized the virtual one; 75 women and nonbinary graduate student participants attended, and 38 mentors volunteered. The workshop focused on graduate students pursuing health economics and health policies. The second, organized by Melanie Guldi, Catherine Maclean, and Orgul Ozturk, was held in person in New Orleans, Louisiana, with the Southern Economics Association meetings. Thirty-seven graduate student mentees and 14 mentors attended the session. We are pleased to report that CSWEP obtained a two-year travel grant (~\$50,000) in 2022 from the Sloan Foundation to fund mentee travel to increase participation, especially amongst graduate students whose home departments may lack such funds.

CSWEP has been working hard to seek additional partnerships and funding for activities to increase our mentoring opportunities. Examples include the Sloan grant for our graduate student workshop and the funding secured for the CSWEP-SSRC Research Consortium in Economics and Mathematics in 2022. In collaboration with CEDPC, we submitted and received a multi-year grant from Co-Impact for \$995,000 in December 2023. Titled "Improving the Climate in Economics," the funds will allow us to implement several new programs over three years following a design phase in 2024. We are proud that this was the sole global Women in Leadership grant awarded by Co-Impact in 2023.

We are tremendously excited that the funding will allow us to introduce several new initiatives ranging from department chair workshops, bystander training, and graduate student workshops to engage in level setting, providing additional support to our mid-career workshop, a women in leadership workshop, and creating best practice videos. Many of these programs will enter the design phase to develop programming in 2024 with a launch date of the 2025 AEA/ASSA annual meetings.

CSWEP's partnership with the SSRC on a million-dollar consortium, awarded in 2022, is in full swing and focuses on research that tests, replicates, and scales interventions designed to increase women's representation in economics and mathematics and is working with university disciplinary and departmental leaders to secure the implementation of effective interventions.

Section II reports on the administration of CSWEP. Section III describes CSWEP activities. Keeping with tradition, Section IV of this Annual Report of CSWEP's activities summarizes the 2023 Annual Survey. The CSWEP data are available to individual researchers via ICPSR.

Associate Chair Margaret Levenstein of the University of Michigan directed the 2023 CSWEP Annual Survey, analyzed the results, and wrote the report on the status of women in the economics profession.

II. CSWEP Administration

A. CSWEP Office

Anusha Chari of The University of North Carolina at Chapel Hill continued her second year as CSWEP chair. In September 2018, CSWEP began a new model of administration in which CSWEP coordinates with the AEA's Nashville office to house CSWEP's Committee Coordinator rather than at the home institution of the chair. This improves communication between CSWEP and the AEA administration, easing future leadership transitions. In the summer of 2019, the Committee Coordinator for CSWEP undertook a similar role assisting CSMGEP. The Committee Coordinator's time is divided between CSWEP duties, CSMGEP duties, and occasional tasks as needed for the Association. Rebekah Loftis assumed this role in December 2019. Kristine Etter took full responsibility for this role in late 2023.

In addition to establishing the submission portals for CeMENT to facilitate smoother and more efficient transitions of the CeMENT Program Directors, a central goal of the staffing reorganization was to facilitate smoother and more efficient chair transitions. We experienced this when Anusha Chari of The University of North Carolina at Chapel Hill assumed the role of committee chair in January 2022.

B. CSWEP Communications

The success of CSWEP programs in advancing the status of women in economics depends upon our ability to communicate broadly and effectively to members of the profession both inside and outside of academia. Our primary communications tools are our subscriber email list, Twitter account, website, webinars, and newsletters.

Our subscriber list remains our primary form of communication. To receive CSWEP communications, members of the profession must send an email to info@cswep.org. We currently have 3,783 subscribers, which includes our CSWEP Liaisons. The CSWEP Liaison Network, created in 2014, recruits an individual at each institution who is willing to ensure that their department completes our annual survey and who distributes CSWEP newsletters, announcements, and professional development opportunities to potentially interested individuals who may not be subscribed. We aim to recruit a tenured faculty liaison in every economics department, including economists in business, public policy, and environmental schools. In 2019, we began an effort to establish a CSWEP liaison in every branch of government that employs Ph.D. economists and establish a liaison within each of the major foundations that conduct economic research.

This year, we worked with the AEA office to improve our website and make navigating it easier. We also enhanced the professional development resources available on our website. For example, we keep a list of conferences, workshops, and events focused on mentoring or professional development. We have resources for job seekers, chairs

looking to hire diverse talent, etc. This organization of resources can be found at <https://www.aeaweb.org/about-aea/committees/cswep/programs>. Our website also archives recordings of our webinar series.

Our Twitter (X) account, @AEACSWEP, was launched in 2017, and we have been tweeting prize announcements, calls for papers, and information about our board members since then. Our Twitter account has been instrumental in building awareness of our webinar series and advertising our mentoring opportunities. We also use our Twitter (X) account to flag non-CSWEP professional development resources of interest to our followers and point our followers to the more extensive resources available on our webpage. Our Twitter (X) followers total 7865 as of the time of this writing. We have also established a BlueSky profile, @aeacswep.bsky.social, in the fall of 2023 to widen the CSWEP audience on social media platforms.

III. CSWEP Activities in 2023

A. CSWEP and AEA Initiatives on Equity, Diversity, and Professional Climate

The CSWEP Board continues to support AEA efforts on Equity, Diversity, and Professional Climate. Anna Paulson, Executive Vice President and Director of Research at the Federal Reserve Bank of Chicago serves on the committee to design and confer the departmental diversity awards. Former CSWEP Chair Chevalier also serves on the AEA's outreach committee. Our board continues to stand ready to assist the Executive Committee and Officers in diversity and inclusion efforts that the AEA may launch, including hosting a joint panel with CSQIEP at the AEA/ASSA meetings on exploring new frontiers in diversity and inclusion.

B. Mentoring Programs

The effective mentoring of women and non-binary economists is central to CSWEP's mission. Our CeMENT Mentoring Workshops are a crucial part of this endeavor. The CSWEP Mentoring breakfasts at the AEA/ASSA meetings, mentoring events at five regional economic association meetings, and our graduate student mentoring workshops. CSWEP also coordinates the AEA Summer Fellows Program, which provides mentoring and research support for Ph.D. students and junior faculty.

1. CeMENT Mentoring Workshops for Faculty in Doctoral and Non-Doctoral Programs.

Our CeMENT Mentoring workshops are the cornerstones of CSWEP's mentoring efforts. Evidence from a randomized controlled trial shows that the workshop is effective in helping junior scholars earn tenure. ¹

Responding to the enormous demand for our mentoring workshops, CSWEP increased the number of mentees accommodated in our workshops for Faculty in Doctoral Programs and Faculty in Non-doctoral Programs. In early 2020, we also received permission from the Executive Committee to increase the frequency of our workshops devoted to faculty in non-

doctoral programs from every other year to an annual cadence. In 2021, the Executive Committee approved funding for both workshops through January 2026. In 2023, both programs were held in person for the first time since the pandemic. The workshops will continue for 2024; however, they will be during the summer in Chicago, Illinois, rather than immediately following the AEA meetings in January. The Federal Reserve Bank of Chicago is willing to host the workshop and provide the venue free of cost.

In keeping with past practice, junior participants submitted applications starting July 1, 2022, with a submission deadline of August 15, 2022. AEA built the centralized application portal for doctoral and non-doctoral workshops in 2019. We received 131 applications this year, 77 of which were considered and reviewed as doctoral workshop applications. We created a pool of eligible applicants who have or will soon start a tenure-track job in a department offering a doctoral degree or research institution with comparable requirements for career success.

Based on our informal and formal feedback, the workshop for faculty at Ph.D. granting institutions was a great success. The evaluations were comparable to last year (6.65 vs. 6.63) when the workshop was remote and slightly better than two years ago when the workshop was in person (6.65 vs. 6.53) (on a scale of 1-7 where 1 is "not at all helpful" and 7 is "extremely helpful"). The average mentor rating of the workshop was 6.82 (vs. 6.65 last year and 6.56 two years ago). Among all the sessions, junior participants rated the "Getting Tenure" and "Getting Published" panels the most valuable, with the average rating of 6.54 and 6.33, respectively (vs. 6.56 and 6.47 last year and 5.98 and 5.96 two years ago)—"Getting Published" was co-hosted with the non-doctoral program. Below are some of the survey comments.

Overall, really great organization and mix of events/panels! I thought it was the perfect length and I'm grateful to have been matched with really helpful mentors.

This experience has been incredible. The community and camaraderie alone have made me feel at home in economics for the first time in a long while. The workshop answered so many of the questions I had as a junior economist, and even more that I didn't know I had. I'm deeply thankful to have participated.

It was wonderful! Thanks for organizing and bringing such amazing mentors and mentees.

Thank you so much for putting this together-- it was a wonderful set of sessions and provided a lot of really valuable advice.

Thank you for the fantastic workshop! I feel that I gained a lot from it and will recommend it to all my colleagues.

I really gained so much from this experience. I know there's many mentees and mentors, I think it would be helpful to engage more with other mentors as well. I was in a group slightly less related to my field and so it would be useful to have more contact with mentors in my field for more specific feedbacks and opportunities related to our field. But overall, it was an absolutely fantastic experience.

One additional happy hour before the second night dinner. Also combining doctoral and non-doctoral on the second night.

It was fantastic, thank you so so much. I also really appreciated Lori's availability during the whole event and the possibility to talk with her.

The work-life session, in my opinion, would work better as a lunch or breakfast with different tables dedicated to different facets—childcare, two-body problem, time management, mental health, among others.

This was SO wonderful. I really appreciate being able to take part. If it's possible to continue to hold cement alumni happy hours/events in the future, that would be amazing!

The best part was the opportunity to network in person with women from across different fields and universities and share our common questions, struggles, and successes. The focused time for individual feedback in my group was also helpful. Going forward, staying connected with people I met here will undoubtedly be the most productive.

Thank you to all the people that made it possible for us to have this great experience. Thank you to Lori for being so thoughtful in creating the activities and the groups. Also, thank you for the flexibility to accommodate requests. In general, I will always remember this experience and I am extremely thankful of the opportunity to be part of it.

The CeMENT workshop for faculty at institutions that do not offer a Ph.D. in Economics was also held on January 8-10, 2023. The workshop is designed to support faculty at institutions that emphasize research and undergraduate teaching. A total of 39 applications were reviewed. About 30 participants at the 2023 workshop received advice about publishing, teaching, networking, the tenure process, goal setting, and achieving a work/life balance. Small group sessions allowed each participant to receive detailed feedback on teaching strategies and research papers. Overall, the workshop rating was "extremely helpful," with a mean overall rating of 6.5/7 (1 being "not at all helpful" and 7 being "extremely helpful"). Many participants commented on the support they received and the usefulness of the network that they started at the workshop. Below are some quotes from the participants.

This is a great workshop! I make new friends here. Knowing more people in the field will make each conference trip more enjoyable!

Thank you for the opportunity! This is a worthwhile workshop that should CERTAINLY be continued.

This was such a massively helpful workshop and I know I'll reflect on it fondly for the rest of my career and life. I finally feel (for the first time since grad school) like I can do it and I WANT to do it and I'm not alone.

This was a great workshop. I came in worried but left reassured. I feel I have new tools and resources, but also new connections. This workshop will be one of my top recommendations for pre-tenured faculty looking for resources, networking, and support. Thank you!!!

Thank you so much for organizing this- I greatly enjoyed every session and learned a lot. This workshop has changed my entire perspective on my ability to succeed on the tenure track in a positive way. This whole experience has been invaluable to me.

I really enjoyed this workshop; it opened my doors to many other possibilities. I truly appreciate everyone in this workshop, the organizers and all the mentors and whoever I spoke, and many others. Thank you very much!

You are all amazing and inspirational to me. Thank you for helping us.

This is an immensely useful resource for a lot of us who lack the necessary mentoring from our graduate school circles or associated circles. I hope that it continues to grow and maybe develop into something that is a follow up to this initial round of mentorship close to tenure. It is incredibly powerful to be in a room of female economists who genuinely seem to care about your success.

Thank you so much for all you work! This was an excellent, inspiring experience.

Thank you all for your efforts. I found the workshop empowering for the women in our profession!

For the 2023 workshop, Lori Beaman of Northwestern University will continue her directorship of the program for faculty in PhD-granting institutions (and for researchers outside academia with similar research expectations). Jessica Holmes of Middlebury College will continue as director of the program for faculty from institutions that do not grant PhDs.

Holding the CeMENT workshops immediately after the AEA meetings has advantages and drawbacks. In the normal cycle, CeMENT would occur January 7-9, 2024, following the San Antonio AEA/ASSA Annual Meeting. However, many universities across the country begin their Spring/Winter semesters before or during the CeMENT workshop. Over the years, the timing has significantly limited the ability of mentees and mentors at many such institutions to participate in the workshop. We proposed to the Executive Committee that we host the 2024 workshops in Chicago, and they approved at their April 2023 meeting. Piloting the summer timing and the central location within the United States will allow a broader constituency of mentors and mentees to participate in CeMENT in 2024.

2. Mentoring Breakfasts for Junior Economists

CSWEP held an in-person and a virtual mentoring breakfast for Junior Economists in conjunction with the 2023 AEA/ASSA meetings in New Orleans. This event was organized by Ina Ganguli of the University of Massachusetts Amherst and Kasey Buckles of Notre Dame as the Associate Chair and Director of Mentoring. Approximately 148 junior economists participated in the breakfasts. Sixty-one senior mentors staffed topics tables on Research/Promotion, Teaching, Tenure/Promotion, Non-Academic Careers, Work/Life Balance, Job Market, Networking, and Dual Career Issues. For the in-person mentoring breakfast, junior participants rotated between the tables at 20-minute intervals based on their interests and research fields. Junior participants alternated between two breakout rooms at 30-minute intervals for the virtual event based on their interests and research fields. The median rating was 90 out of 100 in a post-event survey of participants.

3. Peer Mentoring Breakfast for Mid-Career Economists

CSWEP held the first in-person peer mentoring event for mid-career economists since the 2020 pandemic during the 2023 AEA meetings. Marionette Holmes of Spellman College organized this event. Approximately 15 mid-career women attended the event with senior mentors. We had three speakers at breakfast: Yana Rodgers of Rutgers University, Teresa Harrison of Drexel University, and Lisa Barrow from the Federal Reserve Bank of Chicago. Each

table consisted of 3 to 5 mid-career participants and 1 to 2 senior mentors who moderated the discussions about promotion to full professor, whether to accept administrative roles, managing research time, work/life balance, career transitions, and negotiating with department and university administrators.

4. AEA Summer Economics Fellows Program

The AEA Summer Economics Fellows Program began in 2006 with National Science Foundation (NSF) funding. Designed and administered by a joint AEA-CSMGEP-CSWEP committee, the 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. In general, senior economists mentor the fellows for two months, and fellows, in turn, work on their research and have a valuable opportunity to present it. The sponsoring institutions are predominantly government agencies. Many fellows have reported this experience as a career-changing event.

Dan Newlon directs the Summer Economics Fellows Program. Our Committee Coordinator manages incoming applications. This year, the review panel comprised CSMGEP representatives Neil Ericsson, Gary Hoover, and Ebonya Washington, as well as outside volunteers Argia Sbordone and Barbara Fraumeni. The year 2023 was outstanding for the AEA Summer Economics Fellows Program. Twenty-eight fellows were hired, a substantial increase from the twenty-five hired last year. The hiring was spread across fifteen different sponsors.

The number of applications increased from 159 applications last year to 220 applications this year – the second most in the program's history. Nine minority fellows were hired - the highest in the program's history. This is a remarkable turnaround from last year, when there was a slump in the number of minority applicants, and no minorities were hired. The overall success rate was 13%, the success rate for female applicants was 15%, and the success rate for minority applicants was 27%.

The fifteen institutions that hired summer fellows were: The Federal Reserve Board (7), FRB-Atlanta (2), FRB-New York (2), FRB-Chicago (3), FRB-Kansas City (2), FRB-Minneapolis (1), FRB-Richmond (2), FRB-Boston (3), FRB-Cleveland (2), FRB-Dallas (1), FRB-Philadelphia (1), Federal Deposit Insurance Corporation (1), Equitable Growth Foundation (1), the Bureau of Economic Analysis (1) and the Census Bureau (1).

5. Workshops for Graduate Students

In most economics and economics-adjacent Ph.D. programs, students complete their coursework and choose their fields by the end of their second year and then face the daunting and exciting task of conducting independent research, sometimes for the first time in their lives. Students can feel overwhelmed and lost at this juncture in their studies and may not have access to support and resources to help them navigate graduate school successfully and make the most out of their Ph.D. experience; they may miss out on valuable "hidden curriculum" information and feel unsupported. The goal of these workshops are to address this need.

The first workshop, organized by Marika Cabral and Maya Rossin-Slater, was held virtually on September 29, 2023. Given the workshop's virtual nature and the volunteer mentors' willingness, all 75 women and nonbinary graduate student participants who applied were accepted. There were 38 volunteer mentors. This is a decrease from the 134 students last year; however this is consistent with a general reduction in interest in virtual events.

Melanie Guldi, Catherine Maclean, and Orgul Ozturk organized and hosted the second workshop held in-person in association with the Southern Economics Association meetings in New Orleans, Louisiana on November 17, 2023, accepting 37 mentees out of the 209 applicants who all attended and were paired with 14 mentors. This brings the total number of attending students across the two events to 112. Organizers divided participants into small groups based on shared research interests and matched them with two mentors. Mentors were women/non-binary economists in the early stages of their careers, assistant and associate professors in economics and other departments, and those employed outside academia (e.g., research think tanks and government positions). The workshop focused on various issues, including generating research ideas, finding advisors, collaborating and co-authorship, finding opportunities to present research and get feedback, networking, and work-life balance.

Interest in participating in this workshop seems high among graduate students; therefore, the workshop organizers will seek additional funds to continue this tradition in the coming years. The Sloan grant approved to aid with travel and housing for this workshop runs out at the end of 2023.

6. SSRC/CSWEP Research Consortium

CSWEP was approached at the end of 2021 by the Social Science Research Council (SSRC) to support the rigorous evaluation of cost-effective and scalable interventions designed to increase the presence and success of women in economics and mathematics. The [CSWEP-SSRC Women in Economics and Mathematics Research Consortium](#) focuses on research that tests, replicates, and scales interventions designed to increase women's representation in economics and mathematics and works with university, disciplinary, and departmental leaders to secure the implementation of effective interventions. We particularly encouraged proposals that involve collaborations with implementing partners on college and university campuses and replications of previously evaluated interventions, especially those that evaluate scalability and external validity.

We are pleased to report that the initiative is in full swing. Consortium members presented preliminary findings at an in-person convening of university leaders from the SSRC's College and University Fund for the Social Sciences, held in November 2024. CSWEP and SSRC will work with funded investigators and research teams to ensure the widespread dissemination of findings to university, disciplinary, and departmental leaders. Consortium members will also be invited to participate in CSWEP panels organized at AEA conferences and to contribute to other communication and dissemination initiatives organized by SSRC. Details about the five 2023 Consortium grantees and their projects are available on the SSRC [website](#).

7. Mid-Career Peer-to-Peer (P2P) Program

Led by Kasey Buckles, our Associate Chair and Director of Mentoring, CSWEP established a new program for mid-career economists in 2023. The Mid-Career P2P (peer-to-peer) program aims to help mid-career economists find community, support, and mentoring. Participants form small groups of economists at a similar career stage or with similar concerns. CSWEP provides a suggested “curriculum” and supplemental materials, covering topics like goal setting, time management, planning for promotion, and managing service. The proposed curriculum consists of five modules, with several alternative modules that can be substituted to meet the group's needs. It has associate professors or equivalent non-academic or non-tenure-track positions in mind but is easily adaptable for full professors, administrators, managers, and others. The first set of groups launched in September of 2023, with over 130 people participating in 28 groups. Groups have been meeting (typically virtually) for 60-90 minutes and are expected to meet at least five times over the first six months. The groups are self-directing, with support as needed from CSWEP. To view the suggested curriculum, visit the CSWEP [website](#).

8. Professional Development Webinars

After the 2023 AEA meetings, on February 1, 2023, CSWEP continued our successful "Fireside Chats with Journal Editors" series, which was organized by CSWEP and co-sponsored by AFFECT. We wanted to have a conversation with the first female editor of the Journal of Finance, Antoinette Schoar of MIT. This interview was moderated by Jennie Bai from Georgetown University and Juliana Salomao from the University of Minnesota. A total of 58 people attended this session.

C. Awards

1. Carolyn Shaw Bell Award

The Carolyn Shaw Bell Award is given annually to an individual who has furthered the status of women in the economics profession through example, achievements, increasing our understanding of how women can advance in the economics profession, or mentoring others. The Carolyn Shaw Bell Award was created in January 1998 as part of the 25th Anniversary celebration of the founding of CSWEP.

Kaye Husbands Fealing, Dean of the Ivan Allen College of Liberal Arts at the Georgia Institute of Technology and Professor of Public Policy, is the 2023 Carolyn Shaw Bell Award recipient. Her exemplary career demonstrates her versatility as an economist, academic leader, and diversity champion in STEM fields.

Dr. Husbands Fealing earned her BA in Mathematics and Economics from the University of Pennsylvania and her Ph.D. from Harvard University. Her research has encompassed the study of the science of science and innovation policy, the public value of research expenditures, and the underrepresentation of women and minorities in STEM fields and the STEM workforce. A collaborative scholar, her study on gender pay gaps in U.S. Federal science agencies exemplifies her dedication to addressing disparities in the workforce. She has served on the

faculties of Williams College and the University of Minnesota's Humphrey School of Public Affairs, where she garnered numerous accolades, including Teacher of the Year awards.

She also served as the Economics Program Director at the National Science Foundation, where she spearheaded the Science of Science and Innovation Policy (SciSIP) program and co-chaired the Science of Science Policy Interagency Task Group. Dr. Husbands Fealing is an Elected Member of the American Academy of Arts and Sciences and an Elected Fellow of the National Academy of Public Administration and the American Association for the Advancement of Science. She has served on the board of CSWEP and as president of the National Economics Association. In addition to these structural roles, Dr. Husbands Fealing has personally mentored numerous economists. The letters received in support of this award contain many examples of Dr. Husbands Fealing's generosity with her time and wise advice.

Dr. Husbands Fealing's multifaceted career is one of dedication and excellence, showcasing her unwavering commitment to advancing the fields of economics and science while advocating for greater inclusivity. Her journey, marked by significant milestones, inspires those who strive to make a meaningful impact in academia and public service.

2. Elaine Bennett Research Prize

CSWEP awards the Elaine Bennett Research Prize to recognize, support, and encourage outstanding contributions by young women in economics. Established in 1998, the Elaine Bennett Research Prize is now awarded annually to recognize and honor outstanding research in any field of economics by a woman at most ten years beyond her Ph.D. (adjusted for family responsibilities).

Maya Rossin-Slater, Associate Professor in the Department of Health Policy at Stanford University and Senior Fellow at the Stanford Institute for Economic Policy Research, has received the 2023 Elaine Bennett Research Prize. Professor Rossin-Slater is the recipient of the National Science Foundation CAREER award and is the Principal Investigator on several grants from the National Institutes of Health. She received her Ph.D. in Economics from Columbia University in 2013 and her BA in Economics and Statistics from UC Berkeley in 2008.

Her research centers on the causal impacts of public policies and other factors on the well-being of families with children, focusing on identifying what works to improve the outcomes of disadvantaged populations and reduce socioeconomic inequality and health disparities. Her work has analyzed the effects of US social safety net programs—including Food Stamps, WIC, and Medicaid—on various early-life and long-term health and economic success measures, underscoring how these programs can be regarded as investments into the next generation. She has also studied environmental factors, such as air pollution and extreme temperatures, shaping individuals' later labor market outcomes, highlighting how environmental policy and climate change can influence human capital. Her research on paid family leave has provided evidence of the benefits of this policy for workers and their families and shown that these benefits appear to accrue without significant burden to employers. Her work on school shootings has shown the lasting adverse impacts of these events on the mental health, educational, and later economic outcomes of surviving students, emphasizing the persistent cost that gun violence imposes on the hundreds of thousands of American children who have experienced it at their schools.

D. CSWEP's Presence at the Annual Association Meetings and Regional Economic Association Meetings

1. The 2023 American Economic Association Meeting

In addition to mentoring activities, presentation of the Annual Report, and the presentation of awards, CSWEP sponsored seven competitive-entry paper sessions at the 2023 AEA/ASSA Meetings in New Orleans, Louisiana. Kasey Buckles of Notre Dame, Ina Ganguli of the University of Massachusetts, Amherst, Rebecca Thornton of the University of Illinois at Urbana-Champaign, and Olga Shurchkov of Wellesley College organized three sessions in the economics of gender, including one on gender in the economics profession. Francisca Antman of the University of Colorado Boulder organized one session on education economics. Jill Grennan of Duke University and Laura Veldkamp of Columbia University organized two sessions on the economic uses and applications of big data.

The submissions process for these sessions continues to be highly competitive. There were 89 abstract submissions for the 2023 sessions. Women consistently report that these sessions, which put their research before a broad audience, are professionally valuable.

The review committees selected eight papers for publication in two pseudo-sessions in the *AEA: P&P*. To be considered for these sessions, papers must have at least one junior author, and in non-gender-related sessions, at least one author must be a junior woman.

CSWEP also organized and co-sponsored with the AEA a panel on Sexual Harassment in the Economics Profession: Lessons Learned and the Way Forward. The panelists included Christina Romer, AEA President; Ben Bernanke, former AEA President, Leto Copeley, AEA Ombudsperson; Audrey Anderson, Title IX expert; and Billy Williams from the American Geophysical Union.

2. Five 2023 Regional Economic Association Meetings

CSWEP maintains a strong presence at all four Regional Economic Association Meetings and, through our D.C. rep, intends to have a presence at the Association for Public Policy Analysis and Management's annual conference. Our pre-pandemic practice was to host a networking breakfast or lunch, paper sessions, and career development panels at the regional meetings. These events are typically well-attended by people of all genders and provide an informal opportunity for CSWEP representatives and senior women to network and mentor one-on-one. We are grateful to the regional representatives who organized and hosted CSWEP's presence at the regionals.

The 49th Annual **Eastern Economic Association (EEA) Conference** was held in person this year from February 23 – 26, 2023, at the Sheraton Times Square, New York City. Our outgoing EEA Representative, Terry-Ann Craigie, and our incoming Rep, Yana van der Meulen Rodgers, represented CSWEP at the sessions. CSWEP sponsored a record 12 sessions on a range of topics, and they were a success from all accounts. In addition, CSWEP held our traditional networking breakfast and an inaugural Happy Hour reception at the New York Federal Reserve

Bank in the financial district. Both these special events had such high demand that we needed a waitlist, and feedback about the networking benefits was positive.

The **Midwest Economic Association Conference** was held in Cleveland, Ohio, from Friday, March 31, to April 2, 2023. The CSWEP Sessions were on Friday, March 31, 2023. CSWEP's session "Advice for Job Seekers: Finding the Right "Fit" was the conference's Highlighted Panel. There was another panel on "Academic Career Challenges and Opportunities." CSWEP held a Networking Luncheon, which was a sold-out event. Many were on the waiting list and waited to see if there were any no-shows and if they could get a chance to have lunch. The luncheon was very lively, with informal chats at every table. People seemed happy to be back at the luncheon, networking and exchanging ideas. CSWEP's events at the MEA Conference were successful, well-attended, and beneficial to fellow economists.

For the **Western Economic Association International** Annual Conference (July 2-6, 2023), Francisca Antman (CSWEP Board Western Representative) organized one in-person paper session featuring four papers on "Gender, Labor Markets, and Retirement" and another in-person paper session featuring four papers on "Disparities in Health, Education, and Housing." These sessions offered researchers an opportunity to present their work, meet and build networks with other researchers, and get valuable feedback on their research.

In June, **DCSWEP** had a CSWEP-style mentoring event with the Society of Government Economists held at the Federal Reserve Board. About 50 economists from federal agencies attended the conference. Table topics included research, policy work, career advancement, workplace conflict/discrimination, and work/Life balance. In mid-October, organized by Stephanie Aaronson, DCSWEP co-sponsored (again with SGE) a Zoom mentoring event on jobs outside of academia geared toward graduate students looking ahead to the job market. There were four panelists: Breno Braga (Urban Institute), Linden McBride (U.S. Census Bureau), David Cho (Federal Reserve Board), and Sarah Reber (Brookings Institution).

DCSWEP organized two panels for the **APPAM** research conference, which was held in November. For the conference in Atlanta, DCSWEP partnered with two economists at the Atlanta Fed, Melinda Pitts and Salomé Baslandze, who organized the panels "Gender, Policy, and the Labor Market" and "Topics in Innovation and Entrepreneurship," respectively. The panels included a good mix of graduate students, recent graduates, and more seasoned economists.

The **Southern Economics Association** Meeting was held in New Orleans this November. Southern representative Orgul Ozturk co-organized a mentoring session for graduate students the day before the meeting. Orgul Ozturk also co-organized eight research sessions (four on applied micro and labor economics, two on health, and two on food insecurity and the SNAP program). In addition, CSWEP hosted a coffee break and two social hours to facilitate networking among women in the profession. The events at the Southern Economics Association were very well attended, and all received positive feedback from those in attendance.

E. CSWEP News: 2023 Focus and Features

CSWEP is delighted to introduce Gina Pieters from the University of Chicago, who took over as Oversight Editor for Kate Silz-Carson of the U.S. Air Force Academy at the beginning of the year. CSWEP published four newsletter issues in 2023 with help from Leda Black's graphic design expertise. The first issue of 2023 showcased a Newsletter re-design to facilitate easier reading in its primarily online format.

The year's first issue contains the CSWEP annual report and an interview with the CSWEP prize winners. The other three issues of the year each feature a *Focus* section of articles with a theme chosen and introduced by a guest editor who solicits the featured articles. The quality of these *Focus* articles is consistently high, with many proving to be enduring career resources for junior economists. The CSWEP Board extends our thanks to the authors and other contributors.

Issue 2: Focus on the Undergraduate Experience

This issue's Focus was cultivating the undergraduate pipeline in economics to increase diversity not only along the lines of gender and race but also increasing socioeconomic diversity in our profession. Marionette Holmes, Chair of the Economics department at Spelman College and an at-large board member of CSWEP, put together a fantastic set of articles on this topic.

Issue 3: Focus on the Changed Landscape of Abortion Access

The summer marked the one-year anniversary of the *Dobbs v. Jackson Women's Health Organization* decision of the US Supreme Court in June 2022, which held that the Constitution of the United States does not confer a right to abortion. Issue 3 of the CSWEP News focused on the changed landscape a year after this landmark decision. Yana Rodgers, the Eastern representative on CSWEP's board, curated a set of important articles with perspectives from legal and medical professionals, university administrators, and policy evaluators.

Issue 4: Focus on What the AEA Is Doing About Sexual Harassment

To address ongoing issues regarding the climate for women in economics and the distressing and widespread accounts of sexual harassment, the AEA and CSWEP jointly convened a panel discussion at the 2023 AEA/ASSA Meetings. To broadly disseminate the ideas and resources shared on the panel, Donna Ginther, guest editor of the Issue's Focus, compiled a collection of articles from the panelists ranging from advocating for a multi-pronged strategy to help make the economics profession open and inclusive, taking stock of the many measures the AEA has undertaken to improve the climate, outlining policies and procedures for addressing harassment and discrimination, and the steps professional societies can take to address the culture of harassment in STEM fields. The issue also provided information about the AEA's newly revised ombuds process.

CSWEP wishes to extend our thanks to all who took the time to write contributions to newsletters during 2023. Professional development features of these and past issues of *CSWEP News* are now more easily accessible at [CSWEP.org](https://www.cswep.org), where one can find them archived by year, target audience, and topic.

IV. Status of Women in the Economics Profession¹

A. Women's Status in the Economics Profession: Summary

This report presents the results of the 2023 CSWEP survey of U.S. economics departments. It compares the top ranked economics departments – which produce the vast majority of faculty in PhD granting departments – to all PhD and non-PhD granting departments. It examines gender differences in outcomes in the PhD job market and the progress (and attrition) of women through the academic ranks. As was the case last year, there was little progress in the representation of women in economics; in fact, there are a number of leading economics departments where the share of women students has fallen in concerning ways. Overall, the share of women in the first year PhD class is down for the second year in a row. The female share of faculty of PhD-granting departments increased very slightly last year (Table 1). Half of the top-twenty departments have first year classes that are at least 35% female, but there are three departments where women make up less than 20% of the incoming class (Table 7). The share of women among undergraduate economics majors also fell in both PhD-granting and non-PhD departments (Tables 1 and 3, Figure 5). On the brighter side, the share of the female share of assistant professors increased slightly to reach new highs of 33.7% (PhD-granting departments, Table 1) and 42.4% (non-PhD departments, Table 3).

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, and 8.8% of assistant, 3.7% of associate, and 2.4% of full professors. In the two decades after CSWEP's first survey, there was significant improvement in women's representation in economics. By 1994, women made up almost a third of new PhD students and almost a quarter of assistant professors in economics departments with doctoral programs. The share of associate and full professors who were women had almost tripled.

Progress at increasing the representation of women continued through the early 2000s and then essentially stopped for nearly two decades. The continued stagnation or even declines in representation seen in this year's report suggest that individual departments and schools, as well as the discipline as a whole, need to strengthen and innovate their efforts to attract and advance women. Commitment at the department and discipline level to make the field inclusive and equitable are critical to continuing this progress so that the field is more representative of the people it studies.

B. The CSWEP Annual Surveys, 1972-2023

In fall 2023 CSWEP surveyed 128 doctoral departments and 127 non-doctoral departments. We have received responses from 124 doctoral and 102 non-doctoral departments.² The non-

¹ This survey report is written by Margaret Levenstein, CSWEP Associate Chair and Survey Director. We gratefully acknowledge the assistance of Michael Shove and Erin Meyer in the administration and analysis of the survey.

² We have not received responses from the following PhD-granting departments: Claremont Graduate University, University of Cincinnati, University of Nebraska-Lincoln, and University of New Hampshire. We handle missing data as follows. We impute responses for missing items or non-responding departments. In years when non-responders to the CSWEP survey did respond to the AEA's Universal Academic Questionnaire (UAQ), we use UAQ

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 departments in research universities that offer a Master’s degree but not a PhD degree program in economics. We have harmonized and documented the departmental-level data from the 1990s to the current period to improve our analysis of long-run trends in the profession. Department-level longitudinal reports are provided to all responding departments; these reports are shared with department chairs and CSWEP liaisons on an annual basis. Previous years of survey data are accessible as ICPSR study [37118](#).

C. 2023 Survey Results

In 2023 the share of faculty in PhD-granting economics departments who are women remained flat at just over a quarter (Table 1). Many of these women (over 25%) are in non-tenure track positions (Table 1). The shares of women at the full professor level fell slightly last year (Figure 1), while the associate professors increased slightly. The share of women in the entering PhD class fell for the second year in a row, and the number and share of women receiving their PhDs fell sharply (Table 1).

Turning to the 21 economics departments that make up the “top twenty” and produce the vast majority of faculty who teach in PhD-granting departments, we see a very thin pipeline (Tables 2a and 2b). There are a total of 10 female associate professors in the top ten departments, and a total of 25 in the top twenty. There are 21 female assistant professors in top ten departments, a slight decrease from last year and below the average for the early 2000s. There were increases in the number and share of women in the first year classes of the top twenty.

Turning to an examination of non-doctoral departments, we see a similarly mixed pattern (Figure 2 and Table 3).³ The share of faculty who are women is higher than in PhD-granting departments, at every level of the professoriate, but it fell in 2023 (to 35.7%). The female share of both assistant professor and associate professors is a little higher (42.4 and 37.7%, respectively). Both doctoral and non-doctoral programs rely on women to teach, with women making up 37.2% of all non-tenure track faculty in the former and 38.4% in the latter (Tables 1 and 3).

At every level of the academic hierarchy, from entering PhD student to full professor, women have been and 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 2023 first year students were 37.1% female, falling to 33.7% for assistant professors, to 27.6% for tenured associate professors, and 17.5% for full professors. This pattern has been characterized as a “leaky pipeline.” Our reliance on this leaky pipeline for any progress in women’s representation in the profession requires growth in entry, which has not occurred in this century.

data to impute missing responses. When the department responded to neither CSWEP nor UAQ, we use linear interpolation from survey responses in other years. Table 8 and appendix figures provide more detail on response rates and the impact of imputation on reported results. We are very grateful to Charles C. Scott, Liz Braunstein, and the American Economic Association for sharing the UAQ data with us.

³ We report data on non-PhD departments beginning in 2006. The sample changed considerably in that year, expanding to include departments in universities that give masters. Figure 2 and Table 3 use a consistent panel of departments over time.

To provide a visual representation and estimates of this leaky pipeline, this report presents a simple lock-step model of typical academic career advancement (Figures 3 and 4). We track the gender composition of younger cohorts from when they enter graduate school and older cohorts from receipt of their degree. We compare the share female as the cohort progresses through academic ranks. CSWEP's model has long shown that women complete their PhDs and enter into assistant professor positions at proportions roughly equal to their share as new graduate students for each cohort. While women continue to complete their PhDs at the same rate as men (compare the blue and red lines in Figure 3), they disproportionately exited (or perhaps never entered) the assistant professor ranks prior to coming up for tenure (compare the red and green lines in Figures 3 and 4). The convergence of the red and green lines in the last few years (in both Figures 3 and 4) suggests that women are now entering the ranks of tenure track professors at about the expected given their representation among new PhDs. The estimated leakage of associate professors was also decreasing (note the convergence of the green and purple lines in Figure 4).

Figure 5 shows the trend for women undergraduate senior majors over time. The female share of undergraduate majors has been flat, at around 35%, since 2015. The share female is slightly but consistently higher in non-PhD departments than in PhD-granting departments. It is possible that this reflects the higher proportion of women among the faculty in non-PhD departments.

Tables 4, 5, and 6 provide snapshots of the job market experiences of women from different types of PhD programs. Women made up 25.9% of job candidates from the top 20 schools last year (Table 4) and almost 36.2% of all PhD students on the market (Table 5). Table 6 presents placement data slightly differently, showing where last year's job market candidates placed, by the rank of the originating department. The most striking change in placement patterns is the growing number of students from top ranked departments who are taking jobs in the private sector. This seems to be equally true of new female and male economists.

D. Conclusions

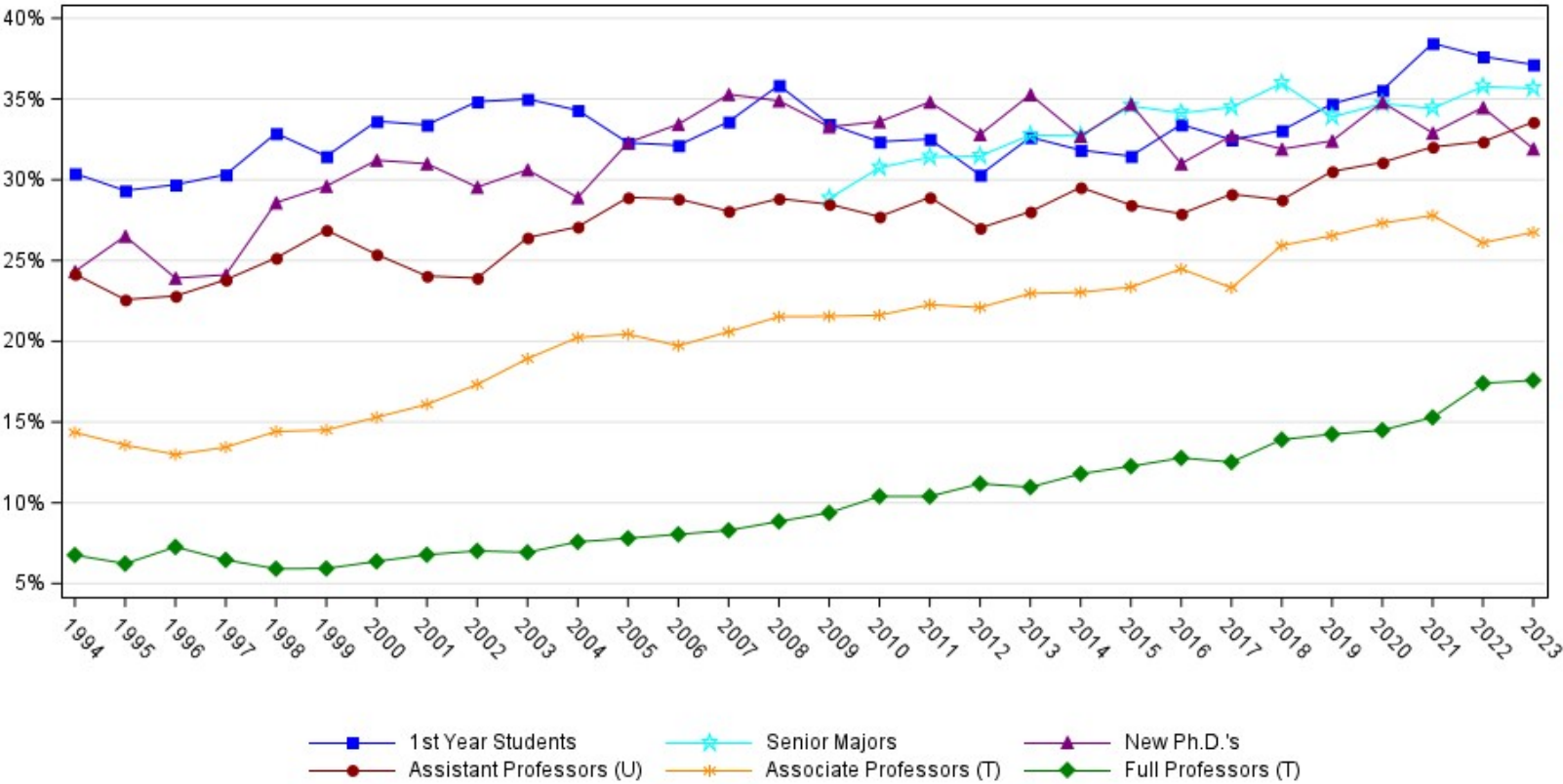
This report is disappointing. Despite occasional signs of progress in women's representation in economics, the pattern for the last two years -- and most of the twenty-first century to date -- has been stagnation. The share of women in first year PhD programs fell last year. The share of women in undergraduate economics majors remains well below parity and does not show any increasing trend. Women are over-represented in non-tenure-track teaching jobs. To change women's representation on the faculty of economics departments, we have to increase women's representation in PhD programs. That is not yet happening consistently or in numbers sufficient to change the profession so that it represents the gender of the people it studies.

Efforts to address these continued disparities are critical, both for fairness and for the quality and relevance of the economics research that is undertaken in this country. With support from the Sloan Foundation, CSWEP and the Social Science Research Council has launched the [Women in Economics Research Consortium](#) to support research on interventions and policy changes designed to increase women's representation and success in economics, particularly those that are scalable and can therefore have a broad impact on the profession. This kind of research is critical to improving our understanding of effective changes. Ongoing, explicit support of the

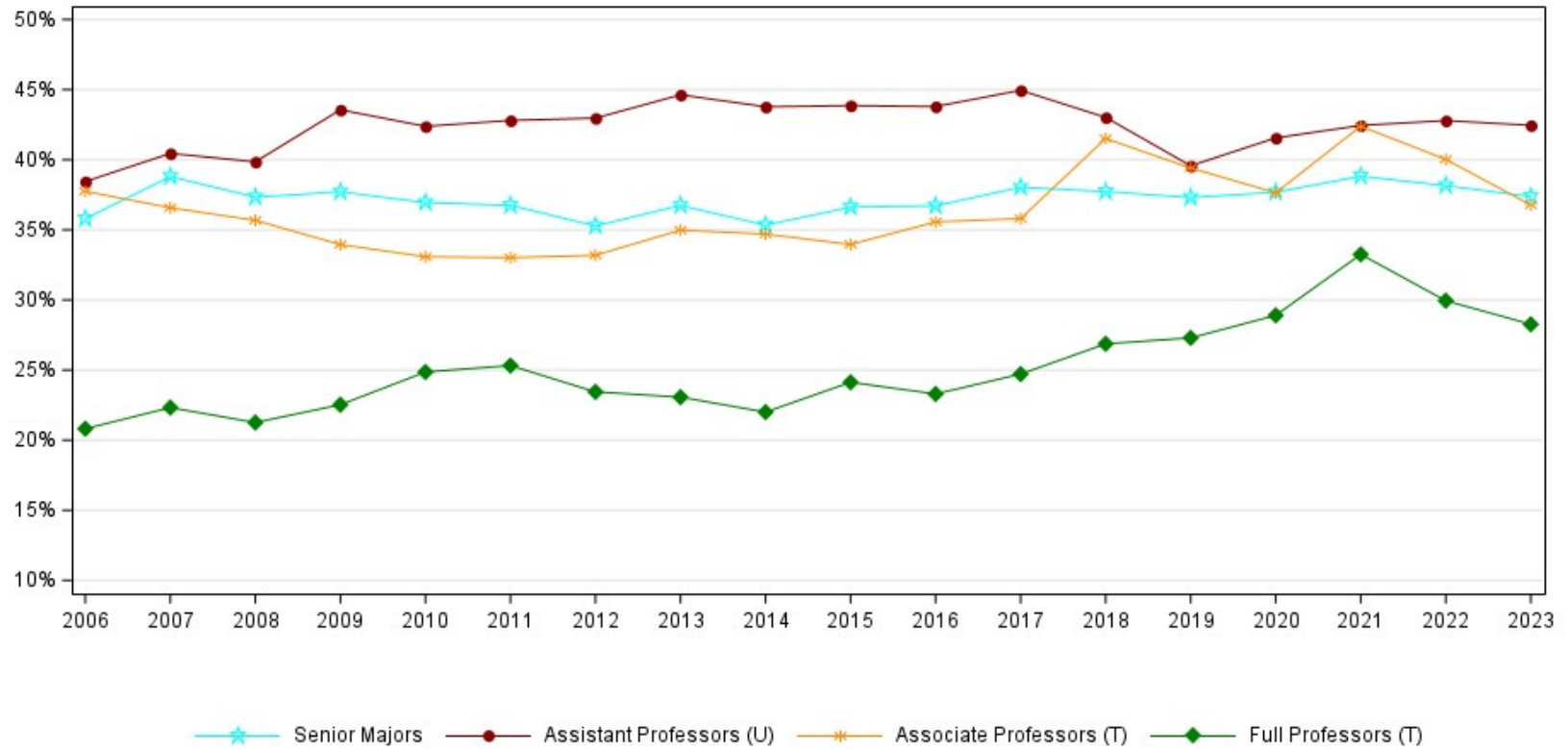
American Economic Association for diversity and respect within the profession is critical for progress.

CSWEP's many years of data on the evolution of faculty composition at the department level are unique in the social sciences and beyond. CSWEP now makes department-level longitudinal data available to individual departments so that they have this information to determine appropriate steps to achieve gender equity. Annual aggregate data and departmental-level data are available for research purposes in a manner that protects the confidentiality of the responding departments through the Inter-university Consortium for Political and Social Research and are updated annually.

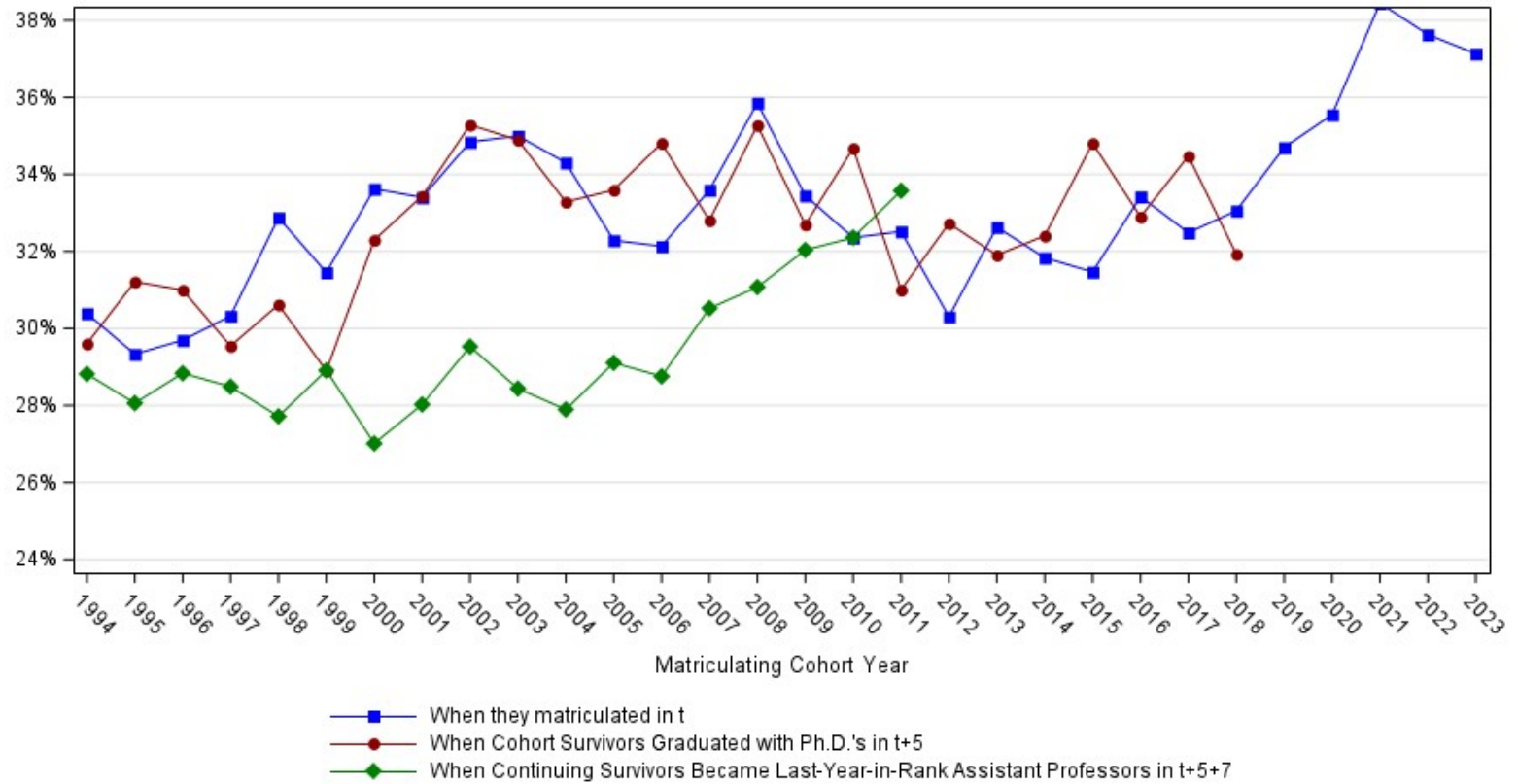
**Figure 1. Pipeline for Departments with Doctoral Programs:
Percent of Doctoral Students and Faculty who are Women, 1994-2023**



**Figure 2. Pipeline for Departments without Doctoral Programs:
Percent of Students and Faculty who are Women, 2006-2023**



**Figure 3. Lock-Step Model: Percentage of women, by entering PhD cohorts:
Matriculation, graduation and entry into first-year assistant professorship**



**Figure 4. Lock-Step Model: Percentage of women, by receiving-PhD cohort:
Graduation, last year-in-rank assistant professorship, and last year-in-rank associate professors**

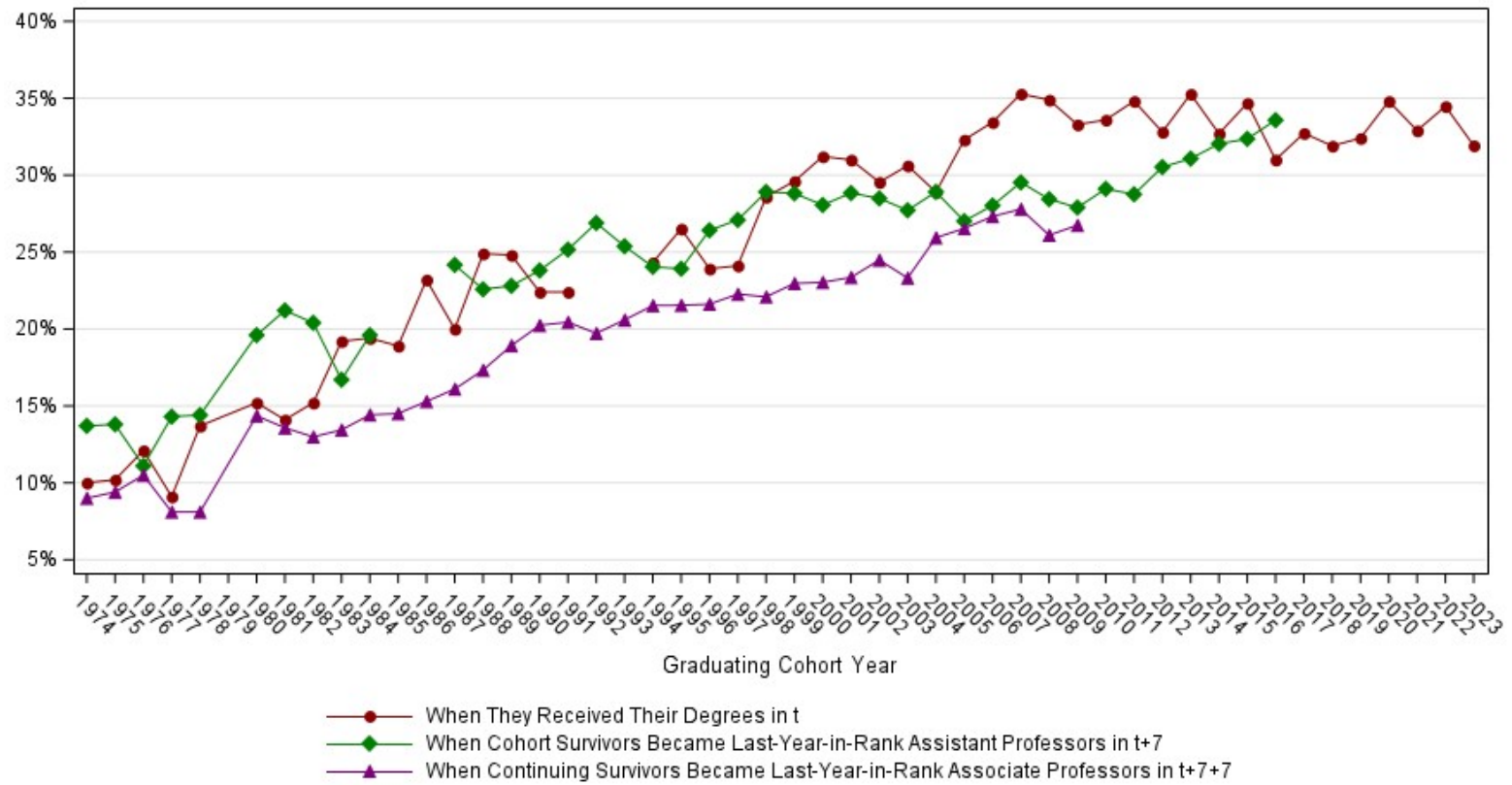
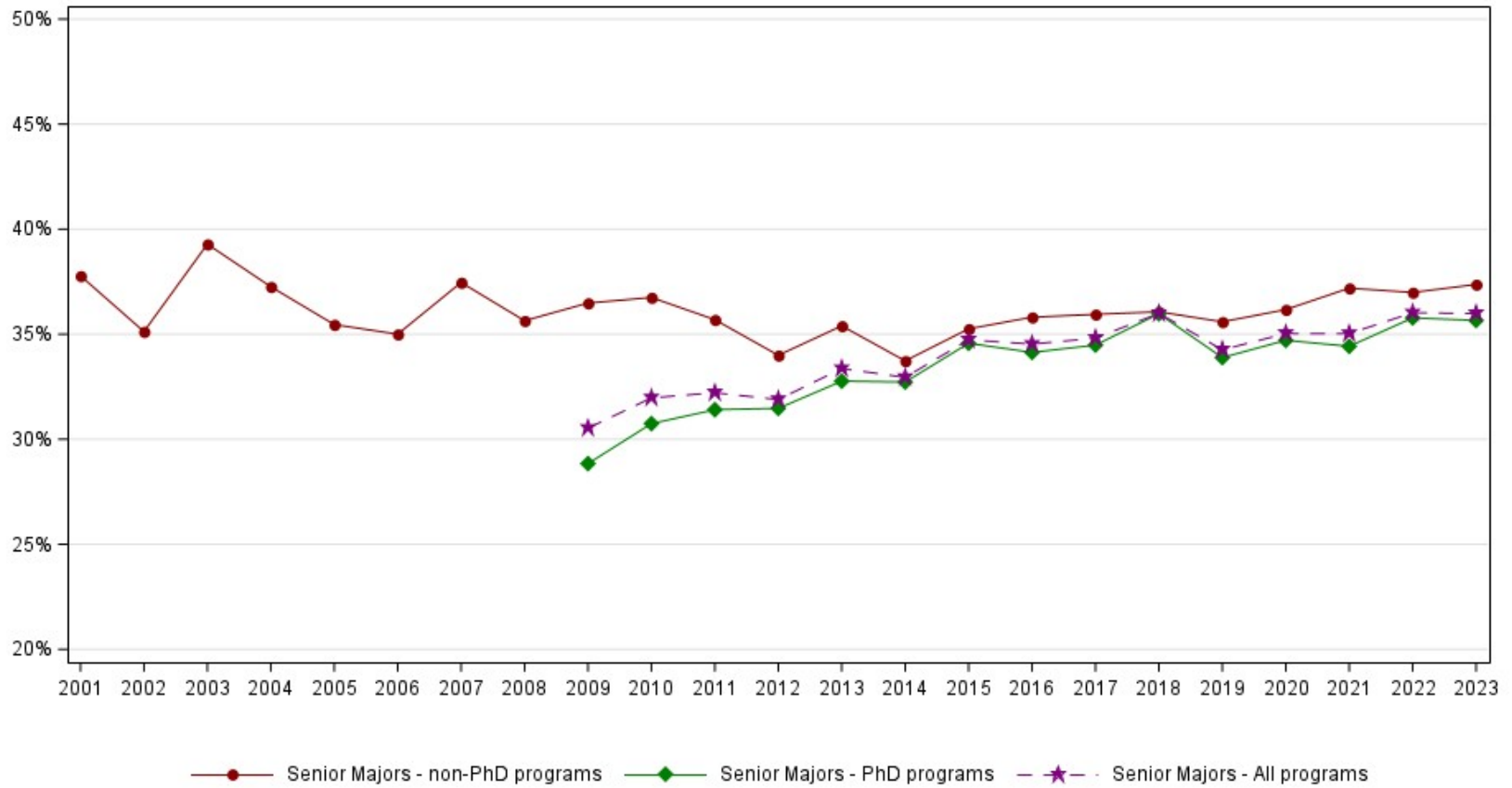


Figure 5: Undergraduate senior economics majors



*Note: CSWEP PhD survey began collecting senior major counts in 2009

Table 1. The Pipeline for Departments with Doctoral Programs: Percent and Number of Doctoral Students and Faculty who are Women

	1994-1997	1998-2002	2003-2007	2008-2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Faculty															
Full Professor															
Percent	6.7%	6.4%	7.7%	10.1%	10.9%	11.8%	12.2%	12.9%	12.6%	14.0%	14.3%	14.7%	15.5%	17.7%	17.5%
Number	93.7	94.9	122.7	160.8	169.2	185.5	194.2	204.0	193.0	221.0	229.0	234.0	248.0	284.0	286.5
Associate Professor															
Percent	13.4%	15.5%	20.2%	22.4%	23.2%	23.2%	23.8%	25.2%	23.5%	26.0%	26.1%	27.2%	28.0%	26.5%	27.6%
Number	74.5	85.4	113.6	136.0	139.8	150.9	155.9	173.5	157.0	174.0	184.0	190.5	195.0	192.5	203.0
Assistant Professor															
Percent	23.6%	24.4%	27.9%	28.3%	27.8%	29.0%	28.3%	27.9%	28.5%	28.6%	30.2%	31.4%	32.8%	33.1%	33.7%
Number	137.2	146.6	199.7	223.8	212.2	228.5	233.7	233.0	246.5	237.0	248.0	255.0	274.5	265.5	263.6
All Tenure Track (Subtotal)															
Percent	12.1%	12.4%	15.2%	17.4%	17.9%	18.7%	19.0%	19.6%	19.5%	20.5%	21.1%	21.9%	22.9%	23.7%	23.9%
Number	305.4	326.9	436.0	520.7	521.3	564.8	583.9	610.5	596.5	632.0	661.0	679.5	717.5	742.0	753.1
All Non-Tenure Track															
Percent	33.2%	30.8%	33.2%	34.4%	35.1%	37.8%	34.7%	35.1%	34.9%	37.0%	37.9%	39.2%	40.2%	36.9%	37.2%
Number	39.2	91.0	150.7	209.0	180.0	222.0	295.5	311.0	325.0	234.0	285.3	263.0	298.0	264.5	261.5
All Faculty															
Percent	13.0%	14.2%	17.7%	20.3%	20.5%	21.8%	22.4%	23.1%	23.1%	23.3%	24.4%	24.9%	26.2%	26.1%	26.3%
Number	344.7	418.0	586.7	729.6	701.3	786.8	879.4	921.5	921.5	866.0	946.3	942.5	1015.5	1006.5	1014.6
Ph.D. Students															
Ph.D. Granted															
Percent	24.7%	30.0%	32.1%	33.9%	35.3%	32.7%	34.7%	31.0%	32.7%	31.9%	32.4%	34.8%	32.9%	34.5%	31.9%
Number	214.0	265.9	326.1	367.1	390.7	358.0	404.0	372.0	359.0	368.0	349.0	378.0	352.0	408.0	344.7
ABD															
Percent	27.4%	30.7%	33.9%	33.9%	32.1%	32.2%	31.7%	31.7%	33.0%	32.8%	32.9%	32.6%	34.7%	35.4%	36.6%
Number	647.2	850.4	1219.8	1317.7	1227.5	1346.0	1324.5	1430.0	1469.0	1469.0	1455.5	1464.5	1581.0	1458.0	1471.5
First Year															
Percent	29.9%	33.2%	33.5%	32.9%	32.6%	31.8%	31.5%	33.4%	32.5%	33.1%	34.7%	35.5%	38.4%	37.6%	37.1%
Number	445.4	518.2	568.4	557.6	481.0	508.0	500.0	517.0	498.0	474.0	542.0	452.0	476.0	467.0	526.8
Undergraduate Economics Majors Graduated															
Percent	32.0%	32.1%	31.6%	30.5%	32.1%	33.6%	33.2%	32.9%	34.0%	34.1%	33.4%	34.9%	34.7%	35.8%	34.0%
Number	2498	3281	5114	5785	5733	6998	7756	7577	7894	8225	8336	9185	8324	8280	7421
Undergraduate Senior Majors*															
Percent	missing	missing	missing	30.6%	32.8%	32.7%	34.6%	34.1%	34.5%	36.0%	33.9%	34.7%	34.4%	35.8%	35.7%
Number	missing	missing	missing	7603	5767	6687	7247	7534	7774	8417	8356	8084	7985	8182	7950

*Notes: Entry and exit change the population universe. Any known Ph.D. programs are considered members of the population. Any non-respondents were imputed first with UAQ survey responses and, if those are unavailable, with linear interpolation. All programs responded to the 2021 survey. For five year intervals, simple averages are reported.

Table 2a. The Pipeline for Top Departments: Percent and Numbers of Faculty and Students who are Women

	All Top 10 Schools														
	1994-1997	1998-2002	2003-2007	2008-2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Faculty															
Full Professor															
Percent	4.7%	7.1%	8.3%	8.9%	9.6%	9.7%	9.6%	9.2%	9.1%	10.7%	12.2%	12.5%	12.7%	13.6%	14.0%
Number	10.8	17.8	21.5	25.8	28.0	27.0	27.0	26.0	27.0	33.0	39.0	39.0	34.0	40.0	43.0
Associate Professor															
Percent	12.5%	21.1%	16.4%	22.5%	23.3%	21.9%	25.0%	28.9%	30.8%	26.3%	21.2%	22.2%	31.2%	19.5%	21.3%
Number	4.5	6.1	4.8	7.7	7.0	7.0	8.0	13.0	12.0	10.0	7.0	8.0	10.0	8.0	10.0
Assistant Professor															
Percent	20.4%	18.0%	22.7%	23.1%	17.0%	20.0%	21.6%	18.0%	20.2%	17.9%	19.8%	22.4%	21.1%	24.7%	24.1%
Number	20.8	19.0	23.7	23.0	15.0	18.0	21.0	18.0	22.0	17.0	19.0	22.0	19.0	22.0	21.0
All Tenure Track (Subtotal)															
Percent	9.9%	11.1%	12.7%	13.3%	12.2%	13.0%	13.6%	13.3%	13.7%	13.6%	14.5%	15.5%	16.2%	16.5%	16.7%
Number	36.0	42.9	50.0	56.5	50.0	52.0	56.0	57.0	61.0	60.0	65.0	69.0	63.0	70.0	74.0
All Non-Tenure Track															
Percent	34.7%	31.4%	40.0%	35.9%	35.2%	33.9%	44.3%	39.3%	33.3%	34.4%	35.7%	34.2%	32.9%	28.4%	36.8%
Number	5.3	7.6	15.2	20.0	19.0	20.0	43.0	35.0	29.0	22.0	30.3	25.0	24.0	27.0	28.0
All Faculty															
Percent	10.8%	12.3%	15.1%	15.8%	14.8%	15.7%	19.5%	17.8%	16.9%	16.2%	17.9%	18.1%	18.8%	18.7%	19.7%
Number	41.3	50.5	65.2	76.5	69.0	72.0	99.0	92.0	90.0	82.0	95.3	94.0	87.0	97.0	102.0
Ph.D. Students															
Ph.D. Granted															
Percent	24.6%	24.8%	28.6%	26.7%	31.3%	25.9%	25.9%	26.4%	28.4%	23.6%	29.9%	23.6%	23.6%	26.4%	24.4%
Number	51.3	51.0	57.0	54.0	67.0	51.0	52.0	58.0	57.0	49.0	64.0	49.0	49.0	47.0	53.0
ABD															
Percent	22.9%	24.4%	28.0%	26.1%	30.4%	25.4%	25.1%	25.4%	24.6%	26.9%	25.2%	24.7%	27.0%	30.3%	31.2%
Number	134.8	184.0	240.2	218.8	255.0	217.0	225.0	247.0	221.0	264.0	234.0	233.0	265.0	281.0	269.0
First Year															
Percent	24.5%	28.1%	26.3%	24.4%	27.9%	24.0%	23.9%	29.8%	25.8%	26.1%	32.1%	32.6%	36.2%	34.9%	38.8%
Number	69.3	72.5	66.8	61.0	65.0	62.0	52.0	68.0	66.0	59.0	71.0	71.0	68.0	67.0	90.0
Undergraduate Economics Majors Graduated															
Percent	31.1%	34.1%	35.7%	35.5%	39.6%	37.2%	36.9%	36.0%	39.6%	36.3%	37.1%	36.5%	40.7%	40.7%	41.8%
Number	372	668	777	744	866	849	895	907	990	866	965	944	1051	1122	1446
Undergraduate Senior Majors*															
Percent	missing	missing	missing	38.7%	38.0%	38.6%	37.3%	36.6%	38.3%	39.0%	37.0%	37.7%	38.8%	41.0%	39.6%
Number	missing	missing	missing	967	994	1003	898	924	984	959	1014	1023	1066	1331	1139

*Notes: For each category, the table gives women as a percentage of total. For the five-year intervals, simple averages of annual percentages are reported.

Table 2b. The Pipeline for Top Departments: Percent and Numbers of Faculty and Students who are Women

	All Top 20 Schools														
	1994-1997	1998-2002	2003-2007	2008-2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Faculty															
Full Professor															
Percent	4.3%	6.4%	7.7%	8.8%	9.6%	10.0%	10.1%	11.3%	10.2%	11.6%	12.7%	13.1%	13.4%	14.5%	15.0%
Number	17.3	29.5	36.5	42.8	49.0	49.0	50.0	58.0	53.0	62.0	69.0	72.0	69.0	79.0	83.0
Associate Professor															
Percent	11.9%	17.1%	16.3%	22.5%	19.1%	20.4%	19.6%	20.2%	20.6%	20.6%	16.8%	16.4%	21.2%	19.9%	22.9%
Number	9.8	11.6	10.1	19.9	17.0	19.0	19.0	22.0	20.0	20.0	16.0	15.0	19.0	21.0	25.0
Assistant Professor															
Percent	18.0%	18.2%	24.5%	22.9%	18.7%	21.3%	21.5%	21.2%	20.7%	21.5%	22.3%	25.0%	22.7%	24.3%	26.7%
Number	31.8	35.3	50.6	49.4	37.0	43.0	44.0	44.0	43.0	45.0	43.0	50.0	48.0	52.5	55.0
All Tenure Track (Subtotal)															
Percent	9.0%	10.6%	13.1%	14.1%	12.9%	14.1%	14.2%	14.9%	14.0%	15.1%	15.4%	16.3%	16.7%	17.6%	18.8%
Number	58.8	76.4	97.2	112.1	103.0	111.0	113.0	124.0	116.0	127.0	128.0	137.0	136.0	152.5	163.0
All Non-Tenure Track															
Percent	37.3%	32.3%	41.5%	34.3%	38.9%	39.6%	42.8%	39.3%	38.2%	33.1%	39.0%	40.4%	39.5%	33.9%	38.8%
Number	11.5	16.7	30.2	46.5	44.0	57.0	83.0	70.0	72.0	48.0	75.3	70.5	73.0	64.0	54.0
All Faculty															
Percent	10.2%	12.0%	15.6%	17.0%	16.1%	18.1%	19.8%	19.2%	18.5%	17.7%	19.8%	20.4%	20.9%	20.5%	21.6%
Number	70.3	93.1	127.4	158.6	147.0	168.0	196.0	194.0	188.0	175.0	203.3	207.5	209.0	216.5	217.0
Ph.D. Students															
Ph.D. Granted															
Percent	25.0%	24.9%	29.5%	28.2%	33.2%	29.3%	28.4%	26.2%	26.9%	25.3%	32.0%	27.7%	26.3%	32.9%	24.3%
Number	84.3	84.1	102.1	100.6	124.0	102.0	110.0	112.0	98.0	98.0	123.0	103.0	94.0	113.0	85.0
ABD															
Percent	23.4%	26.2%	29.9%	28.2%	30.3%	26.5%	25.7%	26.7%	27.0%	27.3%	25.9%	26.9%	31.6%	30.8%	32.7%
Number	218.9	297.4	407.1	401.5	444.0	427.0	390.0	451.0	444.0	447.0	396.0	439.0	521.0	447.0	431.0
First Year															
Percent	25.8%	29.3%	28.4%	27.6%	28.4%	27.4%	24.9%	29.5%	26.0%	29.9%	32.5%	34.4%	35.3%	36.8%	37.0%
Number	124.1	142.5	135.4	129.2	121.0	123.0	112.0	130.0	116.0	126.0	167.0	128.0	129.0	137.0	196.0
Undergraduate Economics Majors Graduated															
Percent	32.2%	33.9%	35.5%	35.5%	39.3%	37.4%	37.2%	37.3%	38.8%	37.0%	36.9%	37.4%	41.2%	40.2%	40.0%
Number	866	1362	1906	1943	2241	2290	2494	2502	2512	2431	2324	2368	2430	2715	2465
Undergraduate Senior Majors*															
Percent	missing	missing	missing	36.1%	39.1%	37.8%	38.3%	37.9%	37.8%	38.6%	37.7%	38.0%	37.8%	39.5%	39.4%
Number	missing	missing	missing	2326	2627	2676	2643	2601	2602	2699	2590	2522	2626	2679	2945

*Notes: For each category, the table gives women as a percentage of total. For the five-year intervals, simple averages of annual percentages are reported.

Table 3. Percent Women Faculty and Students: Economics Departments without Doctoral Programs

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Faculty																		
Full Professor																		
Percent	20.5%	21.8%	20.7%	22.0%	24.4%	24.8%	23.1%	22.9%	22.7%	23.3%	23.1%	24.6%	27.2%	27.4%	28.1%	33.0%	29.8%	28.1%
Number	75.5	82.7	83.5	95.8	104.3	108.2	97.8	92.3	90.5	93.0	89.5	97.5	104.5	113.7	116.3	128.2	116.3	116.9
Associate Professor																		
Percent	36.6%	35.3%	34.2%	32.4%	31.4%	31.4%	31.9%	35.1%	33.7%	34.4%	35.3%	36.6%	40.7%	39.3%	37.9%	41.2%	39.2%	37.7%
Number	77.6	78.7	79.3	77.1	79.4	76.4	73.2	75.2	75.7	76.3	75.6	80.8	84.5	95.7	89.7	104.0	107.5	119.5
Assistant Professor																		
Percent	38.2%	40.1%	39.7%	43.0%	40.7%	41.3%	41.2%	41.7%	43.7%	43.9%	42.9%	44.0%	41.9%	39.5%	41.1%	41.0%	41.2%	42.4%
Number	80.9	90.1	93.5	103.0	108.2	109.7	107.1	97.8	106.3	114.7	117.1	115.5	115.5	123.2	131.3	114.2	111.6	119.2
All Tenure Track (Subtotal)																		
Percent	29.5%	30.4%	29.4%	30.2%	30.9%	31.1%	30.5%	31.1%	31.4%	32.2%	32.3%	33.4%	35.1%	34.3%	34.8%	37.7%	35.8%	35.1%
Number	234.0	251.5	256.3	275.8	291.8	294.3	278.1	265.2	272.5	284.0	282.2	293.8	304.5	332.5	337.3	346.3	335.4	355.6
All Non-Tenure Track																		
Percent	34.6%	36.9%	39.2%	31.3%	36.6%	34.4%	30.0%	33.0%	34.0%	32.7%	32.6%	32.0%	29.1%	32.1%	24.5%	38.7%	36.9%	38.4%
Number	73.0	81.7	93.7	78.0	81.6	76.5	85.7	57.7	79.3	113.0	93.7	86.3	47.5	69.2	49.3	91.3	82.2	94.8
All Faculty																		
Percent	30.6%	31.8%	31.5%	30.4%	32.0%	31.7%	30.4%	31.5%	32.0%	32.3%	32.4%	33.1%	34.1%	33.9%	33.0%	37.9%	36.0%	35.7%
Number	306.9	333.3	350.1	353.8	373.4	370.7	363.8	322.9	351.8	397.0	375.8	380.2	352.0	401.7	386.6	437.7	417.6	450.4
Students																		
Undergraduate Economics Majors Graduated																		
Percent	35.4%	34.6%	34.6%	36.2%	36.4%	35.7%	34.7%	36.2%	36.6%	34.5%	36.9%	36.8%	36.1%	36.3%	37.7%	37.3%	38.4%	38.8%
Number	1256.6	1300.4	1389.4	1478.0	1481.1	1460.2	1348.9	1368.5	1782.2	1801.2	2052.8	1944.3	2069.5	2021.0	2018.3	1852.0	1903.6	2089.3
Undergraduate Senior Majors																		
Percent	35.8%	38.8%	37.3%	37.7%	36.9%	36.8%	35.3%	36.7%	35.3%	36.6%	36.7%	38.0%	37.7%	37.3%	37.7%	38.8%	38.1%	37.4%
Number	1337.4	1600.3	1594.9	1737.0	1738.2	1704.9	1549.2	1453.0	1630.3	1919.8	2003.9	2081.0	1950.5	2090.3	2077.3	2108.2	1983.6	1973.2
M.A. Students Graduated																		
Percent	29.2%	45.4%	32.6%	38.3%	36.7%	37.8%	35.1%	35.1%	39.4%	36.5%	33.5%	41.6%	33.4%	33.0%	36.9%	29.9%	43.1%	44.2%
Number	14.0	56.0	66.7	78.5	72.7	61.5	51.1	43.0	54.5	46.0	32.5	52.0	20.5	61.0	32.5	26.0	58.0	64.9
M.A. Students Expected to Graduate																		
Percent	missing	missing	missing	missing	missing	missing	missing	44.1%	38.7%	31.3%	46.0%	42.9%	52.8%	32.6%	32.4%	43.2%	45.0%	48.6%
Number	missing	missing	missing	missing	missing	missing	missing	26.0	51.5	33.7	32.3	39.0	19.0	68.2	30.7	64.0	64.0	75.6
N respondents																		
Number	91.0	91.0	92.0	92.0	94.0	94.0	94.0	94.0	95.0	95.0	96.0	96.0	96.0	96.0	95.0	96.0	94.0	105.0

*Notes: For each category, the table gives women as a percentage of women plus men. For the five-year intervals, simple averages of annual percentages are reported.

Table 4. Percent Women in Job Placements of New Ph.D.s from the Top Economics Departments

		All Top 10 Schools										
		1994-1997	1998-2002	2003-2007	2008-2012	2013-2017	2018	2019	2020	2021	2022	2023
U.S.-based, All Types												
Percent		24.9%	29.7%	30.1%	26.2%	27.7%	20.7%	37.7%	25.9%	24.7%	27.1%	31.4%
Number		35.8	39.1	45.3	35.6	38.2	31.0	52.0	42.0	38.0	42.0	53.0
Faculty, PhD Granting Department												
Percent		22.1%	25.9%	29.8%	24.5%	28.0%	17.6%	42.6%	23.0%	27.5%	28.3%	29.9%
Number		16.0	18.9	26.8	17.8	19.4	13.0	29.0	14.0	11.0	15.0	20.0
Faculty, Non-PhD Granting Department												
Percent		42.1%	50.1%	26.5%	35.1%	34.4%	14.3%	0.0%	20.0%	100.0%	33.3%	100.0%
Number		6.8	5.3	2.4	2.5	2.0	1.0	0.0	1.0	2.0	1.0	2.0
Non-Faculty, Any Academic Department												
Percent		missing	missing	missing	missing	35.4%	26.7%	28.6%	33.3%	33.3%	27.3%	25.0%
Number		missing	missing	missing	missing	3.4	4.0	2.0	5.0	6.0	3.0	6.0
Public Sector												
Percent		24.1%	30.3%	31.4%	29.9%	27.2%	10.0%	36.4%	32.3%	12.0%	30.4%	52.6%
Number		6.5	8.5	7.3	6.9	4.6	1.0	8.0	10.0	3.0	7.0	10.0
Private Sector												
Percent		22.4%	30.8%	28.6%	24.1%	25.7%	27.3%	34.2%	24.0%	23.2%	24.6%	26.3%
Number		6.5	6.4	8.8	8.4	8.8	12.0	13.0	12.0	16.0	16.0	15.0
Foreign-based, All Types												
Percent		17.8%	14.5%	23.1%	22.9%	20.2%	27.7%	24.2%	25.9%	16.7%	25.0%	18.6%
Number		5.8	4.3	9.1	12.3	8.4	13.0	15.0	15.0	11.0	9.0	11.0
Academic												
Percent		24.5%	13.4%	25.3%	23.0%	23.1%	27.3%	25.0%	28.3%	27.8%	25.8%	18.4%
Number		5.3	3.0	7.1	9.3	6.8	9.0	11.0	15.0	10.0	8.0	9.0
Non-Academic												
Percent		6.1%	17.7%	18.1%	22.6%	11.6%	28.6%	22.2%	0.0%	3.3%	20.0%	20.0%
Number		0.5	1.3	2.0	3.1	1.6	4.0	4.0	0.0	1.0	1.0	2.0
Unknown Placement												
Percent		missing	missing	missing	missing	missing	missing	100.0%	50.0%	0.0%	0.0%	0.0%
Number		missing	missing	missing	missing	missing	missing	1.0	1.0	0.0	0.0	0.0
No Placement												
Percent		19.6%	31.7%	6.7%	0.0%	6.7%	50.0%	0.0%	0.0%	100.0%	0.0%	0.0%
Number		6.5	2.5	0.6	0.0	0.2	1.0	0.0	0.0	1.0	0.0	0.0
Total on the Market												
Percent		23.3%	27.1%	28.0%	24.8%	25.9%	22.6%	33.3%	26.0%	22.6%	26.3%	27.8%
Number		48.0	45.9	55.0	47.9	46.8	45.0	68.0	58.0	50.0	51.0	64.0

All Top 20 Schools											
	1994-1997	1998-2002	2003-2007	2008-2012	2013-2017	2018	2019	2020	2021	2022	2023
U.S.-based. All Types											
Percent	26.7%	29.1%	31.6%	29.3%	28.3%	23.8%	35.6%	28.8%	26.9%	31.9%	29.5%
Number	58.9	59.9	80.0	66.1	71.0	64.0	88.0	78.0	67.0	83.0	77.0
Faculty, PhD Granting Department											
Percent	24.0%	26.3%	30.9%	27.8%	27.3%	20.2%	40.9%	24.4%	30.8%	32.1%	29.5%
Number	27.0	29.5	44.4	33.2	29.4	22.0	38.0	22.0	16.0	25.0	26.0
Faculty, Non-PhD Granting Department											
Percent	41.8%	50.2%	30.8%	41.2%	33.0%	14.3%	28.6%	10.0%	80.0%	28.6%	50.0%
Number	8.8	7.3	6.6	6.9	6.0	1.0	4.0	1.0	4.0	2.0	3.0
Non-Faculty, Any Academic Department											
Percent	missing	missing	missing	missing	28.9%	28.6%	19.2%	34.8%	34.5%	28.6%	20.0%
Number	missing	missing	missing	missing	6.0	8.0	5.0	8.0	10.0	6.0	9.0
Public Sector											
Percent	28.3%	28.8%	33.6%	28.9%	26.4%	23.1%	37.5%	32.7%	16.7%	39.5%	38.9%
Number	12.3	12.9	14.2	11.5	9.8	9.0	15.0	16.0	9.0	15.0	14.0
Private Sector											
Percent	25.2%	28.9%	31.7%	28.5%	29.7%	27.9%	35.1%	31.3%	25.7%	30.2%	29.1%
Number	10.9	10.2	14.8	14.5	19.8	24.0	26.0	31.0	28.0	35.0	25.0
Foreign-based. All Types											
Percent	17.8%	19.6%	22.7%	24.4%	24.8%	26.7%	28.8%	25.4%	20.0%	26.7%	18.3%
Number	10.8	11.2	18.4	26.8	22.0	28.0	34.0	29.0	23.0	23.0	19.0
Academic											
Percent	19.8%	19.9%	25.2%	22.3%	26.5%	26.7%	32.2%	27.3%	25.4%	28.4%	15.9%
Number	8.5	8.2	13.6	17.7	16.8	20.0	28.0	27.0	17.0	19.0	14.0
Non-Academic											
Percent	13.2%	17.7%	17.6%	29.6%	20.6%	26.7%	19.4%	13.3%	12.5%	21.1%	31.2%
Number	2.3	3.0	4.8	9.1	5.2	8.0	6.0	2.0	6.0	4.0	5.0
Unknown Placement											
Percent	missing	missing	missing	missing	missing	missing	33.3%	50.0%	100.0%	50.0%	20.0%
Number	missing	missing	missing	missing	missing	missing	1.0	1.0	1.0	1.0	3.0
No Placement											
Percent	18.5%	34.7%	23.4%	18.1%	25.7%	50.0%	33.3%	16.7%	50.0%	16.7%	0.0%
Number	9.0	4.0	3.5	1.2	0.8	2.0	2.0	1.0	1.0	1.0	0.0
Total on the Market											
Percent	24.1%	27.2%	29.4%	27.5%	27.4%	24.9%	33.4%	27.7%	25.1%	30.5%	25.9%
Number	78.6	75.1	101.9	94.1	93.8	94.0	125.0	109.0	92.0	108.0	99.0

*Notes: For five year intervals, simple averages are reported.

Table 5. Percent Women in Job Placements of New Ph.D.s from All Other Economics Departments

All Other Schools											
	1994-1997	1998-2002	2003-2007	2008-2012	2013-2017	2018	2019	2020	2021	2022	2023
U.S.-based, All Types											
Percent	29.4%	33.5%	35.6%	38.8%	37.6%	36.8%	34.7%	36.2%	37.2%	37.6%	38.9%
Number	91.2	120.2	169.5	210.8	171.1	174.0	160.0	141.0	162.0	208.5	200.7
Faculty, PhD Granting Department											
Percent	31.4%	30.5%	31.7%	36.8%	33.3%	39.0%	36.9%	35.7%	39.7%	46.2%	45.0%
Number	28.2	32.7	50.9	65.7	36.5	30.0	31.0	25.0	28.0	48.5	42.7
Faculty, Non-PhD Granting Department											
Percent	29.1%	35.8%	40.9%	38.9%	38.6%	35.7%	35.7%	40.0%	45.8%	44.5%	35.8%
Number	29.4	33.4	57.4	62.7	49.0	50.0	41.0	29.0	41.0	38.5	36.0
Non-Faculty, Any Academic Department											
Percent	missing	missing	missing	missing	30.8%	41.4%	34.8%	31.5%	32.6%	43.0%	44.3%
Number	missing	missing	missing	missing	15.4	29.0	23.0	17.5	29.0	32.5	38.7
Public Sector											
Percent	30.8%	35.6%	36.5%	36.9%	35.5%	28.0%	31.1%	31.9%	38.5%	23.4%	37.2%
Number	18.9	27.0	28.8	37.1	22.5	14.0	19.0	23.0	25.0	20.0	29.0
Private Sector											
Percent	25.0%	32.9%	33.3%	44.4%	45.1%	37.5%	34.1%	39.1%	32.0%	34.2%	35.1%
Number	14.6	27.1	32.4	45.3	47.7	51.0	46.0	46.5	39.0	69.0	54.4
Foreign-based, All Types											
Percent	17.7%	27.3%	26.5%	30.2%	31.9%	29.3%	24.6%	35.8%	30.4%	31.1%	28.7%
Number	23.8	30.5	42.9	69.2	58.1	66.0	42.0	66.5	51.0	46.5	43.0
Academic											
Percent	21.1%	30.7%	29.9%	32.4%	34.6%	30.6%	26.0%	34.6%	30.4%	32.1%	32.2%
Number	17.6	19.1	27.0	44.1	42.7	49.0	33.0	46.5	35.0	31.0	32.0
Non-Academic											
Percent	12.1%	22.9%	22.3%	26.9%	26.2%	26.2%	20.5%	39.2%	30.2%	29.2%	21.8%
Number	6.2	11.4	16.0	25.0	15.4	17.0	9.0	20.0	16.0	15.5	11.0
Unknown Placement											
Percent	missing	missing	missing	missing	missing	missing	7.7%	48.7%	36.1%	28.6%	30.7%
Number	missing	missing	missing	missing	missing	missing	1.0	9.5	13.0	7.0	11.5
No Placement											
Percent	21.7%	26.0%	35.3%	37.1%	42.7%	53.7%	35.9%	29.6%	40.0%	44.0%	33.5%
Number	21.1	13.8	19.7	35.6	15.3	51.0	14.0	17.0	12.0	11.0	10.1
Total on the Market											
Percent	25.1%	31.3%	33.4%	36.4%	36.3%	36.7%	31.7%	35.9%	35.5%	36.2%	36.2%
Number	136.0	164.5	232.2	315.5	244.5	291.0	217.0	234.0	238.0	273.0	265.3

*Notes: For five year intervals, simple averages are reported.

Table 6. New Ph.D. Job Placement by Gender and Department Rank, Current Year

2022-2023	Top 10		Top 11-20		All Others	
	Women	Men	Women	Men	Women	Men
U.S.-based, All Types (Share of all individuals by gender)	82.8%	69.9%	68.6%	58.1%	75.6%	67.2%
Faculty, PhD Granting Department	37.7%	40.5%	25.0%	22.1%	21.3%	16.6%
Faculty, Non-PhD Granting Department	3.8%	0.0%	4.2%	4.4%	17.9%	20.6%
Non-Faculty, Any Academic Department	11.3%	15.5%	12.5%	26.5%	19.3%	15.5%
Public Sector	18.9%	7.8%	16.7%	19.1%	14.4%	15.3%
Private Sector	28.3%	36.2%	41.7%	27.9%	27.1%	32.0%
Foreign-based, All Types (Share of all individuals by gender)	17.2%	28.9%	22.9%	31.6%	16.2%	22.9%
Academic	81.8%	83.3%	62.5%	91.9%	74.4%	63.0%
Non-Academic	18.2%	16.7%	37.5%	8.1%	25.6%	37.0%
Unknown Placement (Share of all individuals by gender)	0.0%	1.2%	8.6%	8.5%	4.3%	5.6%
No Placement (Share of all individuals by gender)	0.0%	0.0%	0.0%	1.7%	3.8%	4.3%
Total on the Market	64	166	35	117	265	467

Table 7. Distribution of Top 20 Departments by Female Share of First Year PhD class, 2019-2023

	Number of Programs				
	2019	2020	2021	2022	2023
Share of women in 1st year PhD class					
40% or above	9	7	6	7	7
35-39%	0	5	6	2	3
30-34%	5	3	5	4	5
25-29%	5	1	1	5	2
20-24%	0	4	2	2	1
Below 20%	2	1	1	0	3

**Note to Table 7: This table classifies departments by the unweighted average share of women in their entering class over the period 2018-2021. This differs from the average share of women entering PhD programs, each year, because of differences in the size of different programs.*

Appendix Figures and Tables on Data Quality and Reporting

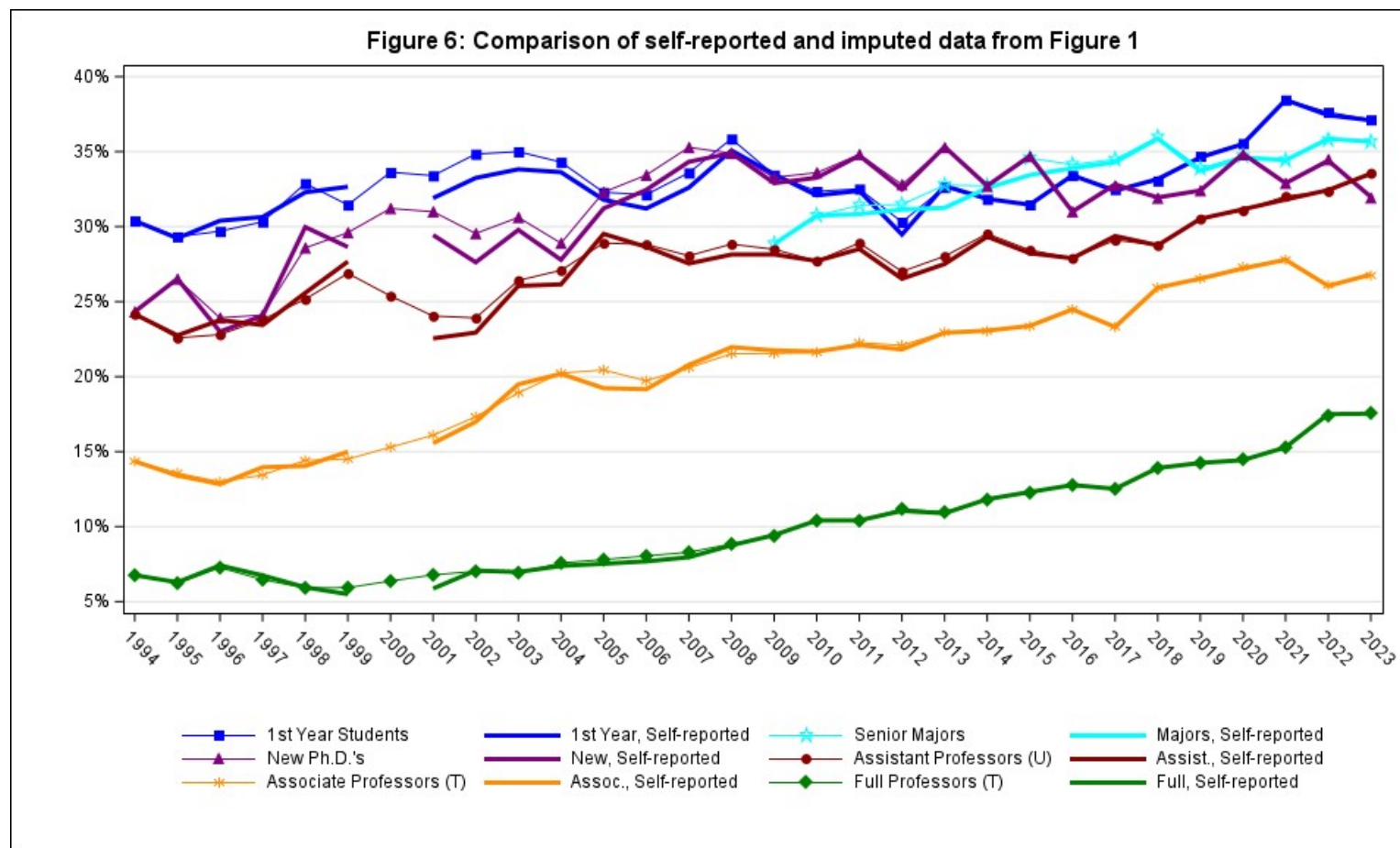


Figure 6a: Comparison of self-reported and imputed data from Figure 2

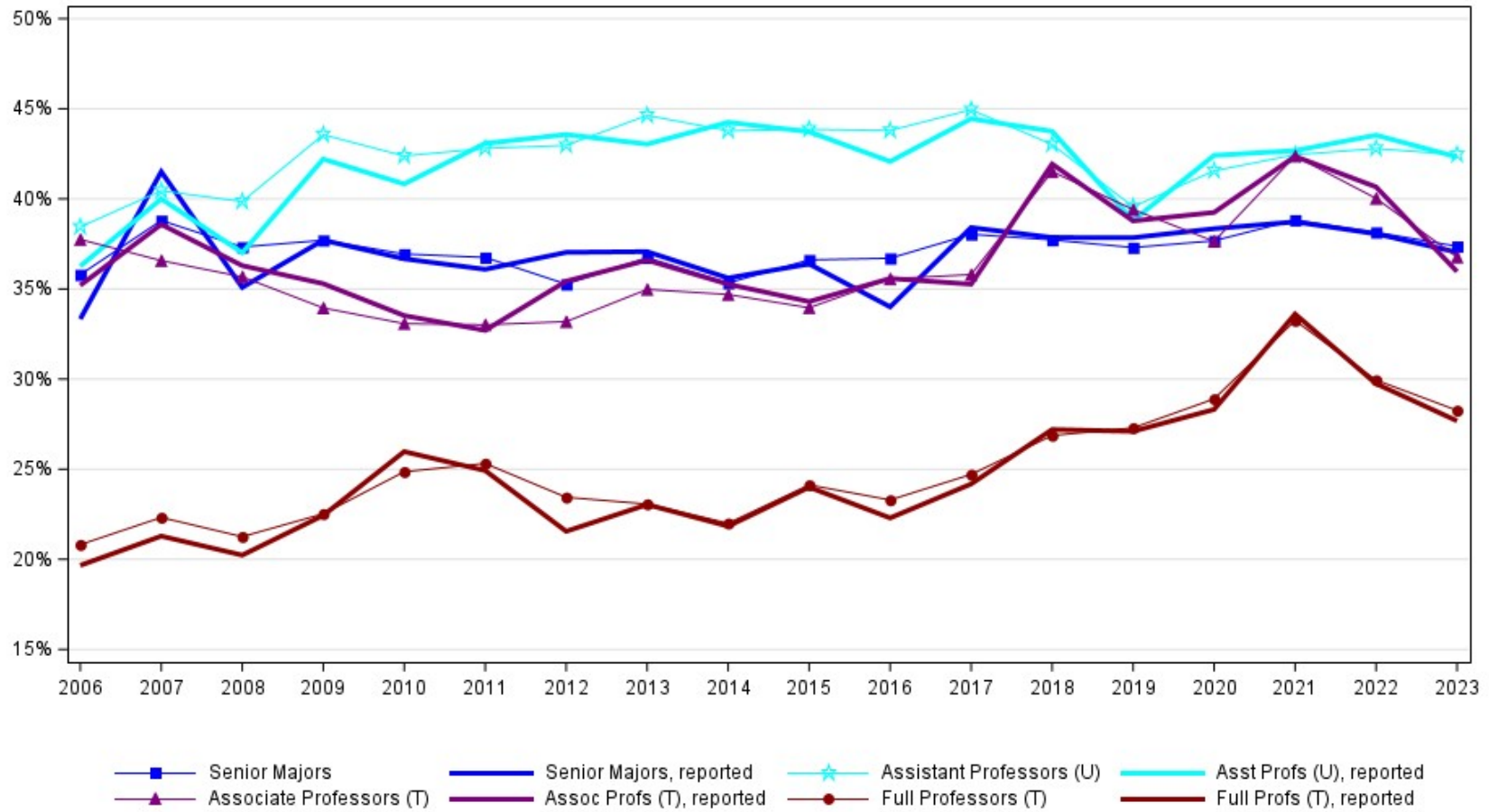


Table 8. Number of Economics Departments in the CSWEP Survey, by Year and Type of Program

	Year of survey																						
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
With Doctoral Programs																							
Number responded CSWEP	68	77	92	98	91	93	100	109	120	122	122	117	122	124	125	126	127	127	127	125	127	123	124
Number of programs (UAQ or CSWEP)	95	104	106	106	100	110	108	119	123	124	123	121	125	126	127	126	127	127	127	126	127	123	124
Number of programs (analysis)	121	122	122	123	123	124	124	124	124	126	126	126	127	127	127	126	127	127	127	127	127	126	125
Without Doctoral Programs																							
Number responded CSWEP	41	27	40	49	55	56	54	54	51	63	70	50	82	86	87	71	89	88	87	78	88	85	91
Number of programs (UAQ or CSWEP)	60	50	60	66	65	69	69	77	78	75	81	70	89	92	93	86	95	93	93	85	92	86	94
Number of programs (analysis)	74	77	81	87	91	91	91	92	92	94	94	94	94	95	95	96	96	96	96	95	96	94	97

**Notes: To minimize entry and exit changes to the population universe, all Ph.D. programs surveyed are considered members of that population. Non-Ph.D. programs with two or more responses since 2006 and at least one in the last two years are included. Any non-respondents in a given year are imputed first with UAQ and then with linear interpolation.*

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