



REPORTS

Reports from the American Economic Association's Committee on the Status of Women in the Economics Profession.

2016 ISSUE I

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About CSWEP

A standing committee of the American Economic Association, the Committee on the Status of Women in the Economics Profession (CSWEP) is charged with serving professional women economists by promoting their careers and monitoring their progress. CSWEP sponsors mentoring programs, surveys economics departments and freely disseminates information on professional opportunities, career development and how the profession works, both on the web and via free digital subscriptions to the CSWEP News.

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

Marjorie B. McElroy

I. Introduction

A standing committee of the American Economic Association since 1971, the Committee on the Status of Women in the Economics Profession (CSWEP) serves professional women economists by promoting their careers and monitoring their progress. At founding CSWEP surveyed economics departments regarding the gender composition of faculty and, since 1993, has surveyed some 250 departments annually with findings reported in the *American Economic Review: Papers & Proceedings (AER: P&P)* and reprinted in the CSWEP **Annual Report**. The time of the CSWEP Board and non-Board committee members as well as CSWEP's Network of Liaisons to over 250 departments provides bountiful public goods to the profession. CSWEP's current annual programs include a variety of mentoring programs for upwards of 300 women economists. These include the internationally renowned duo CEMENT Mentoring Workshops for junior women and the newly developed trio of Mentoring Breakfasts at the Annual AEA/ASSA Meetings as well as career development roundtables and panels at the Annual AEA/ASSA Meetings and at the meetings of the four regional economics associations. In addition, CSWEP provides diverse professional opportunities. These include

competitive-entry paper sessions at both the Annual AEA/ASSA Meetings and at the four regional economic association meetings. CSWEP also promotes intangible changes, such as increased awareness of the challenges unique to women's careers. To recognize and celebrate the accomplishments of women, CSWEP awards the Bell Award annually (for furthering the status of women in the economics profession) and the Bennett Prize biennially (for fundamental contributions to economics by a woman within seven years of the PhD). On the web at CSWEP.org and via complimentary digital subscriptions to the thrice-yearly *CSWEP News*, CSWEP freely disseminates information on professional opportunities, career development, and how the profession works. Most of this is of special interest to economists just establishing their careers, regardless of gender, race or ethnicity.

To preview the results of the 2015 survey, now in its 44th year, three proverbial truths continue to hold for women in the academy: (i) from entering PhD student to full professor, women have been and remain a minority; (ii) within the tenure track, from new PhD to full professor, the higher the rank, the lower the representation of women; and (iii) as compared with men, women disproportionately fall off the academic ladder at the time of promotion to tenured associate—a phenomenon that appears

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to be unique in the economics profession. Two recent trends strike a disturbing chord. First, the share of women entering PhD programs appears to be in slow decline. Second, as noted elsewhere by AEA Past President Goldin, the fraction of baccalaureate women who majored in economics is declining. Taken together, these related trends call for a deeper inquiry.

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

Section II reports on CSWEP restructuring, and Section III details the resources CSWEP has developed to address the challenges women continue to face in the economics profession, including specific activities over the past year and new approaches for the future. Of these activities, Associate Chair **Terra McKinnish** directed the mentoring program with her characteristic skill and innovation. Associate Chair **Margaret Levenstein** directed the 2015 CSWEP Annual Survey, analyzed the results and wrote *The Statistical Report on the Status of Women in the Economics Profession* in Section IV. Section V concludes with well-deserved acknowledgements. Appendix A lists the 2015 Board members. For those who want a quick sketch of the activities, growth and changes in CSWEP over the last four years, see Appendix B.

II. Restructuring CSWEP

A. Associate Chairs

In January 2015, the AEA Executive Committee approved the creation of two associate chair positions and substitution of these for two at-large positions on the CSWEP Board—one the Associate Chair and Director of the CSWEP Survey and the other the Associate Chair and Director of Mentoring

Programs. These have now been ably filled. Margaret Levenstein (Executive Director, Michigan Census Research Data Center, and Adjunct Professor of Business Economics and Public Policy, Ross School of Business, University of Michigan) is the inaugural Associate Chair and Director of the CSWEP Survey. Terra McKinnish (Associate Professor of Economics, University of Colorado-Boulder, and Director of the CeMENT National Workshops 2012–2014) is inaugural Associate Chair and Director of Mentoring Programs. Both have already made important innovations and increased both the efficiency and the amount of leadership attention to their own bailiwicks as well as by extension to all CSWEP functions.

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

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

recipient), Shulamit Kahn (Boston University, CSWEP Board 1987–1991) and Marjorie McElroy (*ex officio*).

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

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

B. CSWEP Liaison Network: Up and Running

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

The Liaison's role is to: (1) ensure their department's timely response to the CSWEP Annual Survey, thereby decentralizing the burden of reining in responses from recalcitrant departments; (2) forward the *CSWEP News* three times yearly to whoever they judge to be the target audience in their department and encourage individuals to subscribe directly; and (3) generally work to make

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CSWEP opportunities well known both informally as well as formally by forwarding occasional emails to students and colleagues.¹

In all aspects, the CSWEP Liaison Network is connecting. Response time to the call for departmental data for the 2015 CSWEP Survey was greatly reduced, with most departments reporting by early November and figures reported from all but a handful of departments in December (rather than the January-February returns of previous years). As important, information on CSWEP opportunities is reaching a larger audience, evidenced by an increase in applications and registrations for all CSWEP activities, from paper sessions at the AEA/ASSA Annual Meetings and at the four meetings of the regional economics associations to the mentoring breakfasts to the Summer Economics Fellows program. Bravos and thanks are due to each and every one of these thoughtful Liaisons.²

III. CSWEP Activities in 2015

A. Mentoring Programs

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

Growing out of the first CCOFFE Workshop in 1998 and offered annually since 2015, the success of the CeMENT

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

In January 2015, CSWEP renamed the Mentoring Workshops to better indicate their target audience. The CeMENT Workshop for Faculty in Doctoral Programs (formerly called the *National Workshop*) and held after the Annual AEA/ASSA Meetings targets women in departments with PhD programs where research accomplishments carry heavy weight in promotion. The CeMENT Workshop for Faculty in Non-Doctoral Programs (formerly called the *Regional Workshop*) and held biennially in conjunction with one of the meetings of the regional economics associations targets women in departments where teaching receives more weight.

ii. CeMENT Mentoring Workshop for Faculty in Doctoral Programs

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

scientific evaluation of their effectiveness. This Workshop remains, nonetheless, oversubscribed.

Led for a second year by CeMENT Director **Kosali Simon** of Indiana University, the upcoming 2016 workshop will serve 40 participants joined by **16 mentors** and several special guests as well as observers from other organizations (from China, Japan and from the American Finance Association).⁶ As usual, team sessions and general presentations will cover topics including research, grants, publishing, efficient and effective teaching, networking, tenure and work-life balance. The San Francisco Federal Reserve will host the kick-off dinner. As before, all of the professional development materials provided to participants, the "CeMENT Binder," are available to all at CSWEP.org.⁷

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

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

Held in odd-numbered years, the CeMENT Mentoring Workshop for Faculty

¹ For example, the flyer *Do You Know About CSWEP?* (available at CSWEP.org) sketches some of the opportunities provided by CSWEP, knowledge of which still seem to circulate mainly by word of mouth.

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

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

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

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

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

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

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

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

Directed by **Ann Owen** of Hamilton College, the 2015 workshop immediately preceded the Southern Economic Association Meetings in New Orleans. Eleven senior women mentored 38 juniors on publishing, teaching, networking, the tenure process and achieving a work/life balance. They worked together in small groups on goal setting and provided feedback on research papers to other group members. Overall, mentees rated the workshop as extremely helpful, with participants praising the value of the tips they received and the networks they started. Most left the workshop with important career goals and the plans to achieve them.

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

iiii. Mentoring Breakfasts for Junior Economists

The 2013 AEA/ASSA Meetings saw CSWEP’s inaugural **Mentoring Breakfast for Junior Economists**. Conceived by Board members **Terra McKinnish** and **Linda Goldberg** as a stand-in for the then-biennial CeMENT National Mentoring Workshop during its “off year,” this first informal meet and greet event brought together 40 senior economist

mentors (predominately senior women) and 120 female and male junior economist participants (primarily faculty six or fewer years post-PhD and graduate students on the job market). So successful was the breakfast that CSWEP has since hosted two annually at the AEA/ASSA Meetings.

Now in its fourth year, the Mentoring Breakfasts for Junior Economists have nearly doubled in capacity as well as offerings, with 210 junior-level economists registered for 2016’s two breakfasts and more on the waitlist, held there by room capacity constraints and a desire to maintain a low mentor-mentee ratio. This figure includes a greatly increased demand from the junior faculty, post-docs and non-academic professionals who now comprise 72% of all participants, with the remaining 28% being graduate students on the job market. While 94% of participants are women, an increasing share are male. It also bears mention that interest from senior mentors matches that of junior participants, with 55 mentors signing up within days of the call to serve in 2016, many for both breakfasts. (Thanks to the CSWEP Liaison Network for their help spreading the word!)

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

iv. Peer Mentoring Breakfast for Mid-Career Economists

Prompted by the success of the junior mentoring breakfasts, a number of

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

Organized by **Terra McKinnish**, **Cecilia Conrad**, **Linda Goldberg** and **Kosali Simon**, this year’s mid-career breakfast will serve 54 participants. The event will open with brief talks from three senior economists on topics identified by registrants as important to them at mid-career: **Cecilia Conrad** (Vice President, MacArthur Fellows Program) on *Evaluating and Planning for Career Transitions*, **Laura Argys** (Professor and Associate Dean, University of Colorado Denver) on *Being Efficient and Effective in Administrative Duties* and **Donna Ginther** (Professor of Economics and Director, Center for Science Technology & Economic Policy, University of Kansas) on *Time Management under Rising Responsibility*. Led by two senior facilitators, each table of participants will engage in two speed mentoring activities, with each receiving two minutes to introduce themselves (professional position, career path, research area) and eight to 10 minutes to ask individual questions and receive feedback from the table. The full group will then reconvene to share questions or points that came up during the small group work.

v. Pilot Mid-Career Professional Development Activities

Plans are underway for an expansion of mid-career mentoring to spur a larger conversation about owning your impact in the profession and being strategic in doing so. As a pilot for the 2016 AEA/ASSA Meetings, **Diane Whitmore Schanzenbach** (Northwestern University and Brookings Institution) organized a roundtable on *Who’s Doing the Talking: Women Economists and the Media*.

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With a long-standing interest in this topic, Schanzenbach was spurred to action by recent infamous slights of prominent women economists in the media (see Appendix for examples). Panelists include economists **Lisa Cook** of Michigan State University; **Claudia Goldin** of Harvard University; **Susan Dynarski** and **Justin Wolfers**, both of the University of Michigan; and media representatives **Catherine Rampell**, national syndicated opinion columnist for the *Washington Post* and **Dan Diamond**, contributor to *Forbes*, *Vox* and other outlets.

Response to news of the panel was swift and positive, with 120 people registered to attend within days of announcing the offering and many others writing in to express their support and asking if the panel would be recorded or streamed. Clearly female economists want to learn how they can begin to change the conversation. Thus, for the 2017 AEA/ASSA Meetings, Schanzenbach is exploring the possibility of training for female economists in how to interact with the media. Should this media training prove successful, CSWEP will explore additional enrichment training in the many other ways senior women economists can make an impact, including serving on panels, editing, teaching, blogging and mentoring.

vi. Haworth Mentoring Committee

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

University, respectively.

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

vii. AEA Summer Economics Fellows Program

Begun in 2006 with seed monies from the National Science Foundation (NSF) and designed and administered by a joint AEA-CSMGEP-CSWEP committee, the AEA Summer Economics Fellows Program aims to enhance the careers of underrepresented minorities and women during their years as senior graduate students or junior faculty members. Fellowships vary from one institution to the next, but generally senior economists mentor the fellows for a two-month period, and fellows, in turn, work on their own research and have a valuable opportunity to present it. Many fellows have reported this as a career-changing event.

The **AEA Summer Economics Fellows Program**¹⁰ had another excellent year overall. It placed 14 fellows (13 were female graduate students and one was a female faculty member) with 10 sponsors,¹¹ the most fellows since 2009.

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

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

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

Applications from graduate students were solicited earlier and more aggressively because of concerns about a decline in the number of applicants last year from 46 to 43 and the number of applicants in 2015 increased to 77. But the number of applicants from minority groups dropped from nine to six, one of whom was selected. And the percentage of applicants hired declined from 30% in 2014 to 18% in 2015.

B. Carolyn Shaw Bell Award and Elaine Bennett Research Prize

Given annually since 1998, the **Carolyn Shaw Bell Award** recognizes an individual for outstanding work that has furthered the status of women in the economics profession. The 2015 award goes to **Janet M. Currie** of Princeton University, the Henry Putnam Professor of Economics and Public Affairs, Chair of the Economics Department and Director of the Center for Health and Well-Being. Currie's research spans labor, public and health economics. She is best known for her work on public policy issues affecting child health and wellbeing. Female and male economists from all career stages, including former and current graduate students, colleagues and coauthors all spoke of her wisdom, practical advice and commitment to gender equity in economics. The full [press release](#) is available online.¹² We expect to publish an interview with Professor Currie in Issue II 2016, *CSWEP News*. The Bell Award is conferred annually at the AEA/ASSA Meetings during the CSWEP Business Meeting to which all are welcome.

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

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

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

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as well as to all those who wrote the thoughtful, detailed letters in support of each candidacy.

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

It is worth noting that in 2015 for the first time CSWEP videotaped the wonderful introductions, acceptance talks and family comments of both Emi Nakamura's (Columbia University) 2014 Bennett Prize and Hilary W. Hoynes's (University of California, Berkeley) 2014 Bell Award. Both are available at CSWEP.org.¹⁵ As well as allowing virtual attendance by anyone and preserving the content of the recipient's talk, these videos also capture the spirit of the times and may become valuable historical records. CSWEP plans to continue this practice.

C. CSWEP's Presence at Annual Association Meetings

i. The 2015 American Economic Association Meeting

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

The highly competitive submissions process encourages quality research both in gender-related topics and more recently in fields that tend to be male

dominated. Women consistently report that these sessions, which put their research before a profession-wide audience, proved instrumental in their success as economists. It is worth noting that even with the committee's liberal gender requirements (i.e., papers in the non-gender session must have at least one junior female author, while papers in the gender session must have one junior author) as of 2015 these sessions still accounted for a disproportionate share of women on the AEA Program.

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

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

ii. Four 2015 Regional Economic Association Meetings

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

The 2015 year kicked off with the *Eastern Economic Association Meetings* (February 26–March 1, New York, NY). **Amalia Miller** (CSWEP Board Eastern

Representative) organized five paper sessions and a panel discussion, *What Do Female Economists Do Outside of Academia?* Paper sessions included papers authored by female PhD students and junior faculty as well as senior faculty covering a range of topics in macroeconomics, gender, development and applied microeconomics. Forty female and male participants from a variety of career stages also joined in a CSWEP Networking Breakfast. A huge "thank you" to former CSWEP Board member **Susan Averett** (Lafayette College), who served as CSWEP's "woman-on-the-ground" at these meetings.

The *Midwest Economic Association Meeting* followed (March 27–March 29, Minneapolis, MN) with **Anne Winkler** organizing her traditional networking lunch sandwiched between two career development panels. *Advice for Job Seekers* covered differences in academic settings, including working in schools of public affairs, the search process and how to get off the ground running in a new job. Panelists in *Discussion on Academic Careers* covered balancing work and family, the benefits of taking a research leave, getting research done at a liberal arts institution and how to succeed in an environment of university budget cuts. All three were enthusiastically received by demographically diverse audiences.

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

Finally, for the *Southern Economic Association Meeting* (November 21–23, New Orleans, LA), **Ragan Petrie** (CSWEP Board Southern Representative) organized three paper sessions, a

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

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

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

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
1st-year Students	31.3%	32.2%	35.6%	38.8%	31.9%	33.9%	34.0%	33.9%	31.9%	31.0%	32.7%	35.0%	33.5%	32.1%	32.4%	29.3%	32.7%	31.4%	31.6%
ABD	26.8%	28.2%	33.0%	32.3%	30.2%	30.6%	32.7%	33.1%	33.9%	33.6%	32.7%	33.7%	33.5%	34.2%	34.3%	32.5%	31.9%	32.0%	31.7%
New PhD	25.0%	29.9%	34.2%	28.0%	29.4%	27.2%	29.8%	27.9%	31.1%	32.7%	34.5%	34.8%	32.9%	33.3%	34.7%	32.5%	35.0%	32.9%	34.7%
Asst Prof (U)	26.0%	25.9%	27.8%	21.4%	22.5%	23.2%	26.1%	26.3%	29.4%	28.6%	27.5%	28.8%	28.4%	27.8%	28.7%	28.3%	27.8%	29.5%	28.2%
Assoc Prof (U)	11.1%	15.9%	27.3%	17.2%	10.0%	17.2%	24.0%	11.6%	31.2%	24.6%	20.0%	29.2%	25.0%	34.1%	30.8%	40.0%	25.9%	23.1%	29.2%
Assoc Prof (T)	13.4%	14.0%	15.1%	16.2%	15.3%	17.0%	19.9%	21.2%	19.2%	24.1%	21.0%	21.5%	21.8%	21.8%	21.9%	21.6%	24.5%	23.5%	23.5%
Full Prof (T)	6.5%	6.1%	6.5%	7.4%	5.8%	8.9%	9.4%	8.4%	7.7%	8.3%	7.9%	8.8%	9.7%	10.7%	12.8%	11.6%	12.0%	12.1%	12.2%
All Tenured/ Tenure Track	13.4%	11.9%	--	--	15.2%	15.2%	15.5%	15.0%	16.1%	16.3%	15.5%	16.9%	16.9%	17.5%	19.0%	20.9%	18.6%	15.4%	19.0%
Other (Non- tenure Track)	50.8%	31.8%	--	--	32.3%	38.4%	32.7%	32.3%	39.6%	34.4%	40.5%	33.5%	36.1%	33.0%	34.1%	39.5%	36.1%	39.8%	36.8%
N Departments	120	118	120	120	120	120	128	122	122	124	124	123	119	121	122	122	124	124	124

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

networking lunch and a joint presentation with **Gary Hoover** of CSMGEP on *The Status of Women and Minorities in the Economics Profession*. Represented on all three days of the conference, anyone who wanted to see a CSWEP event could do so! Fifty-four people, including five men, joined the lunch; the joint CSWEP/CSMGEP session on Saturday had about 20 attendees; and the paper sessions each had from eight to 20 people in attendance.

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

D. CSWEP News: 2015 Focus and Features

Under the able direction of oversight editor **Madeline Zavodny**¹⁶ and the graphic

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

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

i. Associations of Women Economists Around the Globe

To give Board members some relief from the responsibilities of co-editing, in this first issue of 2015, **Madeline Zavodny** enlisted **Xiaopeng Pang** (Secretary General of the Chinese Women Economists Network (CHWEN) and Professor of Economics, Renmin University of China) and **Elizabeth Asiedu** (President and founder of the Association for the Advancement of African

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

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

Women Economists (AAWE) and Professor of Economics, University of Kansas), to profile their respective associations. A key theme emerged: a seemingly insatiable hunger on the part of women economists for mentoring. It is also worth noting that in addition to the proliferation of international associations of women economists, other disciplines such as political science are beginning to see the value of this work and have consulted CSWEP to help them form similar organizations. This is indeed an exciting development.

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

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

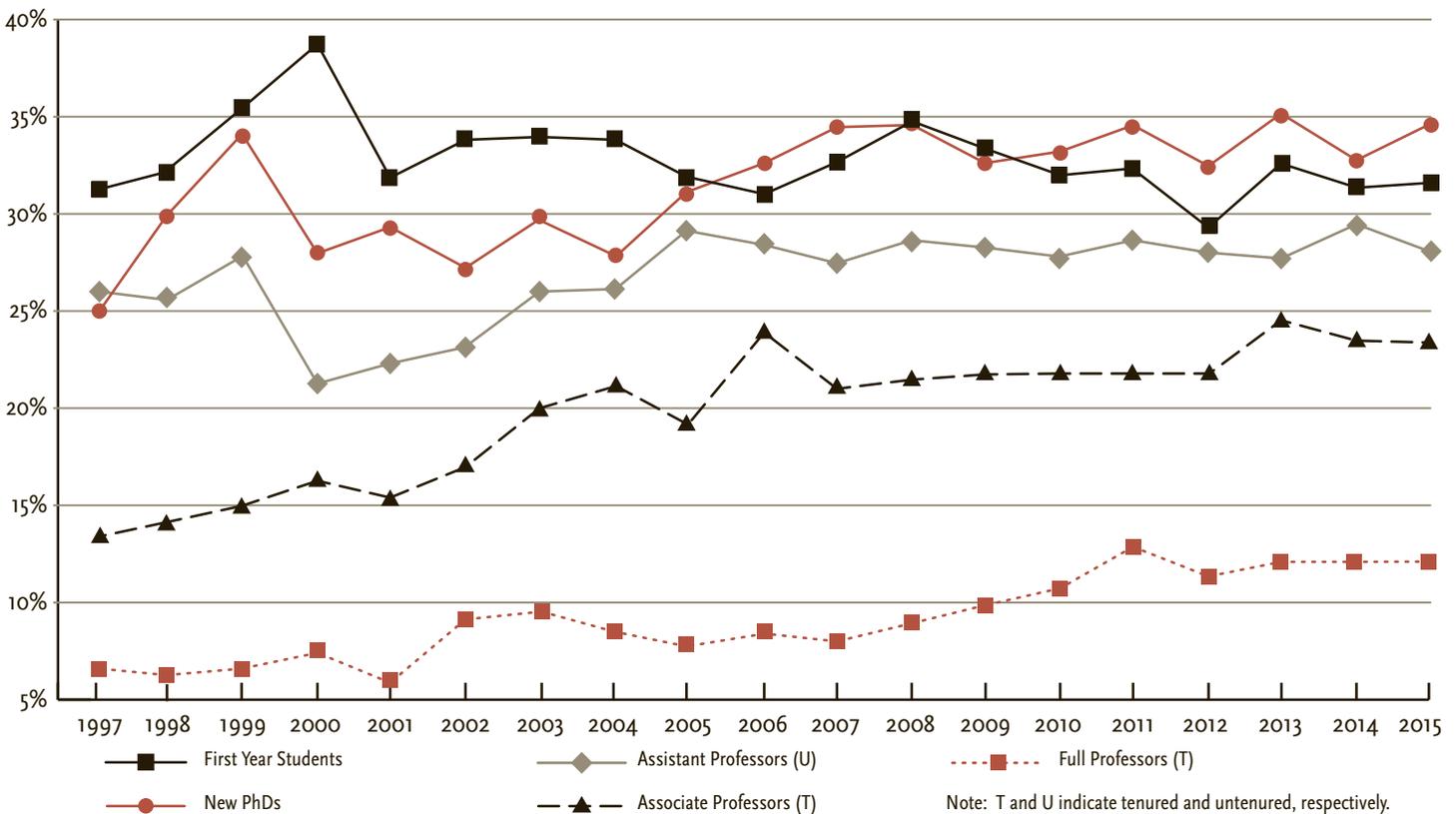
Table 2. The Pipeline for the Top 10 and Top 20 Departments: Percent and Numbers of Faculty and Students Who Are Women

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

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



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



In addition, **Edward Miguel** (University of California, Berkeley), **Lucas Coffman** (Ohio State University) and **Muriel Niederle** (Stanford University), and **Adam Marcus** (Managing Editor of *Gastroenterology & Endoscopy News* and *Anesthesiology News*) and **Ivan Oransky** (Vice President and Global Editorial Director of *MedPage Today* and Distinguished Writer in Residence at New York University’s Carter Journalism Institute) discuss, respectively, transparency in research; the interrelationships of pre-analysis, substitute studies and replicability; and the balance between penalties for retracting honest errors and more optimal retraction rates.

Professional development features of these and past issues of *CSWEP News* are now more easily accessible at CSWEP.org, where you can find them [archived by year](#) as well as by [target audience](#) and [topic](#).¹⁹ CSWEP is also work-

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

ing with the AEA to streamline the subscription process and anticipates having a new subscription interface in place in 2016. For making this happen, special thanks go to **Michael Albert**, **Jenna Kutz** and **Susan B. Houston** of the AEA staff.

IV. Status of Women in the Economics Profession

In 1971 the AEA established CSWEP as a standing committee to monitor the status and promote the advancement of women in the economics profession. In 1972 CSWEP undertook a broad survey of economics departments and found that women represented 7.6% of new PhDs, 8.8% of assistant, 3.7% of associate and 2.4% of full professors. Much has changed. At doctoral institutions, women have more than quadrupled their representation amongst new PhDs to 34.7%, tripled their representation amongst assistant professors to 28.2%, increased their representation

<https://www.aeaweb.org/committees/cswep/newsletters-topics.php>.

at the associate level more than six fold to 23.5% and increased their representation at the full professor level five-fold to 12.2%. This report presents the results of the 2015 survey, with emphasis on changes over the last two decades, including entry of women into PhD programs and the progress of cohorts of new PhDs as they progressed through the academic ranks.²⁰

A. The CSWEP Annual Surveys, 1972–2015

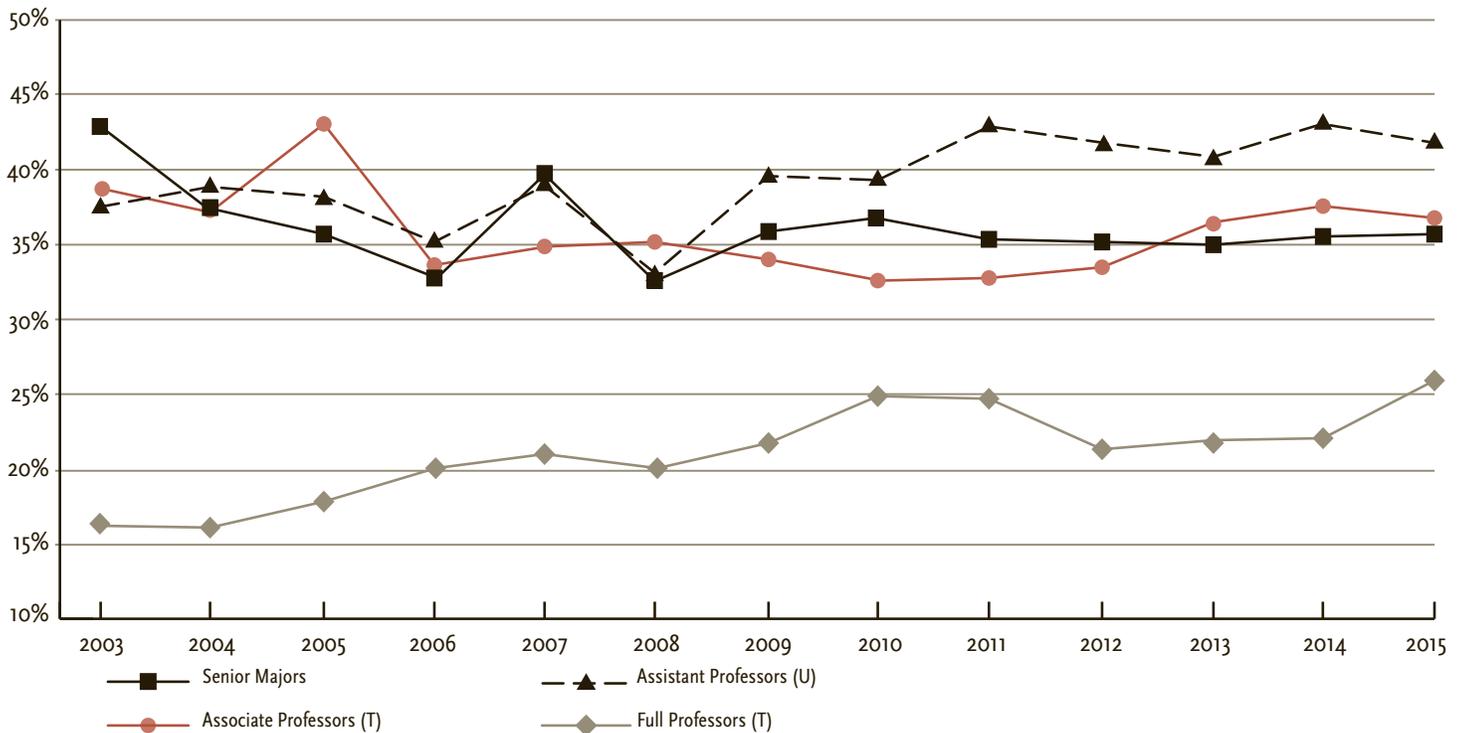
In fall 2015 CSWEP surveyed 124 doctoral departments and 126 non-doctoral departments.²¹ Of these, all 124 doctoral

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

²¹ The 2015 survey pool for doctoral departments remained the same as in 2013 and 2014. The 126 non-doctoral departments surveyed are the same as those surveyed in 2014 with

The 2015 Report ▲

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



and 117 non-doctoral departments responded, yielding response rates of 100% and 87%, respectively. This report includes harvested faculty data from the Web for the non-responders. The non-doctoral sample is based on the listing of “Baccalaureate Colleges—Liberal Arts” from the *Carnegie Classification of Institutions of Higher Learning* (2000 Edition). Starting in 2006 the survey was augmented to include six departments in research universities that offer a Master’s degree but not a PhD degree in economics. We are in the process of harmonizing and documenting the departmental-level data from the 1970s to the current period to improve our analysis of long-run trends in the profession.

B. 2015 Results

This overview begins with an oft-neglected group, *teaching faculty outside of the tenure track*. These faculty typically hold multiyear rolling contracts and

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

carry titles such as adjunct, instructor, lecturer, visitor or professor of the practice. As seen in Table 1, in doctoral departments, the representation of women in these positions runs high, currently standing at 36.8%, exceeding that not just of assistant professors but even that of new PhDs. In 2015 the share of non-tenure track women was almost twice their share of all tenure track positions combined (19%), and this disparity is greater still in the top 20 departments (Table 2).

With regard to doctoral departments, the representation of women at each level of the academic hierarchy has increased since the 1970s. However, progress has slowed during the last two decades. Since 1997, there has been only a very small increase in the proportion of assistant professors who are women (28.2% in 2015 versus 26.0% in 1997). The representation of women amongst first-year PhD students has not increased at all, standing at 31.6% in 2015 versus 31.3% in 1997. During the last decade the share of first-year students who are women averaged 32.2%, a slight decline from the previous decade’s 33.7%.

This was the case despite an increase in the share of baccalaureate degrees going to women. The increased entry of women into the profession during the late 20th century led to increasing representation of women in higher ranks, with women now making up almost one-quarter of tenured associate professors and just over 12% of full professors.

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

Because the growth in women’s representation has differed across ranks,

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

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

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

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

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

Turning to a comparison of non-doctoral with doctoral departments, at every level in the tenure track, women's representation in non-doctoral departments runs higher—over 10 percentage points

higher—than in doctoral departments (compare Tables 5 and 6). Similar to the trend in doctoral departments, women's representation has mildly trended up at the assistant professor level and somewhat more so at the full level. Deserving of attention, the non-doctoral departments do not share the strong upward trend at the associate level exhibited by doctoral departments. Among non-doctoral departments the trend in women's representation at the associate level

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

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

seems fairly flat over the past 12 years at a little over one-third (Figure 2).

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

With regard to the advance of cohorts of academics through the ranks, this report presents a simple lock-step model of these advances (Figures 3 and 4). With a maximum of 41 years of data on each rank we can track the gender composition of some relatively young cohorts from entering graduate school through the PhD and of other older cohorts from receipt of the degree through the assistant and associate professor ranks. Unfortunately, these data do not suffice to analyze the advance of cohorts from

associate to full professor. Over the last decade, the proportion of women receiving their PhDs has been almost exactly the same as the proportion of women entering PhD programs six years prior. Women are, if anything, more likely to graduate in five years than their male co-matriculantes. There is evidence of attrition from academia after graduate school, however, as women’s share of new assistant professors is on average about 5% less than their share of new PhDs (Figure 3). Women’s disproportionate exit from traditional academic jobs has, if anything, increased in the last decade (examining those who entered PhD programs in 1997–2003).

The female share of the entering class of students in PhD programs overall has been steady, at between 31 and 35%, over the last 20 years (Figure 1). The female share in top 20-programs, however, has fluctuated in ways that raise concern (Table 7). Between 1997 and 2001, the average female share in these programs was about 30%. During the period 2002–2006 this stays roughly constant, suggesting continued integration of women into economics and a flow into the pipeline. During 2007–2011, the average fell to 27.3%. This could easily have reflected small numbers and not a trend. However, the average female share in top-20 programs has remained at or below this level during 2012–2015 and fell below

25% in 2015. There is considerable variation in the share of females in the first PhD class across the 21 schools in the top 20 (Table 8). Note that while we are not breaking out the top 10, to protect the confidentiality of individual school data, the pattern is not different across the top 10 and the schools ranked 11–20.

C. Conclusions

Past intakes and subsequent advancements of women and men determine the contemporaneous distribution of men and women on the academic economists’ ladder. *This report points to two critical junctures: the failure to grow of the representation of women at the intake; and, relative to men, the subsequent poorer chance of advancing from untenured assistant to tenured associate professor.* With regard to the first, in the face of the growing representation of women at the baccalaureate level, the stagnation of the share of women in entering PhD classes means that entering PhD students represent a declining fraction of new baccalaureate women. This latter decline is no doubt rooted in the analogous decline in the fraction of women undergraduates who major in economics and may in part stem from the way we teach economics at the undergraduate level, as stressed by Goldin (*CSWEP Newsletter*, Spring/Summer 2013). This is an issue for both doctoral and non-doctoral departments (see Tables 5 and 6).



The 2015 Report ▲

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

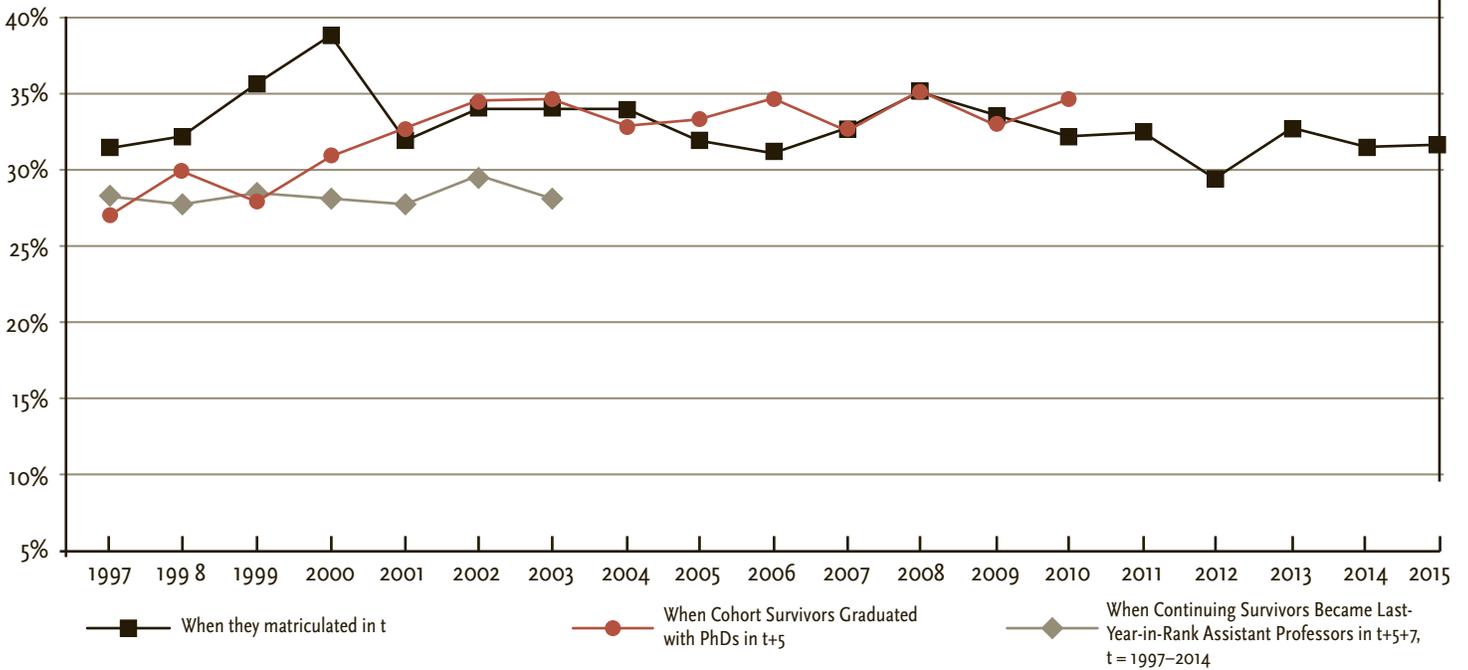


Figure 4. Lock-Step Model: The Percentage of Women in 41 Cohorts When They Received Their PhDs, for 34 of These When They Became Last-Year-in-Rank Assistant Professors and for 27 of These When They Became Last Year-in-Rank Associate Professors

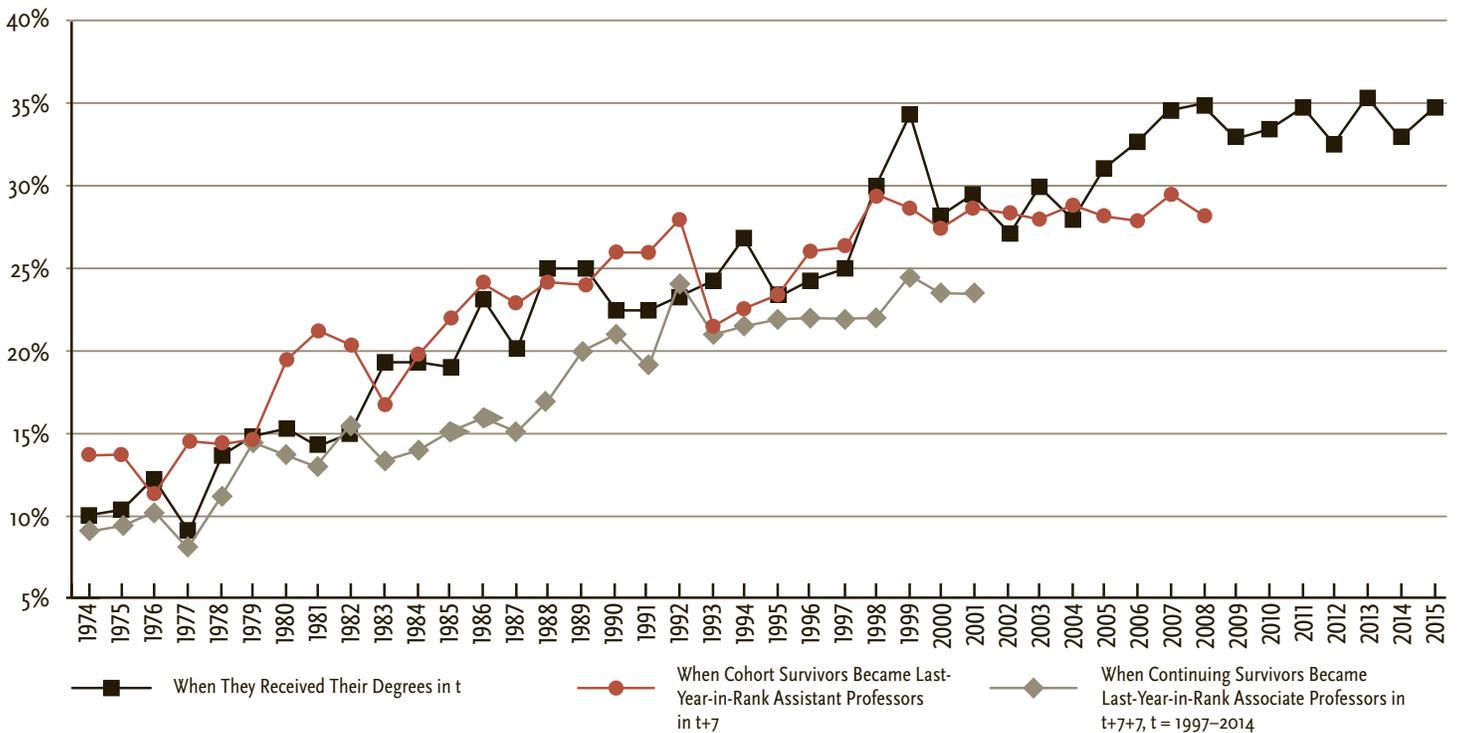


Table 5: The Current Gender Composition of Faculty and Students: Economics Departments *with* Doctoral Programs

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

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

progress for women in economics when compared with other disciplines.

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

In closing out this summary, it is worth noting that the 44 years of data on the evolution of faculty composition at the department level are unique

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

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

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

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

in the social sciences and beyond. *It is time to steward these data in a way that meets professional standards, to put in place a system for maintenance for future years and to make the descriptive statistics at group levels (e.g., doctoral, non-doctoral and others) available online.* We also recommend making departmental-level data available for research purposes in a manner that protects the confidentiality of the responding departments. The new Associate Chair and

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

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

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

Director of the Survey has begun the process of identifying and documenting the extant data so that it can be properly archived and shared.

V. Board Rotations and Acknowledgements

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

Serena Ng, who completed an extended four-year first term, is also rotating off the Board, though she will continue to contribute her expertise to the Survey Steering Committee. Serena was our resident skeptic and we benefited from her sage observations. She and **Petra Todd** expanded CSWEP paper-session topics, serving as a powerful selection committee for three AEA paper sessions on applied econometrics. Her Focus section in *CSWEP News* on going to graduate school stands as a classic. As career demands pull her away I express my gratitude for her service.

Finally, after completing one term, **Bevin Ashenmiller** will rotate off the

Board. Especially missed will be her humor and stories. Bevin’s work as CSWEP’s Western Representative was ambitious and remarkable, and she is owed many thanks.

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

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

The upcoming January 2 meeting of the CSWEP Board will be a bittersweet moment for me. Although we will meet for a final time in the spring, January 2 will be my fourth and last face-to-face meeting in the role of Chair. Over the last four years, the quality of the ideas that have bubbled up from this Board, as well as the willingness of Board members to make the ideas work, are stunning and I have taken great joy from that. Contributions of some individual members were noted in the sections above, but it is impossible to report anything close to all of them. All Board members have, with a lot of smart work, enthusiastically advanced the mission of CSWEP, and it is my privilege and joy to have worked with them. I will miss each one and our collective camaraderie.

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

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

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

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

Appendix A CSWEP Board Members (2015)

Marjorie McElroy, Chair

Professor of Economics, Duke University

Margaret Levenstein, Associate Chair & Survey Director

Research Professor, University of Michigan

Terra McKinnish, Associate Chair & Director of Mentoring

Professor of Economics, University of Colorado, Boulder

Bevin Ashenmiller, Western Representative

Associate Professor of Economics, Occidental College

Cecilia Conrad, CSMGEP Liaison

Vice President, MacArthur Fellows Program

Linda Goldberg, At-Large

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

Kevin Lang, At-Large

Professor of Economics, Boston University

Amalia Miller, Eastern Representative

Associate Professor of Economics, University of Virginia

Serena Ng, At-Large

Professor of Economics, Columbia University

Ragan Petrie, Southern Representative

Associate Professor of Economics, George Mason University

Kosali Simon, CeMENT Director

Professor, School of Public and Environmental Affairs, Indiana University

Petra Todd, At-Large

Professor of Economics, University of Pennsylvania

Anne Winkler, Midwestern Representative

Professor of Economics, University of Missouri, St. Louis

Madeline Zavodny, Newsletter Oversight Editor

Professor of Economics, Agnes Scott College

Appendix B CSWEP: Four Years of Growth and Development

Mentoring & Career Development

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

The 2015 Report

Summer Fellows Program (Since 2007)

Targets minority ABD graduate students and assistant professors (joint with CSMGEP and the AEA)

2015 saw 14 Fellows mentored for two months at 10 institutions (USITC, the Federal Reserve Board and its regional Banks)

Notable increase in 2016 applicants, likely stemming from the new CSWEP Liaison Network (see below)

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

Now includes co-sponsorship of a variety of mentoring experiences organized by groups other than CSWEP

Mentors are primarily senior women economists, both inside and outside of academia

Started in 2005 with the donation of the Haworth Fund to piggy-back mentoring functions onto standard departmental seminars by outside speakers

Most successful applications are for less than \$1K

6 senior women mentored 45 graduate students, assistant professors and research economists in government employ (2015)

Expanded in 2013 with supplemental CSWEP funding of \$5K to include co-sponsorship of a variety of mentoring experiences arranged by others

Mentoring in both one-on-one and small group settings with 3–15 participants

Provide Opportunities for Women in the Economics Profession

Program Description	Agents and Beneficiaries	Growth and Change										
Organize Six Competitive-Entry Paper Sessions at the Annual AEA/ASSA Meetings (Ongoing)												
CSWEP calls for abstracts in gender and one or more additional fields For non-gender related papers, at least one author must be a woman	Account for a disproportionate share of women on the AEA Program 2016 saw 109 abstracts submitted for 24 slots (12 in gender-related topics and 12 in public economics), yielding an acceptance rate of 22%	Recent submissions: <table border="1"> <tr><td>2012</td><td>83</td></tr> <tr><td>2013</td><td>67</td></tr> <tr><td>2014</td><td>59</td></tr> <tr><td>2015</td><td>52</td></tr> <tr><td>2016</td><td>109</td></tr> </table> To provide opportunities for women in relatively male-dominated fields, beginning in 2014 CSWEP moved toward sessions in fields such as structural econometrics, macro and trade, as well as including economists outside the Board on selection committees	2012	83	2013	67	2014	59	2015	52	2016	109
2012	83											
2013	67											
2014	59											
2015	52											
2016	109											

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

From the 12 papers in its paper sessions, each committee selects 4 for publication in a synthetic session

From the 24 papers presented at the Annual AEA/ASSA Meetings, 8 papers were selected for publication, yielding a 2016 effective acceptance rate of 7%

Year	# Sessions on AEA Program	# Papers in <i>AER</i>
1972–1986	2	various, selected by <i>AER</i>
1987	3	3
1988	5	4
1986–2016	6	8 in two pseudo sessions

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

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

In response to requests, CSWEP organized and the AEA funded a private room for nursing mothers

In 2016, 13 nursing women attending the Annual AEA/ASSA Meetings

CSWEP is advocating for similar lactation rooms at the Annual Meetings of the four regional economics associations and elsewhere

Monitor the Progress of Women in the Economics Profession

Vehicle and Audience	Recent Developments
Annual CSWEP Survey of 250 U.S. Economics Departments (Since 1993)	
125 doctoral departments with 100% response rate each year since 2011	Added count of non-tenure track teaching faculty (2013)
126 non-doctoral departments with generally increasing response rate from 72% in 2013 to 87% in 2015	Added screen to identify and omit departments that turned out not to be economics departments: 21 in 2013, 4 in 2014, and 7 in 2015
	Stratified non-tenure-track teaching faculty into full and part-time (2015)
	Plans underway to provide individualized reports to departments (2016)

The 2015 Report

CSWEP Annual Report to the AEA (Since 1972)	
Published annually in <i>American Economic Review: Papers & Proceedings</i>	Added analysis of synthetic cohorts of male and female incoming PhD students up through tenure and promotion to associate and of new PhDs up through first job as assistant professor (2013)
Published in <i>CSWEP News</i> , Issue I of each year	Revised format highlights CSWEP programs and new developments and gives credit to those who do the work (2013)
Biennial Elaine Bennett Research Prize (Since 1998)	
To Ana Mikusheva (MIT) in 2012 and to Emi Nakamura (Columbia) in 2014	3 of 8 winners have gone on to receive the Clark Medal
Award Ceremony attended by 80 economists in 2014 and 120 in 2015, including many senior colleagues of winners from MIT, Columbia and Harvard	Noticeable increase in quality but not numbers of nominees
	Nominees are positively selected
	Efforts to increase celebratory nature and visibility of the awards ceremony (2014)
	First videotape of winner's talks available online (2014)
Biennial Elaine Bennett Research Prize (Since 1998)	
To Anna Mikusheva (MIT) in 2012 and to Emi Nakamura (Columbia) in 2014	Of 8 winners, to date 3 have gone on to win the Clark Medal
Award Ceremony attended by 80 economists in 2014 and 120 in 2015, including many senior colleagues of winners from MIT, Columbia and Harvard	Noticeable increase in quality but not numbers of nominees
	Nominees are positively selected
	Increase celebratory nature and visibility of the awards ceremony (2014)
	Videotape of winner's talks available online (Since 2014)
Annual Carolyn Shaw Bell Award (Since 1998)	
To Catherine Eckel (Texas A&M) in 2012, Rachel McCulloch (Brandeis) in 2013, Hilary W. Hoynes (UC Berkeley) in 2014 and Janet M. Currie (Princeton) in 2015	Noticeable increase in quality but not numbers of nominees
Corresponding Awards Ceremony attended by 60, 80, 120 and 110 economists, including colleagues and mentors as well as former and current students	Nominees are positively selected
	Increase celebratory nature and visibility of the awards ceremony (2014)
	Videotape of winner's talks available online (Since 2014)
Brag Box in the CSWEP News (Since 1998)	
Honors Carolyn Shaw Bell's mandate to celebrate the accomplishments of women	Underdeveloped and idiosyncratic
Lists annually about 25 women in the economics profession and their accomplishments	Plans to publish major accomplishments and firsts in the CSWEP News and post a more exhaustive list of promotions on CSWEP.org
Annual CSWEP Business Meeting (Ongoing)	
Attended by 80–110 economists yearly, but especially mentees, colleagues and students of awardees, Board members and chairs as well as friends of CSWEP, past and current	Developed CSWEP "stump talks" for Regional Representatives, Liaisons and others to modify and use for talks to various audiences

Disseminate Information

Vehicle and Audience	Recent Developments
CSWEP News (Since 2013) Formerly, the <i>CSWEP Newsletter</i> (1972–2012)	
Thrice yearly; intended for all economists, but especially women economists	New design, third (!) color and new name, CSWEP News (2013)
<i>Focus Section</i> features 3-5 professional development articles written by senior economists on a topic often targeted to women economists just establishing their careers, most of which are of interest to all junior economists, regardless of gender, race or ethnicity	Focus Section made available online by topic and audience (2015)
https://www.aeaweb.org/committees/cswep/newsletters.php	Increase in subscribers:
	2013 740
	2014 870
	2015 1087
	2016 1136
	Also distributed to 641 "Friends of CSWEP" not yet officially subscribed, but who were participants in CSWEP events or previously served on the Board

CSWEP.org (ongoing)

Part of an AEA parent site with content including: CSWEP News archives, mentoring and professional development resources, and information on the current CSWEP Board and annual programs

All economists and especially women economists, with emphasis on those just establishing their careers

New, improved format and reorganized content (2013, 2014) and ongoing improvements and updates

Public access to the “CeMENT Binder,” career development articles used at the CeMENT Mentoring Workshop for Faculty in Doctoral Programs (See Panel A) intended for all economists and especially women economists, with emphasis on those just establishing their careers (2013) and to prime discussions at the Junior Breakfast sent link to mentees three weeks in advance (2016)

Public access to Mid-Career Breakfast readings (2015)

Established the CSWEP Liaison Network (2014)

Recruited economists in academic and non-academic departments with liaisons in over 250 institutions to date

Liaisons distribute salient information and materials as well as the *CSWEP News* to colleagues and students in their professional network

Tenured faculty liaisons facilitate their department’s response to the CSWEP Annual Survey

The current 250 Liaisons come primarily from economics departments

New initiative to recruit Liaisons to reach economists in Schools of Business, Public Policy, Public Health, etc. as well as research economists in government agencies and the like

By getting information out, the Liaison Network no doubt contributed to the increases in the number of subscribers, applicants and participants and ultimately the growth and success of all CSWEP ventures

CSWEP Brochure (2015) and YouTube Channel (2015)

Provide information on CSWEP programs intended for all economists and especially for women economists who are unaware of CSWEP resources

First distributed in 2015 by the AEA to chairs of 800 U.S. economics departments; annual distribution to chairs going forward

First online video hosting of award winner talks in 2015; annual posting going forward

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

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

Newsletter Staff

Marjorie McElroy, Editor

Jennifer Socey, Assistant Editor

Madeline Zavodny, Oversight Editor

Leda Black, **Graphic Designer**