



NEWS

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Interview with Bell Award Recipient Janet M. Currie

Marianne Bitler

Janet M. Currie, the Henry Putnam Professor of Economics and Public Affairs and chair of the economics department at Princeton University, is the 2015 recipient of the Carolyn Shaw Bell Award. The Bell Award is given annually by CSWEP to an individual who has furthered the status of women in economics through example, achievements, increasing our understanding of how women can advance in the economics profession and mentoring others.

Currie's research focuses on the health and well-being of children. Her work is notable for combining a focus on important, policy-relevant questions with unassailable objectivity and scrupulous attention to methodological detail. She has studied early intervention programs, programs to expand health insurance and improve health care, public housing programs and food and nutrition programs. Her current research focuses on socioeconomic differences in child health and environmental threats to children's health and on understanding how well the medical profession makes treatment decisions.

Currie is a prolific researcher, having published over 90 journal articles and 30 book chapters in addition to writing or editing four books. Currie directs the Program on Families and Children at the National Bureau of Economic Research. Among other honors, she is a member of the National Academy of Medicine, a Fellow of the American Academy of Arts and Sciences, the 2014



Eleanor Roosevelt Fellow of the American Academy of Political and Social Sciences, a Fellow of the Econometric Society and a Fellow of the Society of Labor Economists.

Currie received the 2015 Bell Award for her dedicated mentorship of colleagues and students, both female and male, who praise her sage, practical, no-nonsense advice and her creativity in devising solutions to career challenges. She has been a role model for other women as they have navigated dual-career issues and she exemplifies how economists can use their research to inform policy. She is known for her commitment to gender equity in economics. Currie served as Co-PI on the initial NSF grant that funded the CeMENT Mentoring Workshops and led the research team that produced the only rigorous scientific evidence for the efficacy of a mentoring program. She has also made tremendous contributions to the

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Shelly Lundberg

From the Chair

On July 1, the CSWEP office began transitioning from the Duke University campus to the campus of the University of California, Santa Barbara. I've begun my term as CSWEP Chair, and will be working with the committee's new Administrative Assistant, Amber Pipa. Amber is a California native with a degree from UC San Diego and experience in nonprofit administration and community outreach, and I am delighted to have her on board.

My first order of business is to extend my heartfelt thanks to Marjorie McElroy, who has spent four years as CSWEP's primary booster and guide in her role as Chair, and who leaves behind a transformed organization. On her watch and with the support of the CSWEP Board, mentoring programs have expanded in scope and frequency, and this momentum continues under the leadership of Terra McKinnish, Associate Chair and Director of CSWEP Mentoring Programs. The development of the CSWEP liaison network has increased the circulation of the *CSWEP News*, submissions to AEA paper sessions and applications to mentoring events. Operations supporting the CSWEP annual survey of economics departments are being centralized at the University of Michigan under Associate Chair and Director of the CSWEP Survey Margaret Levenstein, and plans are underway to transform more than 40 years of survey data into a research-ready dataset. These accomplishments have been facilitated by a substantial increase in funding from the American Economic Association. Ongoing thanks are due to Jennifer Socey, whose energy and good judgment can be seen behind this impressive list of accomplishments, and who continues to assist with the transmission of human capital from NC to CA.

As the academic year begins, I'm looking forward to spending the next couple of years focusing on the young

women who are remaking economics and my colleagues, male and female, in the CSWEP community who are dedicated to promoting their success. In addition to maintaining and supporting the gains of the past few years, I would like to focus on increasing awareness of CSWEP and the resources it provides to young economists, and in particular would like to reach out to female PhD students earlier in their graduate careers. Our junior mentoring takes place at the annual meetings of the AEA, and only students who are on the job market are able to participate. The liaison network has improved our ability to connect with graduate students via email, but I'm sure there is more we could do and would welcome your thoughts and suggestions. Let me know what you think at cswep@econ.ucsb.edu.

Please enjoy and share this issue of *CSWEP News*, which is full of material to inform and inspire. Just in time for the opening of this year's job market, more than 20 economists share their advice on how to manage the ever-knotty issue of dual careers. Marianne Bitler interviews the winner of the 2015 Carolyn Shaw Bell Award for advancing the status of women in economics, Janet Currie. We encourage you to respond to this issue's call for nominations for the Bell Award and the Elaine Bennett Research Prize and consider nominating your colleagues and mentors. Finally, don't miss the excerpt from Myra Strober's memoir with a first-hand account of the controversial founding of CSWEP more than 40 years ago. ■

FOCUS on Managing a Job Search as a Couple

Shelly Lundberg

The job market for new PhD economists is competitive and intense, and the *CSWEP Newsletter* has devoted a lot of space over the years to advice on navigating the process. Prospective job candidates should begin by turning back to previous issues, including [Navigating the Job Market 2.0](#), edited by Cecilia Conrad, and [Navigating the Job Market as Dual Career Economists](#), edited by Julie Hotchkiss, who also contributes an article to this issue co-written with her spouse. In addition to discussing dual searches in this issue, John Cawley has an extensive [guide and advice on the job market](#) available on the AEA's website.

Graduate students often ask for advice about the market, but I've been finding it increasingly difficult to answer questions about dual job search. What is the best strategy for those whose partners are fellow economists/new PhDs in other academic fields/research scientists? At what stage in the interview/fly-out/offer process should you reveal that your partner is also on the job market? How does this depend on the type of academic or non-academic institution you are talking to? What should be revealed about willingness to live apart? What strategies can maximize the probability of ending up with two great jobs that are also close together? Should this advice still have a gendered dimension, or are we done with that? This issue presents the answers that my colleagues have provided—some in response to a general call and others, such as placement directors and Carolyn Shaw Bell Award winners, in response to a specific request. I was not able to include all contributions, but the entries here are representative of the advice I received. A number of placement directors that I contacted didn't appear to have thought much about these questions (or think

that they should), which makes the advice that has been volunteered of even more interest.

You will notice that there is a lack of consensus on one key dimension of job search strategy—when to reveal dual-career constraints—and I would like to provide some perspective on this point instead of summarizing the excellent material that follows this introduction. First, the issue is one of effective signaling, not honesty. We do not expect complete transparency from job candidates in the form of truthful revelation of their reservation wages, location preferences or other factors that will affect job choices. If you are applying to UCSB, I will expect you to reveal your passion for surfing but not your attachment to snowy winters, even though it would be convenient for me to know all. Most departments are severely constrained in the number of applicants they can interview and fly out, and the fact is that

interviews, flyouts and offers are less likely to be offered when the expected probability of a successful recruitment is low. Several of the contributors point out, rightly, that belated or incomplete signaling has potential costs in the form of missed opportunities and long-term reputations. And yet, no one knows better than you how difficult it is to convey a signal that is both truthful and complete, given how little you know about what your individual options will be and what tradeoffs will be available.

We hope that the advice in this issue will be of interest to all junior economists with career-focused partners—male or female, gay or straight. Read the diverse and thoughtful contributions here, have that frank talk with your partner that many recommend and know that many of these articles were submitted with an additional note that urges you to remember how lucky you are to be in this together. ■

Navigating a Joint Job Search: Evidence from the Job Seekers' Study

Brooke Helppie McFall and Marta Murray-Close

Discussions of the economics job market are replete with anecdotes and advice based on personal experience. Information about broad patterns of participation is harder to find. We aim here to fill some of this gap. For four job-market seasons—from 2007–08 to 2010–11—we used the job-candidate websites of PhD programs in economics and related fields to obtain the names and contact information of new entrants to the junior PhD job market in economics. We then surveyed the job candidates as they prepared for conference interviews in late December and again after the

market had settled. Encouragingly, we find that most new job candidates enjoy positive outcomes and that job candidates with spouses and partners fare at least as well as others.

A common concern for partnered job candidates is whether and when to discuss their partner with potential employers. On the one hand, job candidates may worry that employers will avoid applicants with potentially costly family commitments. On the other hand, negotiating early for dual-career accommodations may allow them to accept jobs they would otherwise have to pass up. Job candidates who responded to our surveys were divided in their disclosure strategies. Just under

Job Seekers' Study

one-quarter (23 percent) reported that all of their potential employers knew about their partner after they completed their conference interviews. Over half (58 percent) reported the same after they completed their flyouts.

Disclosure strategies were largely consistent between men and women and across levels of partner education, with one exception. Among men with PhD partners and women with PhD and non-PhD partners, the rate of full disclosure by the end of flyouts ranged from 49 to 53 percent. Among men with non-PhD partners, the rate was considerably higher, at 65 percent. Thus, having a non-PhD partner increased the willingness of men to discuss the partner with potential employers but had no effect on the disclosure strategies of women.

While we can't say definitively that one approach is best for all job candidates, our data do show how disclosure strategies are associated with employment outcomes. Controlling for differences in partner education and academic background, men who followed a strategy of full disclosure by the end of flyouts were 15 percentage points more likely to secure a tenure-track job than men who did not. There was no comparable effect for women, who were equally likely to secure a tenure-track job whether or not they followed a strategy of full disclosure. The gender difference in the relationship between full disclosure and tenure-track employment was most pronounced among job candidates with PhD partners.

That full disclosure is positively associated with tenure-track employment for men but not women may reflect unmeasured differences in the circumstances, preferences or negotiating strategies of male and female job candidates. But this pattern may also reflect employer responses to disclosure. Employers may view men who express family commitments in an especially positive light. They may assume that partnered men are more likely than single men to be stable, productive employees and that men who do not mention a

partner are probably single. Consistent with this idea, our data show that partnered men who did not disclose were no more likely than single men to secure a tenure-track job. Conversely, employers may assume that women who do not mention a partner probably have one. In this case, discussing a partner at flyouts may be advantageous for men and neutral—but reassuringly, not disadvantageous—for women.

Overall, it should be helpful for partnered PhD job candidates to know that our research shows that job candidates with partners do better, on average, in terms of offers they receive at each stage of the job market than unpartnered job candidates (McFall and Murray-Close 2016). Furthermore, job candidates with PhD partners do the best of all. While we can't rule out the possibility that job candidates with partners would do even better were they not constrained by dual-career problems, these findings should reassure job candidates that having a partner is not inconsistent with job-market success.

While some PhD job candidates reported choosing a job that would not be their first choice were their partner not constrained (9 percent), almost twice as many reported that they chose to live apart from their partners in the year after the job market. Thus, non-traditional living arrangements are an important part of the choice set for couples dealing with a geographically broad and thin market, especially for dual-PhD couples in which both partners are primarily interested in tenure-track positions. While the personal toll of such a choice may be high, especially with respect to child-rearing and fertility plans, as well as for the survival of less-established relationships, it is a viable option for many couples. Preliminary analyses of our 2007–08 cohort data show that living apart is also generally a temporary arrangement: most established PhD couples who expected to live apart after the job market were observed to be living together again within three years of their job-market year.

Economics job-market participants also have excellent outcomes, regardless of coupleness. PhD job candidates in the 2007–08 to 2009–10 job markets received an average of 17 interview requests and ended up with an average of three job offers (McFall, Murray-Close, Willis and Chen 2015). In the end, virtually everyone accepted a job, and most of these were of candidates' most-preferred job type. Average salaries, at more than \$100,000 (in 2016 dollars), were strong, and most PhD job candidates were quite satisfied with the final outcome of their first PhD-level job search.

In conclusion, it's hard to give advice to PhD job candidates with partners about what to do, but if we have any to give, it would be not to worry too much. A large majority of PhD job candidates are partnered, and our evidence suggests that such candidates tend to have very good prospects. ■

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Advice from Recipients of CSWEP's Carolyn Shaw Bell Award

**Claudia Goldin,
Harvard University**

I always tell my students that they each enter the market as a separate entity. I will help them get the best and the most interviews they can get. They will optimize later. Optimization involves bargaining strength with places. If students have options, they can bargain from a position of strength. I will help them do that as well. If one member of the team has a good option, say in DC, and the other has an offer from a really great place, say not in DC, I will make calls to see if I can “sell” that one to an institution so they can be together (if that is what they want).

It never makes any sense to limit the search at the outset. Begin with no constraints. Strut your stuff everywhere. Then optimize (and possibly compromise).

**Janet Currie,
Princeton University**

For years I have given the same advice, which is that a candidate's relationship status is none of the employer's business and that candidates should not feel that they need to share any personal information unless they think it is to their own advantage. But lately I have been wondering if that is the right advice. It seems that much about people's personal situation is already widely known because of social media. Perhaps the right thing to do has changed. Maybe people should take ownership of their information by specifically addressing it with potential employers. For example, a woman could say, “My boyfriend is in city X, but he and I have already discussed the fact that it might be better for us in the longer term if I take a job I love and commute for a few years rather than taking a job that is less of a good fit in city X. It is really important to both of us that I make a good start in my career.”

The advice I give pairs on the market is to be very, very good. Apply in cities and areas with multiple universities. Both partners should apply to any department that has multiple openings, even if they don't both fit. Check websites for spousal hiring policies.

I think if you are completely open from the beginning regarding a partner's job situation it is too easy for a search committee to just leave you off the interview list. At that point all the committee knows about candidates is what's on paper, and it always feels like there are many candidates. But after the ASSA interview, and if you get a campus visit, then the search committee has decided that it likes you.

I tell folks on the market that there is a sort of sweet spot to tell. Usually at the end of the campus visit there is a meeting with the department head or the chair of the search committee. I'd do it there. Tell one person with decision-making authority—ideally the department head. Ask about policy, local employment options, etc. Indicate that a job for your partner is not a deal breaker, but it would be nice if something can be worked out. Remember that the department head is prohibited by law from asking about this, of course, so you have to bring it up.

If you wait until later, when you have an offer in hand, it may be too late for the department head to help with this. A lot of negotiation between the department and the administration happens prior to the first formal offer. If the university has a spousal policy, the time for the department head to bring it up is when the head goes to the dean for approval to make an offer. Later the central funding for spousal hires may be used up.

**Catherine Eckel,
Texas A&M
University**



Betsy Hoffman,
Iowa State
University

I have only had a few students graduate since I returned to full-time faculty status three years ago, but this is the advice I give to dual-career couples: First, have a plan that both of you agree on before you go on the market. Have an agreement about what sacrifices you are willing to make and what are deal breakers. Do you both have to have jobs in the same college or university or community? If so, it is best to make that clear to your possible future employers. Don't spring it on a department chair after being offered a job.

To my mind, the bottom line is communication and agreement between the spouses about sacrifices and deal breakers before going on the market. When my husband, Brian Binger, and I first went on the market, he did not want an academic job, but he did want me to get a job in a metropolitan community large enough for him to look for a research position. We started with me in a tenure-track job at Northwestern and him in a research position at the University of Chicago. However, once we both had tenure-track jobs at Purdue, it became important for him to at least have a teaching position (not necessarily tenure-track) each time we moved. So, our joint career also allows me to give advice that Brian and I have followed throughout our careers.

I always encourage students to remember that the job market is their professional coming out. Therefore, while one has to be thinking about how to maximize things around the joint search, one has to also remember that there is huge value in meeting people, and that occurs through interviews and campus visits. The bottom line is to make the most of this.

We are in a world now where there is NO norm for what to do with joint searches, whether to be out about it or not. I advise my students to do the following: Carefully track where each of you get first interviews. Then keep communications open with your adviser to see if they can help by emailing some colleagues to help get matching interviews geographically.

Once you get your offer, that is when you freely discuss your spouse. I have a great story from this year. A student told the chair about her joint search after receiving an offer. The department was planning to search in her partner's field the next year and ended up making him an offer too.



Hilary Hoynes,
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The Dual Job Search: Early Honesty is the Best Policy

John Cawley

Being part of a dual-career couple adds another layer of complexity and stress to your job search. Not only do you have two people's outcomes to worry about, but you are concerned that whether and when you share the fact of your dual search may affect your chances of achieving a successful outcome.

Some people counsel such job candidates to proceed as if they were completely unconstrained. Go on the market as a free agent, they say, so you can have the maximum number of opportunities,

and after you know the full set of possibilities you can look for overlap with those of your partner. Moreover, by having more offers you are in a better position to negotiate a favorable situation at the job you most want. Announcing that you are constrained may limit your number of interviews and thus offers you receive and may hurt your bargaining position, such people advise, so refuse to admit any constraints even if you are asked point blank.

I disagree with that approach.

I genuinely believe that honesty—early honesty—is the best policy. I think it's better for you as a candidate because then you are not wasting your time interviewing for jobs that you can't accept. It's better for your long-term relations with potential employers because (as I can attest from serving on a lot of search committees) it is annoying when someone who insisted early on that they were conducting an unconstrained search turns down an offer because their partner lives somewhere



Early Honesty is Best

else and is immovable. That sort of misrepresentation affects employers' perceptions of the candidate's professionalism and honesty.

You may worry that revealing that you are conducting a dual job search will decrease your chances of getting certain interviews or offers, but it can help your chances with others—and those are the ones that are the most likely solutions to your two-body problem. Volunteering what your strong preferences are can help certain employers to see that you are a good match. An employer who can accommodate both partners in the couple may see it as an advantage they have over the competition, as well as a way to quickly and successfully complete two searches, and may make you offers that you would not have otherwise gotten.

When you volunteer the information matters too. It takes time for administrators to put together packages to accommodate spouses; the more lead-time you give them, the greater their chance of success. Universities have a wide range of occupations that they could potentially hire a spouse into: tenure-track faculty, lecturer, research associate, lawyer, accountant, information technology, administrative assistant. For the university to find your spouse a tenure-track job may be time consuming and costly; other jobs may be relatively easy. Universities differ wildly in their willingness and ability to accommodate spouses, and it is much more likely to be done for recruits who are star senior faculty rather than rookie PhDs. That said, academic employers realize that many of their new faculty hires, regardless of rank, have spouses who will also need jobs and they are increasingly offering some form of assistance with spousal job searches.

My wife, Rachel Dunifon, and I were jointly on the job market twice—once when we were finishing our PhDs and once when we were finishing our postdocs. Before we went on the market, we had frank discussions about our preferences for various types of jobs. We agreed that we were not willing to live

apart; we wanted jobs in the same city or sufficiently nearby cities that we could still live together. We both preferred academic jobs but recognized that there were some non-academic jobs that would be enjoyable and rewarding and close substitutes for academic jobs so we applied for those too.

When we went on the market jointly, we shared this information with employers. I wrote in my cover letter that I was on the market jointly with my wife, described her credentials and job interests and clarified that each of us was applying for jobs only in areas where we both saw numerous opportunities. This left the door open for them to offer to help with spousal accommodation, but also signaled that we did not expect it and that we were not wasting their time by applying for jobs we knew we couldn't accept.

The first time on the market, we both got academic job offers, but not in the same city. We did both get non-academic job offers in the same city, but we chose instead to accept postdoctoral fellowships at the University of Michigan (a fantastic place to do a postdoc, by the way). When we were getting ready for our second time on the market, we compared our lists of jobs that interested us and discovered that we both had the same department at the top of our lists: Policy Analysis and Management at Cornell University. I liked the fact that it had a lot of economists yet was interdisciplinary and had a strong group of health economists. Rachel liked that the description of the search fit her to a “T;” it was an interdisciplinary department and the position had an extension component. We tailored our cover letters for the positions to state that our spouse (whom we named) had applied for the other position. I reiterated this during my interview at the AEA meetings. The search committee chair later said that when he checked with the other search committee and discovered that they had Rachel at the top of their list, they were excited that they might be able to successfully resolve two job searches quickly.

Happily, it worked out for both of us. We in particular lucked out in that both of us were hired for existing searches; neither of us had to deal with any baggage associated with being a “trailing spouse.” I don't think this would have been a major obstacle, but I suspect it's the sort of thing that can cause insecurity. Everyone occasionally feels dismissed or disregarded by others; I suppose if you were an accommodated spouse you might wonder if that was the reason for such treatment. My recommendation is to put it out of your mind, enjoy the fact that you and your spouse have jobs in the same place and make the most of the opportunity.

Dual-career issues do not end with hiring—they continually arise at the new jobs. Rachel was very clear from the beginning that she wanted me to never sit next to her in a meeting; she wanted us to be seen as independent decision makers, not a voting bloc. A senior (female) scholar advised Rachel early on that women should never coauthor with their husband, especially before tenure, because the husband will get a disproportionate share of the credit. Another issue is that work stress may be more likely to follow you home if you are colleagues; you may want to try to come to some agreement about how much and when you will talk about work. If you have children, you will need to carefully coordinate work travel and how to handle kid vacations that don't overlap with yours, as well as the inevitable child sick days.

Working in a similar sector or at the same employer also has its benefits. You have more time together and a greater range of shared experiences and understanding than most couples. Although it is commonly described as the “two-body problem,” it's actually a nice situation. I wish you the best of luck with your combined searches.

Our Dual-Career Search Experience and Advice

Julie L. Hotchkiss and
Robert E. Moore

We faced the dual-economist job search problem in 1989. Our fields (International Trade/Development and Labor/Econometrics) do not overlap, and we were fortunate that it was a good year to be on the job market: there were many departments with multiple openings in applied micro that year. We specifically targeted larger departments with multiple openings and jobs in larger cities. We focused on the coasts (East and West) because so many Midwestern universities, though often big, are in smaller, less urban areas with few other opportunities nearby. This has served us well as Julie was able to move to another institution in town as her career progressed without us having to move to a new city. Larger cities offer more joint opportunities over the course of a couple's careers.

When applying to the same department, we could think of no compelling reason to not reveal our joint search at the outset. In our combined 50 years at either Georgia State University or the Federal Reserve Bank of Atlanta, neither one of us has ever witnessed a job candidate being passed over because of knowledge of a joint job search. In fact, you may be providing an opportunity for the institution to kill two birds with one stone. Also, it is highly unlikely that you will trick the institution into hiring both of you by not revealing your significant other until late in the game.

When applying to different departments at the same institution, the earlier a department knows about your joint job search at the institution, the better chance your significant other will have of not falling through the cracks in the other department. While one department doesn't likely hold much sway in the hiring decisions of other departments, the chances of your significant other getting a second look improves with nudging from the department that wants to hire you, because the second department knows that the probability of an offer being accepted is likely higher in that case.

When applying to different institutions in the same city or area, the institution that wants to hire you likely has even less sway over hiring decisions at other institutions. However, again, the sooner you let your potential employer know about your joint job search, the sooner they can reach out to other academic or non-academic institutions to which your partner has applied. Of course, the success of this strategy is increasing in the size of the job market to which you are both applying. In Atlanta, collaboration in hiring, or at least the formal or informal sharing of information, is quite common between Georgia State, Georgia Tech, Emory, the Fed and the Centers for Disease Control and Prevention, for example. There are one or two economists in each research group at the Fed whose spouse is employed at one of these other institutions. If a joint job search is revealed, it is likely to be a topic

of conversation across at least six dinner tables—if a joint job search is not revealed, you can be sure that no collaboration between institutions will take place.

Perhaps the most surprising aspect of our experience was that those most helpful and sympathetic to our dual-search challenge were not always other academic couples. Indeed, one of our most surprising experiences was being told, in all seriousness, by a senior female economics faculty member whose husband was also employed in her department, that we were each foolish to have married another economist. Now much further down the career path, we heartily disagree with her assessment.

Our advice: Be completely above board and open about your joint search. Would you really want to work for an institution that would be less likely to hire you if they knew that you were in a dual search? If they want you, it will help your joint job search problem. If they don't want you due to your joint search, you won't spend a lot of time going down a frustrating road. ■

More on Timing & Strategy

Joni Hersch and
Jennifer Bennett
Shinall,
Vanderbilt
University

Based on our experiences with both sides of the market and drawing on the implications of our own research, we recommend that job candidates reveal their dual-career search early. Specifically, job candidates who reveal their dual search at the time they are invited for a flyout improve the prospective employer's ability to assist and seek a remedy for the situation. Although there is no reason to conceal a dual search at the initial interview stage, there also is little reason to reveal it since the initial interview time is short and at that point a job candidate has not yet convinced the hiring committee to invest significant resources in her candidacy. On the other hand, revealing at the offer stage is likely too late for arrangements to be made in what is typically a very short time frame—especially if it crosses

academic units—despite however eager the institution may be to accommodate dual careers. An open discussion at the flyout stage allows time to investigate possible options, both within the institution and externally, and to seek budgetary approval.

Even though we have often heard that job candidates are advised to conceal any personal information (even to the point of removing wedding or engagement rings), our research, “[Something to Talk About: Information Exchange Under Employment Law](#),” forthcoming at the *University of Pennsylvania Law Review*, shows that concealing personal information at the interview stage actually hurts job candidates. In our 2016 vignette experiment, we examined the effects of providing personal reasons for an employment gap on hiring probabilities. Although we varied the content of the reason provided by each of our female candidates, we consistently found that any explanation improved a candidate’s employment prospects, relative to no explanation, for an otherwise identical job candidate. Our results are consistent with the behavioral economics theory of ambiguity aversion. Because hiring committees are aware that dual careers are common, not being forthcoming only creates ambiguity without adding any valuable information regarding a job candidate’s productivity or fit within the department. Concealing information can only harm, not help, a dual-career search.

My take is that one should be up front right from the start, indicating to employers in interviews at the AEA/ASSA meetings or earlier (but NOT on a CV or in a job application) that one is engaged in a joint search in economics (or with a partner who is in some other academic field). This makes one’s position clearer to potential employers and avoids last-minute revelations that I, as a quondam employer, found most annoying.

Dan Hamermesh,
Royal Holloway
University of
London and
University of Texas
at Austin

I have been involved in hiring young economists for quite a while and have encountered this problem from the hiring side many times.

The situation is very simple. Your partner status is important, relevant information that will influence what offers are actually of interest to you. By withholding this information you are misleading your potential employer/colleagues, purposefully allowing them to make an assumption that is incorrect and possibly wasting their time. When they learn the truth they will correctly realize that you were misleading them to gain some sort of advantage. This is damaging in several ways. If you secure and accept an offer that probably would not have been forthcoming if your employer were better informed, you now have colleagues who know you misled them. If you secure and reject such an offer, you now have potential referees/editors/letter writers who know you misled them and caused them to waste their time.

The answer is simple enough. You and your partner should decide what you are willing to do and then communicate candidly about this. You can say “we are only looking in big cities in hopes we can find two jobs” or “the job market in my partner’s field is terrible and we have resigned ourselves to the fact that my obtaining a quality appointment may mean a considerable period of time apart.” Honesty will likely impact your offers. Penn State may pass on you since they have less opportunity to deal with your partner issue. NYU may go for you precisely because they feel they have a good shot at solving your problem and making a durable match.

You may feel that schools shouldn’t be thinking about these things and that they should be purely focused on your research and other potential as a colleague. I agree these are the most important things, and from the employer’s side we are not supposed to ask about, for example, marital status. But the job market is a very competitive place on both sides. To attract good candidates employers have to figure out what

Glenn MacDonald,
Washington
University in
St. Louis



matches are likely to work out. Candor on your part helps this process work more smoothly and increases the likelihood you will obtain a job that is a good fit and where you are likely to have a successful launch for your career. Your honesty and consideration will be noted and appreciated.

Heather Stephens,
West Virginia
University

When should you let potential employers know your partner will need a job too? My general rule of thumb is to wait at least until you have been invited for a flyout – when they have signaled that they are interested in hiring you. Early in the flyout process, I waited until I was on campus, in some cases until the end of my visit when I had the final meeting with the chair. As the process went on and we were facing deadlines on offers, I let the chair of the hiring committee know my situation before I visited; this provided more time to explore opportunities for my spouse. Based on discussions with people on the hiring side, I do not think it is advisable to wait until after you have an offer. Even if the university is willing to help your partner, it takes time. If your partner is in a different college, multiple deans may have to get involved, and you want to give that process as much time as possible.

David Slusky,
University of
Kansas

In 2014, my wife and I completed a joint faculty search and moved to Lawrence, Kansas, to begin our jobs as tenure-track assistant professors at the University of Kansas. She was hired through an open search in computational biology, and I was the spousal hire in economics. Below is the advice we would give our past selves, which we hope is applicable to others going through a similar situation. Our advice falls into three categories:

- 1) Conduct two full searches in parallel;
- 2) Answer questions broadly; and
- 3) Negotiate fully once given an offer.

First, each member of the couple should conduct a full and complete search. Apply to any individual job that you would take if it were the only job you were offered and your spouse weren't offered a tenure-track job. If you only apply to places where you both want to live, places that have active searches for both of you or places that are top choices for both of you, then you'll limit your options too much. The goal of this step is for each of you to have a faculty offer. When the spouse of a new hire has a faculty offer somewhere else, it

signals that the spouse is of "faculty quality" and makes it less likely he/she will be offered a non-tenure track position.

Second, during the interview be prepared to answer questions about your family in the broadest possible way. If you don't bring up your family first, questions from your interviewers about your family are illegal but *extremely* common. Expect them, and keep in mind that anything you say before you are offered the job might cause another applicant to be ranked higher than you. You are not in a position to negotiate until you receive a job offer.

Finally, after one of you has an offer, only then do you ask for a tenure-track offer for your spouse. This is a big ask but a reasonable one, even if there is no search currently going on in your spouse's prospective department. This negotiation is between your department chair, the dean and/or provost and the other department. Your chair really wants to make this deal go through, and you want to give him or her all the ammunition you can. So this is when you should disclose that your spouse has been offered other jobs comparable to the one you are asking for. This process of creating a new faculty line will at best take several weeks and will require a flyout for the spouse. For the individual with the first offer, insist on not giving an answer until the university has decided on your spouse. Keep in mind you lose your leverage once you sign.

If you are so fortunate as to get a spousal offer, be sure to negotiate the terms. Don't assume that because you're the trailing spouse you have no leverage to ask for what you need to succeed at your job.

Fortunately, many universities are starting to see two-body problems as a win-win: you both get the jobs you want, the university gets two faculty it would have trouble getting individually and the university has a much greater chance of keeping both of you for the long term.



Considerations for LGBT Economists in Dual-Career Situations

Kitt Carpenter

Navigating dual-career issues for LGBT economists has an obvious additional complication: it's hard to reveal that you're in a joint search without also revealing the gender of your spouse/partner. This effectively means coming out to a potential employer not only about your dual-career status but also about your sexual orientation. Since there is not perfect congruence on these issues (some individuals, departments and institutions are happy to accommodate a dual-career issue for heterosexual couples but not for same-sex couples), giving broad advice here is extremely difficult.

Another challenge is that we economists are a historically conservative bunch, and there have not been outlets for LGBT people to discuss these issues. For example, while our sister organizations (American Political Science Association, American Sociological Association, American Statistical Association) have had LGBT interest groups for literally decades, the AEA Executive Committee just this year officially voted to sponsor LGBT-related activities for economists for the first time in its 131-year history. (More on this below!)

First, some good news. Things are getting better. Public opinion towards the LGBT community is improving nationwide, and changes in federal policies—most importantly, full federal marriage equality afforded by the United States Supreme Court in July 2015—has improved prospects for LGBT economists in dual-career situations markedly. Prior to full marriage equality, there were numerous horror stories of LGBT individuals whose same-sex partners from other countries were forced to leave the United States because one partner could not sponsor the other for permanent residence (unlike for different-sex couples), even in states that recognized legal same-sex marriage. Prior to full marriage equality, same-sex

couples who were legally married in one state became magically “unmarried” when they crossed state lines into a state that did not recognize same-sex marriage. This created all sorts of life challenges for LGBT economists in dual-career searches; same-sex marriage has effectively eliminated many of these concerns.

But important challenges remain for LGBT individuals engaging in dual-career searches. Attitudes toward the LGBT community remain very negative in large parts of the country (and world). Many (most?) economics departments in the world are dominated by older white men who generally hold more conservative/traditional views about families. And it remains true that—even with full marriage equality—it is perfectly legal in most states in the US to discriminate on the basis of sexual orientation and gender identity, including refusing to interview, fly-out or hire someone who is lesbian, gay, bisexual or queer/questioning. (Although recently the Equal Employment Opportunity Commission ruled that sexual orientation and gender identity discrimination is inherently sex discrimination and thus prohibited by federal law, so individuals in all states can file discrimination claims with EEOC.)

And after securing a job offer, LGBT individuals in dual-career situations face additional considerations, such as whether the institution offers health benefits that address the specific needs of LGBT couples (for example, IVF, transition-related services). Other policies, such as whether the institution's parental leave policy is inclusive of LGBT populations (for example, providing leave for adopted as well as birth children), are also uniquely relevant.

Some of my advice for LGBT economists mirrors exactly the advice in this issue for heterosexual economists in a dual-career situation. All economists

regardless of sexual orientation or gender identity need to have honest conversations with our partners about preferences, expectations, willingness to live apart, etc. And we all should be open and not close off opportunities prematurely because of perceptions or reputations, which may be wrong. But there are other pieces of advice that differ markedly for LGBT economists and depend, for example, on whether you are out to your advisors about being LGBT and/or about having a partner. I had the great fortune of doing my PhD studies at Berkeley where there were no fewer than four out gay people on the faculty. Even though I was single in grad school (despite extensive efforts to the contrary), I never felt that my advisors would have cared one way or the other about my sexual orientation or my partnership status, which was wonderful.

From my own personal experience, it has been much easier to deal with these issues as a partnered and now married gay person than when I was single. Having a partner has allowed me to effectively come out about both sexual orientation and dual-career needs when talking with potential employers. When I was single and people asked me if I was married or had a family (illegal but extremely common), I never knew if they were trying to screen on sexual orientation, dual-career needs or both. It has been refreshing to be able to refer to my husband openly in such situations and kill both birds with one stone. I am very much of the view that I would not want to work at an institution that would not have hired me due to my sexual orientation.

My biggest piece of advice is to find a few people who are more senior to you who have navigated these issues in the past. I have been extremely fortunate to have some pioneering mentors who went through some tough job experiences to help me know what/who to

LGBT Economists

avoid, red flags, how to deal with particularly awkward anti-LGBT situations and the like. There are lots of LGB economists in the profession at all levels, in all fields and in all types of institutions (and a sizable number of T economists)—you just have to know where to find them.

One way to do this is to take part in the AEA-supported LGBT activities at the annual meetings. At each of the next three annual meetings (Chicago 2017, Atlanta 2018, Philadelphia 2019) the AEA will sponsor a breakfast (and we will organize a separate Happy Hour) for LGBT economists and allies where we will offer social support and address issues facing our community, including dual-career concerns. (The Chicago breakfast will be Saturday 1/7/2017 at 7 am; please

check the conference program for exact details.) Our inaugural events at AEA/ASSA 2016 in San Francisco drew 100 participants, and we hope Chicago will keep the momentum going. Economics PhD students and economists in any sector are welcome.

We also maintain an email list-serve and will start an AEA-supported newsletter targeted at LGBT economists and allies. To learn more about these initiatives or to get on the email list-serve, please contact me (christopher.s.carpenter@vanderbilt.edu) or my co-organizer Lee Badgett (lbadgett@econs.umass.edu). We would love to see you in Chicago to discuss these and other issues with other members of our community! ■

Institutional Matters

Sue Hosek,
RAND

I used to recruit new PhD economists for RAND (2002–10), and I discussed this issue with a number of applicants during this time. RAND's position is very clear—the more information we have, the better, and we're always happy to consider whether the spouse of an applicant might also fit into RAND. We don't have a fixed number of hiring positions, so we can hire anyone who passes the quality bar and would fit into one or more of our research areas. The problem we face is that candidates hold back the information at the advice of their advisors and by the time we learn about the spouse it may be too late. We cannot ask about spouses—the guidance we get on that couldn't be clearer, so we're stuck with asking broad questions about other considerations in their search.

James Dana,
Northeastern
University

My recommendation, based on my experience searching for jobs and my experience hiring economists, is that couples should consider professional schools early in your career planning. First, professional schools, such as business schools, public policy schools, law schools and public health schools, sometimes hire many more economists than

the economics department at the same university. This is particularly true at business schools, where finance, strategy, accounting, marketing and entrepreneurship departments often hire PhD economists who are difficult to differentiate from economists in economics departments. This was my experience at the Kellogg School of Management, Northwestern University. And because of that size, and the willingness of departments within professional schools to work closely with one another, it is much easier for professional schools to find two job openings for dual-career job searchers. Second, professional schools may have a great deal more flexibility in creating permanent lecturer positions for a spouse. While not ideal, lecturer positions often pay better in professional schools as well. And finally, when a couple searches for two jobs, they may not be equally qualified. Often the standards for economists in professional schools are modestly lower than in the economics department at the same university. This can make it easier for couples to find two rewarding jobs at the same university. Planning for a career at a professional school needn't be different than planning for a career in an economics department. Obviously,



professional schools put more weight on teaching and on applied, policy-relevant research, but the research methods and research outlets are frequently the same.

**Katherine
Schmeiser,
Mount Holyoke
College**

A liberal arts college perspective: The processes of hiring at universities, small colleges and governments all vary. Disclosing the status of a relationship too late can make it impossible to get two positions that year (particularly if you are both economists). Governments and large universities may have more flexible hiring timelines, programs specifically to support dual academic couples (within or across disciplines) or flexibility in creating additional positions. Small colleges have the least flexibility and follow set procedures (usually both candidates need to be in the initial applicant pool and interviewed at the AEA/ASSA meetings).

At colleges and universities hiring more than one position, being upfront is better than disclosing too late. For these, apply jointly and mention in the cover letter that your spouse is also applying to a position at the institution, or both send a signal to the institution. If only one of you gets an interview, ask your advisor to contact the department to clarify that your spouse has also applied and you are both very interested in the institution. For single-interview institutions, be clear during the process that you are willing to take the job alone (if that's true).

**Heather Stephens,
West Virginia
University**

The common wisdom is that big cities are the best places for dual-career couples because they offer lots of potential job opportunities. But, in my experience, universities in big cities know this and are not likely to help your partner find a position. So, you should not rule out opportunities in smaller towns. In fact, small-town universities are more likely to have either formal or informal dual-career hiring programs. ■

Think About the Long Run

**Melinda Morrill and
Thayer Morrill**

We received a lot of great advice when navigating our joint search. But, looking back, the best advice we received was that productivity solves all problems. The easiest way to resolve a joint-location problem is by publishing. Your joint-location problem is not settled until you both have tenure at the same place. Getting two assistant professor positions is a big step in the right direction, but it is far from a guarantee of both people getting tenure. This is the main question you should ask yourself: which option will allow me and my partner to be most productive?

Not all non-tenure track positions are equal in this regard. While a lectureship can be a long-term solution to a joint-location situation, it is difficult to do research while carrying a heavy teaching load. Similarly, some tenure-track positions have lighter teaching loads and more flexibility regarding the amount of time you spend in the office versus traveling. To gain two tenured positions, you are best off finding a situation where you can both get papers published quickly. Although typically the salary is lower, universities often have resources to put together postdoc or research assistant professor positions. Always keep in mind that you are looking for a long-term solution, which might involve tradeoffs in the short run.

In our case, we accepted two positions at the same university: one tenure-track professorship and one research assistant professorship. The latter position carried a one-course teaching load (by request). Seven years later, after a conversion to tenure track resulting from much effort and support from generous colleagues, we were both voted unanimously for tenure. We know of many happy endings that involved living apart for a few years as well—there are many ways to navigate the joint job search process. But, in the end, to have options you need to have publications. Our advice is really the same for any graduate student: go where you think you will be the most productive. ■

Advice from Placement Directors

**Nick Bloom,
Stanford
University**

We suggest job applicants mention dual-career issues at the flyout stage, in part because this is often not a binding constraint. In particular, some couples may be happy to live apart for great offers, sometimes places can do deals (like postdocs and leave) to help bridge the issue, or some couples will commute shorter distances (like Boston-New York) but not longer ones (like Boston-San Francisco).

Every year we have one or two joint placement couples and another three or four couples with locational issues where one is not in economics (for example, a lawyer or in tech), so this is an ongoing theme. This is also an issue for recruitment at both the junior and senior levels, with frequent joint offers being generated for academic couples (often both in economics but not always).

**Brian Cadena,
University of
Colorado, Boulder**

This issue is one that I've struggled to have a good answer for. I think we'd all like to believe that more information is better, so revealing a joint search immediately is helpful. In reality, though, I've seen candidates have success when they reveal information only after they have reason to believe that a potential employer is interested. This interest could be revealed in many ways, including soliciting an application, offering a first-round interview or offering a flyout.

Complicating all of this, of course, is the fact that some candidates are willing to live apart, at least for a while. I think the timing of when to reveal a joint search depends strongly on how important it is to live with one's partner in the first years after placement. There's no easy answer.

I never mention this issue unless the couple in question asks me to mention it to specific schools. Even then, I try to make sure that both partners agree on what they want me to say to specific schools.

There are many private information problems here that make this situation tricky. Often, it appears that the two partners are not always on the same page in terms of what they want, and even if they are, sometimes their advisors are not. Thus, I keep my mouth shut unless it is possible to establish common knowledge among all parties concerning how these issues should be raised with whom and when.

And, I wait for them to start these discussions. In almost all of these scenarios, at least one partner ends up making a professional sacrifice for the other (with the exception of the rare cases where the couple breaks up during the process). I believe that nothing good can happen if either party feels that I am trying to influence whatever bargaining game they are playing.

**Derek Neal,
University of
Chicago**



The Two-Body Opportunity for Universities

Jill J. McCluskey

Like many academic couples, I met my husband when we were in graduate school. He was studying physics and I was studying agricultural and resource economics at UC Berkeley. Washington State University (WSU) offered my husband a tenure-track position. WSU has a partner accommodation program (PAP), and I was invited to interview. I was offered a tenure-track job, and we are still at WSU 17 years later.

My experience made me think about how being part of a dual-career couple affects the representation of women on university faculty, including in science, technology, engineering and math (STEM) disciplines and at senior levels. For over a generation, universities have made efforts to hire more women in STEM fields. However, women are under-represented on university faculties in general and especially in STEM fields and at the full professor level. One reason may be the two-body problem. Researchers have shown that women in STEM disciplines are more likely than their male counterparts to be partnered with another academic and that academic women are more likely than men to refuse a job offer if their partner cannot find adequate employment at the same location (Scheibinger, Henderson and Gilmartin 2008). Using survey data, Fox (2005) found that 59% of female scientists were married to another scientist, compared with just 17% of male scientists. Therefore, universities may find it difficult to attract female candidates in STEM fields.

To hire more female job candidates, some universities have instituted PAPs. However, there is a common perception that because partner hires are recruited as part of the negotiation process for a first hire, rather than based on their own merits via a national search, they are somehow “not as good” as other faculty in their department. Turning this question on its head, my colleagues and I hypothesized that faculty hired via PAPs are actually better, on average, than regular hires within the same university (Woolstenhulme, Cowan, McCluskey and Byington 2012). Consider the case in which one partner in the couple is able to attract an offer from a more prestigious university than her partner, but they accept positions at the university in which the weaker member of the couple is able to obtain a position. We tested this hypothesis by comparing research productivity across faculty at WSU. We found that dual-hire faculty are more productive both in terms of publishing and obtaining grants, and the difference is statistically significant.

An important related research question is whether PAPs have a significant influence on improving the representation of women in STEM disciplines by sealing the “leaky pipeline” of women in academic careers and in increasing the number of senior female role models in these disciplines. At WSU, we tested empirically whether dual-hire faculty members have longer durations of employment. If those hired via PAPs are more productive and have longer durations of employment relative to their colleagues, then it is reasonable to expect higher rates of tenure achievement. At WSU, PAP hires are indeed more likely to obtain tenure. We therefore argue that the “two-body problem” is actually a “two-body opportunity.”

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Dear CSWEP

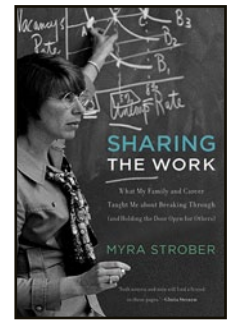
In the spirit of “Dear Abby,” CSWEP answers questions from our readers on topics related to women economists. Send your relevant questions to cswep@econ.ucsb.edu!

Q: What should women economists wear when interviewing at the AEA/ASSA Meetings and on flyouts? In particular, can women wear pants, or should they wear a skirt/dress?

A: In an unscientific poll of CSWEP Board members, all respondents agreed that wearing pants is fine. Other sartorial advice from Board members: wear a matching or coordinating jacket, and wear professional-looking shoes or boots that you can walk in since you’ll be running between hotels or getting a campus tour (you don’t need to wear heels, though, and don’t wear them if you can’t walk well in them).

Reflections on the Founding of CSWEP

Myra Strober



CSWEP is pleased to present an excerpt from Myra Strober's memoir, **Sharing the Work: What My Family and Career Taught Me about Breaking Through (and Holding the Door Open for Others)**, published by MIT Press this past spring. Strober was the founding director of the Stanford Center for Research on Women (now the Michelle R. Clayman Institute for Gender Research) and the first chair of the National Council for Research on Women, a consortium of about 65 U.S. centers for research on women. In this excerpt, from Chapter 6, "Where the Rubber Hits the Road, 1971–1972," (pp. 116–119) she discusses the founding of CSWEP.

[...] the most memorable part of the [1971 AEA] meetings is a session titled "What Economic Equality for Women Requires"—organized and chaired by Barbara Bergmann, my former colleague at Maryland—where I learn that a caucus will meet later that day to draft resolutions on women economists to present to the AEA's business meeting. The caucus is led by Marianne Hill, Peggy Howard and Laurie Nisonoff, doctoral students at Yale; and Francine Blau and Paddy Quick, doctoral students at Harvard. They met through the women's caucus of the Union for Radical Political Economics (URPE), and have done considerable ground work in advance of the New Orleans event, including Paddy meeting with John Kenneth Galbraith, incoming president of the AEA, and Marianne, Peggy, and Laurie meeting with Guy Orcutt, a member of the AEA's executive committee.

The caucus meeting is lively, with numerous graduate students (male and female), a few young women faculty, and an even fewer older women faculty, including Carolyn Shaw Bell, professor of economics at Wellesley; Barbara Bergmann; Barbara Reagan, professor of economics at Southern Methodist University and Margaret Gordon, my colleague at Berkeley. Carolyn becomes the *de facto* chair and scribe. She is an

impressive woman, and her voice and demeanor provide gravitas to our deliberations. She has a large yellow pad and writes energetically as we draft our proposed resolutions collectively.

I am thrilled to see this collection of women economists. I think back to my days as a doctoral student at MIT, where I was one of only two women in my class, and to my current situation at Berkeley, where there is only one other women economist—neither of us with tenure-track appointments.

I also recall that Elizabeth Cady Stanton worked alone to draft the Declaration of Women's Sentiments, with only Lucretia Mott for support, and that Stanton and Mott had no organized body to which they could present their grievances and proposals. In contrast, our effort in New Orleans is astonishingly collaborative, and if the AEA membership agrees, we will have an already existing Association (the AEA) through which to achieve our goals.

The resolutions, which Carolyn later presents to the AEA business meeting, call on the AEA to "redress the low representation of women in the economics profession" and "adopt a positive program to eliminate sex discrimination among economists." They specifically prohibit discrimination against women students and women applying for positions as faculty members or for other jobs, and they call for the open posting of job opportunities and the creation of part-time jobs open to women and men. They also call for the association to offer childcare at the annual meetings—not to pay for it, but to make sure it's available.

Most important, the resolutions propose the establishment of a Committee on the Status of Women in the Economics Profession (CSWEP) "numbering at least eight persons, to be appointed by the President of the Association for a term of three years" to monitor compliance with the resolutions. That

committee is to report to the Association annually, and if it learns of discrimination, it is to provide information so that the Association can "present, as *amicus curiae*, in any complaint, remedial action, or suit."

"What makes you think the members will vote for this?" I ask the leaders of the caucus. "The economists I know might not exactly be inclined toward these ideas."

"We think Galbraith will carry the day. That's why we want to bring this up this year, while Galbraith is president."

But the caucus does not rely solely on him. It also does an incredible job of recruiting progressive economists of both genders from URPE to come to the business meeting, and when I arrive at that meeting, the large room is packed. There are several speeches opposing the resolution, but two highly regarded economists, Andrew Brimmer and Robert Eisner, speak in favor, and when Galbraith calls for a vote, the ayes have it.

A few weeks later, I get a call from Carolyn Shaw Bell. Galbraith has asked her to chair the new committee. I met Carolyn only briefly at the New Orleans meeting, but she says she enjoyed talking with me and would like to ask Galbraith to appoint me to CSWEP. She tells me the committee will meet three or four times a year in various venues throughout the country. This seems like a big commitment. I tell her I'll have to think about it.

When I talk with Sam [my husband] about it, he's not at all in favor.

"You're already complaining you don't have enough hours in the day. This is going to take you away from your work, and it's going to take you away from the kids and me. Why would you want to do it?"

"Because I think it's really important. And because it will give me some

colleagues in economics.”

“Well, I’m not going to argue with you. But I think it’s a mistake.”

I think a great deal about what to do. Sam is right—my time is extremely tight. But if he would just take over some household tasks, it could be a lot less tight. I’m angry with him, but I don’t want to bring up the issue of his share of the housework yet again. It just seems so fruitless. I don’t want to go against his wishes, but I really want to join this committee. Back and forth I consider, again and again. Eventually, I decide to join. I’ll just have to sleep less, I figure, and hope I’m not straining Sam’s goodwill.

But a few months later, when CSWEP meets at Galbraith’s home in Cambridge, I’m sure I’ve made the right decision. The more senior committee members—Walter Adams, Carolyn Shaw Bell, Kenneth Boulding, Barbara Reagan, and Phyllis Wallace—become mentors, and the other junior members—Francine Blau, Martha Blaxall, and Collette Moser—become friends.

And from my perspective more than 40 years later, I am proud to have served. Although I eventually came to believe that CSWEP’s goals are too moderate, that what economics needs is not simply more women economists but major reform in the discipline’s thinking, I am gratified to have been part of the vanguard effort to treat women economists with fairness and respect.

*The MIT Press is pleased to offer CSWEP affiliates a special discount on Myra Strober’s *Sharing the Work*. Until 10/20/16, use discount code MCSWEP30 when prompted during checkout at mitpress.mit.edu/sharingwork to receive 30% off the book’s list price. This code can be used more than once, for multiple copies, and for both print and e-editions. Happy reading from The MIT Press!*



Janet M. Currie, the Henry Putnam Professor of Economics and Public Affairs, Chair of the Economics Department and Director of the Center for Health and Well-Being at Princeton University, accepted the 2015 **Carolyn Shaw Bell Award** at the annual CSWEP business meeting held during the 2016 AEA/ASSA Meetings. She is pictured here with her nominator and mentee Marianne Bitler (UC Davis) and CSWEP Chair Marjorie B. McElroy (Duke).

economics profession, including serving as Vice-President of the American Economic Association, President of the Society of Labor Economists, Editor of the *Journal of Economic Literature* and on many other committees and editorial boards.

What made you decide to study economics?

I tell people, only half in jest, that it was because I wasn’t good at anything else! My first year of college I took a range of liberal arts courses and found that I was not good at analyzing sonnets, writing elegant French or answering classic philosophical questions in five pages or less. My Econ 100 Professor, Donald Dewees, was a brilliant lecturer. He came to class every day with a newspaper article that was relevant to the topic of the day and used it as a jumping off point for the day’s lesson. Thus, every single topic was made policy relevant and connected to the news of the day. This made a deep impression. Nevertheless, in my second year, I

decided liberal arts weren’t for me and that I would be a tech nerd instead. So I took only math, statistics and computer science courses. I learned that it was hard for me to maintain enthusiasm for techniques if they were divorced from a practical problem. In my junior year, I saw the light and decided to be an Econ major, which was fortunate because I had run out of electives!

I enjoyed economics as an undergraduate but did not really begin to feel like an economist until my second year of graduate school when I began to appreciate the flexibility of the tools we use and the vast scope of our discipline.

What is your advice about how to make one’s mark on the profession?

People say that the key to happiness is trying to live one’s life in a good way rather than focusing on the straight-on pursuit of happiness *per se*. I think it is much the same with the profession. Being overly concerned with professional success or making a mark can at best be



Interview with Janet M. Currie

a distraction from trying to do the best work possible. At worst, it can make people miserable. I don't mean that people should be naïve about doing what needs to be done to advance professionally. One should find out what the boxes are, check them and then try to forget about them as much as possible so as to focus on questions that are intellectually engaging. It is also a mistake to focus on what's "hot." One will always be trying to catch up with that kind of research strategy. To be an intellectual leader, you need to strike out in a new direction.

What do you think is a mentor's role? How do you end up connecting with the people you mentor?

It surprises me that I have ended up mentoring so many people and being relatively successful at it. I am a quiet and not particularly gregarious person who doesn't always have a lot of small talk. Perhaps that is actually an advantage since a big part of a mentor's role is to listen to what people have to say about what they have learned, how the work is going and about any personal issues that might have an impact on their work. I try to start from where the mentee is, and work with them to see how progress can be made.

How do you manage to find time to do all the mentoring and service you do with all the high-impact academic work you do?

I am pretty efficient, but I have also learned (of necessity) to delegate. I try to find situations where it is both in my interest to have someone else do something, and it is also in their interest to do it. For example, having a graduate student work on developing a data set that I will use in my research, with the understanding that they will be able to use the same data set for their thesis research. Another example would be to ask a more junior person to be a coauthor or co-administrator on a project. That said, I sometimes wonder how people can have hobbies! There isn't much time left after work and family.

Any specific suggestions to would-be mentors about how to do this important job? Any advice for would-be mentees or others in the profession?

I view these relationships as partnerships in which we learn together. I have learned an amazing amount from my students and other mentees, much of which I would not otherwise not have had the bandwidth to learn. I chose the term "partnerships" rather than "friendships" intentionally. While many mentees have become dear friends in time, a relationship where one party inherently has more power than the other is best run on a professional basis. I try to keep my responsibility to the other person foremost in my mind, rather than being guided by how I might happen to feel about something.

In terms of logistics, the most important first step is to have regular meetings. I try to meet with my mentees once a week. You can't really work with someone you don't know, and the best way to get to know someone is to talk to them regularly. Once a relationship is established, one can meet less frequently, but regular meetings are still important. Would-be mentees should ask if they can set up regular meetings if that is not offered. Another important rule is to always do what you say you are going to do. This rule applies to both mentors and mentees. It helps establish trust and just makes working together so much easier! Finally, I have learned that if there is some unpleasantness, it is best to be straightforward about it and clear the air. It does not normally kill the relationship, and dealing with problems promptly allows the partnership to move forward.

In your acceptance speech, you said there is no work-life balance so people should just feel okay about what they do. Can you elaborate on this? Has this changed across your career?

For many people, the concept of work-life balance has become just another thing to feel inadequate about. People are told that they should be able to "do it

all." When that ideal turns out to be unattainable, they conclude that they must be doing something wrong. When they have success at work, they feel guilty about not spending enough time with children or partners, and when they are spending time with children or partners they are worried about work. Since so many people feel this way, it seems to me that the concept of work-life balance itself is part of the problem. We are economists; we know that life is full of choices, and that choices involve opportunity costs. I hope that increasingly people will celebrate the choices that they have made rather than regretting the path not chosen.

I had an epiphany after being "guilt-ed" into attending a conference on how to balance work and family when my children were young. The conference was on a weekend and involved flying across the country. This of course meant that I sacrificed my own weekend with my kids in order to talk about how important it was for other people to be able to spend the weekend with theirs. I realized that I should either have gone because it was important to me to go, or stayed home because it was important for me to stay home. But I should not have been there wishing that I wasn't because someone else thought that I ought to attend!

Any final words?

In this discipline it often seems that people are rewarded solely on the basis of what top publications they've had in the last year or so. Winning the Carolyn Shaw Bell award is extremely gratifying because it offers a corrective to that view—I have been professionally rewarded for trying my best to be a good mentor and a good professional and departmental citizen (as well as for success in publication). That this is possible makes me feel better about economics. Despite the dominance of selfish rhetoric, we are, as a group, more public spirited than we let on or than our critics will allow.

Calls & Announcements

Visit cswep.org for full details on each of the below opportunities, including submission guidelines for paper and application calls as well as participant, panelist and paper titles for currently scheduled sessions.

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.**

CSWEP Call for Nominations 2016 Carolyn Shaw Bell Award

The Carolyn Shaw Bell Award is given annually to an individual (male or female) 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 and mentoring others. The 2016 award will be presented in January 2017 at the AEA Meeting in Chicago. Nominations should include a nomination letter, updated CV and three or more supporting letters, with at least two from mentees. As this award celebrates mentoring, nomination letters should document that activity, rather than just academic achievements. All nominations are automatically kept alive for consideration by the Award Committee for a period of three years. **Deadline: September 28, 2016.**

CSWEP Call for Nominations 2016 Elaine Bennett Research Prize

The Elaine Bennett Research Prize is awarded every other year to recognize, support and encourage outstanding contributions by young women in the economics profession. The 2016 award will be presented in January 2017 at the AEA Meeting in Chicago. Nominees must have demonstrated exemplary research contributions in their field and have earned their PhD in 2009 or later. Nominations should contain the candidate's CV, relevant publications, a letter of nomination and two supporting letters. As this prize is for fundamental intellectual contributions to economics, the nomination letter should speak to the significance of the candidate's research with supporting letters from experts in the field. **Deadline: September 21, 2016.**

CSWEP Call for Panels and Papers @ 2017 Midwest Economics Association Meeting

March 31, 2017, Westin Hotel, Cincinnati, Ohio
Deadline: October 23, 2016
Organizer: Anne Winkler, University of Missouri, St. Louis

CSWEP will be sponsoring two panel sessions on topics related to career development at the Midwest Economics Association Meetings. There is also a networking lunch that you are welcome to attend.

If you have specific suggestions regarding the topics to be covered, potential panelists, or other aspects, please submit your ideas to Anne E. Winkler, CSWEP Midwest Rep, awinkler@umsl.edu

CSWEP Call for Panels and Papers @ 2017 Eastern Economic Association Meeting

February 23–26, 2017, Sheraton Times Square Hotel, New York City
Deadline: Monday, October 17, 2016
Organizer: Karen Conway, University of New Hampshire

CSWEP will sponsor a number of sessions at the annual meeting of the Eastern Economic Association. Sessions are available for persons submitting an entire session (3 or 4 papers) or a complete panel on a specific topic in any area in economics. The organizer should prepare a proposal for a panel (including chair and participants) or session (including chair, abstracts and discussants) and submit by e-mail.

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

All application information should be emailed to ksconway@unh.edu

CSWEP Sessions @ 2016 Southern Economics Association Conference

November 19–21, 2016, JW Marriott Washington DC, Washington, D.C.
Organizer: Ragan Petrie, George Mason University

Join CSWEP on November 19th- 21st for a networking lunch and two career development panels: "Advice for Job Seekers and Early Career" and "Advice for Navigating Academic Careers."

For more information please email: rpetrie@gmu.edu

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Brag Box

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

Leticia Arroyo Abad at Middlebury College, **Jessica Bean** at Denison University, **Sarah Jacobson** at Williams College and **Diana Thomas** at Creighton University were awarded tenure and promoted to associate professor.

Dora Gicheva received the award for excellence in teaching by tenure-track faculty at the Bryan School, University of North Carolina at Greensboro.

We want to hear from you!

Send announcements of honors, awards, grants received, promotions, tenure decisions and new appointments to cswep@econ.ucsb.edu. It will be our pleasure to share your good news with the CSWEP Community.

We are pleased to report that our statement in Issue I 2016 that **Erica Groshen** was the first female BLS Commissioner was in error. She was preceded by **Janet L. Norwood** (May 1979–December 1991), **Katherine G. Abraham** (October 1993–October 2001) and **Kathleen Utgoff** (July 2002–July 2006).

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

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

Join the CSWEP Liaison Network!

Three cheers for the 250+ economists who have agreed to serve as CSWEP Liaisons! We are already seeing the positive effects of your hard work with increased demand for CSWEP paper sessions, fellowships and other opportunities. Thank you! Dissemination of information—including notice of mentoring events, new editions of the CSWEP News and reporting requests for our Annual Survey and Questionnaire—is an important service to CSWEP. For this key task, we need your help. Visit CSWEP.org to see the list of current liaisons and departments for which we'd like to identify a liaison. We are also seeking liaisons for organizations outside the academy. To indicate your willingness to serve, send an e-mail with your contact information to cswep@econ.ucsb.edu.

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