



# REPORTS

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

2018 ISSUE I



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## From the Chair

### Shelly Lundberg

This issue of *Reports* includes the 2017 *CSWEP Annual Report* to the American Economic Association, which documents CSWEP activities for the past year and presents a summary of results from our annual survey on the status of women in academic economics. As I reported last year, the overall picture that emerges from our survey of economics departments (see Figures 1 and 2) continues to be one of stalled progress, in both PhD-granting and non-PhD departments. For at least a decade, there has been no increase in the representation of women among new PhDs and assistant professors, and there is a drop-off at the associate professor level that indicates women are less likely to advance to tenured positions than men. The fraction of full professors who are female continues to increase slowly, but is currently only 14 percent in PhD-granting departments and 24 percent in non-PhD departments. In our failure to increase the inflow of women and ensure their equal advancement, economics stands apart from most other STEM fields, which have seen continued improvement in the status of women. ■

### CSWEP News Staff

Shelly Lundberg, Editor  
Kate Silz-Carson, Oversight Editor  
Jennifer Bennett Shinall, Co-Editor  
Amber Pipa, Assistant Editor  
Leda Black, **Graphic Designer**

### 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*. To subscribe, email [cswep@econ.ucsb.edu](mailto:cswep@econ.ucsb.edu).

*CSWEP Reports* features reports originally published in the *CSWEP News*.

### Thank you to 2018 AEA/ASSA Session Organizers

CSWEP says thank you to the following individuals who helped organize CSWEP sessions for the 2018 AEA/ASSA annual meetings. Thank you for helping to make CSWEP's sessions at the 2018 ASSAs some of the best ever!

**Manuela Angelucci**, University of Michigan  
**Gopi Shah Goda**, Stanford University  
**Olivia Mitchell**, University of Pennsylvania  
**Claudia Olivetti**, Boston College

### Thank you to CeMENT Mentors

CSWEP says thank you to the following individuals who served as mentors during the 2018 CeMENT Mentoring Workshop, which followed the 2018 AEA/ASSA annual meetings. We thank you for your generous gift of time and expertise to all of our 2018 mentees.

**Amy Ando**, University of Illinois at Urbana-Champaign  
**Manuela Angelucci**, University of Texas–Austin  
**Kelly Bedard**, University of California–Santa Barbara  
**Linda Bui**, Brandeis University  
**Monica Capra**, Claremont Graduate University  
**Anusha Chari**, University of North Carolina–Chapel Hill  
**Shin-Yi Chou**, Lehigh University  
**Karen Clay**, Carnegie Mellon University  
**Pascaline Dupas**, Stanford University  
**Ying Fan**, University of Michigan  
**Shoshana Grossbard**, San Diego State University  
**Rema Hanna**, Harvard University  
**Ginger Jin**, University of Maryland  
**Amanda Kowalski**, Yale University  
**Kathleen McGarry**, University of California–Los Angeles  
**Terra McKinnish**, University of Colorado–Boulder  
**Linda Tesar**, University of Michigan  
**Petra Todd**, University of Pennsylvania  
**Lise Vesterlund**, University of Pittsburgh  
**Maisy Wong**, University of Pennsylvania

# The 2017 Report on the Status of Women in the Economics Profession

## I. Introduction

A standing committee of the American Economic Association since 1971, the Committee on the Status of Women in the Economics Profession (CSWEP) serves professional women economists by promoting their careers and monitoring their progress. In 1972, CSWEP fielded the first survey of economics departments regarding the gender composition of faculty and, since 1993, has surveyed some 250 departments annually with findings reported in the *American Economic Review: Papers & Proceedings* and reprinted in the *CSWEP Annual Report*. The CSWEP Board, staff, non-Board committee members and CSWEP's network of liaisons to over 270 departments and institutions provide substantial public goods to the profession as a whole. CSWEP organizes mentoring programs that serve more than 300 economists annually. These include the internationally renowned CeMENT Mentoring Workshops for junior women and the 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. CSWEP provides professional opportunities to junior women through competitive-entry paper sessions at both the Annual AEA/ASSA Meetings and at regional economic association meetings. CSWEP also endeavors to raise awareness among men and women of the challenges that are unique to women's careers in economics and of best practices for increasing diversity in the economics profession. To recognize and celebrate the accomplishments of women, CSWEP awards the Carolyn Shaw Bell Award annually (for furthering the status of women in the economics profession) and the

Elaine Bennett Prize biennially (for fundamental contributions to economics by a woman within seven years of the PhD). On the web at [CSWEP.org](http://CSWEP.org) and via the thrice-yearly *CSWEP News*, CSWEP disseminates information on women in economics, professional opportunities, and career development.

The centerpiece of this report is the summary of the 2017 Annual Survey in Section IV. Briefly, we find that there has been little progress in increasing the representation of women in economics during the past decade, with the female share of PhD students and assistant professors remaining essentially constant and a continued lower probability of advancing to tenured associate professor for women, relative to men. With the support of the AEA, we have completed a project to document and harmonize our 45 years of data and to make longitudinal department-level data available to individual departments.

Section II reports on the administration of CSWEP activities from our University of California, Santa Barbara (UCSB) office, our continuing efforts to make the CSWEP office more institutionally portable, our evolving approach to communicating with CSWEP's community, and our historical data harmonization project. Of particular interest is the need for the AEA to plan for a transition, since the term of CSWEP Chair Shelly Lundberg ends in January 2019. Section III describes CSWEP activities addressing the challenges women continue to face in the economics profession. Associate Chair Terra McKinnish continued to oversee CSWEP mentoring programs, which have expanded under her direction. Associate Chair Margaret Levenstein directed the 2017 CSWEP Annual Survey, analyzed the results and wrote the report on the status of women in the economics profession in Section IV. Section V concludes with well-deserved acknowledgements of many

who have contributed to CSWEP's mission. Appendix A lists the 2017 Board members.

## II. CSWEP Administration

### A. CSWEP Office and Upcoming Transition

The CSWEP Administrative Assistant, Amber Pipa, has been working remotely from the Bay Area since July 2017. This arrangement has been working very well, illustrating the extent to which we have successfully migrated CSWEP resources online. Lundberg and Pipa communicate regularly using UCSB's video-conferencing software Zoom. Databases for CSWEP affiliates, liaisons, and department chairs have been consolidated in Zoho, a flexible customer relationship management (CRM) tool. All files have been migrated to Dropbox. A Wordpress site has been developed that makes CSWEP policies and procedures available to all Board and Committee members—and provide CSWEP with an institutional memory as the Board, Chair, and staff change. These changes will make the CSWEP office much more portable for the next Chair transition in January 2019.

### B. CSWEP Communications

The success of CSWEP programs in advancing the status of women in economics depends upon our ability to communicate broadly and effectively to our community, junior and senior, within and outside the academy, and also to the profession as a whole. Several recent initiatives have improved that ability.

#### Liaison Network

In 2014, the CSWEP Liaison Network was created in an effort to increase awareness about the work of CSWEP, to

## The 2017 Report

expand the distribution of the CSWEP newsletter and announcements and to streamline the yearly collection of departmental gender data for the CSWEP Annual Survey. The goal has been to recruit a 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. This initiative has continued to be remarkably successful, and has reduced the response time to the call for departmental data for the CSWEP Survey and increased applications and registration for all CSWEP activities.<sup>1</sup>

### Website

Amber Pipa and previous CSWEP AA Jennifer Socey have restructured and updated the CSWEP pages on the AEA website, and this should make it easier for the CSWEP community to get news about CSWEP activities and programs and to locate information such as professional development materials, annual reports, and newsletters. We have received reports from users that it is difficult to find CSWEP's home page from the AEA home page, and there are still issues with the management of the site, including the occasional disappearance of pages.

### Social Media

In January 2017, we launched a Twitter account, @AEACSWEP, and have been tweeting prize announcements, calls for papers, and other notices as a supplement to our email list and liaison network. Approaching 1K followers, our Twitter presence seems to have improved our communications with younger economists, as suggested by the increased rate at which our mentoring programs fill up.

<sup>1</sup> For a list of current members of the CSWEP Liaison Network, visit <https://www.aeaweb.org/about-aea/committees/cswep/participate/liaison-network>.

## C. Historical Data Harmonization Project

In 2016, the AEA provided funds to CSWEP to enhance our data assets as follows:

- (i) Create a research-ready, documented, database integrating the CSWEP and UAQ data.
- (ii) Generate reports to be provided annually to interested PhD-granting departments on the current and historical status of women in their department relative to their peers.

We have completed the integration, harmonization, and documentation of data for the years 1993–2017 for doctoral departments. These data are now ready for researcher use. We are continuing this work for the non-PhD departments and for the years before 1993 (using UAQ data only).

This year, CSWEP generated a longitudinal report for each PhD-granting economics department based on its previous twenty years of individual submissions to CSWEP. These reports were sent to individual departments along with the annual CSWEP report. We plan to update and send these individual reports to each department each year.

## III. CSWEP Activities in 2017

### A. CSWEP Board Statement on Professional Climate and EJMR

In response to the controversy about harassment and misogyny on the anonymous online forum Economic Job Market Rumors (EJMR) and the ensuing discussion about the professional climate for women in economics, the CSWEP Board issued a statement and set of recommendations for the AEA Executive Committee that can be found here: <https://www.aeaweb.org/>

[about-aea/committees/cswep/statement](https://www.aeaweb.org/about-aea/committees/cswep/statement). The Board affirms our commitment to a diverse and open profession that fosters the free exchange of ideas and highest-quality scholarship and urges the AEA to do the same and take actions to advance that goal.

### B. Mentoring Programs

The effective mentoring of women economists is central to CSWEP's mission. While mentoring and creating professional networks is an ongoing aspect of most CSWEP activities, the internationally recognized CeMENT Mentoring Workshops hold center stage, and the CSWEP Mentoring Breakfasts have expanded our reach to more junior and mid-career economists. At the 2017 AEA/ASSA meetings, CSWEP also provided media training sessions and partnered with CSMGEP for a panel discussion on recruiting and mentoring diverse economists.

#### 1. CeMENT Mentoring Workshop for Faculty in Doctoral Programs

The 2017 PhD granting institutions CeMENT workshop was held after the Chicago AEA/ASSA meetings on January 8–10, 2017. Led for a third year by CeMENT Director Kosali Simon, the 2017 workshop served 40 participants joined by 16 mentors.<sup>2</sup> The workshop consisted of large group discussions on career development topics and small group sessions pairing two mentors with five junior economists with similar research interests. The six large group sessions focused on the topics: publishing and research, teaching, managing service, work-life balance, the tenure process,

<sup>2</sup> We are grateful to the mentors who volunteered their time for the January 2017 workshop: Lisa Barrow (Federal Reserve Bank Chicago), Kasey Buckles (Notre Dame University), Nora Gordon (Georgetown University), Ana Herrera (University of Kentucky), Madhu Khanna (University of Illinois), Nicole Maestas (Harvard University), Pinar Karaca Mandic (University of Minnesota), Emily Oster (Brown University), Karen Palmer (Resources for the Future), Tanya Rosenblat (University of Michigan), Laura Schechter (University of Wisconsin), Kathy Spier (Harvard University), Betsey Stevenson (University of Michigan), Tavneet Suri (Massachusetts Institute of Technology), Jing Zhang (Federal Reserve Bank Chicago).



## The 2017 Report

and professional networking. Each large group session began with advice from a panel of three of the senior mentors, but most of the time was reserved for Q&A. The small group sessions allowed each junior participant to receive detailed feedback on a working paper from the other members of the small group. Each junior participant was allocated a cloud storage file for sharing their CV, research description and workshop paper in advance to enable groups to become familiar with each other's work. Most small groups also spent some time giving participants more general career advice based on their CV. Based on informal and formal feedback, the workshop was a great success, the average participant rating was 6.87 on a scale of 1–7 where 1 is “not at all helpful” and 7 is “extremely helpful”.

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. Funding is currently provided through 2021. For the 2017 workshop, 122 applications were received, 80 of which were judged to meet the workshop criteria. Of these 80 applications, 12 were given priority admission as applicants who were randomized out in 2016. The additional 28 participants were chosen by random selection from the remaining 68 applications. Despite moving to offer the workshop annually instead of from a biennially, excess demand for the workshop remains very high. Given the intensity and duration of the workshop, recruiting senior mentors at the top of their field has been difficult, so we see limited potential for further expansion of workshop capacity.

### 2. CeMENT Mentoring Workshop for Faculty in Non-Doctoral Programs

The CeMENT workshop for female faculty at institutions who do not offer a PhD in Economics was held in June 2017, immediately preceding the Western Economic Association International annual conference. Thirty-one junior

female faculty and nine senior female economists attended the two-day workshop organized by Ann Owen.<sup>3</sup> Participants received advice about publishing, teaching, networking, the tenure process, and achieving a work/life balance. They also worked together in small groups on goal setting and provided feedback on research papers to other group members. This workshop was also highly rated by its participants, receiving an average rating of 6.7/7.

### 3. Mentoring Breakfasts for Junior Economists

CSWEP hosted two mentoring breakfasts for junior economists, organized by Amalia Miller, at the 2017 AEA/ASSA meetings. A total of 124 junior economists and 62 senior mentors participated across the two breakfasts. The junior mentoring breakfasts are open to both male and female participants, and roughly 10% of the junior participants at the 2017 breakfasts were male. Senior mentors staffed topical tables (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) and junior participants rotated between tables at 20-minute intervals based on their own interests. In a post-event survey of participants, the average rating was 85 out of 100.

### 4. Peer Mentoring Breakfast for Mid-Career Economists

CSWEP hosted a mid-career mentoring breakfast, organized by Ragan Petrie, at the 2017 AEA/ASSA meetings. 37 mid-career women and 13 mentors registered to attend the event. The breakfast kicked off with series of short talks. Rachel Croson (Michigan State University)

<sup>3</sup> We are grateful to the mentors who volunteered their time for the June 2017 workshop: Bevin Ashenmiller (Occidental), Eleanor Brown (Pomona), Maria Cruz-Saco (Connecticut College), Denise Hare (Reed), Candace Howes (Connecticut College), Caitlin Myers (Middlebury), Sarah Pearlman (Vassar), Sarah West (Macalaster), and Andrea Ziegert (Denison). Maureen Pirog (Indiana University and former editor of *Journal of Policy Analysis and Management*) participated in a session providing publishing tips from an editor's perspective.

spoke about “Expanding your Research Portfolio” in the context of promotion to full professor and Hilary Hoynes (University of California-Berkeley) spoke about “Saying ‘No’ and the Mindfulness of Giving your Time.” The remainder of the breakfast was devoted to informal discussion at the breakfast tables. Each table consisted of 4-6 mid-career participants and 2 senior mentors who moderated the discussion. After introductions, each participant was given time to ask questions and receive feedback from their table on topics such as promotion to full professor, whether to accept administrative roles, managing research time, work/life balance, career transitions, and negotiating with department and university administrators. The average rating for the event was 87 out of 100.

### 5. Media Training

As a follow-up to the 2016 Roundtable “Who’s Doing the Talking: Women Economists and the Media”. CSWEP hosted a large-group media training session at the 2017 AEA/ASSA Meetings in Chicago. The event “Tools for Confident & Effective Media Engagement” was moderated by Diane Whitmore Schanzenbach, and led by media trainer Anne Dickerson. During the seminar Anne addressed how to prepare for media interviews, develop a set of messages that will help frame discussion of your work, and how to reframe the conversation if necessary. These tools have broad application outside of media interactions as well, and can improve presentations and teaching. A total of 92 participants registered for the two Media Training Sessions. In participant survey after the event, 92% of participants said that the session would improve the way they address the media.

### 6. Best Practices in Recruiting and Mentoring Diverse Economists

Amanda Bayer organized and moderated a lunch-time panel discussion on Best Practices in Recruiting and Mentoring at the 2017 AEA Meetings in Chicago (jointly sponsored by CSWEP

## The 2017 Report

and CSMGEP). Panelists included David Wilcox (Director of the Division of Research and Statistics, Board of Governors of the Federal Reserve System), David Laibson (Chair of the Economics Department, Harvard University), Marie Mora (Professor of Economics, The University of Texas Rio Grande Valley, and Director of Mentoring, CSMGEP), Terra McKinnish, (Professor of Economics, University of Colorado, and Director of Mentoring, CSWEP), and Rhonda Sharpe (President, Women's Institute for Science, Equity and Race). The panelists provided insights and strategies to department chairs and other economists who are recruiting, evaluating, training, and serving as colleagues to women and members of underrepresented groups. A total of 78 participants registered for this event. In a participant survey after the event, the average approval rating was 88 on a 1–100 scale.

### 7. 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 experience as a career-changing event.

The number of applicants placed by the [AEA Summer Economics Fellows Program](https://www.aeaweb.org/about-aea/committees/summer-fellows-program)<sup>4</sup> fell from 15 in 2016 to 12 in

<sup>4</sup> Many thanks to the 2017 committee for screening and matching: Daniel Newlon from the AEA (chair), CSWEP Board member Amalia Miller, Gustavo Suarez of the Board of Governors of the Federal Reserve System and Lucia Foster of the Center for Economic Studies at the U.S. Bureau of the Census. Thanks as well to Dick Startz who initiated the program in 2006. More information on the AEA Fellows Program is available at <https://www.aeaweb.org/about-aea/>

2017 despite an increase in the number of applicants. The percentage of applicants placed fell to 11% - the lowest percentage since 2011. The percentage of female applicants placed was 12%; minority applicants, 12%; and U.S. citizen/permanent residents/HIB visas, 19%. This decline in placements was due in part to a government-wide hiring freeze. The number of institutions hiring summer fellows fell from ten to seven-- Federal Reserve Banks in Atlanta, Boston, Cleveland, Kansas City, New York, Richmond and St. Louis.

We received 105 applications: 82 from women, 17 from underrepresented minority groups, and 32 from U.S. citizens/permanent residents/HIB visas. Ten of the twelve fellows hired were female non-minority graduate students. The remaining two fellows hired were male graduate students from underrepresented groups. Six of the fellows were U.S. citizens/permanent residents or had HIB Visas.

### C. Carolyn Shaw Bell Award

Awarded 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 2017 award goes to Dr. Rachel Croson, Dean of the College of Social Science and MSU Foundation Professor of Economics at Michigan State University. Professor Croson is an accomplished scholar and gifted academic leader who has devoted an enormous amount of energy and creativity to mentoring women in economics. She has been a vital part of CSWEP's mentoring effort since 1998, when she was a mentee in its very first workshop. She has implemented mentoring programs wherever she has worked, targeting women at all levels, from undergraduates to senior women seeking leadership positions.

The Bell Award will be presented at the 2018 CSWEP Business Meeting on January 6 during the AEA/ASSA Meeting in Philadelphia. All are welcome to

[committees/summer-fellows-program](https://www.aeaweb.org/about-aea/committees/summer-fellows-program)

join the celebration. The full [press release](https://www.aeaweb.org/about-aea/committees/summer-fellows-program) is available online.<sup>5</sup>

For holding to high standards and spotlighting the extraordinary accomplishments of women in economics, we owe an enormous debt to the selection committee. While they must remain anonymous, we also thank those who did the hard work of nominating the candidates and those who wrote the thoughtful, detailed letters in support of each candidacy.

## D. CSWEP's Presence at Annual Association Meetings

### 1. The 2017 American Economic Association Meeting

In addition to mentoring activities, presentation of the Annual Report, and the presentation of awards, CSWEP sponsors six *competitive-entry paper sessions* at the Annual AEA/ASSA Meetings. In 2017, Susan Averett and Kevin Lang organized two sessions in the economics of gender. Karen Conway and Petra Todd organized two sessions on Educational Economics and Meredith Fowle, Catherine Wolfram and Anne Winkler organized two sessions on Energy and Environment Economics. These committees selected nine papers for publication in three pseudo-sessions in the *AER: P&P*. To be considered for these sessions, papers must have at least one junior author and, in non-gender-related sessions, at least one author must be a junior female.

The submissions process for these sessions is highly competitive. There were 132 abstract submissions for the 2017 sessions, over 20 more than the 2016. Women consistently report that these sessions, which put their research before a wide audience, are professionally valuable. Even though many included papers have male authors, as of 2017 CSWEP sessions still accounted for a disproportionate share of women on the AEA Program.

<sup>5</sup> <https://www.aeaweb.org/about-aea/committees/cswep/about/awards/bell>

### 2. Four 2017 Regional Economic Association Meetings

CSWEP maintains a strong presence at all four of the Regional Economic Association Meetings. At most regional meetings, CSWEP now hosts a networking breakfast or lunch, as well as paper sessions and panels. The events are well attended by men as well as women and provide an informal opportunity for CSWEP representatives and senior women on career development panels to network and mentor one-on-one. We are grateful to the four Board Regional Representatives who organize and host CSWEP's presence at the Regionals.

The 2017 year kicked off with the Eastern Economic Association Meeting in New York February, where Karen Conway (CSWEP Board Eastern Representative) organized ten paper sessions and a networking breakfast at the 2017 Eastern Economic Association Meetings in New York, NY in February. One session highlighted research on experiential learning in an economics curriculum, and others spanned a wide range of topics, including macroeconomics, economic history, health policy and behaviors, child outcomes and the economics of gender. The networking breakfast was well attended and many conversations extended beyond the allotted time.

The Midwest Economic Association Meeting quickly followed at the end of March in Cincinnati, OH. Anne Winkler (CSWEP Board Midwest Representative) organized two panel discussions, one titled "Panel Discussion: Advice for Job Seekers," and another titled "Panel Discussion on Academic Careers." The attendance was 30 people at "Job Seekers" and 15 at "Advice for Academics." Seventy individuals participated at the networking lunch that was held between the two sessions.

For the Western Economic Association International Meeting (June 25–June 29, San Diego, CA), Catalina Amuedo-Dorantes (CSWEP Board Western Representative) organized a hospitality breakfast and media training

session jointly with Francisca Antman (CSMGEP Representative). The event, which was very well attended, included a presentation and discussion of issues surrounding effective media management. The media training session was followed by two paper sessions.

Finally, at the Southern Economic Association Meeting (November, Tampa, FL), Ragan Petrie (CSWEP Board Southern Representative) organized four CSWEP events. There were two (very popular) professional development panels: "Advice for Job Seekers and Early Career" and "Talking to the Media." A joint CSWEP/CSMGEP panel session "Women and Minorities in the Economics Profession—Status, Perspectives and Intervention," was followed by a professional networking lunch.

### E. CSWEP News: 2017 Focus and Features

Under the able direction of *CSWEP News* Oversight Editor Kate Silz-Carson and with the graphic design expertise of Leda Black, CSWEP published **three newsletter issues in 2017**.<sup>6</sup> Each issue features a *Focus* section of articles with a theme chosen and introduced by a guest editor who solicits the featured articles. The quality of these *Focus* articles is consistently high, with many proving to be enduring career **resources for junior economists**.<sup>7</sup> The CSWEP Board extends our thanks to all these contributors.

#### 1. Managing your Service and Administrative Workload at Mid-Career

Co-edited by board member Terra McKinnish, this issue draws on the collective wisdom of three senior women who have spoken at our mid-career breakfasts

<sup>6</sup> 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, visit <http://cswep.org> and click "Subscribe."

<sup>7</sup> 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>.

as well as senior mentors from the CeMENT workshops to provide women with strategies for managing their professional lives at mid-career. Laura Argys (University of Colorado, Denver) provides an article full of practical advice as a "reformed volunteer." Adriana Kugler (Georgetown University) draws on her extensive prior experiences as a Vice Provost at Georgetown and Chief Economist at the Department of Labor to discuss the "art of making your own choices." Donna Ginther (University of Kansas) weighs in with advice on time management and managing research and administrative staff. In addition, a variety of CeMENT mentors contribute concrete language and strategies for "saying no" to service and administrative requests that have a tendency to overwhelm women at the mid-career point.

#### 2. Recruiting and Mentoring Diverse Economists

During the 2017 ASSA meetings, CSWEP and CSMGEP cohosted a panel on Best Practices in Recruiting and Mentoring Diverse Economists, and the 100 or so audience members came away energized and informed. The event generated so much interest that CSWEP decided to devote the second issue of the 2017 CSWEP News to the topic, and the panelists generously agreed to write up their remarks. Co-edited by guest editor Amanda Bayer (Swarthmore College), the contributors offer advice to department chairs and other economists who are recruiting, evaluating, training, and serving as colleagues to women and members of underrepresented groups. Terra McKinnish (University of Colorado at Boulder), CSWEP's Director of Mentoring, reflects on some of the causes of the disparities in outcomes for those in underrepresented groups and suggests direct remedies. David Wilcox (Federal Reserve Board of Governors) reviews why the Federal Reserve is "deeply concerned" about the lack of diversity in economics and discusses some of the steps it is taking to



## The 2017 Report

address the problem. Marie Mora (University of Texas Rio Grande Valley), director of CSMGEP's mentoring program, discusses concrete actions that she and others take to recruit and mentor inclusively, as well as programs that her university has implemented to increase diversity among the faculty. Finally, Rhonda Vonshay Sharpe (Women's Institute for Science, Equity and Race) issues a challenge to all of us to do better.

### 3. Working with a Research Group and Co-Authors

Co-edited by board member Ragan Petrie (Texas A & M University), this issue provides a variety of perspectives on how to best work with co-authors and research teams so that the collaborations are efficient and productive. Anya Samek (University of Southern California) discusses working with and mentoring student research teams. She includes valuable advice on how to effectively include undergraduate research assistants on a team. Julian Jamison (World Bank) provides insight and guidance on how to work with project partners in academia, business, government, and the non-profit sector. A.

Abigail Payne (University of Melbourne) offers perspectives on junior-senior collaborations, how to manage working with co-authors, the value of communication, and how to move partnerships to successful outcomes.

In addition to the FOCUS issues summarized above, this year's issues of the newsletter included interviews with 2016 Bell Award winner Cecilia Rouse (Princeton University), conducted by Lisa Barrow (Federal Reserve Bank of Chicago) and 2016 Elaine Bennett Research Prize Winner Marina Halac (Columbia University), conducted by Glenn Hubbard (Columbia University). CSWEP wishes to extend its thanks to all those who took the time to write contributions to newsletters during 2017.

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](#).<sup>8</sup>

<sup>8</sup> <http://www.aeaweb.org/about-aea/committees/cswep/newsletters/archives>, <https://www.aeaweb.org/committees/cswep/newsletters-audience.php> and <https://www.aeaweb.org/committees/cswep/newsletters-topics.php>.

## IV. Status of Women in the Economics Profession<sup>9</sup>

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

In 1971 the AEA established CSWEP as a standing committee to monitor the status and promote the advancement of women in the economics profession. In 1972 CSWEP undertook a broad survey of economics departments and found that women represented 7.6% of new PhDs, and 8.8% of assistant, 3.7% of associate, and 2.4% of full professors.

Much has changed. At doctoral-granting institutions, women have more than tripled their representation among new PhDs to 32.9%, tripled their representation among assistant professors to 28.8%, increased their representation at the associate level more than

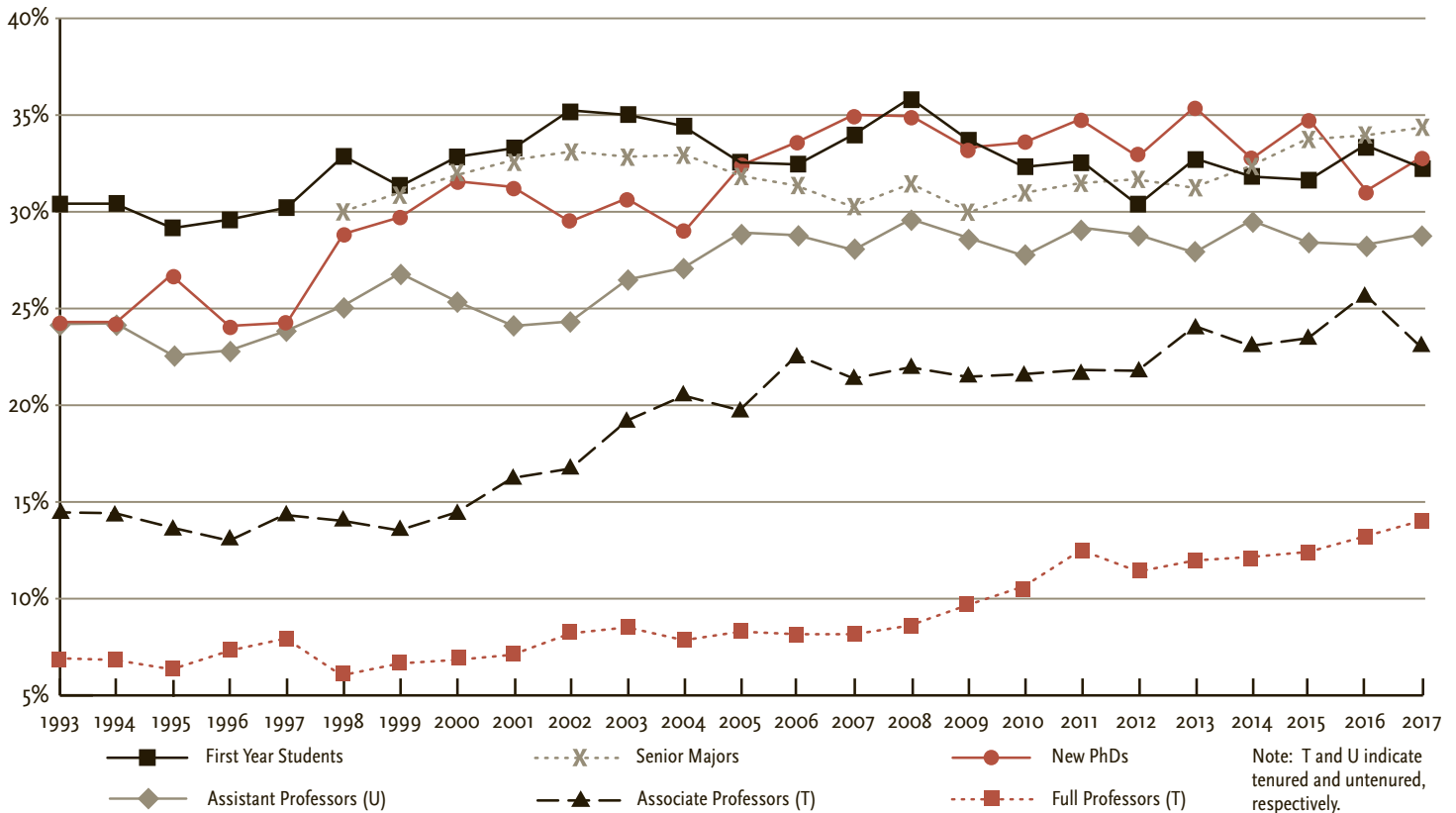
<sup>9</sup> Margaret Levenstein is CSWEP Associate Chair and Survey Director. We gratefully acknowledge the assistance of Aneesa Buageila and Ann M. Rodgers in the administration and analysis of the survey.

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

Year	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
1st-year PhD Students	30.4	30.4	29.2	29.6	30.2	32.8	31.3	32.8	33.3	35.2	35.0	34.4	32.5	32.4	34.0	35.8	33.7	32.3	32.5	30.4	32.7	31.8	31.6	33.4	32.3
Registered ABD	27.3	27.3	26.4	27.9	28.1	28.2	30.6	31.2	31.7	31.8	34.5	33.3	34.2	34.0	33.7	34.1	33.9	34.2	34.5	32.7	32.1	32.2	31.7	31.7	33.0
No. of PhDs Granted	24.3	24.3	26.6	24.0	24.2	28.8	29.6	31.6	31.3	29.5	30.7	29.0	32.4	33.6	35.0	34.9	33.3	33.6	34.8	32.9	35.4	32.7	34.8	31.0	32.9
Asst Prof (U)	24.2	24.2	22.5	22.8	23.8	25.1	26.8	25.4	24.0	24.3	26.4	27.1	28.9	28.8	28.0	29.6	28.6	27.7	29.1	28.8	27.9	29.5	28.4	28.3	28.8
Assoc Prof (U)	7.4	7.4	7.9	15.3	12.7	15.1	19.0	16.7	13.5	13.1	21.1	17.5	26.8	26.9	21.9	24.9	25.0	33.3	34.8	38.4	27.1	25.9	29.2	32.8	26.1
Assoc Prof (T)	14.4	14.4	13.6	12.9	14.3	13.9	13.4	14.3	16.2	16.6	19.1	20.5	19.7	22.5	21.3	21.8	21.5	21.5	21.7	24.0	23.0	23.4	25.6	23.0	
Full Prof (T)	6.8	6.8	6.3	7.3	7.8	6.0	6.6	6.8	7.0	8.1	8.5	7.8	8.2	8.1	8.1	8.5	9.6	10.5	12.4	11.4	11.9	12.1	12.3	13.1	13.9
All Tenure Track	12.7	12.7	11.5	11.9	12.9	11.8	12.5	12.7	12.9	13.6	15.2	15.2	16.2	16.3	16.0	16.8	16.8	17.5	19.0	19.0	18.5	18.9	19.0	20.1	20.1
Non-tenure Track Faculty	29.6	29.6	24.3	35.5	43.4	30.5	29.4	31.3	29.7	33.0	32.5	31.4	35.6	33.2	33.3	32.4	34.8	33.0	33.0	38.5	35.2	39.6	34.8	35.3	36.1
N Departments	80	80	110	110	115	120	121	122	122	123	123	124	124	125	125	125	125	127	127	127	127	127	127	126	126

\* Entry and exit change the population universe. Any known PhD programs are considered members of the population. Any non-respondents are imputed first with UAQ and then with linear interpolation. **Note:** T and U indicate tenured and untenured, respectively.

Figure 1. The Pipeline for Departments *with* Doctoral Programs: Percent of Doctoral Students and Faculty who are Women, 1993–2017



six fold to 23.0% and increased their representation at the full professor level more than five-fold to 13.9% (Table 1). This report presents the results of the 2017 survey, with emphasis on changes over the last few years, including entry of women into PhD programs and the progress of cohorts of new PhDs as they progress through the academic ranks.

## B. The CSWEP Annual Surveys, 1972–2017

In fall 2017 CSWEP surveyed 126 doctoral departments and 125 non-doctoral departments. This preliminary report includes the responses from all 126 doctoral and 113 non-doctoral departments. The department-level data from earlier years of the survey have been harmonized and cleaned, as part of an effort to improve our stewardship of these panel data.<sup>10</sup> Because of these changes, as

<sup>10</sup> For some earlier years, data on non-responders were harvested from the web; that harvested data is not distinguishable from self-responses by departments themselves. For the analysis of PhD-granting departments, we now handle missing data as follows. We impute responses for any

well as minor differences in coding and computation, there are slight differences between the estimates reported here and those in previous years.

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 departments in research universities that offer a Master’s degree but not a PhD degree program in economics. We continue to harmonize and document the departmental-level data from the 1970s to the current period to improve our analysis of long-run trends in the profession. As a result of this work, we have

missing items or missing departments. In years when non-responders to the CSWEP survey did respond to the AEA’s Universal Academic Questionnaire (UAQ), we have used UAQ data to impute the missing responses. When the department responded to neither CSWEP nor UAQ, we use linear interpolation from survey responses in other years. Figure 5 presents a comparison between the self-reported (only) and that with missing data imputed. The differences between the two are very small. We are very grateful to Charles C. Scott and the American Economic Association for sharing the UAQ data with us.

produced department-level longitudinal reports for all responding PhD departments; these reports are shared with department chairs and CSWEP liaisons on an annual basis.

## C. 2017 Survey Results

With regard to doctoral departments, the representation of women at each level of the academic hierarchy is higher than in the 1970s. However, the share of women in new cohorts of students and assistant professors has been flat for the last decade. Thus even while women are less likely to be promoted at each career stage, the share of senior faculty who are female has continued to increase because of the increased entry of women into economics in the last quarter of the twentieth-century. Between 1993 and 2005, the proportion of assistant professors who are women increased slightly, from 24.2% to 28.9%. There has been no increase in the female share of assistant professors in PhD granting departments since 2005; in 2017 it was 28.8%



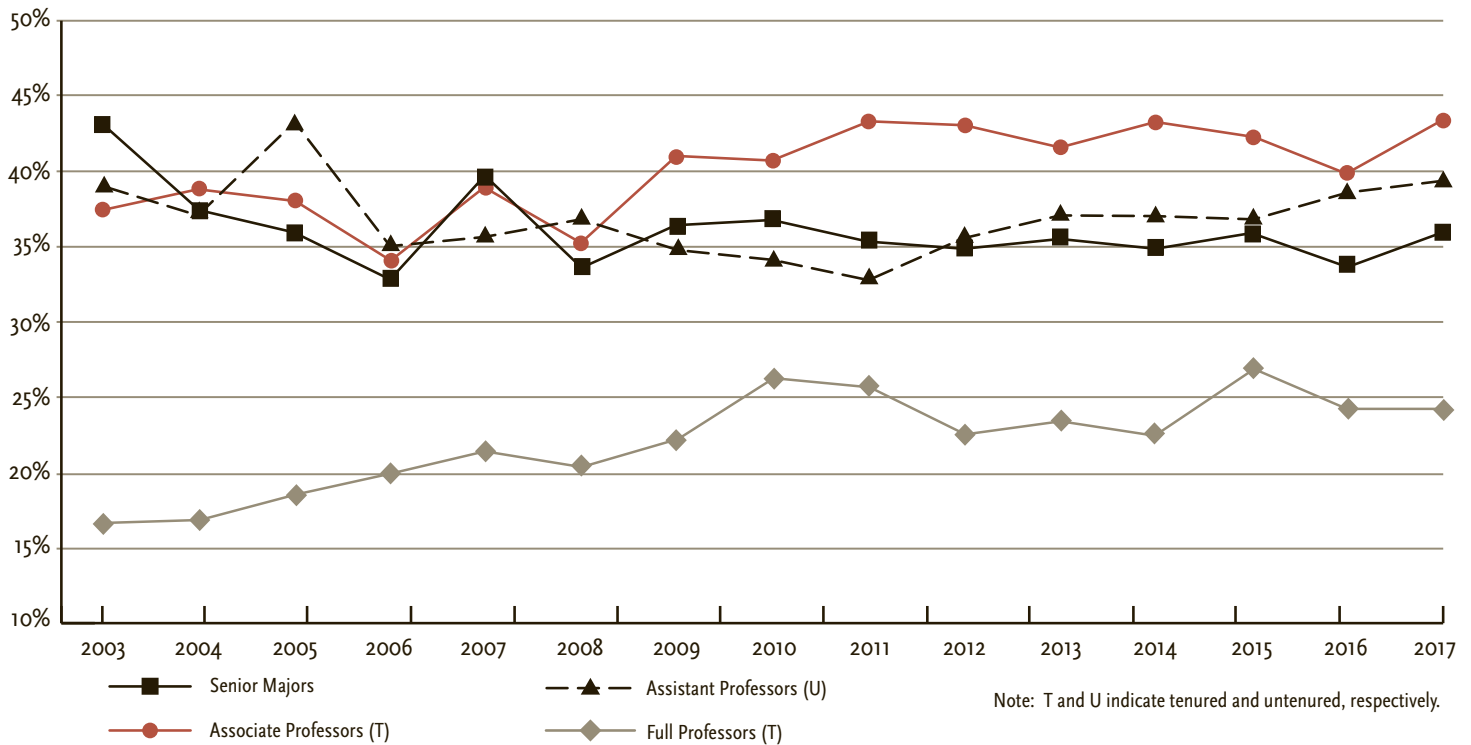
**Table 2. The Pipeline for the Top 10 and Top 20 Departments: Percent and Numbers of Faculty and Students Who Are Women (by school rank)**

Doctoral Departments	All Top 10 Schools Annual Average						All Top 20 Schools Annual Average					
	1993–1996	1997–2001	2002–2006	2007–2011	2012–2016	2017	1993–1996	1997–2001	2002–2006	2007–2011	2012–2016	2017
<b>Faculty (Fall of year listed)</b>												
<b>Assistant Professor</b>												
Percent	20.8%	18.7%	20.8%	24.5%	19.2%	20.2%	19.2%	17.7%	23.5%	23.7%	20.5%	20.7%
Number	20.9	19.7	22.1	23.4	18.0	22.0	33.2	33.5	46.8	50.4	41.8	43.0
<b>Associate Professor</b>												
Percent	12.3%	18.5%	17.3%	19.9%	25.0%	30.8%	11.1%	15.1%	16.8%	20.7%	20.3%	20.6%
Number	4.2	5.6	5.0	7.2	8.4	12.0	9.2	10.9	9.8	18.6	18.8	20.0
<b>Full Professor</b>												
Percent	4.5%	6.8%	8.2%	9.0%	9.5%	9.1%	4.1%	6.3%	8.1%	9.5%	9.9%	13.8%
Number	10.3	16.1	21.2	25.2	27.0	27.0	16.3	27.2	38.1	45.8	49.4	72.0
<b>Subtotal</b>												
Percent	<b>9.8%</b>	<b>11.1%</b>	<b>12.3%</b>	<b>13.6%</b>	<b>12.9%</b>	<b>13.7%</b>	<b>9.0%</b>	<b>10.3%</b>	<b>13.0%</b>	<b>14.6%</b>	<b>13.8%</b>	<b>16.3%</b>
Number	<b>35.3</b>	<b>41.3</b>	<b>48.3</b>	<b>55.8</b>	<b>53.4</b>	<b>61.0</b>	<b>58.6</b>	<b>71.5</b>	<b>94.7</b>	<b>114.8</b>	<b>110.0</b>	<b>135.0</b>
<b>Other (Non-tenure Track)</b>												
Percent	33.2%	30.4%	39.1%	37.5%	39.2%	36.1%	35.3%	33.1%	41.3%	34.3%	40.4%	39.7%
Number	4.5	7.4	13.4	19.4	19.2	22.0	10.5	15.7	26.4	43.9	45.2	56.0
<b>All Other (Full Time Instructor)</b>												
Percent	--	--	--	--	35.8%	26.9%	--	--	--	--	37.6%	33.7%
Number	--	--	--	--	10.3	7.0	--	--	--	--	19.5	16.0
<b>All Faculty</b>												
Percent	<b>10.6%</b>	<b>12.2%</b>	<b>14.4%</b>	<b>16.0%</b>	<b>16.7%</b>	<b>16.9%</b>	<b>10.1%</b>	<b>11.7%</b>	<b>15.3%</b>	<b>17.3%</b>	<b>18.0%</b>	<b>20.4%</b>
Number	<b>39.8</b>	<b>48.7</b>	<b>61.7</b>	<b>75.2</b>	<b>80.8</b>	<b>90.0</b>	<b>69.1</b>	<b>87.2</b>	<b>121.1</b>	<b>158.7</b>	<b>170.8</b>	<b>207.0</b>
<b>PhD Students</b>												
<b>First Year (Fall of year listed)</b>												
Percent	20.6%	29.3%	25.7%	26.0%	25.5%	25.8%	23.7%	28.7%	28.9%	28.1%	27.5%	26.0%
Number	56.8	76.3	66.8	64.0	61.0	66.0	111.7	138.2	138.7	132.6	122.0	116.0
<b>ABD (Fall of year listed)</b>												
Percent	22.9%	23.6%	28.1%	26.4%	26.2%	24.6%	23.4%	25.4%	29.8%	28.1%	27.4%	27.0%
Number	134.8	170.4	240.2	221.0	230.2	221.0	211.9	280.7	398.2	396.1	425.4	444.0
<b>PhD Granted (AY ending in year listed)</b>												
Percent	25.7%	24.1%	27.9%	26.8%	27.5%	28.4%	25.8%	24.7%	28.3%	28.9%	28.9%	26.9%
Number	50.5	49.5	57.2	52.8	57.2	57.0	83.5	83.5	97.9	101.8	109.4	98.0
<b>Undergraduate Senior Majors (AY ending in year listed)</b>												
Percent	--	36.8%	38.6%	37.7%	36.2%	39.0%	--	34.5%	36.9%	35.4%	37.4%	38.1%
Number	--	473.1	643.2	775.7	742.4	841.0	--	949.7	1526.4	1891.6	1966.6	1994.0
<b>Undergraduate Economics Majors Graduated (in previous AY listed)</b>												
Percent	--	35.2%	37.5%	36.3%	37.5%	40.7%	--	33.3%	35.7%	35.1%	37.6%	39.2%
Number	--	467.6	626.6	610.6	842.9	924.0	--	905.3	1500.7	1705.1	2301.0	2446.0

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



Figure 2. The Pipeline for Departments *without* Doctoral Programs: Percent of Students and Faculty who are Women, 2003–2017



(Table 1). Similarly, the representation of women among first year PhD students was 30.4% in 1993, reached 35% in 2002 and 2003, but was only 32.3% in 2017. The average share of women in first year PhD classes is 32.6%, a slight decline from the previous decade (33.4). This has been the case despite an increase in the share of baccalaureates going to women. The increased entry of women into economics during late 20th century has led to increasing representation of women in more senior ranks, with women now making almost a quarter of tenured associate professors and almost 14% of full professors. However, stagnation at the entry level is now leading to stagnation at the associate level. After showing increasing shares of women at the associate level in the 1990s and early 2000s, the share of women at the associate level has been flat for the last several years.

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 2017 new doctorates were 32.9% female, falling to 28.8% for assistant professors, to 23.0% for tenured associate professors and to 13.9% 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.

Figures 1 and 2 show the proportion of senior economics majors who are female in PhD and non-PhD granting department, respectively. There appears to be a slightly positive trend in the PhD granting departments, and a declining trend in the non-PhD granting departments, with both now at about 35% female. Note that this is lower than the share of women in either math or the physical sciences.<sup>11</sup> Despite the increasing proportion of undergraduates who are female, economics is not converging to parity.

<sup>11</sup> NSF: Who earns bachelor’s degrees in science and engineering? (<https://www.nsf.gov/nsb/sei/edTool/data/college-14.html>) reports over 40% of math and physical science undergraduate degrees went to women.

Turning to an examination of non-doctoral departments, Figure 2 shows a similar pattern. There were increases in the share of women at the full professor level during the first decade of the 21st century, but the share is flat since 2010. Similarly, assistant professors increased and then levelled off. The share of female associate professors in non-doctoral departments has been flat for the entire period. The share of undergraduates has, if anything, declined.

When one compares doctoral and non-doctoral departments, women’s representation in non-doctoral departments is higher at every level—over 10 percentage points higher—than in doctoral departments (compare tables 5 and 6). Both doctoral and non-doctoral programs rely on women to teach, with women making up over 40% of full-time non-tenure track faculty in the former and 38.3% in non-doctoral departments.

A further comparison by rank shows that the representation of women declines as the emphasis on research increases with 33.8% of all tenure track positions in non-doctoral departments

Table 3. Percent of Women in Job Placements of New PhDs from the Top Economics Departments, 1993–2017

Doctoral Departments	All Top 10 Schools Annual Average						All Top 20 Schools Annual Average					
	1993–1996	1997–2001	2002–2006	2007–2011	2012–2016	2017	1993–1996	1997–2001	2002–2006	2007–2011	2012–2016	2017
<b>U.S. Based Job Obtained</b>												
Percent	25.8%	28.9%	29.4%	27.0%	27.6%	27.7%	28.2%	28.0%	31.5%	30.0%	28.5%	26.1%
Number	35.6	38.6	44.1	37.6	38.6	33.0	60.0	58.6	76.7	70.7	70.0	62.0
<b>Doctoral Departments</b>												
Percent	24.9%	24.2%	29.2%	25.5%	26.5%	31.2%	27.9%	24.6%	30.7%	27.8%	27.5%	26.4%
Number	17.0	17.5	25.6	19.4	20.0	15.0	30.3	27.5	41.7	35.2	31.4	23.0
<b>Academic Other</b>												
Percent	38.0%	50.1%	31.5%	34.1%	39.4%	0.0%	40.6%	49.0%	34.3%	43.5%	34.1%	12.5%
Number	5.5	6.2	2.9	2.7	2.2	0.0	8.0	7.4	7.3	7.7	6.2	1.0
<b>Non Faculty, Any Academic Department</b>												
Percent	--	--	--	--	41.4%	11.1%	--	--	--	--	32.3%	15.2%
Number	--	--	--	--	3.8	2.0	--	--	--	--	6.3	5.0
<b>Public Sector</b>												
Percent	25.0%	28.7%	29.4%	30.3%	25.3%	46.2%	26.8%	28.3%	32.7%	31.2%	26.0%	31.8%
Number	7.1	7.6	8.1	6.5	4.8	6.0	12.1	12.2	14.8	12.1	10.4	7.0
<b>Private Sector</b>												
Percent	22.6%	31.6%	25.8%	25.6%	26.5%	25.0%	25.3%	29.3%	29.5%	30.3%	29.1%	29.5%
Number	6.0	7.3	7.5	9.0	8.6	10.0	9.6	11.5	12.9	15.7	17.0	26.0
<b>Foreign Based Job Obtained</b>												
Percent	19.1%	13.7%	22.3%	22.6%	21.8%	12.2%	18.9%	19.2%	21.4%	25.0%	25.1%	19.2%
Number	6.3	4.1	8.6	12.0	9.2	5.0	11.5	11.0	16.6	26.9	22.6	15.0
<b>Academic</b>												
Percent	26.1%	13.4%	23.8%	23.2%	23.5%	15.6%	21.2%	19.6%	23.1%	24.7%	25.4%	18.0%
Number	5.8	3.1	6.7	9.0	7.0	5.0	9.0	8.3	12.3	18.5	16.2	11.0
<b>Nonacademic</b>												
Percent	6.2%	15.1%	19.2%	20.6%	17.6%	0.0%	13.3%	17.4%	17.8%	25.6%	24.2%	23.5%
Number	0.5	1.0	1.9	3.0	2.2	0.0	2.5	2.7	4.3	8.4	6.4	4.0
<b>No Job Obtained</b>												
Percent	16.3%	32.3%	12.4%	0.0%	6.7%	0.0%	15.2%	32.8%	25.7%	20.9%	28.6%	0.0%
Number	3.3	5.2	1.0	0.0	0.2	0.0	5.3	7.0	4.1	1.4	1.0	0.0
<b>Total On the Job Market</b>												
Percent	23.5%	26.8%	27.5%	25.4%	26.1%	23.6%	24.8%	26.5%	29.2%	28.3%	27.6%	24.1%
Number	45.2	48.0	53.7	49.6	48.0	38.0	76.8	76.6	97.3	99.0	93.6	77.0

Notes: The (2,6) cell shows that among PhDs 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.

held by women, 20.1% in all doctoral departments, 16.3% in the top-20 departments, and 13.7% in the top 10 departments (Tables 2, 5, and 6). This represents a remarkable decline in women’s representation as departmental research intensity increases. This also undermines efforts to change this trend, as it is the most research-intensive departments that train most future economists.

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 43 years of data on each rank we can track the gender composition of some relatively young cohorts from entering graduate school though the PhD and of other older cohorts from receipt of the degree though the assistant and associate professor

ranks. Unfortunately, these data do not let us analyze the advance of cohorts of new PhDs all the way 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 (Figure 3). There is evidence of attrition from graduate school into academia, however, as women’s share of assistant professors is

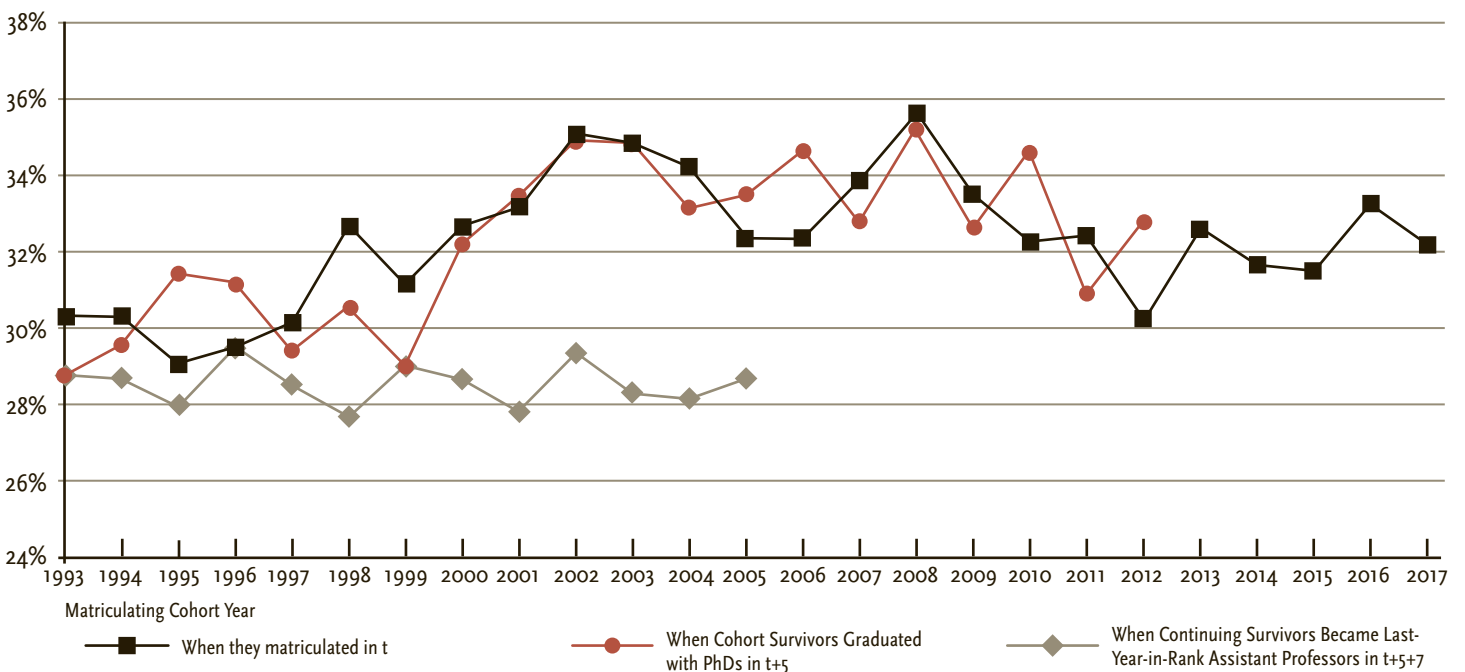


## The 2017 Report ▲

**Table 4. Placement of New PhDs by Gender and Department Rank in the 2016–2017 Job Market**

	Top 10		Top 11–20		All Others	
	Women	Men	Women	Men	Women	Men
<b>U.S. Based Job</b> (Share of all individuals by gender)	<b>86.8%</b>	<b>69.9%</b>	<b>74.4%</b>	<b>75.6%</b>	<b>72.4%</b>	<b>68.9%</b>
Academic Job in a Phd Granting Institution	45.5%	38.4%	27.6%	34.4%	30.2%	24.5%
Academic Job in a Non-Phd Granting Institution	0.0%	0.0%	3.4%	7.8%	25.1%	25.8%
Non Faculty Job in Any Academic Department	6.1%	18.6%	10.3%	13.3%	7.8%	14.1%
Public Sector Job	18.2%	8.1%	3.4%	8.9%	12.3%	13.1%
Private Sector Job	30.3%	34.9%	55.2%	35.6%	24.6%	22.5%
<b>Foreign Job Obtained</b> (Share of all individuals by gender)	<b>13.2%</b>	<b>29.3%</b>	<b>25.6%</b>	<b>22.7%</b>	<b>22.4%</b>	<b>27.2%</b>
Academic Job	100.0%	75.0%	60.0%	85.2%	62.0%	61.3%
Nonacademic Job	0.0%	25.0%	40.0%	14.8%	38.0%	38.7%
<b>No Job Found</b> (Share of all individuals by gender)	<b>0.0%</b>	<b>0.8%</b>	<b>0.0%</b>	<b>1.7%</b>	<b>5.3%</b>	<b>3.9%</b>
<b>Total Number of Individuals</b>	<b>38</b>	<b>123</b>	<b>39</b>	<b>119</b>	<b>247</b>	<b>433</b>

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



considerably smaller than their share of new PhDs (Figure 3).

The female share of the entering class of students in PhD programs overall has been flat over the last twenty years (Figure 1 and Table 7). For all PhD programs, the female share was slightly higher between 2002 and 2011, but the average over the last five years has fallen (Table 7). For the Top 20 programs, the share has been flat or even slightly

declining since 2002. The entering class this year in the top 20 schools was less than one-quarter female, below the average for the last two decades. Within the Top 20, there is considerable variation in the share of females in the first PhD class across the 21 schools (Table 8). Half of Top 20 departments have student bodies that are over 75 percent male and over a fourth of Top 20 departments are over 80% male. Note that

while we are not breaking out the Top 10, to protect the confidentiality of individual school data, the pattern is not different between the Top 10 and the schools ranked 11–20.

## D. Conclusions

Past intakes and subsequent advancements of women and men determine the contemporaneous distribution of men and women on the academic

## The 2017 Report ▲

economists' ladder. This report is depressingly similar to those of previous years. *There has been no progress in the representation of women at either juncture, entering the economics profession or advancing from untenured assistant to tenured associate professor.* If anything, we see stagnation or decline in women entering economics at both the undergraduate and graduate level.

With regard to the second juncture, while the advancement of women from untenured assistant to tenured associate professor is no doubt intertwined and jointly determined with family-related decisions, this is true as well of other disciplines, so cannot explain the relative lack of progress for women in economics.<sup>12</sup> Policy choices by institutions (e.g., length of the tenure clock, family leave,

on-site child care and so forth) and departments (e.g., inclusiveness, mentoring, office space, teaching assignments, and so forth) can play significant roles in reversing these trends and allowing women to flourish -- and allowing the economics profession and society as a whole to benefit from continuing contributions from female scholars.

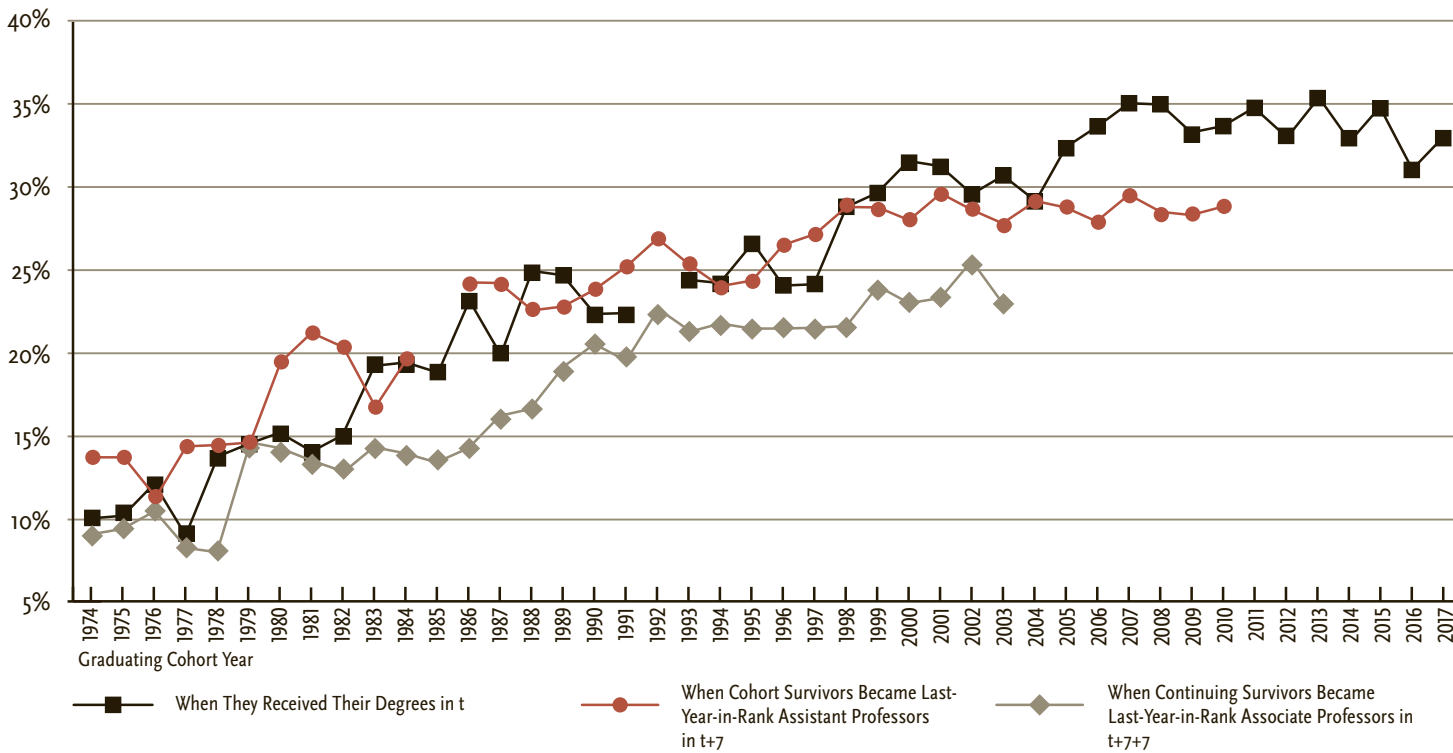
Finally, it is worth recognizing the high representation of women in non-tenure-track teaching jobs. Almost a third of the full time female faculty in Top 20 economics departments are in non-tenure track teaching positions. This may play a role in shaping how undergraduate women view the economics profession.

CSWEP's 45 years of data on the evolution of faculty composition at the department level are unique in the social sciences and beyond. We are pleased to report efforts to document, harmonize

and make these data available to the research community. We now make department-level longitudinal data available to individual departments so that they have this information to determine appropriate steps to achieve gender equity in their student and faculty populations. Annual aggregate data and departmental-level data are available for research purposes in a manner that protects the confidentiality of the responding departments through the Inter-university Consortium for Political and Social Research.

<sup>12</sup> Bayer, Amanda, and Cecilia Elena Rouse. "Diversity in the Economics Profession: A New Attack on an Old Problem." *The Journal of Economic Perspectives* 30, no. 4 (2016): 221-242.

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



## V. Board Rotations and Acknowledgements

Terra McKinnish will be ending her term as the inaugural Associate Chair for Mentoring in January, and will be replaced by Sebnem Kalemli-Ozcan. Terra created this position as part of a major reorganization of CSWEP leadership, and we are deeply indebted to her for the energy and good judgement with which she has built up our mentoring program. Anne Winkler will be completing a second term on the CSWEP Board as Midwestern Representative. In addition to a broad slate of Board activities,

Anne has developed a program of networking and professional development events at the MEA meetings that she will be turning over to the new Midwestern Rep, Shahina Amin. Petra Todd is also completing an active second term as an At-Large Board member, and we will be welcoming Sandy Black to replace her. CSWEP is very grateful to the outgoing Board members for their generous contributions to CSWEP’s mission, and welcome our new members.

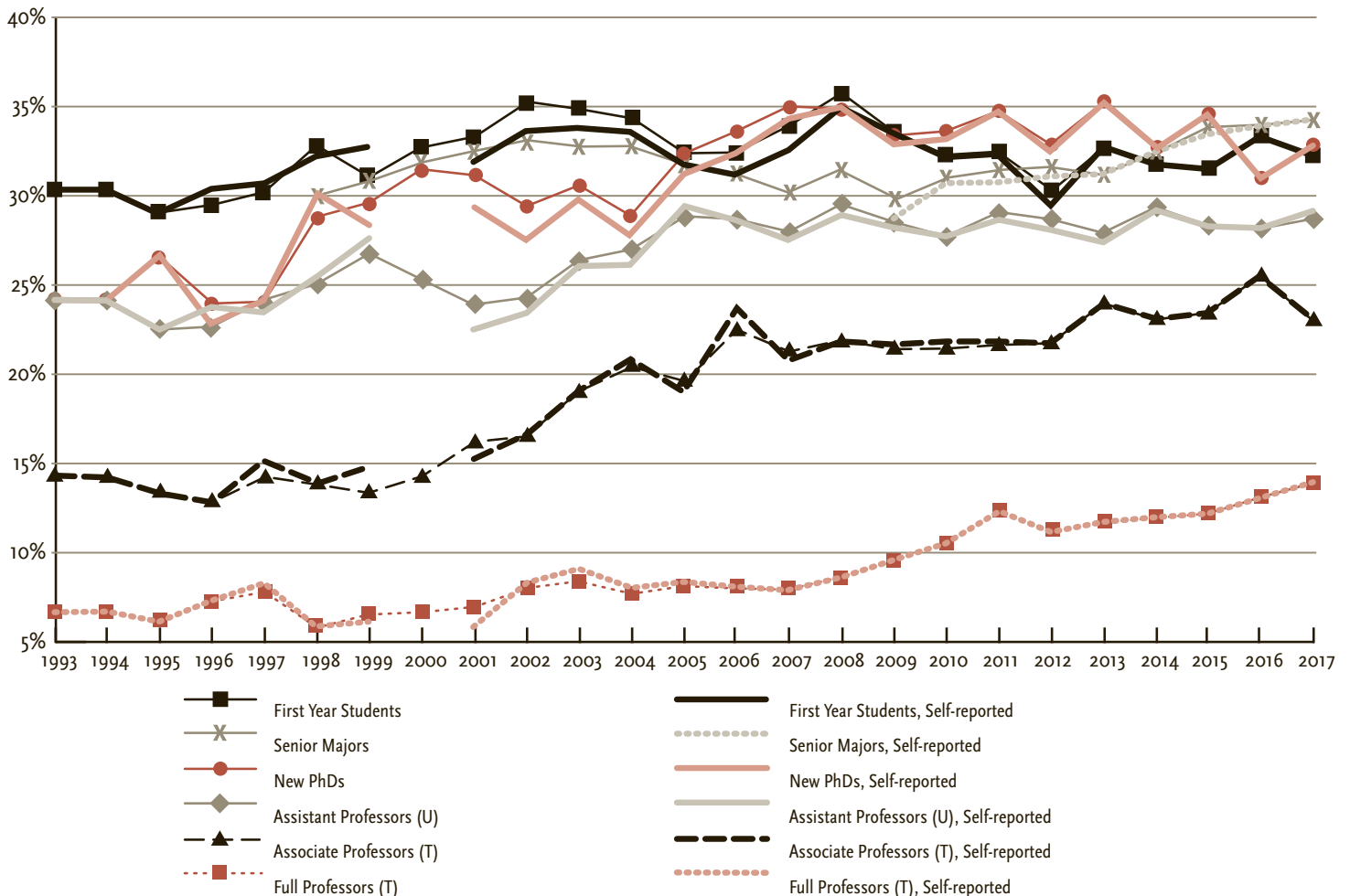
Amber Pipa continues to provide administrative and moral support to all of us, and is information central for all CSWEP activities. We couldn’t do any of this without her organizational skills, hard work, and memory.

CSWEP is fully funded by the American Economic Association. Recent

funding increases have made the expansion of CSWEP’s services possible and the transition to UCSB a smooth one, and for this we are grateful. Very special thanks are due to the AEA Secretary-Treasurer, Peter Rousseau, for his support and counsel and to his excellent staff: 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 the University of California, Santa Barbara for the administrative support of CSWEP’s activities, office space, IT support, computer equipment, office supplies and substantial additional resources. ■

Figure 5. Comparison of self-reported and imputed data from Figure 1





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

Faculty Composition (Fall 2017)	Number		Percent	
	Women	Men	Female	Male
<b>Assistant Professor</b>	<b>241</b>	<b>603</b>	<b>28.6%</b>	<b>71.4%</b>
Untenured	216	535	28.8%	71.2%
Tenured	25	78	24.3%	75.7%
<b>Associate Professor</b>	<b>154</b>	<b>509</b>	<b>23.2%</b>	<b>76.8%</b>
Untenured	12	34	26.1%	73.9%
Tenured	142	475	23.0%	77.0%
<b>Full Professor</b>	<b>213</b>	<b>1310</b>	<b>14.0%</b>	<b>86.0%</b>
Untenured	5	26	16.1%	83.9%
Tenured	208	1284	13.9%	86.1%
<b>All Tenured/Tenure Track</b>	<b>608</b>	<b>2422</b>	<b>20.1%</b>	<b>79.9%</b>
<b>Full-Time Non-Tenure Track</b>	<b>177</b>	<b>258</b>	<b>40.7%</b>	<b>59.3%</b>
<b>Part-Time Non-Tenure Track</b>	<b>107</b>	<b>244</b>	<b>30.5%</b>	<b>69.5%</b>
<b>All Other Full-Time Instructors</b>	<b>36</b>	<b>92</b>	<b>28.2%</b>	<b>71.8%</b>
<b>All Faculty</b>	<b>928</b>	<b>3015</b>	<b>23.5%</b>	<b>76.5%</b>
<b>Students and Job Market</b>				
<b>Students</b>				
Undergraduate Senior Economics Majors to Graduate this AY	7113	13642	34.3%	65.7%
Undergraduate Economics Majors Graduated in Previous AY	7748	14972	34.1%	65.9%
First-year PhD Students	492	1031	32.3%	67.7%
Registered PhD Thesis Writers (ABD)	1469	2984	33.0%	67.0%
Number of PhDs Granted	361	735	32.9%	67.1%
<b>Job Market (2016–2017 Academic Year)</b>				
<b>U.S. Based Job</b>	<b>241</b>	<b>474</b>	<b>33.7%</b>	<b>66.3%</b>
Academic Job in a PhD Granting Institution	77	137	36.0%	64.0%
Academic Job in a Non-PhD Granting Institution	46	84	35.4%	64.6%
Non-Faculty Academic Job	19	70	21.3%	78.7%
Public Sector Job	29	54	34.9%	65.1%
Private Sector Job	70	129	35.2%	64.8%
<b>Foreign Job Obtained</b>	<b>70</b>	<b>181</b>	<b>28.0%</b>	<b>72.0%</b>
Academic Job	45	122	27.1%	72.9%
Non-Academic Job	25	59	29.9%	70.1%
<b>PhD Students Who Searched But Didn't Find a Job</b>	<b>13</b>	<b>20</b>	<b>39.4%</b>	<b>60.6%</b>
<b>Number on Job Market</b>	<b>324</b>	<b>675</b>	<b>32.5%</b>	<b>67.5%</b>

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

Faculty Composition (Fall 2017)	Number		Percent	
	Women	Men	Female	Male
<b>Assistant Professor</b>	<b>136</b>	<b>181</b>	<b>42.9%</b>	<b>57.1%</b>
Untenured	124	162	43.4%	56.6%
Tenured	12	19	38.7%	61.3%
<b>Associate Professor</b>	<b>114</b>	<b>169</b>	<b>40.3%</b>	<b>59.7%</b>
Untenured	9	7	56.3%	43.8%
Tenured	105	162	39.3%	60.7%
<b>Full Professor</b>	<b>116</b>	<b>366</b>	<b>24.1%</b>	<b>75.9%</b>
Untenured	3	9	25.0%	75.0%
Tenured	113	357	24.1%	75.9%
<b>All Tenured/Tenure Track</b>	<b>366</b>	<b>716</b>	<b>33.8%</b>	<b>66.2%</b>
<b>Full-Time Non-Tenure Track</b>	<b>46</b>	<b>74</b>	<b>38.3%</b>	<b>61.7%</b>
<b>Part-Time Non-Tenure Track</b>	<b>42</b>	<b>90</b>	<b>31.5%</b>	<b>68.5%</b>
<b>All Other Full-Time Instructors</b>	<b>9</b>	<b>31</b>	<b>22.5%</b>	<b>77.5%</b>
<b>All Faculty</b>	<b>463</b>	<b>911</b>	<b>33.7%</b>	<b>66.3%</b>
<b>Student Information (2016–2017 Academic Year)</b>				
<b>Undergraduate Senior Economics Majors Expecting to Graduate this AY</b>	2372	4253	35.8%	64.2%
<b>Undergraduate Economics Majors Graduated in Previous AY</b>	2176	3892	35.9%	64.1%
<b>M.A. Students Expecting to Graduate this AY</b>	67	119	36.0%	64.0%
<b>M.A. Students Graduated in Previous AY</b>	48	67	41.7%	58.3%
<b>Total Number of Departments</b>	<b>113</b>			

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

	1993–1996	1997–2001	2002–2006	2007–2011	2012–2016	2017
<b>All PhD Programs</b>	30.9%	32.9%	35.1%	35.3%	34.5%	33.6%
<b>Top 20 Programs</b>	24.7%	27.6%	29.5%	28.0%	28.8%	24.8%

**Table 8. Distribution of Top 20 Departments by Female Share of First Year PhD Class, 2013–2017**

Share of Women	Number of Programs Each Year				
	2013	2014	2015	2016	2017
40% or above	6	2	3	6	2
35–39%	0	1	0	1	1
30–34%	1	5	2	2	8
25–29%	3	6	6	5	1
20–24%	9	2	6	3	3
Below 20%	2	5	4	4	6

Note: This table classifies departments by the average share of women in their entering class over the period 2013–2017. This differs from the average share of women entering PhD programs, each year, because of differences in the size of different programs.

# Appendix

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