



Newsletter of the  
**Committee on the Status of Women  
in the Economics Profession**

Fall 2011  
Visit [CSWEP.org](http://CSWEP.org)

Published three times annually by the American  
Economic Association's Committee on the Status  
of Women in the Economics Profession

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Univ. of Tennessee  
Health Science Center



I grew up in Memphis, Tennessee in the midst of the Civil Rights movement. Since my father's mantra was "education is the key that opens the door to opportunity," I knew I was going

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### 2010 Carolyn Shaw Bell Award winner



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### Board Member Biography Madeline Zavodny

Agnes Scott College



Like many economists, I love economics because it offers a way of analyzing the world that makes sense to me. I knew before I started college that I wanted to major in economics, and I

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## From the Chair

### Time to Celebrate!

We are about to be celebrating two anniversaries which are an indication of how far we've come in improving the status of women in economics: 1) The founding of CSWEP in December 1971, 40 years ago, and 2) The awarding of the first CSWEP mentoring workshop (CCOFFE) NSF award in Fall 1996, 15 years ago.

To me, these anniversaries are an emblem of life coming full circle.

Carolyn Shaw Bell, the first Chair of CSWEP, was my professor and mentor. Cathy Eckel and I as Economics Program rotators did our best one-two number on the permanent NSF program officers: Dan Newlon and Lynn Pollnow, to convince them that mentoring was far more than just teaching junior female academics how to write a NSF proposal. (Robin Bartlett was the godmother of CCOFFE.) I am now about to step down as CSWEP Chair after over three years; fully appreciating the enormity of the Chair's job, the challenges still awaiting the next generation of female economists and Chair, and thankful to Carolyn for what she did for me and the profession. The footprint of CSWEP is world-wide; in the past year alone female economists from both Australia and China have looked to CSWEP as a model of what they would like to accomplish in their own countries.

After serving as a facilitator, senior mentor, and/or a co-organizer of both the first national and Eastern regional CCOFFE workshops in 1998–99, I am about to return to the CeMENT regionals in November to ensure there is a continuity of leadership. (KimMarie McGoldrick has largely one-handedly kept the regionals running for many years.) The mentoring workshops are among the jewels of CSWEP, which along with the survey represent critical CSWEP valuables to protect and preserve long into the future.

### To the Next Generation!

I hope that as I look back in early 2021 with the celebration of the 50th anniversary of CSWEP and the 25th anniversary of the funding of CSWEP mentoring sessions, I can see the next generation of junior and senior female economists and CSWEP leaders continuing to live and realize the CSWEP vision.

### Without Help

CSWEP has been successful because of the efforts and support of many individuals. First and foremost on the list is Deb Arbiq, the CSWEP administrative assistant who has kept me and CSWEP on track particularly during the insanities of the last three years. The Board is a “working” board; they have been very generous with their time. Finally, to the staff at AEA: John Siegfried and the others who keep that organization running: Barbara Fiser; Marlene Hight, Susan Houston, Regina Montgomery and Violet Sikes.

—Barbara M. Fraumeni

## What is CSWEP?

CSWEP (the Committee on the Status of Women in the Economics Profession) is a standing committee of the AEA (American Economics Association). It was founded in 1971 to monitor the position of women in the economics profession and to undertake activities to improve that position. Our thrice yearly newsletters are one of those activities. See our website at [www.cswep.org](http://www.cswep.org) for more information on what we are doing.

# Inspiring Women in Policy



*Introduction by Linda Goldberg,  
Federal Reserve Bank of New York*

**I**n discussions on increasing and respecting diversity, one of the first lessons is the importance of respecting and valuing people who are different from ourselves. Differences can cover a broad spectrum of dimensions. We often focus on gender or ethnicity. Sometimes we focus on age, sexual preferences, or physical abilities. In a professional setting, we might also consider schools attended or schools of thought pursued. Throughout, a good starting point is familiarity with our similarities and differences.

In this series of articles, we focus on another dimension of diversity in the economics profession: the choice of type of career as a professional economist. Taking on an academic position is one career direction. Within academia, we all know that there are many paths and no single type of academic job. Some positions emphasize undergraduate teaching, others focus primarily on high-level research, and others still entail heavy administrative duties. An academic career is fine for some. But other career choices are not second class or inferior options; they are just diverse paths. When professors advise their Ph.D. students on future choices, hopefully they discuss the richness and variety of opportunities both inside and outside of academia.

From a personal perspective, I have been in both worlds and see many tradeoffs in each choice. One thing that I bristle at, however, is the occasional recommendation letter from a student's advisor that states something along the lines of, "While I would not recommend (student name) for a top (insert number) school, they would be appropriate for elsewhere in academia or a policy job." I bristle because policy jobs are implicitly viewed as second-rate options. Work in the policy field takes many forms and can be associated with superior jobs along a variety of dimensions. Like academic positions, policy positions can be in a broad range of fields and have a broad range of responsibilities.

In this newsletter, we learn about the trajectories of three high-achieving women and their interesting paths in the policy world. We hear about the variety of topics they have worked on, the lifestyles those choices have afforded, and some challenges along the way. We hear about the difference that these women have made by choosing to work as policymakers and professional economists. I hope you find their stories as inspirational as I do.

## A Career in the World of Think Tanks

—Margaret C. Simms, Urban Institute



Although I have only been at the Urban Institute for four years, last fall I received a certificate for ten years of loyal service to the organization. That's because I was here for seven years before leaving to serve a long stint at the Joint Center for Political and Economic Studies. I am one of many Urban Institute employees who have been here more than once in their professional careers. Why do people keep coming back here, or to other think tanks that focus on policy research? For some it is because these organizations provide a place to think and write between stints in government. But for most, these organizations provide unique opportunities to focus on research in a collaborative setting.

Each organization is set up differently, but many of the features here at Urban are present in other organizations as well. There are a number of centers, each focused on a different policy realm or cluster of issues. But you can work on issues across centers, such as linking welfare policies to work effort or examining the impact of health care policies on children's well-being, for example. You also can work across disciplines. About half of our research staff is in economics, but there are collaborations between economists and people in other disciplines because it enriches the research.

It was somewhat easier for me to get involved in such collaborations because I came back to Urban to head up a program on low-income working families. In addition to my duties as director of that program, I am co-directing an American Recovery and Reinvestment Act (ARRA) program evaluation project with staff from three different centers, and I have worked with several other researchers in my center on an asset-building research effort. These types of collaborations seem more frequent and easier to form than in many academic settings, although I admit that I might not be totally objective about this.

Most of the products of these collaborative research projects are reports to government agencies or

foundations because those organizations pay for the research we do. But there are many opportunities to turn the research into shorter briefs and outside journal articles. The staff here is very generous with their time, reviewing drafts and making suggestions for improvements.

Of course, one of the great attractions of working in policy focused organizations is the connection to the policy arena, including the opportunity to get your ideas before policy makers and policy advocates. This works differently at different types of organizations. For example, the Joint Center for Political and Economic Studies had an explicit focus on issues affecting African Americans and a special link to black elected officials (BEOs). This meant that members of the Congressional Black Caucus and other organizations of BEOs looked to the Joint Center for analysis and comment on policies that they were developing or being asked to vote on. At the Urban Institute, the connections are not as tight, but the interest in putting your research findings before policy audiences is quite strong. We make sure that key policy influencers are aware of our research through electronic and personal contact and through forums and testimony.

### How Do You Enter and Grow in the World of Policy Research?

There are many ways to experience life in a policy research organization, both at the beginning of your career and later on. I was introduced to the Urban Institute when I was still in graduate school. The organization was fairly new and they were recruiting graduate students for a summer internship program when I was still trying to figure out what I wanted to do with my career. I had just decided to abandon ideas of a career in the Foreign Service for something more domestically focused. Urban gave me the opportunity to see what people do here and exposed me to several research ideas. In fact, I developed my dissertation topic from information I collected through an Urban project on education policy. I later came to Urban to



work on a public finance project for a summer while holding a faculty position.

These types of opportunities still exist, both through structured programs and through informal arrangements. The AEA, working through CSWEP and the Committee on the Status of Minority Groups in the Economics Profession (CSMGEP), has a summer program with the Federal Reserve and a number of other organizations to place dissertation students and junior faculty in summer research experiences. Many policy research organizations have their own programs as well. Urban, for example, has visiting fellows opportunities for academics to spend up to a year in residence.

If you want to come to work at a policy research organization straight from graduate school, you will likely become a member of a research team that includes one or two senior scholars and other junior staff. In the early years, you probably won't have primary responsibility for raising your own research money but will be expected to provide input to proposals that will cover your salary. Increasingly you will take on more responsibility for proposal writing and project development. Along the way you will have some opportunity to write for outside refereed journals, either based on work from your dissertation or on some of the projects you work on. If you come as a more "seasoned" researcher, from a career in academia for example, you will have to get up to speed more quickly in terms of project development and proposal writing.

### **The Rewards of the Career**

Some people describe life in a think tank as being like a university without students. But that is not really true. You have to help raise your own salary and those of your team members from dollar one, year in and year out. That tends to grab your attention more than seeking grants for research beyond your teaching salary. But knowing that you can contribute to knowledge about the impact and effectiveness of different policies can make it worthwhile.

As for as not having students, I would say it is just a matter of numbers. I have spent the last 32 years working in free-standing policy research organizations. The question that I always ask is, how did the time pass so fast? The answer, I think, is that it has been so interesting that I didn't notice the time go by. Well, that is not totally true. One marker of the passing years is the research assistants who come, fresh out of college, make important contributions to research projects, and then

depart for graduate school. The full impact of those passing years came to me when I met with a former research assistant not long ago. It has been about 20 years since she informed me that she was going to graduate school because she was "23 years old and had to get on with

*Of course, one of the great attractions of working in policy focused organizations is the connection to the policy arena, including the opportunity to get your ideas before policy makers and policy advocates.*

her life." One reason for the recent meeting was to seek her advice on a present day research assistant who was considering different options for graduate school. As I listened to the former assistant talk about her graduate education, the research she has been involved in at academically-based research centers, and the advice she is giving her students, my reaction was no different than that of a faculty advisor. I was so pleased with the product of my teaching and coaching—only in a very small classroom.

**The Committee on the Status of Women  
in the Economics Profession is now**

**FULLY FUNDED**

**by the American Economic Association!**

*We will no longer solicit donations  
but we can accept them.*

## My Path in the Policy World

Karen Dynan, Brookings Institution



I did not expect to spend my career at policy institutions in Washington. In graduate school at Harvard, I had really enjoyed certain aspects of university life: the intellectual rigor, the engagement with undergraduates, and a considerable ability to control my schedule. Moreover, I had been a research assistant at the Federal Reserve Board before graduate school, and, frankly, going back to the Fed or a similar institution seemed a little like going back to live in Mom and Dad's basement. So, upon entering the economist job market, I set my sights on becoming a faculty member in an academic economics department.

And, yet, a few months later, I found myself unpacking boxes in my new office at the Federal Reserve Board. How did this happen? Despite my original intentions, I came to the conclusion while on the job market that being at a policy institution was the best fit for me. I had studied macroeconomics because I liked thinking about economic policy, and I found myself inescapably drawn to my prospective Fed colleagues because of the intensity and rigor with which they discussed recent economic developments and the challenges facing policymakers.

Life at the Fed was fun. My first position there was with the group that prepares the economic forecasts for the Board. I had smart colleagues, and I loved the fact that teamwork was so highly valued. I could apply the skills I learned in grad school to tough questions about the economy. My enjoyment of the job only increased over time because of how much I learned trying to square the way economists see the world with actual macroeconomic dynamics. And, being an economic data junkie, I was thrilled to be surrounded by people well-versed in and passionate about a wide range of data issues.

Although this macroeconomic analysis is probably what comes to mind when most people think about what it is like to be a Fed economist, the Fed actually offers a wide range of positions that rely on expertise

in lots of fields, from regulatory policy to public finance to econometrics to survey methodology. About a decade ago, I decided to take advantage of this diversity so that I could continue to grow as an economist. I joined a group that followed mortgage and other household finance issues, thinking that it would be a quieter place where I could study more closely consumer behavior, which had been the focus of my research agenda. The job turned out to be not quiet at all (so much for my forecasting abilities!) because of the mortgage boom and bust and the ensuing financial crisis. But, working in this area did prove to be important public service as well as an amazing learning experience.

The Fed also turned out to be a good place for me to do academic research. My *vita* is not as long as those of some of my grad school classmates, but I have published papers in a number of journals, including the *American Economic Review* and the *Journal of Political Economy*. Several features of the Fed environment contributed to my success. First, policy work is great for generating research ideas. I was constantly pushed to think about economic developments and policy challenges as they emerged (with the argument that the perfect data are not yet available not being an acceptable excuse!). This forced me to think hard and creatively about how to explore different questions, and the resulting analysis often laid the foundation for a publishable piece of research. Second, between the large staff and the sizable number of economist visitors coming and going, I formed many productive collaborative relationships. Third, I got lots of practice writing (and being edited) because memos, reports, and prepared briefings were such an important form of communication. Robert Moffitt, the editor of the *American Economic Review*, underscored the value of strong writing skills in the Spring 2011 issue of this newsletter, citing the clarity and organization of a paper as one of the three things he looks for when considering a prospective article.

Any discussion of jobs at policy institutions like the Fed would be remiss without reference to lifestyle



issues. One noteworthy aspect is the relief I got from the tenure clock. Yes, my grad school advisors were right that the absence of the “tenure stick” can lead one to redirect energies that might go towards publishing journal papers to other types of interesting work. But, to be honest, not having a tenure decision hanging over my head made going through an unexpectedly difficult pregnancy with twins three years into my professional career a lot less stressful. And, from a research point of view, there are merits to feeling freer to take risks on projects that address important questions but where the perfect dataset and identification strategies are not obvious at the outset.

The other lifestyle issue related to this type of job is time flexibility. I envied my friends at academic institutions who told me that they never had to miss an important school or family event for work reasons, as there were certainly times when my professional commitments made it really difficult to address personal priorities. In this regard, I feel very fortunate that my husband, Doug Elmendorf, in addition to being a terrific co-author, shares my views about what we would both like to accomplish in our careers and personal lives. Also, the Fed and many government institutions have made tremendous strides in their openness to part-time and flex-time arrangements. Both of us have taken advantage of such options at points during our careers.

The Fed is far from the only policy institution that hires economists in Washington and, between my own career and that of my husband, I have some personal experience with a number of them. A highlight for me was the year I worked for my thesis adviser Greg Mankiw at the Council of Economic Advisers. I signed on because I thought it would be a good experience for me, but I did not expect to enjoy it because I am not a highly political person. To my surprise, I loved nearly every minute of it. I had great colleagues—including Greg, Harvey Rosen, and Ted Gayer (who now co-directs the Brookings Economic Studies program with me)—and I spent much of my time on the fascinating and important topic of the systemic risk associated with the housing GSEs. I recommend the experience highly to anyone who has an interest in influencing policy. As for the politics, the fact that you are an economist turns out to be much more important than your party affiliation because, regardless of whether the policy ideas come from the left or the right, they all need sound economic analysis and input.

In 2009, I was recruited to join the Brookings Institution as Vice President and Co-director of the Economic Studies program. Brookings is one of the nation’s oldest

*. . . the Fed actually offers a wide range of positions that rely on expertise in lots of fields, from regulatory policy to public finance to econometrics to survey methodology.*

think tanks. People often ask what people do at think tanks (use the term with a kid and you will get a laugh), and the basic answer is that, yes, we sit around and think about policy issues. It is a bit hard to generalize from there, as the think tank world runs the gamut from institutions that are essentially advocating particular causes to organizations that produce independent research and analysis, much like professors do at a university. Brookings is on the latter end of the spectrum.

My work at Brookings has much in common with what I did at the Fed. I still follow economic developments and policy closely, and I have a great group of colleagues who share my interests. In other ways, the work is quite different. I am asked to speak to a far wider range of issues, and I engage in a much wider scope of activities. Writing papers and policy briefs still occupies some of my time, but now I get asked to do things like speaking to the public, testifying before Congress, and talking to reporters. I have learned a lot, and I am more grateful now than ever for past CSWEP articles offering advice on how to be good at these things! I do not know what the next step in my career will be, but the odds are that it will be in the policy world, and my experiences at Brookings are setting me up well for whatever that next step is.

## Why Choose to Be a Government Economist?

—Joyce Manchester, Congressional Budget Office



Like most new Ph.D. economists, I initially pursued an academic career. Yet after 21 years as an economist at several federal agencies, I am both pleased and proud that I have had the privilege of analyzing real-world issues and helping to shape policy discussions as a government economist.

At the same time, I have enjoyed a busy family life as mom to two terrific daughters who are now in college and beyond, stepmom to two engaging young people, and spouse to an economist who is active in the policy world at a consulting firm.

If you like thinking about a range of real-world problems, contributing to policy discussions in a meaningful way, and communicating basic economic reasoning clearly and directly, then finding a job in the public sector could be right for you. Easy collaboration with other policy analysts, sometimes in other disciplines, is also a plus. With some extra effort and sufficient diligence, opportunities to publish some of your day-job work in refereed publications will come as well. And many government agencies recognize the value of work-life balance, both daily and over the course of your career.

### Analyze Real-World Problems

When I began my career as a government economist at the Congressional Budget Office (CBO) in 1990, the demographic bulge known as the “baby boom generation” was established in the workforce as prime-age workers. But how they would fare in retirement and how their departure from the workforce into the retirement years would affect government entitlement programs were not yet on the radar screen for most people. As an academic, I had played with demographic change in some simple overlapping-generations models and knew that structural demographic changes can have large impacts on markets and prices. When a colleague at CBO suggested that I take on a project to help inform Congress about the financial well-being of baby boomers and what that might portend

for federal government spending in the future, I was both thrilled and terrified. That project turned out to be highly challenging, widely read, and lots of fun. Moreover, it spurred additional projects with various colleagues and led to several academic publications, including a 1995 co-authored article in the *Journal of Human Resources*, as well as many engagements on the conference and speaking circuit.


During my years at the Social Security Administration (2000–2007), I took advantage of the fact that the SSA was sitting on terrific data for analyzing how people were responding to changes in rules and incentives regarding their Social Security benefits. I worked with Jae Song, who was also at SSA, to look at changes in entitlement ages as the full retirement age increased and the retirement earnings test was eliminated at older ages. We also worked with Till von Wachter at Columbia to examine characteristics and work behavior of people who received Disability Insurance benefits over time, leading to analysis that has been valuable to the agency and will soon be published in the *American Economic Review*.

Since returning to CBO in 2007, I have seen firsthand how a government publication contributes to the debate over our country’s fiscal future. CBO’s 2011 Long-Term Budget Outlook took months of coordinated work among multiple groups at CBO, but the information transmitted in that report influences how our country responds to the challenges of demographic change and rising health care costs as we face an uncertain future. When we saw website hits for our report surge to over 150,000 during a 4-week period, we knew we had produced information that many analysts, both inside and outside the government, found useful.

### Participate in Policy Discussions

Professors like to pass along their understanding of economics to their students and dazzle their peers with publications in top journals. As a government economist, your task is a bit different. Applying economic thinking to actual problems, and doing it in such a way that policy makers pay attention, offers the opportunity





to participate in policy discussions regarding challenges facing our country today and in the future.

Not all government economists interact frequently with top government policymakers, but I have been fortunate to work with several. Interacting with three CBO Directors—Bob Reischauer, June O’Neill, and Doug Elmendorf—has been especially rewarding. My group at CBO worked closely with Chairman Paul Ryan of the House Budget Committee and his staff as we prepared CBO’s analysis of his “Roadmap for America’s Future” and preliminary analysis of his 2011 budget proposal. During meetings with Social Security Commissioners Kenneth Apfel and Michael Astrue, we shared our work on responses to policy changes.

In addition, economists frequently contribute to framing a problem or issue. Working groups on particularly thorny problems are commonplace, and the outcomes of those working groups can set the tone for future policy discussions. I served on the Social Security Trustees Working Group from 2002 to 2007 as we worked to improve projections of the Social Security trust funds, and I have presented my work to various Social Security Technical Panels over the years.

### **Communicate with Policy Makers and the Public**

The most influential publications for members of Congress or the Administration are unlikely to be highly theoretical articles in *Econometrica*. Instead, a well-written, short piece on a particular program or policy challenge may have a profound impact on the way a staff member in the office of a member of Congress explains an issue to his or her boss. Similarly, the development of a policy proposal may depend more heavily on how the proposers understand their policy will affect real people than on an abstract analysis of a related issue in a top economics journal.

In much the same way, a well-written study on a topic of interest to the public may be picked up by reporters as they attempt to explain some of the finer points of the status of a government program or policy reform. Molly Dahl and I wrote a CBO issue brief, *Losing a Job During a Recession* that was both timely and appreciated by several media outlets. A publicly available study or issue brief can be extremely useful in explaining the incentives created by the Disability Insurance program, for example, or the details of the recent health care legislation.

At the same time, explaining arguments clearly and objectively is extremely important when the only communication with the Capitol Hill staffer or reporter is the written document. Hence the amount of time and intensity of effort that go into reviewing and refining

*... the amount of time and intensity of effort that go into reviewing and refining a written document ... may surprise many economists who come from academia.*

a written document—in terms of both substantive content and communication style—may surprise many economists who come from academia. Taking advantage of the knowledge and experience of colleagues is invaluable in catching potentially misleading or confusing writing. Collaboration with other policy analysts can open your eyes to new ways of seeing a problem and explaining it to others.

### **Publish Real-World Analysis in Refereed Journals**

Being a government economist often means access to fantastic data as well as awareness of some of the top policy challenges of the day. It is sometimes possible to turn those analyses for policy makers and the public into publications in some of the top refereed journals. Doing so might require work outside of regular hours, and many government economists are fully successful without pursuing outside publications. But if the desire to remain active in the academic sphere burns bright, producing top-notch articles is certainly possible and often encouraged at government agencies.

Why would a federal agency want its economists to publish in academic journals or remain active in conferences? Outside publications reflect well on the agency and signal to the outside world that its economists are performing cutting-edge research. Presenting papers at academic conferences also encourages academics and policy analysts to interact in a way that might not otherwise occur. Access to administrative data within government agencies permits government analysts to answer

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## Elaine Bennett Research Prize winner continued from page 1

My junior year in college. Ever since my first semester in college I knew I wanted to do academic research. I was excited by topics in the areas of gender studies and social policy, and so I was taking a lot of interdisciplinary courses along with the standard economics sequence. Interdisciplinary classes such as gender studies fueled my interest in becoming an economist by providing a constant source of provocative social questions but also convincing me of the importance of acquiring and utilizing rigorous analytical tools from economics.

There was an “A-ha” moment when I realized how useful economics was for putting structure on the kind of questions that came up in these courses. It was really an intellectually thrilling year that I will never forget, that actually inspired a lot of my current research. For instance, in a women’s studies class called “Gender and Technology,” I wrote a term paper about how the introduction of credit cards and joint checking accounts gave women financial leverage in the household. My analytical skills were pretty primitive at that stage, but it was very exciting for me to think about these kinds of issues through the lens of economics (which is actually now quite standard).

***Let’s talk about your research. While you work in development economics, you’ve got a pretty diverse set of projects—across questions, countries, and empirical approaches. What are some of the common linkages, or reasons for the diversity?***

My research interests, without a doubt, cover a very broad range of topics, and the topics I study tend to be all over the map, both literally and figuratively. What I love about economics, and one of the reasons I became an economist, is that it allows me work on a wide variety of subjects, so I pick questions that I find interesting, and I suppose that I have a wide set of interests. There are a few themes in my research, however. My research can, for the most part, be classified into four topics of interest within the field: property rights and housing policy; health and development; marriage and family law; and financial markets for the poor.

One important unifying theme throughout much of my research is gender. People often ask me why gender is such a central topic in the field of development, and I think it has a lot to do with the fact that gender roles, among a lot of other things, change rather dramatically with economic development. This sheds an interesting light on debates about sources of gender differences in social roles and the causes and consequences of gender divisions in home and work life. I am also interested in science and medicine, so some of what I strive for in my health research is using tools developed largely in the field of applied econometrics to better

answer simple science and health questions that, for ethical or practical reasons, cannot be answered clearly using the standard scientific method.

***Do you have a favorite among all those papers, and why that one?***

One of my favorite papers examined the impact of iodine deficiency on the “cognitive capital” of at-risk populations by evaluating the long-run effect on children’s schooling of a natural experiment in maternal iodine supplementation. The results provide some of the first rigorous evidence of large cognitive effects in humans of in utero iodine deficiency, which had long been suspected based on animal studies but not demonstrated clearly in human populations in the medical and public health literatures. One of the most interesting aspects of the paper is that our findings also indicated that fetal iodine deficiency is particularly detrimental to female schooling. This was interesting to me from a scientific perspective, but also as an economist because it challenges the notion that gender differences in schooling outcomes observed in much of the developing world are driven purely by traditional gender roles and institutions. The findings imply, more generally, that schooling outcomes might to some extent reflect underlying differences in rates of learning disability due to ecological conditions. This paper was very rewarding for me because it satisfied my intellectual curiosity about how micronutrients affect human intelligence, had immediate policy relevance, and stimulated my interest in related topics about gender differences in schooling.

***One of the hardest parts in the transition from student to researcher is finding a good researchable question to start working on. Any advice on that for new researchers just starting their careers? What’s worked for you?***

Yes! This is definitely one of the most challenging moments in the academic career: when you finally land your first job after toiling away for years on the job market paper and then realize that you are now expected to keep producing that kind of paper but at a much higher frequency! I remember very clearly the first time I gave a talk as an assistant professor—probably weeks into the job—when someone asked me about my research interests. When I started talking about my dissertation, they cut me off, saying, “But what are you working on NOW?”

I think the best advice I can give is, don’t be afraid to start working on a research question just because you don’t see immediately how you are going to answer it. You generally have to dig into a topic before you can discover how best to approach it. In terms of coming up with topics, another piece of advice that someone gave me early on was

not to shy away from a question or area that interests you just because others are working on the same topic. There are usually many different angles to a good topic or research question, and, aside from that, in empirical work, replication is always useful!

Also, don't be shy about approaching people to collaborate. One of the best things about transitioning from grad school is that you are no longer expected to produce most of your work by yourself, and co-authorship is much more fun. So one way to get started on new topics after grad school is to approach people working on closely related themes and find a question at the intersection of your two areas.

### ***What part of your job really excites you?***

Mainly, I love the detective work of research. I love reading and hearing about things and then thinking hard about how I could actually answer that question with the perfect data—and then pushing that a step further and thinking about how I might be able to answer the question with much less than perfect data. I like the satisfaction of having the tools to answer questions that I think are important, and the flexibility as an economist to switch topics quickly as new interesting questions arise. I also love that research is—or at least can be—collaborative. It is much more fun to work with your friends to tackle research questions. In my line of research, we are usually working with pretty big teams of traditional and field-based research assistants and project managers, so it is really a group effort. I also love doing field work, although it is much harder to travel for extensive periods of time now that I have kids. Even when I am working on research questions that don't involve traditional fieldwork, I find it very insightful to spend time in the country talking to people about the questions I am investigating.

### ***Is there a part you wish you could do away with?***

The marketing component. As a wise senior colleague warned me when I started this job, as academics we are basically self-employed. That is not to say that I don't truly appreciate the opportunity to share and discuss my research with economists all over the globe, but there is a certain element of self-promotion that is necessary/expected in the job that, for someone who selected academics as a means of acquiring the perfect behind-the-scenes job, is frustrating. I don't see a way to improve the technology, but that doesn't make it any more enjoyable.

### ***Do you have any advice for young researchers, particularly women?***

I think the best advice is, don't shy away from asking big questions. I think women especially need to be reminded of this because we tend more than men to lack the confidence to attack the really big questions and focus instead on things that we know we can answer, which are often less interesting.

A related piece of advice, given to me by a successful female economist when I landed the job at Harvard, was, "You just have to put yourself out there," meaning (I think), don't be shy, don't be scared of expressing your opinions. The smartest women I know are still worse at this than the smartest men I know. I find it fascinating and don't know why women are more conservative in expressing their opinions, but casual empiricism tells me that this is an important difference in success rates, so I think it is good advice, but hard to follow.

### ***Any final thoughts?***

Young researchers should join a community. I am especially lucky to have been a part of, pretty much since I started my career, the very dynamic research environment for development economists that has been created by the establishment of organizations like the Poverty Action Lab at MIT and Innovations for Poverty Action at Yale and visionaries like Esther Duflo and Abhijit Banerjee and Dean Karlan, who have really built this new community of development research from which I have benefitted enormously. Having a smaller community is also invaluable. Find a co-author or two that you love working with, and stick with questions that you find truly interesting. Working with friends makes the job much more fun and makes it easier to handle the inevitable frustrations of having to promote and publish your work.

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## **Why Be a Government Economist?**

continued from page 9

some of the vexing questions about behavior that would otherwise remain unanswered.

### **Achieve Work-Life Balance as You Manage Your Career**

How quickly you advance as a government economist depends on how relevant your work is and how hard you want to push. But many government jobs allow flexible work schedules to accommodate life outside the office: occasional work from home, variable daily start and ending times, part-time work, or unpaid leave.

In addition, it's possible to do "office work only" when children are young and later rev up the extra work needed for faster advancement, outside publications, or a part-time teaching gig as family life becomes less demanding. Many agencies have a hefty concentration of economists in different topic areas, making it easier to back off and allocate work to someone else when needed.

Being an economist in the government may not be ideal for everyone, but it can offer terrific opportunities to do high-quality work that will influence policy discussions on the key issues facing our economy.

## Carolyn Shaw Bell Award winner continued from page 1

It was interesting in that my transition from history to economics was a process. I did not just decide to change fields. I had been studying history and focusing on the sources of mortality changes in Italy since unification. I was spending a great deal of time in a rare book room reading Italian manuscripts on “The Plague of 1348” when my first husband came to me and asked if I wanted a job. He was working with Dick Easterlin who is an economic historian, and Easterlin needed someone to read Italian. Initially, I said

*I studied two-person bargaining games as an economist for 20 years and that is precisely what I do in administration every day.*

no since I did not want to get distracted and I did not know much about economics. However, Dick was persuasive. He said that he could teach me economics but he couldn't teach me Italian. That experience altered the direction of my life. While I did go on to finish my history dissertation, I became a very different type of historian. Unlike most of the historians of the time who looked at specific eras in history, I was interested in looking at broad trends.

After graduation, I went to University of Florida as an Assistant Professor of History. While I was there, Lance Davis at Cal Tech contacted me and told me that he was putting together a new Ph.D. program in economics. He asked me to work as part of a National Science Foundation (NSF) funded project. Although my first reaction was that he was crazy, he told me to “think of it as a post-doc.” Despite the (very) small cut in pay from being an Assistant Professor in history to being a Ph.D. student at Cal Tech, I loved the program. I had to do a little catch up, but it was not difficult for me since my mind had always organized the world in formal models. I was a “Sputnik kid.” I always liked math, and I loved economics because that is the way my brain worked.

When I graduated, the job market was terrific. I received dozens of interviews. After I received my offer from Northwestern, I cancelled the rest of my interviews since Northwestern was my first choice.

*You are considered a pioneer in the area of experimental economics. What led you to this area of research? What*

*were your experiences like pursuing such a cutting edge area of economics?*

I got into the field of experimental economics by accident. At Cal Tech I was surrounded by an amazing cohort of people. Steve Matthews, Linda Cohen, Matt Spitzer, and Brian Binger were all in my class. Moreover, I was surrounded by tremendous scholars, including Vernon Smith and Charlie Plott. After I took Plott's course in experimental economics, I knew I had found an intellectual home.

Since experimental economics was so new, my dissertation was not on experimental economics. It was in a very traditional area. I worked with Jim Quirk on general equilibrium theory and my dissertation was entitled, “Optimal Allocation of Resources under Capacity Constraints.” When I went on my job market interviews, I talked about my thesis in the seminar, but in side conversations the junior faculty wanted to talk about my experimental work.

I started my Coase Theorem research while at Northwestern. When I came up for my third year review, it was not great because I did not have anything published. One of my classmates at Cal Tech, Paul Thomas, got my husband and me interviews at Purdue. This was another defining moment for me since it was the first time that I was presenting myself as an experimental economist. Purdue offered jobs to both my husband and myself and reset my tenure clock. I took the job and never looked back. Within two years I had six articles published, and I got tenure in my third year at Purdue.

*What do you consider to be your most important contribution to the field of economics?*

With regard to research, I am most proud of the fact that I participated in the creation of three new fields in economics: experimental economics, cliometrics, and behavioral economics. I was a founding member of the Economic Science Association and a founding member of the Cliometrics Society. Last time I checked there were over 4000 citations of my work. I also am quite proud of being named as the Bell Award winner. This is one of the most important awards that I have ever won.

*You also have been quite successful on the administrative side of academia. How have you enjoyed your experiences as an administrator?*

Even in administration, every day is new, interesting, and exciting. I do not do a great deal of research now, but I studied two-person bargaining games as an economist for 20 years and that is precisely what I do in administration every day.

I also believe that I have made an important contribution to academia through my work as an administrator. I am



proud of the fact that I have been able to focus different academic factions around a common vision for radical change, changes that were believed to be impossible in academia. For example, during my time as an administrator, I have been able to consolidate two different campuses at the University of Colorado; take the University of Arizona's MBA program from almost closing to a top-ranked program in four years; and implement a new budgeting system at Iowa State during a time of massive budget cuts.

***What was your biggest challenge on the administrative side?***

I believe that my biggest challenge was dealing with the political issues at the University of Colorado that got translated into a football scandal. I was quite surprised by the way that political opponents grabbed onto a media issue to get their personal agendas pushed through. However, that was a tremendous learning opportunity. I am now much more sophisticated about managing the media by having had to learn the hard way.

***From my personal experience and the experience of many others, you are a devoted mentor to junior faculty. Can you tell us a bit about your approach to mentoring and what you might see as the benefits, if any, to your own career from your efforts?***

One of the reasons that mentoring is so important to me is that I had great mentors myself; both academic (Dick Easterlin, Vernon Smith, Charlie Plott, and Joel Mokyr) and personal (my mother, my aunt, and my maternal grandmother). When I was asked to be a CSWEP mentor, I jumped at the chance. I am a much better economist and certainly a better administrator for the time that I have spent mentoring. It is also personally fulfilling. Now when I look at my first group of CSWEP mentees (Yan Chen, Rachel Croson, Laura Razzolini, Sara Solnik, and Lise Vesterlund), I am very proud of them.

***What advice would you give to young scholars, particularly women, who are just starting out in academic careers?***

Find what you are passionately interested in. The job market is generally good enough that you can find a place where what you do and love will be appreciated. Find a marriage between what you love and what you are good at. If you are passionately excited about what you are doing, you will have a great career.

When roadblocks get thrown in your face, don't get mad, get even. Show the world what is truly exceptional about you. Everyone has something that they are exceptional at.

***What about women economists who are further along in their careers?***

Once you get tenure, you should work on what absolutely excites you. Use your freedom to work on tough, interesting and exciting problems. The most creative and productive time in my career was in the first few years after I received tenure. I wrote more papers per year in the five years after I received tenure than any other time in my career.

Take risks! High risks translate into big rewards.

**Employment Opportunity**



**The International Food Policy Research Institute**

Position # 11-181—Postdoctoral/Research Fellow/DSG

**Job Summary:**

The International Food Policy Research Institute (IFPRI) seeks a qualified candidate to serve as a Postdoctoral Fellow or Research Fellow to work under Ghana Strategy Support Program (GSSP) for a two-year, fixed-term, renewable appointment.

**To Apply:**

Go to [www.ifpri.org](http://www.ifpri.org). Click on "Careers" and "Research Positions" to link you to Position # 11-181—Postdoctoral Fellow/Research Fellow, DSG. Please complete online application, including a complete curriculum vitae and a detailed letter of interest. Also complete section providing 3 references.

For more information on IFPRI, please visit our website at [www.ifpri.org](http://www.ifpri.org).

## Shelley White-Means continued from page 1

to college. My father was the first college graduate in our family, and his son and his daughter were going to continue the tradition.

In 1973, Grinnell College awarded me a full four year scholarship, and off to Iowa I traveled without ever having visited the college. I was one of 65 black students on campus, most of whom had grown up in the urban inner city as I had. My freshman year, I enrolled in an economics class. Economics was a subject that required critical thinking, and it could be used to provide understanding about how the world worked. Economics became my major. Grinnell provided the opportunity for me to meet face-to-face a black Ph.D. economist, Mr. Clifford Reid, who saw promise in me and mentored me. Mr. Reid convinced me to attend a summer program for minority students sponsored by the American Economic Association and noted that it would be a life-changing experience.

The AEA Summer Program changed my career direction. My plan was to obtain an MBA, with emphasis in accounting, but a conversation with a fellow student led to different choices. As we talked about our future careers, I shared a dream about a critical need for better health and health care in Memphis and my desire to do something about it.

In 1977, I enrolled in the economics Ph.D. program at Northwestern University. This was a great place to focus on health- and economics-related issues because there were four health economists on the faculty in the economics department and the business school, a unique faculty composition at the time. To this day, Mark Pauly continues to have an influence on my professional development.

I would become the first black female graduate of the Ph.D. program in economics at Northwestern. As such, I was advised to choose a dissertation topic that was not minority focused; the concern was that I would be stereotyped and limit my options. So I wrote about Blue Cross/Blue Shield plans and impacts of board composition on physician incomes.

As my first job I chose the Consumer Economics Department at Cornell University. This was a great choice for me. The department was interdisciplinary (economists, sociologists, and consumer economists) and provided an opportunity to expand the audience of my research and develop new transdisciplinary research strategies. My first research collaboration post-dissertation was with a social demographer. We engaged in field research on housing, health, health care utilization, and workforce productivity of black and Hispanic migrant farmworkers. This work was fulfilling because we were able to provide new insights to Cooperative Extension and the State of New York and impact policy changes

for farmworkers. In addition to receiving grant support and publication opportunities, this was the beginning of my health disparities research.

Teamed with a social psychologist, my research examined racial/ethnic differences in family caregiving using models of household production and cultural identity theory. My health disparities research has also examined racial/ethnic differences in emergency room use, the distinction between racial differences and racial disparities in health care utilization, cost of disparities in heart disease, and race and skin tone bias as factors contributing to racial disparities in care.

After leaving Cornell, I moved back to Memphis and accepted a position in the University of Memphis' Economics Department. For the last six years, I have worked at the University of Tennessee Health Science Center, serving as Chair of the Health Outcomes and Policy Research Division and Vice-Chair of the Pharmaceutical Sciences Department.

In fall 2009, the dream that I spoke of as a college junior became a reality. With federal funding from the National Center on Minority Health and Health Disparities, I founded the Consortium on Health Education, Economic Empowerment and Research (CHEER). This center focuses on education and active community engagement directed toward transforming health disparities into health possibilities. There is a strong emphasis on economics because impoverishment and income inequality are at the center of the health disparities concerns in Memphis.

My advice to young researchers is to embrace a research topic that is meaningful to you because you will be more committed to give it your best, providing unique insights to a topic/issue. Of course you want to be able to publish and not perish. Satisfaction also may occur by informing policy and effecting change in the lives of others.

The joy of my life is my son, Stephen, age twelve. Balancing family life and work life is a challenge, but it is rewarding nonetheless.

opted to go to Claremont McKenna College partly because of the size and strength of its economics department. The fact that it was sunny southern California sounded good, too, since I grew up in the Chicago area.

The faculty at CMC were excellent teachers and incredibly supportive of my desire to go on to graduate school. Nancy Burnett was particularly helpful and, as the only female faculty member in the economics department at the time, a role model for me. I was awarded a Truman Scholarship as a sophomore, which was critical to helping fund the rest of my undergraduate education and my first two years of graduate school at MIT.

As an undergraduate, I mostly took courses in political economy, not math. CMC's faculty were crystal clear with me about the need to take lots of math classes—I remember even an English professor telling me that I needed more math—but nevertheless I was utterly shocked by how mathematically economics was taught in graduate school. I considered leaving MIT many times during the first year but was unsure what else I would do. Luckily, one day Nancy Rose gave a guest lecture in econometrics in which she presented applied work. It was a glimpse of the light at the end of the tunnel.

I chose labor economics as my main field because I liked how it combined theory and empirics. MIT had an all-star roster who taught labor economics while I was there: Lisa Lynch, Richard Blundell, Steve Davis, Steve Pischke, Mike Piore, and Josh Angrist. Steve Pischke became my supportive and encouraging thesis director.

By the time my last year approached, I was unsure what I wanted to do after finishing my Ph.D. Being a faculty member in a Ph.D. program had little appeal to me. I did know I wanted to be somewhere warm after four very cold years in the Boston area. I was intrigued by a career with the Federal Reserve, which would allow me to combine my interests in research and policy. I ultimately spent six years as a research economist at the Federal Reserve Banks of Dallas and Atlanta.

While I was working at the Atlanta Fed, Rosemary Cunningham asked me to teach a course at Agnes Scott College, a liberal arts college for women near Atlanta. I loved it, and after adjuncting there a few times I decided to look for a tenure track position at a liberal arts college. I was thrilled to get a position at Occidental College in Los Angeles. Oxy was terrific, but my then-fiancé was unable to find a job in southern California—the job market for philosophers is much tighter than the job market for economists. I therefore returned to the Atlanta Fed. Miraculously, a year later a position became available at Agnes Scott and I got it.

Teaching at a women's liberal arts college is terrific in many respects. The students are both interested and interesting. My colleagues understand the importance of work-life balance. I'm particularly proud that Agnes Scott was identified as the #2 program in the United States for eventual economics Ph.D. recipients per undergraduate by a study published in the 2007 Journal of Economic Education.

One of the benefits of transitioning to a liberal arts college mid-career is that I already had a research agenda underway and an established set of coauthors. This helps me stay productive in my research despite the significant teaching and service load. Most of my recent research is on immigration to the U.S. I like working in areas with clear policy implications.

Finally, I'm lucky to have a very supportive spouse. We're raising two wonderful boys. Working in a female-dominated environment offers a great balance to living in a household full of males. Right now, I wouldn't trade either one for anything else!

### Abstract of Interest

#### Gender Ratios at Top Ph.D. Programs in Economics

Galina Hale (Federal Reserve Bank of San Francisco) and Tali Regev (Tel Aviv University), August 18, 2011

##### Abstract

Analyzing university faculty and graduate student data for the top-ten U.S. economics departments between 1987 and 2007, we find that there are persistent differences in gender composition for both faculty and graduate students across institutions and that the share of female faculty and the share of women in the entering Ph.D. class are positively correlated. We find, using instrumental variables analysis, robust evidence that this correlation is driven by the causal effect of the female faculty share on the gender composition of the entering Ph.D. class. This result provides an explanation for persistent underrepresentation of women in economics, as well as for persistent segregation of women across academic fields.

## CSWEP Sponsored Sessions at the 2012 ASSA/AEA Annual Meeting

January 6–8, 2012

Hyatt Regency Hotel, Chicago, Illinois

Jan 6, 2012 8:00 am

Hyatt Regency, Columbus KL

### Economic Circumstances and Child Health

**Chair:** Seema Javachandran (Northwestern University)

**Discussants:** Shingyi Wang (New York University), Rema Hanna (Harvard University), Anne Case (Princeton University), Richard Akresh (University of Illinois at Urbana-Champaign)

*The Weight of the Crisis: Evidence from Newborns in Argentina* Climent Quintana-Domeque (Universitat d'Alacant) and Carlos Bozzoli (BIW)

*Seasonal Effects of Water Quality on Maternal and Infant Health in India* Nidhiya Menon (Brandeis University) and Elizabeth Brainerd (Brandeis University)

*The Effect of Prenatal Stress on Birth Weight: Evidence from the al-Aqsa Intifada* Hansi Mansour (University of Colorado–Denver) and Daniel Rees (University of Colorado–Denver)

*Child Health and Conflict in Cote d'Ivoire* Camelia Minoiu (International Monetary Fund) and Olga Shemyakina (Georgia Institute of Technology)

Jan 6, 2012 10:15 am

Hyatt Regency, Columbus KL

### Maternity Leave, Family Formation and Caregiving

**Chair:** Terra Mckinnish (University of Colorado, Boulder)

**Discussants:** Christine Piette Durance (UNC), Shoshana Grossbard (UCSan Diego), Andrea Beller (University of Illinois–Urbana-Champaign), Daniel Rees (University of Colorado–Denver)

*The Effects of Maternity Leave on Children's Birth and Infant Health Outcomes in the United States* Maya Rossin (Columbia University)

*Love and Money by Parental Match-Making: Evidence from Chinese Couples* Fali Huang (Singapore Management University), Ginger Jin (University of Maryland), and Lixin Colin Xu (World Bank)

*Sex Ratios and Family Formation: The Role of the Vietnam Draft* Marianne Bitler (University of California–Irvine) and Lucie Schmidt (Williams College)

*Do Couples Self-Insure? The Effect of Informal Care on Joint Labor Supply Decisions* Norma Coe (Boston College), Courtney Harold Van Houtven (Duke University), and Meghan Skira (Boston College)

Jan 6, 2012 2:30 pm

Hyatt Regency, Gold Coast

### Growth Inputs: From Human Capital to Nation Building

**Chair:** Linda Goldberg (Federal Reserve Bank of New York)

**Discussants:** Katheryn Russ (University of California Davis), Lori Beaman (Northwestern University) Heather Royer (UCSB) and Erica Groshen (Federal Reserve Bank of New York)

*Nation Building and Economic Growth* Ellyn Creasey (US Navy), Ahmend Rahman (US Naval Academy), and Katherine Smith (US Naval Academy)

*Are Women Driving Electoral Outcomes? Examining Conditional Cash Transfer Program Expansions in Colombia* Javier Baez (World Bank), Adriana Camacho (Universidad de Los Andes), and Emily Conover (Hamilton College)

*Compulsory Schooling in Turkey, Educational Attainment, and the Gender Gap* Jennifer Ward-Batts (Wayne State University) and Kaitlin Anitshin (Arturo Velasquez Institute)

*Effects of School Quality on Student Achievement: Discontinuity Evidence from Kenya* Adrienne Lucas (Wellesley College) and Isaac Mbiti (Southern Methodist University)

Jan 7, 2012 8:00 am

Hyatt Regency, Regency B

### Exploiting Experiments and Quasi-Experiments to Identify Gender Related Outcomes

**Chair:** Tracy Regan (University of Arizona)

**Discussants:** Catalina Almuedo-Dorantes (San Diego State University), Martha Bailey (University of Michigan), Todd Sorensen (University of California–Riverside), Dina Shatnawi (U.S. Naval Postgraduate School)

*Identification of the Effect of Depression on Risky Sexual Behavior: Exploiting a Natural Experiment* Susan Averett (Lafayette College) and Yang Wang (Lafayette College)

*The Effects of Intrauterine Malnutrition on Sex Ratio at Birth and Fertility Outcomes: Evidence from the 1974 Bangladesh Famine* Christina Peters (Metropolitan State College of Denver), Rey Hernández- Julián (Metropolitan State College of Denver), Hani Mansour (University of Colorado–Denver)

*Conditional Cash Transfers and Female Empowerment: Evidence from Colombia* Adriana Camacho (University of the Andes), and Catherine Rodriguez (University of the Andes)

*Does Gender Matter for Academic Promotion? Evidence from a Randomized Natural Experiment* Natalia Zinovyeva (Institute of Public Goods and Policies), and Manuel Bagues (Carlos III University)

Jan 7, 2012 10:15 am

Hyatt Regency, Toronto

### Family structure and intra-household bargaining: Causes and Consequences

**Chair:** Erica Field (Duke University)

**Discussants:** Santash Anagol (University of Pennsylvania), Elizabeth Brainard (Brandeis University), Margaret Mcconnell (Harvard School of Public Health) and Nancy Qian (Yale University)



*Kinship and Financial Networks, Formal Financial Access and Risk Reduction* Cynthia Kinnan (Northwestern University) and Robert Townsend (MIT)

*Female Bargaining Power and Household Decision Making: Evidence from Mexico* Francisca Antman (University of Colorado at Boulder)

*Credit to Women Entrepreneurs: The Curse of the Trustworthier Sex* Isabelle Agier (Universite Paris I Sorbonne) and Ariane Szafarz (Universite Libre de Bruxelles)

*Gender, Household Bargaining, and Property Rights* Shing-Yi Wang (New York University)

**Jan 8, 2012 10:15 am**  
**Hyatt Regency, Columbus CD**

## **Women and the Firm**

**Chair:** Marjorie McElroy (Duke University)

**Discussants:** Sabrina Wulff Pablonia (BLS), Julie Smith (Lafayette College), Cristian Bartolucci (Collegio Carlo Alberto), Johanna L. Francis (Fordham University)

*Affirmative Action in Korea: Impact on Women's Employment, Corporate Performance and Economic Growth* Jin Hwa Jung (Seoul National University), Hyo-Yong Sung (Sungshin Women's University) and Hyun-Sook Kim (Soongsil University)

*Business Cycles and Gender Diversification: An Analysis of Staffing Patterns by Industry and Firm Size* Cynthia Bansak (St. Lawrence University), Mary Graham (Clarkson University), Alan Zebedee (Clarkson University)

*Layoff Decisions at Women-Owned Businesses* David Matsa (Northwestern University) and Amalia Miller (University of Virginia)

*Men are from Mars, Women are from Venus: Gender and Mergers and Acquisitions* Kai Li (University of British Columbia), Maurice Levy (University of British Columbia) and Feng Zhang (University of British Columbia)

## **CSWEP Sessions at the Southern Economic Association Annual Meeting**

**November 19–21, 2011**  
**Washington Marriott Wardman Park,**  
**Washington, DC**  
<http://www.southerneconomic.org/>

**Sunday, November 20, 10:00–11:45 am**

### **Session 18G** **Gender Assets and Welfare Outcomes**

**Chair:** Mieke Meurs (American University)

**Discussants:** Cheryl Doss (Yale University), Caren Grown (USAID)

*Macroeconomics, Distribution and Human Development* Stephanie Seguino (University of Vermont, Contact Author)

*Gender, Empowerment and Mobility of the Poor in Uganda*

Emcet Tas (American University, Contact Author)  
*Women's Employment and Asset Ownership in Afghanistan, 2007–08* Hazel Malapit (World Bank, Contact Author), Elena Bardasi (World Bank)

*Modeling Household Asset Allocation as Determined by Ownership Risk Preferences, and Bargaining Power of Members Within the Household*, Marya Hillesland (American University, Contact Author)

**2:00–3:45 p.m.**

### **Session 18H** **Health Outcomes and Occupational Advancement**

**Chair:** Shelley White-Means (The University of Tennessee Health Science Center)

**Discussants:** Steven Garasky (IMPAQ International, LLC), Wilhelmina Leigh (Joint Center for Political and Economic Studies)

*The Impact of Affirmative Action on the Occupational Advancement of Minorities and Women During 1973–2003* Fidan Kurtulus (University of Massachusetts Amherst, Contact Author)

*Son Preference, Female Autonomy, and Maternal Health in Rural India* Sharmistha Self (Missouri State University, Contact Author) and Richard Grabowski (Southern Illinois University)

*Teen Birth and STD Outcomes After Abstinence-Only Sex Education* Sondra Collins (University of Southern Mississippi, Contact Author)

**4:15–5:45 p.m.**

### **Session 18I** **Women Economists in the Federal Government: Influencing Policy**

**Organizer:** Donna K. Ginther (The University of Kansas)

**Moderator:** Donna K. Ginther (The University of Kansas)

**Panelists:** Katharine Abraham (Council of Economic Advisers), Rachel Croson (Social, Behavioral, and Economic Sciences National Science Foundation), Joyce Manchester (Health and Human Resources Division, Congressional Budget Office), Anne Polivka (U.S. Bureau of Labor Statistics)

## **Calls for Papers and Abstracts**

## **Midwest Economic Association Meeting Call for Papers**

**March 30–April 1, 2012,**  
**Hotel Orrington, Evanston, IL**

CSWEP will sponsor up to two paper sessions and one panel session at the 2012 Midwest Economics Association meeting to be held at the Hotel Orrington in Evanston, Illinois (across the street from Northwestern University) on March 30–April 1, 2012. The deadline for submission of abstracts or session

proposals to CSWEP is **October 15, 2011**.

*One or two sessions* are available for persons submitting an entire session (3 or 4 papers) or a complete panel on a specific topic in any area of 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 by **October 15, 2011**.

*One or two additional sessions* will be organized by the Midwest Representative. Abstracts for papers in any area of economics will be accepted by e-mail until **October 15, 2011**.

Please email complete session proposals, panel discussion proposals, or abstracts of 1–2 pages (including names of authors with affiliations, addresses and paper title) by **October 15, 2011** to:

Kaye Husbands Fealing  
CSWEP Midwest Representative  
E-mail: khf@umn.edu

## CSWEP Western Economic Association Conference Call for papers

CSWEP will sponsor sessions at the 2012 Western Economic Association International (WEAI) conference to be held at the San Francisco Hilton Union Square, San Francisco, June 29–July 3, 2012. Deadline for submission of session proposals to CSWEP is **January 16, 2012**.

*One or two sessions are available* for persons submitting an entire session (3 or 4 papers) or a complete panel on a specific topic in any area of economics. The organizers should prepare a proposal for a session (including chair, abstracts, and discussants) or panel (including chair and participants) and submit by email before **January 16, 2012**.

*One or two additional sessions* will be organized by the Western representative. Abstracts for papers in the topic areas of gender or race/ethnicity; economic demography; economics education; or the economics of education are particularly solicited. Abstracts in other areas are also welcome.

Please email complete session proposals, panel discussion proposals, or abstracts (1–2 pages, with names of authors, affiliations, addresses, email contacts, and paper title) by **January 16, 2012**, to:

Jennifer Imazeki, CSWEP Western Representative  
Professor of Economics  
San Diego State University  
Email: jimazeki@mail.sdsu.edu  
Phone: 619-594-5012

Please note that this submission is separate from any submission sent in response to the WEAI's general call for papers. For more information on the WEAI meetings, please see WEAI's Conference page: <http://www.weai.org/AnnualConf>

CSWEP is unable to provide financial assistance to meeting participants.

## Session Summaries

### CSWEP Sponsored Sessions at the 2011 Western Economic Association Meetings

CSWEP sponsored Sessions Summaries from the 2011 AEA Annual Meeting June 29–July 3, 2011 are posted on the CSWEP website on the "Session Summaries" page at: [CSWEP.org](http://CSWEP.org)

## Fellowship Opportunity

### International Monetary Fund

The International Monetary Fund (IMF) is launching a new Fellowship Program to further policy-relevant research of interest to the international financial community.

This year-long Fellowship program is aimed at attracting promising economists with a substantial research record in leading journals and a strong interest in the policy-relevant work conducted at the IMF.

Fellows will be chosen through a competitive application process. Applications should be sent by December 1, 2011 to [imffellowshipprogram@imf.org](mailto:imffellowshipprogram@imf.org). Applications must include:

- The applicant's *curriculum vitae*
- An outline (1–2 pages) of the proposed research project(s) to be carried out while at the IMF
- Links to (or copies of) 1–2 research papers authored by the applicant

Questions about the program can be directed to [imffellowshipprogram@imf.org](mailto:imffellowshipprogram@imf.org).

## Fellowship Announcement

### Barbara Bergmann Fellowship

American University's Dept of Economics and the Program on Gender Analysis in Economics is proud to announce the Barbara Bergmann Fellowship Fund to honor her pioneering work in the study of gender economics. We hope you will consider honoring Barbara Bergmann.

Please visit: <http://www.american.edu/cas/economics/programs/gender.cfm>

## BRAG BOX

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

**Katharine Abraham** (CSWEP Associate and former CSWEP Board Member) is now a member of the Council of Economic Advisers and is responsible for offering the President objective advice on the formulation of economic policy. From: <http://www.whitehouse.gov/administration/eop/cea/about/members>

**Susan Athey** (CSWEP Associate and past Elaine Bennett Research Prize recipient) has been appointed a member of the President's Committee on the National Medal of Science.

Prof. **Oriana Bandiera**, Ph.D. 2000, (CSWEP Associate) has been awarded the 2011 Carlo Alberto Medal by Collegio Carlo Alberto in Torino, Italy. The medal is awarded to an Italian scholar under the age of 40 who has made outstanding contributions to economics. The medal has been awarded annually since 2007; Bandiera is the first female recipient. From *Boston College website 7/2011*

**Andrea Beller** won the 2011 American Council on Consumer Interests, Stewart M. Lee Consumer Education Award. The Award is given to an individual or organization who/which has made significant contributions to the field of consumer education and whose contributions will have been over a long period, but single, uniquely outstanding contributions of lasting impact may be recognized as well. Contributions may be for teaching, research, or service to consumer education.

**Rebecca Blank** (CSWEP Associate and former CSWEP Chair) is now Acting Secretary of Commerce. From <http://www.commerce.gov/about-commerce/commerce-leadership/rebecca-m-blank> 10/11/11

**Esther Duflo** (CSWEP Associate and past Elaine Bennett Research Prize recipient) has been selected as the winner of the Association for Public Policy Analysis Management's (APPAM) 2011 David N. Kershaw Award. The Kershaw Award and Prize recognizes individuals under the age of 40 who have made distinguished contributions to the field of Public Policy Analysis. Esther also was selected as one of the 2011 TIME Magazine's 100 Most Influential People.

**Rolf Färe** and **Shawna Grosskopf** (CSWEP Associate) are among the ISI Web of Knowledge 250 most highly cited scholars in Economics and Business. ISIHighlyCited.com highlights the top 250 preeminent individual researchers in each of 21 subject categories who have demonstrated great influence in their field as measured by citations to their work—the intellectual debt acknowledged by their colleagues.

**Delia Furtado** was promoted to associate professor with tenure at University of Connecticut.

**Fiona Scott Morton** (former CSWEP Board member) has been named Deputy Assistant Attorney General at the U.S. Department of Justice. She will be in the Anti-Trust Division.

**Li Qi** was promoted to associate professor with tenure at Agnes Scott College.

**Tara Watson** was promoted to associate professor with tenure at Williams College.

### In Memoriam

#### Linda Datcher Loury

Linda Datcher Loury, pioneer in social economics, recently passed away. For an obituary, see the Boston Globe obituaries for October 2, 2011.

### Are you an AEA member?

Consider joining the American Economic Association. CSWEP is a subcommittee of the AEA, which fully funds our activities. In addition to all the perks associated with AEA membership, part of your dues will help to support CSWEP-sponsored programs, like the mentoring program. To join, go to <http://www.vanderbilt.edu/AEA>.

## HAWORTH MENTORING FUNDS AVAILABLE

The **Joan Haworth Mentoring Fund** is for use by institutions and senior women to provide mentoring support in the form of supplemental travel expenses. The fund was provided by Joan Haworth, a long time Board member and membership chair, as well as the Chair of CSWEP for 2001 and 2002.

The objective of this fund is to encourage senior mentoring women and institutions to incorporate mentoring of junior professionals into their programs. It is designed to provide travel funds to permit mentors to either extend a visit to an institution for the purpose of mentoring or to visit an institution for that purpose alone.

Applications for funds may be submitted by the institution, junior women or the mentor herself. Guidelines for the expenses covered are the same as the AEA Guidelines for travel expenses.

The funds are administered through the AEA and granted by application to a sub-committee of the CSWEP Board.

All successful applicants will be required to submit a short description of their mentoring activities to CSWEP. These descriptions may include a video or audio tape of a presentation, the slides used in the presentation, any materials distributed or created during the mentoring activity and an assessment of the value of the activity and its' benefit to the professional development of the women mentored.

Download an application for support by the Joan Haworth Mentoring Fund at <http://www.aeaweb.org/committees/cswep/mentoring/fund.php>

Questions regarding this program should be directed to [cswep@usm.maine.edu](mailto:cswep@usm.maine.edu)



American Economic Association  
CSWEP  
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770 Middle Road  
Dresden, ME 04342

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## Upcoming Regional Meetings:

### **Southern Economic Association**

<http://www.southerneconomic.org/>  
**2011 Annual Meeting November 19–21, 2011**  
Washington, DC: Washington Marriott Wardman Park

### **Eastern Economic Association**

<http://www.ramapo.edu/eea/conference.html>  
**2012 Annual Meeting March 9–11, 2012**  
Boston, MA: Boston Park Plaza

### **Midwest Economic Association**

<http://web.grinell.edu/mea>  
**2012 Annual Meeting March 29–April 1, 2012**  
Chicago, IL: Hotel Orrington (on Chicago's North Shore,  
across from Northwestern University)

### **Western Economic Association**

<http://www.weainternational.org/>  
**87th Annual Conference, June 29–July 3, 2012**  
San Francisco, CA: Hilton Union Square

## CSWEP Activities

As a standing Committee of the American Economic Association since 1971, CSWEP undertakes activities to monitor and improve the position of women in the economics profession through the Annual CSWEP Questionnaire (results of which are reported in the CSWEP Annual Report), internships with the Summer Fellows, mentoring opportunities through CeMENT and the Joan Haworth Mentoring Fund, recognition of women in the field with the Carolyn Shaw Bell Award and Elaine Bennett Research Prize, support of regional and annual meetings, organizing paper sessions and networking opportunities.