



American Economic Association

1992 Committee on the Status of Women in the Economics Profession

NEWSLETTER

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COMMITTEE ON THE STATUS OF WOMEN IN THE ECONOMICS PROFESSION ANNUAL REPORT, 1991

The American Economic Association (AEA) charges the Committee on the Status of Women in the Economics Profession (CSWEP) with monitoring the position of women in the profession and with undertaking activities to improve that position. This report compares the actual advancement of women economists in academia with cohort projections, and describes the Committee's activities during 1991.

HIRING AND PROMOTION OF WOMEN IN ECONOMICS

Last year CSWEP reported¹ a summary of results from the AEA Universal Academic Questionnaire.² At that time, we concluded that the proportion of female assistant professors generally reflected the proportion of new female Ph.D.'s. We also presented evidence to suggest that women have not progressed through the academic ranks as rapidly as might be expected. Moreover, it appeared there was a higher percentage of women at lower-ranked departments than at higher-ranked ones. This year, we present data that extend and sharpen these conclusions.

Figures 1-5 extend the data presented in the 1990 Annual Report to include the data for 1990.³ Figure 1 shows that, between 1990 and 1991, the percentage of women increased at the associate, fell at the assistant, and did not change at the full professor ranks. Figure 2 shows that there is little difference in the status of women by type of academic institution (public or private). Figure 3 indicates that women continue to be hired at the new assistant professor level approximately in proportion to the percentage of new female Ph.D.'s.

However, Figure 4 shows a sharp increase, between 1990 and 1991, in the proportion of women at the associate professor rank at lower-ranked graduate departments.⁴ In fact, the percentage of female associate professors at lower-ranked institutions is now nearly twice as high as the percentage of female associate professors at higher-ranked institutions. Moreover, this result accords with results presented in a recent paper by Kolpin and Singell⁵; with data

¹ The Committee thanks Ivy Broder, Shulamit Kahn, and Charles Scott for their contributions to this report.

² Nancy M. Gordon, "Committee on the Status of Women in the Economics Profession Annual Report, 1990," American Economic Review, May, 1991.

³ Data are based on Ph.D. granting economics departments that have responded to the Universal Academic Questionnaire in any one year since 1973. Agricultural Economics departments are excluded.

⁴ The scholarly quality of economics departments is based on data for 93 graduate departments reported in, National Research Council, An Assessment of Research-Doctoral Programs in the United States: Social and Behavioral Sciences (Washington, D.C.: National Academy Press, 1982). Figure 4 presents data on 88 of those 93 departments.

⁵ Van Kolpin and Larry D. Singell, Jr., "Strategic Discrimination, Scholarly Performance, and the Gender Composition of Economics Departments," Unpublished Manuscript.

collected by Ivy Broder⁶ on women at top-tier economics departments; and with data on new hires by rank from the 1990 Universal Academic Questionnaire.

Kolpin and Singell find, over the last two decades, that women were less likely to be hired and promoted at top-ranked departments and more likely to be hired and promoted at lower-ranked departments. They go so far as to suggest that a number of lower-ranked departments may have strategically hired women in order to improve their average scholarly outputs.

Broder has identified every female professor at every economics department in the top three tiers. The following information is based on her data for either the 1990-91 or the 1991-92 academic year. No individual is counted twice, even if she changed departments. Broder finds that only 3 out of 148, or 2%, of full professors at Tier 1 departments⁷ are women. Only 15 out of 232, or 6.5%, of all economists at Tier 1 departments are women. Her data suggest that women have not risen to the very top of the economics profession, even in proportion to their low representation in the general population of economists at the full professor level. Moreover, at the Ph.D. granting departments which answered the Universal Academic Questionnaire in 1990, there were 25 males hired at the full professor level in 1990 and 0 females.⁸ While this is a small sample, it provides further cause for concern about the status of women in the economics profession.

Figure 5 extends the simulation model presented as Figure 6 in last year's Annual Report.⁹ At that time we suggested that the gaps between actual and predicted percentages of women at the associate and full professor levels were likely to increase over time. Figure 5 confirms that prediction for 1990. Despite the jump in the percentage of women at the associate professor level at lower-ranked departments, both gaps continued to grow. These estimates provide further cause for concern about the status of women as they progress through their academic careers.

Using data from the National Science Foundation Survey of Earned Doctorates, compiled by Shulamit Kahn, Figure 6 shows that the percentage of all Ph.D. economists who are women has risen steadily, from less than 6% in 1973, to more than 11% in 1989. This compares with an increase from 4% of graduate faculty in 1974 to 8% of graduate faculty in 1989.

⁶ Tiers are based on the AEA ranking of graduate programs. Data are part of Ivy Broder's ongoing research project on the status of women at top tier economics departments.

⁷ Tier 1 is defined as Chicago, Harvard, MIT, Princeton, Stanford, and Yale.

⁸ This does not necessarily mean that no women were hired at the full professor level by any Ph.D. granting department, as not all departments answer the Universal Academic Questionnaire every year.

⁹ The simulation model is based on the flow of faculty into and out of different ranks. New Ph.D.'s are assumed to become new assistant professors; assistant professors are promoted to associate professors after 5 years; associate professors are promoted to full professors after 7 years; full professors retire after 20 years in rank. In addition, the model assumes that the probability of being hired and promoted is independent of gender.

However, Kahn also finds that the percentage of all female economists employed in business and industry has risen faster than the percentage of all male economists employed in business and industry. Between 1973 and 1989, the percentage of all female economists employed in higher education fell from 73% to 61%, while the percentage employed in business and industry rose from 7% to 18%. During the same time period, the percentage of all male economists employed in higher education fell from 74% to 67%, while the percentage employed in business and industry rose from 10% to 15%. Thus, a lower proportion of both male and female economists are working in higher education and a higher proportion are working in business and industry. But, the change has been more pronounced for women. If these trends turn out to be significant and consistent, they raise research questions for CSWEP regarding 1) the reasons for women choosing business and industry over academia; and 2) the status of women economists in business and industry.

To summarize, women continue to be hired at the new assistant professor level at about the same rate as they earn new Ph.D.'s. This is encouraging, especially in light of the recent poor job market. However, CSWEP continues to be concerned about the progress of women through the academic ranks, and about the status of women at the highest ranks of the profession. Women are not achieving the rank of full professor as rapidly as expected and they are not being employed by top-tier departments even in proportion to their representation at various ranks. CSWEP is also concerned that women may be leaving academia at a faster rate than men, for reasons as yet unexplored. Since employment as a full professor at a top-tier department is generally considered to be the highest status employment in the economics profession, CSWEP continues to be concerned about the status of women in the economics profession.

THE COMMITTEE'S RECENT ACTIVITIES

CSWEP was involved in several activities designed to help women advance in the economics profession during 1991. As part of its ongoing efforts to expand the participation of women economists on the program of the AEA Annual Meetings, the CSWEP Board organized six sessions for the January, 1992 Meetings: three on gender-related topics and three on public finance. CSWEP also sponsored a hospitality suite and a reception following the annual business meeting. These facilitate networking among economists at the annual meeting.

CSWEP has also been actively involved in the regional economic associations. Members of the CSWEP Board include representatives to the Eastern, Southern, Midwest, and Western Economic Associations. These Board members organize sessions and receptions at the regional meetings, facilitating the participation and networking of women economists at these meetings.

Another major activity was the publication of three issues of the CSWEP Newsletter, the contents of which are designed to help young economists advance. Each issue contains information about sources of research funding and calls for papers, as well as articles on such topics as the annual job market and advice on publishing papers. In 1990 the Board reprinted a number of popular past articles on how to get ahead on the profession in a special issue available free to all dues paying members, and for \$8 to the general public. The Board continues

to give copies to new members.

CSWEP maintains a Roster of Women Economists, including information on employers, educational backgrounds, fields of specialization, and publications. It is used, for example, by employers searching for job candidates and by organizations seeking members for advisory committees. The entire Roster, or selected portions, is available either on disk or as mailing labels. In addition, the Roster appears in a printed volume every other year. It was completely updated and printed in 1990. The Board also continues its recent practice of informing advertisers in Job Openings for Economists and the CSWEP Newsletter about the Roster and how to use it.

CSWEP wishes to thank the editorial board of the American Economic Review (AER) for its decision to institute a double-blind referee policy for the AER. Double-blind refereeing has been a CSWEP agenda item for many years. Rebecca Blank, a current CSWEP Board member, undertook the AER's study of double-blind refereeing.

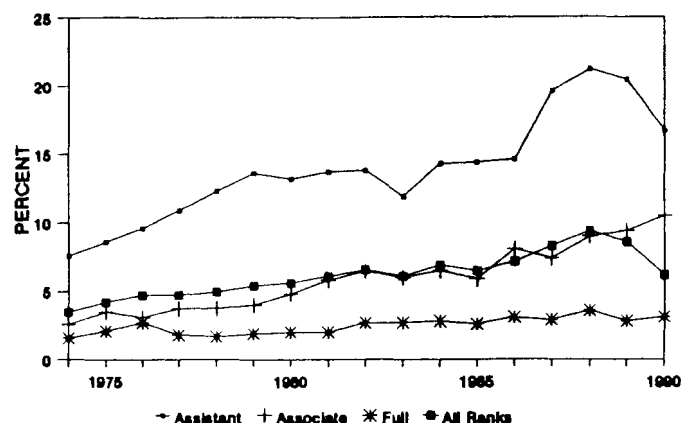
The CSWEP Board wishes to thank a number of people who served the Committee. Joan Haworth, the Committee's Membership Secretary, and her staff make it possible for the Committee to maintain contact with the membership and the profession as a whole. They maintain the Roster, prepare special mailings, and create customized listings from the Roster, just to name a few activities. Nancy Gordon retired from the Board in August, after seven years of tireless service as Editor of the Newsletter and four years of service as Chair. During Nancy's term as Chair, the Committee greatly expanded its activities in support of women in the economics profession. Shulamit Kahn continued to work for the Committee, even though her term on the Board expired in 1990. She continues to coordinate information about the availability of child care at the AEA Annual Meetings and she contributed the data from the National Science Foundation Survey of Earned Doctorates for the Annual Report.

The terms of three other members of the Board expired in 1991: Shelly Lundberg, June O'Neill, and Dan Newlon. Shelly served the Board as the representative to the Western Economic Association, co-edited an issue of the Newsletter, and helped organize sessions at both the WEA and the AEA meetings. June served as the representative to the Eastern Economic Association, co-edited an issue of the Newsletter, and helped organize sessions at both the EEA and the AEA meetings. Dan served the Board in many ways. He opened contact between CSWEP and the National Science Foundation, calling for more research on the status of women in the economics profession and greater representation of women at NSF and in other prestigious positions. He also wrote articles for the Newsletter on research support, co-edited an issue of the Newsletter, and helped organize sessions at the AEA meetings.

Finally, the Board thanks Jill Bury, who works with Nancy Gordon, and Christina O'Bannon, who works with Elizabeth Hoffman. Their contributions made it possible for each Chair to maintain the activities of the Board and produce the Newsletter, in addition to other professional and scholarly activities.

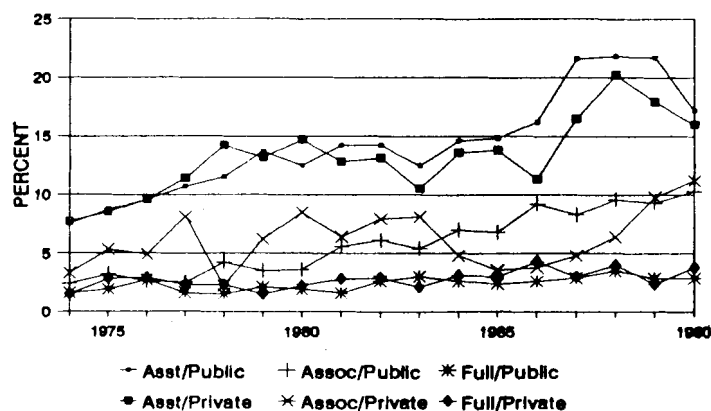
Elizabeth Hoffman
Chair

FIGURE 1. FEMALE FACULTY IN GRADUATE DEPARTMENTS, PERCENTAGES OF TOTAL FACULTY BY RANK: 1974-1990



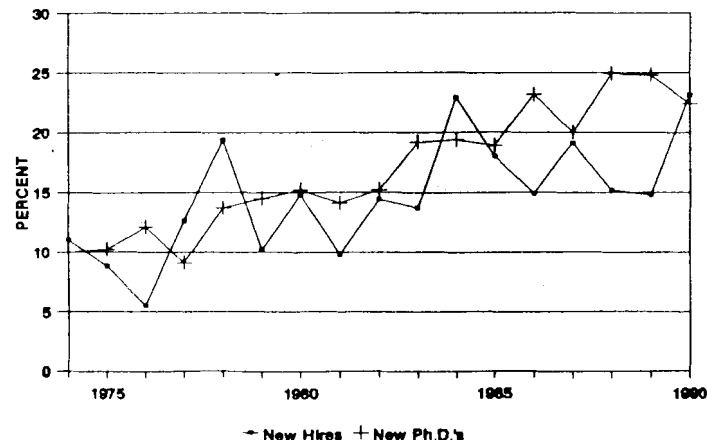
SOURCE: American Economic Association, Universal Academic Question, 1974-1990
 NOTE: Graduate Departments are those that award Ph.D.s

FIGURE 2. FEMALE FACULTY IN GRADUATE DEPARTMENTS, PERCENTAGES BY RANK AND TYPE OF INSTITUTION, 1974-1990



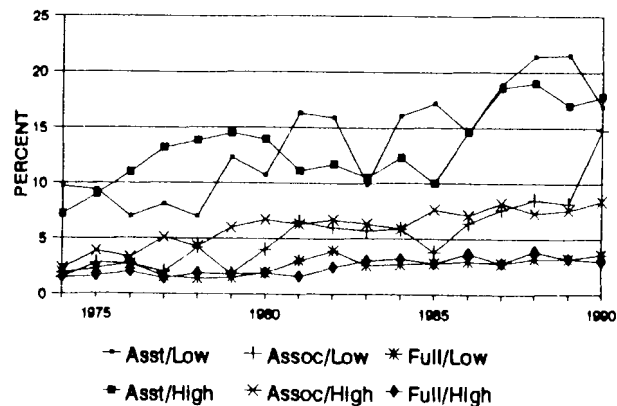
SOURCE: American Economic Association, Universal Academic Questionnaire, 1974-1990
 NOTE: Graduate Departments are those that award Ph.D.'s

FIGURE 3. FEMALE NEW PH.D.'S AND NEW ASSISTANT PROFESSORS AS PERCENTAGES OF NEW PH.D.'S AND NEW ASSISTANT PROFESSORS, 1974-1990



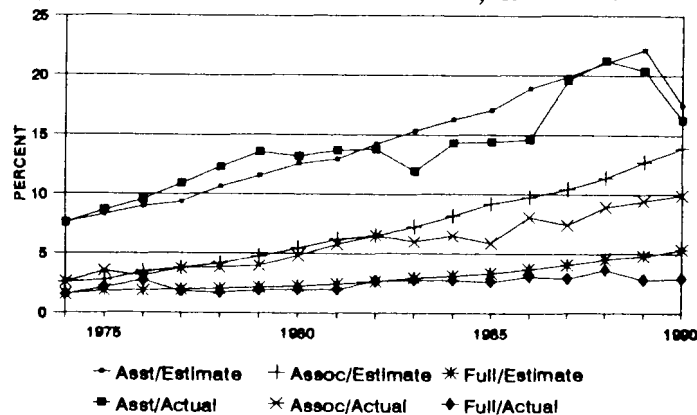
SOURCE: American Economic Association, Universal Academic Questionnaire, 1974-1990

FIGURE 4. FEMALE FACULTY IN GRADUATE DEPARTMENTS, PERCENTAGES BY RANK AND QUALITY OF DEPARTMENT, 1974-1990



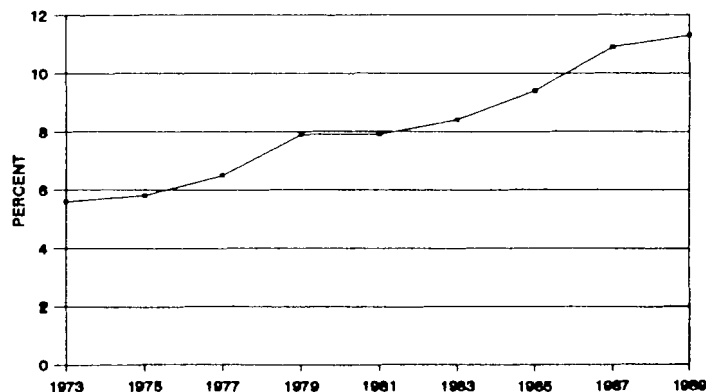
SOURCE: American Economic Association, Universal Academic Question, 1974-1990
 NOTE: Graduate Departments are those that award Ph.D.'s
 Rankings by National Research Council (88 Departments)

FIGURE 5. ACTUAL AND ESTIMATED PERCENTAGES OF FEMALE FACULTY IN GRADUATE DEPARTMENTS BY RANK, 1974-1990



SOURCE: American Economic Association, Universal Academic Questionnaire, 1974-1990
 NOTE: Graduate Departments are those that grant Ph.D.'s

FIGURE 6. FEMALE PH.D. ECONOMISTS AS A PERCENTAGE OF ALL PH.D. ECONOMISTS, 1973-1989



SOURCE: American Economic Association, Universal Academic Questionnaire, 1974-1990

Are Women "Working" More Relative to Men
as Women's Hours of Paid Work Increase?

by
Joyce Manchester¹

In a recent article in the Journal of Human Resources, David Stapleton and I investigate the following question: As women have increased their hours of paid work over the past three decades, have their total hours of work (defined to include paid work, housework and childcare) increased relative to the total hours of work of men? We find no substantive change in the total work ratio, contrary to other published estimates.

Our finding of no change in the total work ratio is based on three observation points during the last thirty years: 1965, 1975 and 1981. There is no single set of data on hours of paid work and unpaid work covering a representative sample of the population over the 1960s, 1970s and 1980s, so we analyze two pairs of samples from three time-use surveys conducted in 1965-66, 1975-76, and 1981.² The first pair of samples is representative of comparable subpopulations in 1965-66 and 1975-76, while the second pair is representative of comparable subpopulations in 1975-76 and 1981.

The samples are not representative of the full U.S. population, but they do cover very large segments of the population. The first pair represents white urban households in which at least one person was employed for 10 or more hours per week. Respondents are between 25 and 64 years old. The second pair of samples consists of persons aged 25 to 64 who responded to both the 1975-76 survey and the 1981 follow-up and their spouses if they also responded. All samples include both single and married persons and have comparable definitions for the various types of work.

During both subperiods, it appears that the total work ratio remained essentially unchanged for the large segments of the population represented by these samples. The table shows sample means from the surveys. Women increased their weekly hours of paid work from 15.2 to 16.2 over the 1965 to 1975 period; men decreased their weekly hours of paid work from 43.1 to 37.0. However, women decreased their unpaid work hours over this same period from 43.1 to

¹ For more detail on this study, see "On Measuring the Progress of Women's Quest for Economic Equality," The Journal of Human Resources 26, No. 3, 562-580. The view expressed in the published paper and in this brief article are those of the authors and are not necessarily those of the Congressional Budget Office.

²The data sets are: Americans' Use of Time, 1965-66 and Time Use in Economic and Social Accounts, 1975-76, Merged Data; Time Use in Economic and Social Accounts, 1975-76; and Time Use Longitudinal Panel Study, 1975-81.

35.6, while men increased their unpaid work hours from 11.7 to 12.1. The total work ratio remained constant at 1.06. From 1975 to 1981, the sample shows an increase in women's paid work hours from 17.1 to 19.5, while men's paid work hours declined from 39.0 to 37.2. The total work ratio declined only slightly, from 1.00 to 0.99.

Why do these findings of no change in the relative number of hours worked differ from conclusions reached by Victor Fuchs in his widely cited book, Women's Quest for Economic Equality³? Fuchs estimates an increase in the total work ratio of 0.13 over the period 1960 to 1986. The major difference is that we use observed work hours while Fuchs uses a regression to predict hours of unpaid work both back in time and out into the future. Fuchs used data from the 1975-76 survey to estimate regressions of unpaid work on changes in paid work and various demographic characteristics. He then used the estimated regression to predict hours of unpaid work given hours of paid work and demographic characteristics in 1960 and 1986. When we estimated comparable regressions, the coefficient on paid work in all our samples turned out to be about -.5 for women and about -.25 for men. This implies that when women increase their hours of paid work by one hour, their unpaid work is reduced by one-half hour. When men reduce their paid work by one hour, their unpaid work increases by one quarter of an hour. These regressions will always predict increases in the total work ratio when the paid work ratio increases, provided that the other variables in the regressions remain roughly constant.

In fact, our evidence suggests that the regressions for women shifted down relative to the regressions for men over the 1960 to 1986 period. Since predictions from a single cross-section ignore these shifts, they are biased toward finding an increase in the total work ratio. We then investigate the size of the bias by using the regressions from each sample to predict the mean of unpaid work by sex in the other sample in its pair. The results suggest that the magnitude of the bias in Fuchs' predictions could easily be equal to, if not greater than, his estimated increase.

Of course, our samples do not cover the whole period 1960-86 and they are not representative of the entire population. These problems potentially could account for differences in our estimates and those of Fuchs. Our estimates cover the periods of slowing growth and recession between 1965 and 1981 and omit the expansionary periods of 1960-65 and 1981-86. This might help explain the large divergence in the estimates of women's paid work: Fuchs estimates an increase of 74 percent over 1960-86; in contrast, our studies show only a 7 percent increase between 1965 and 1975, followed by a larger 17 percent increase from 1975-1981. Nevertheless, we are confident that the true total work ratio changed very little over this period, if at all. Additional support for our confidence comes from international evidence on this question, which is reviewed in our article. That evidence yields results that are strikingly consistent with our own.

Table. Estimates of Weekly Hours Worked

	Urban, employed whites	Urban, employed whites	Panel	Panel
	1965	1975a	1975b	1981
Women				
Paid	15.2	16.2	17.1	19.5
Unpaid	43.1	35.6	35.1	32.5
Housework	36.7	30.2	29.1	27.0
Childcare	6.5	5.4	6.0	5.5
Total	53.8	51.8	52.2	52.0
Men				
Paid	43.1	37.0	39.0	37.2
Unpaid	11.7	12.1	13.1	15.1
Housework	10.2	10.3	11.4	13.0
Childcare	1.6	1.8	1.6	2.1
Total	54.9	49.0	52.1	52.3
Women/men ratio				
Paid	.35	.44	.44	.52
Unpaid	3.68	2.94	2.68	2.15
Housework	3.60	2.93	2.55	2.08
Childcare	4.06	3.00	3.75	2.62
Total	1.06	1.06	1.00	.99

Note: See Manchester and Stapleton, *op. cit.*, for details of samples.

NOTABLE WOMEN IN ECONOMICS

We continue our series of articles on women who have made substantial contributions to economics.

Olga Bondareva: Soviet Game Theorist and Economist
by
Myrna H. Wooders¹

Olga Bondareva made a major contribution to cooperative game theory, yet few persons in the West have met Dr. Bondareva. Perestroika opened up options for her to travel to the West and she attended several international conferences beginning in 1988. Although language, cultural differences and differences in approach made communication difficult, she seemed hungry for intellectual communication and stimulation. It seemed as though she was opening doors for communication but unfortunately these have come to a sudden halt: she was killed in a traffic accident on December 9, 1991.

This sketch outlines the career of Olga Bondareva. She faced difficulties that perhaps none of us ever will, and met them with integrity and courage.

Olga Bondareva was born in Leningrad (now St. Petersburg) on April 27, 1937. Her childhood was spent in the Ukraine. In 1944 she returned, with her family, to Leningrad. In 1950 she joined a mathematical "kruzhov", apparently a sort of educational commune for young people of exceptional mathematical ability. In 1954 she completed her studies and joined the Mathematical Faculty of the Leningrad State University. She specialized in Probability and, perhaps due to the influence of N. Vorob'ev, her advisor, she became involved with game theory. In 1963 she completed a Ph.D. in mathematics at the Leningrad State University. The title of her thesis was "The Theory of the Core in an n -Person Game." In 1984 she received a Doctor of Science degree, the highest possible academic degree in mathematics, from Moscow University.

She held the following positions, all in the Leningrad State University: 1959-1973: Junior investigator, followed by Associate Professor, and then Senior Investigator in the Faculty of Mathematics; 1972-1984: Senior Investigator, Economics; 1984-1989: Senior Investigator, Physics; 1989 - until her death: Leading Investigator, Mathematics.

¹

This is based primarily on material prepared by T. Kulakovskaja, N. Naumova, and J. Romanovsky. Also, Michael Maschler has been of great help in making this material available to us.

The change in faculty position was related to an incident in 1972 which was described to us as typical of that time. One of her students decided to emigrate to Israel, and the student organization of Komsomol was ordered to exclude him, with the purpose of making this a political "hate message" for his classmates. Bondareva, as their tutor, expressed an opinion on the matter, and said that "we should feel pity, not hate, for a person who leaves his native land".

After her presentation the student group was no longer unanimously in favor of excluding the student from their organization. The student, however, was expelled from the University and Bondareva, viewed as a "trouble-maker," was displaced from the mathematics faculty. She was allowed to return to the Mathematics Faculty only with "perestroika".

Apparently, from the years 1973 until 1989, although a member of university faculties, Bondareva was not permitted to teach.

Bondareva was the advisor of seven Ph.D. students, a member of the American Mathematical Society, and on the Editorial Board of Games and Economic Behaviour. She was the intellectual leader of a very active research group on cooperative games, based primarily in St. Petersburg. She herself had organized a mathematical "kruzhov" in 1959, and three of the women from it became her longtime colleagues (and two have continued to work in the Mathematics Faculty). Her publications number over 70.

Bondareva's most well-known result, from her Ph.D. thesis, is important to micro-economic theory, and is included in virtually every text on cooperative game theory. Consider an economy where there are gains to cooperation, for example, one with clubs, or communities providing local public goods, or even an exchange economy. An important question is: under what conditions does there exist a partition of the population into "coalitions" (clubs, marketplaces, firms, etc), and a division of the surplus arising from cooperation within coalitions which is stable? The stability property requires that no coalition could form and distribute the surplus generated by that coalition among its members so that all of the members would get a bigger chunk of surplus. Suppose that economies are ones with quasi-linear utilities. Bondareva provided necessary and sufficient conditions for such economies to have stable outcomes. This work has been continued by others, including Lloyd Shapley and Herbert Scarf.²

As soon as travel became easier for Soviet academics, Bondareva was invited to a number of conferences in the West. In the last few years she was able to participate in international conferences at Columbus, Brussels, Oberwolfach, Ulm, Delhi, Beilefeld, and Stony Brook. She seemed to enjoy these immensely.

Bondareva was married and had two sons and one grandchild.

²

And a number of other others, including this one.

BIOGRAPHICAL SKETCHES OF CSWEP BOARD MEMBERS

We continue a series of biographical sketches of CSWEP Board members.

Joan Gustafson Haworth

Raised in a gold mining town in the West, Joan aspired to go to medical school at the time when "MRS." was the typical college degree for women. The attitudes of medical school faculty during the decade of the fifties deterred this effort and she completed a bachelors degree in Economics, with a minor in Mathematics, at Stanford in 1960. After marrying her college friend and teaching high school math classes in California and Oregon, Joan and Charles' first child arrived in 1965, about three weeks before she enrolled in graduate classes in Economics at the University of Oregon where Charles was also a graduate student. They were reputed to be the first "couple" to be supported by the Economics department as individuals and successfully completed their degrees in the late sixties. Their second child was born in 1968 and their third in 1970, shortly after Joan completed her doctoral degree.

Probably the most descriptive word of Joan's career as an economist is "diversity". Combining mathematical training with her degrees in economics, she worked as a high school mathematics teacher while her husband was stationed in various parts of the United States. Her first university job was a joint appointment between the Computer Center and the Department of Economics at Florida State University.

Joan taught econometrics courses to undergraduates and graduate students at Florida State University, and worked with the Computer Center for four years as the liaison faculty member between that center and the faculties of the Social Sciences and the Business School. In the course of that liaison work she developed and directed the University's Census Processing Center and worked with Census data to develop econometric measures of the status of women and minorities in the United States from 1950 through 1970. This interest in the economic status of women and minorities resulted in research with the U.S. Commission on Civil Rights, as well as opportunities to study employment data in a variety of firms, institutions, and government agencies throughout the country. In 1975/76 Joan was a visiting faculty member at George Mason University and also worked on grants from the Department of Commerce and NIH. In the latter part of that decade Joan and her husband invested in a computer firm and an economic research firm that enabled her to continue private consulting on a part-time basis. During this period Joan obtained a private pilot license and flew around the Southeast on some of her consulting trips. She also served as part of a liaison group, sponsored by NSF, to consider the use of computers to allocate economic resources in the Soviet Union and toured some of that country's facilities with other social and computer scientists. She also hosted the return visits of the Soviet's national planners.

Women and minorities' economic condition in organizations has been the subject of much litigation in federal courts since 1965. The judiciary has been concerned with measured relationships between such things as career paths, available qualified people, and compensation. Joan has continued to study these issues; present expert testimony; and provide other

professionals in law, accounting, and human resource management with an economic perspective on these problems. After several years of part time faculty work combined with private consulting, Joan retired from Florida State and became a full-time president of Economic Research Services, Inc. This firm, privately held by her and her husband, currently employs eight Ph.D. economists and approximately 55 other employees. ERS produces analysis and interpretation of employment and other economic data for Fortune 500 and small firms, federal government agencies, state governments, other institutions and individuals. The integration of federal law, state and federal regulation, and economic thinking form the basis for Joan's current professional activities.

Joan began her activities on the CSWEP Board as the Southern Regional Representative when CSWEP's regional activities were just beginning in the late seventies. She has continued to be active in CSWEP by providing numerous membership services to the organization.

Myrna Wooders

When I started my undergraduate studies, I wanted so much to return to books that I just didn't think about whether or not it would be difficult. I had married after high school (late, by the standards of rural Alberta), had two children, and practiced photography. After "n" years out of school, soon to be divorced, with no financial support other than that accorded to me by a benevolent government and a few fellowships, I started my undergraduate studies at the University of Alberta in 1966. I majored in economics as a result of reading "The Canadian Businessman" during my years in the photographic business (where, as I realized in "Principles of Economics," we had really tried to equate marginal revenue and marginal cost). My undergraduate years were demanding, but also wonderfully exciting after life in a small town in Alberta.

In 1968, I was nominated for a Woodrow Wilson Fellowship and, as one of the requirements, I applied to graduate schools other than the University of Alberta. Several places were willing to support my children and me! The University of Minnesota offered the best opportunity, so, in 1969, we went to Minneapolis. Life was good! Graduate school was terrific!

In 1974, when writing my Ph.D. thesis, my new husband and I went to the State University of New York at Stony Brook, where I joined the faculty as a lecturer. The first few years seemed filled with promise. But in 1980 the Department and I finally saw eye-to-eye on my future at Stony Brook and I left, turned down for tenure, soon to be divorced.

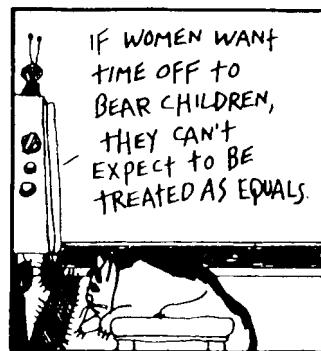
Fortunately, I was able to go to Yale as a Visiting Fellow, with Martin Shubik and Herbert Scarf as my mentors. Since I was becoming involved with game theory, this was a fantastic opportunity and very rewarding. The Cowles Foundation had several people involved with game theory, including Mamoru Kaneko, who became an important collaborator. While there, I was delighted to be offered a position at the University of Toronto, now my permanent home.

One idea, appearing in various guises and applications, has been a constant in my research: a competitive economy, where the price-taking hypothesis of perfect competition is justified, is one where almost all gains to collective activities can be realized by relatively small groups of participants or groups of participants bounded in absolute size. In contrast, the classic idea of a competitive economy is a market or exchange economy with many participants. My results show that an economy is equivalent to a market if all "externalities" can be internalized within small groups of participants (so there are no intrinsic externalities).

It is a risky strategy to focus much research on one central idea. In fact, this was not my plan. I wanted to explain what I was trying to do and as I explained, I learned. My research, however, has worked out well for me. The Social Science and Humanities Research Council of Canada has funded by research for the last 10 years and the part of it that is Applied Mathematics has been supported by the Natural Sciences and Engineering Research Council of Canada for the last seven years. I've held research positions at Bielefeld, Bonn, CORE, and the Hebrew University. Last summer I was a lecturer at the NATO Advanced Study Institute on General Equilibrium Theory. Recently I received a "Humboldt Forschungspreis for Auslandsche Geisteswissenschaftler", from the Humboldt Foundation and a Connaught Fellowship from the University of Toronto (which gives me this year off from teaching).

One reward for my activities has been my increasing involvement with female students. Membership on the Board of CSWEP and editing the series on notable women is another.

I like to give advice. My advice is to be persistent and strong. Work. Do not give up in the face of negative referee reports. Instead, revise, polish, and submit elsewhere. Present seminars and listen very attentively to feed-back (even to silence). Read referee reports for what they might tell you; if the referee didn't understand, then (tautologically) you didn't make it easy enough to understand. Nearly everyone has something to tell us if we can open our minds. Do work you like--otherwise it won't "work" for you. Keep working. Seek advice; if something negative has happened to you, do not be embarrassed. It has probably happened to many others. Cherish friends. Read the CSWEP Newsletter for good advice and valuable information.



More Sylvia by Nicole Hollander

Review of BETWEEN FEMINISM AND LABOR: THE SIGNIFICANCE OF THE COMPARABLE WORTH MOVEMENT by Linda M. Blum. Published by University of California Press, 1991.

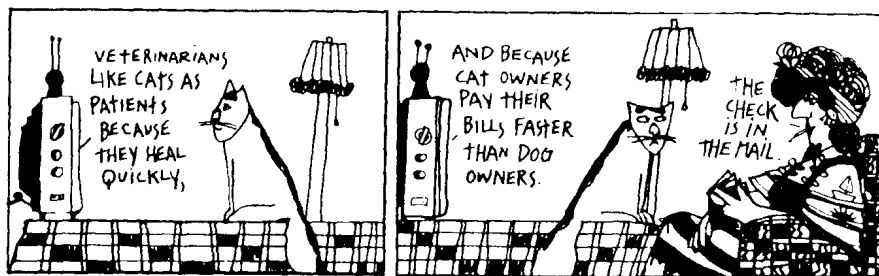
by
Joan Haworth

The title of this book might more appropriately have been "Agenda for Changing the Economic Status of Women: The Role of Labor and Feminists". In fact, this treatise provides a thought provoking and stimulating analysis of the role each of these groups has played and the strengths and inadequacies of their programs for making significant changes, through the comparable worth movement, in the relative status of women in the United States.

The author illustrates her analysis with two specific case studies - the city of San Jose, California, where a long period of agitated activity culminated in a strike that won workers some of what they sought; and Contra Costa County, California where a lower profile effort based on union support resulted in mobilization of women to obtain higher wages. These two cases provide a contrast in the focus and mechanisms of feminist groups and labor unions when both aim for the same goal - improving economic status.

The book contains an insightful analysis of the benefits and the limitations of the comparable worth movement. Blum suggests that comparable worth goes beyond the assumption that labor markets should focus on measuring the merit of the work done and includes the notion that pay decisions are made in part within a "field of social conflict," determined by power relationships. She does not consider other market influences on wage beyond those identified when worker class and gender are the rallying cries behind the supporters of the movement. As noted by one of the participants in the Contra Costa County events "Comparable worth is a labor issue and it is a feminist issue." The vocabularies of labor and feminists differ; their foundations and their constituencies may differ; but they have shared a goal - to better the economic condition.

Blum has done an excellent job of integrating historical, social and economic research in her analysis and suggests implications from these threads of research which should be woven into the fabric of our thinking both on the role of comparable worth and the condition of women and workers in this country. While I did not agree with all of her interpretation I found this 250 page paperback to be stimulating and its bibliography to be a good source of reference on comparable worth.



More Sylvia by Nicole Hollander



SUMMARIES OF CSWEP-ORGANIZED SESSIONS ON GENDER-RELATED TOPICS AT THE 1992 AEA MEETING

Job Changes in Women's Careers

by Rebecca Blank

The session "Job Changes in Women's Careers" focussed on issues in the employment and compensation of women versus men over time. Pamela LoPrest, from the Urban Institute, presented evidence on wage growth immediately following the labor market entry of young workers. She found that young women have lower wage growth than young men. This is not because of lower wage growth in a continuing job, but because women receive less of a wage increase when they change jobs (job changes occur frequently among young workers.) None of this seems to be due to the fact that women are in different occupational categories. About 20 percent of it is due to the fact that women are more likely to move into part-time work than men. But the majority of this differential remains unexplained by standard labor market and human capital control variables. This paper opens up some potentially interesting future research questions about differentials in wage growth between men and women over time.

Sherrie Koussoudji and Laura Dresser, both from the University of Michigan, studied the historical movement of women out of industrial manufacturing jobs following World War II. It has been claimed that the jobs women held during the war disappeared when industry converted back to peacetime production and women were displaced because the new jobs required more heavy lifting and were better filled by males. Koussoudji and Dresser test this using data from Ford Motor company. Their data indicate that while a certain percentage of jobs filled by women (rivetting, clerking) did disappear after the war, over half of the jobs that women held continued even after Ford converted from airplanes back to automobile production, but women in these jobs were replaced by men. They conclude that there is little evidence that women's displacement from industrial jobs at the end of World War II was due to changing job structure.

Anne Preston, from SUNY-Stony Brook, looked at the employment of women in scientific and engineering fields in the 1980s, using longitudinal data from the National Science Foundation. Her data show that women are far more likely to leave science and engineering jobs than men. (20 percent of women employed in such jobs in 1982 had left by 1989, while only 9 percent of men had left.) She estimates duration models of exit from these jobs, and finds that these differentials remain even after controlling for demographic and skill variables. The differentials do decline with education level, however; so women with Ph.D.s are almost as likely as men to stay in scientific and engineering fields, while women with undergraduate and master's degrees are far more likely to leave. The paper opens up a number of questions about women's labor market dynamics. Future research has been funded by the NSF. She will try to investigate reasons for these differentials more closely.

Inequality in Labor Market Outcomes

by Frank Levy

The session began with Lee Badgett's paper on labor market outcomes for black and white women. As Badgett noted, black and white female unemployment rates have modestly diverged while their other labor market outcomes have converged. This finding has a number of potential explanations: the 1980's reduction in affirmative action policies, the deteriorating quality in the jobs held by black women, a growing skills mismatch between black women and available jobs.

Badgett distinguishes among these possibilities by decomposing unemployment into its flows. For example, the ratio:

$$\frac{\text{Flow into Unemployment for Black Women}}{\text{Flow into Unemployment for White Women}}$$

rose through the 1970's and mid-1980's, and then leveled off. Had rising black women's unemployment been caused by the declining pressure of affirmative action, one would have expected precisely the opposite pattern. Badgett concludes that the principal cause of diverging unemployment rates was increased discrimination against black women, operating in part through poor job quality. Gray Burtless, Badgett's discussant, generally agreed with her conclusions but cautioned that changing employment rates were a risky indicator of discrimination unless it was combined with data on changes in the relevant labor supply curve.

Kathryn Shaw and Mary Ellen Benedict examined the role of fringe benefits in income inequality in both cross-section and life-cycle income measures. The authors' used the Survey of Consumer Finance, the only random household survey that includes data on both current incomes and pensions. They found that while pension accruals were very unequally distributed, the correlation of accruals and earned income was moderate (.64) and the size of accruals vis-a-vis income was small. As a result, pension accruals increased inequality only modestly. The authors' data on health insurance were more limited but their simulations suggested that health insurance exerted a net equalizing impact on compensation. When the authors turned to lifetime income measures, they found that lifetime compensation was more equally distributed than compensation at a point in time. Nan Maxwell, their discussant, liked the paper's outline but urged the authors to concentrate on the impact of pensions (where they have good information) and to drop their analysis of health insurance where the available data are weaker.

In the session's final paper, Lynn Karoly and Jacob Klerman examined the recent growth in earnings inequality from a regional perspective. Using successive years of the Current Population Survey, they found that earnings across the 9 Census regions had converged in the 1970s, but had diverged in the 1980's. Beyond this, earnings differences within regions had grown as well (though had subsequently leveled off in some regions). Their attempts to explain men's and women's earnings inequality suggested some possible explanations for observed patterns in men's earnings, including the impact on the business cycle, but gave little support for any explanation for women's patterns. Dan Slotje, their discussant, liked the direction of the paper but suggested it be revised using the forthcoming 1992 Census so that state-by-state earnings distributions could be directly compared.

Studies in Male/Female Compensation Differentials

by Susan Houseman

The three papers presented in this session examine various aspects of female compensation. The first two papers, one by Francine Blau and Lawrence Kahn and the other by Joni Hersch and Shelly White-Means, directly examine male/female compensation differentials and their causes. The third paper by Joyce Jacobsen and Laurence Levin looks at earnings differentials between women who have interrupted their career and those who have a continuous work history.

Blau and Kahn utilize micro data from eight industrialized countries to provide some leverage for understanding the causes of male/female earnings differentials in the United States. Relative to the other countries in their sample, the United States has a longer history of equal pay and opportunity policies. In addition, compared to the other countries, the gap between male and female education and skills is relatively small. But despite their favorable position relative to women in other countries, Blau and Kahn find that the pay gap in the United States is somewhat larger than average. The reason for this apparent paradox is the great inequality in the overall wage structure in the United States. Although American women compare favorably to women in other countries in terms of their labor market qualifications, the unequal wage structure in the United States penalizes them more severely for being below average. The authors conclude that wage structure plays an important, though often overlooked, role in explaining the male/female pay gap.

While most studies in this area have focused only on wage or earnings differentials, Hersch and White-Means attempt to measure fringe benefits and study the effect of their inclusion on the gap in compensation by gender and race. They argue that the effect of including fringe benefit compensation on these differentials is ambiguous, a priori. On the one hand, inclusion of fringe benefit compensation may widen or have little effect on these gaps because white men are more likely to receive benefit coverage and because certain types of benefits, like pensions, are tied to earnings. On the other hand, inclusion of fringe benefits in compensation may lower the gap because certain fringe benefits, in particular health insurance, tend to be unrelated to earnings. The authors use data from the CPS survey of Employee Benefits in conjunction with the Chamber of Commerce survey of fringe benefits to impute a value of health insurance and pension benefits for each worker in their sample. They then estimate compensation equations by gender and race. Their main finding is that inclusion of fringe benefits has little effect on the estimated compensation gaps.

Jacobsen and Levin use data from the Survey of Income and Program Participation to study the effects of intermittent labor force attachment on female earnings. The paper compares the earnings paths of women who have taken a break from the work force for reasons other than schooling or training with those of women who have continuous work histories. A major contribution of the paper is to address a criticism made by Leslie Sundt, of earlier studies finding that the earnings of women who have left the work force rapidly catch up with those who have stayed. Sundt argues that this rebound effect may be a statistical artifact reflecting the fact that women who return to work and find their wages lower than expected are likely to drop out again, leaving only relatively high wage women among those with an intermittent labor force attachment. Jacobsen and Levin address this concern by including, among women who have

dropped out, only those who display continual labor force attachment for a relatively long period of time following reentry. They find a substantial rebound effect, even restricting the sample in this way. However, they also find that although the earnings gap between women who have taken a break and those who have not diminishes over time, it persists, even after 20 years.

SUMMARIES OF CSWEP-ORGANIZED SESSIONS ON PUBLIC FINANCE TOPICS AT THE 1992 AEA MEETING

Private Decisions in a Public Finance Framework by Michelle White

Three papers were presented at this session. Carol Rapaport, University of North Carolina (visiting at Princeton), presented a paper investigating the effects of rent regulation on vacancy rates and turnover in the rental housing market, using data from New York City. Her paper was innovative in applying econometric techniques developed by labor economists to investigate housing market vacancies. Her results suggest that rent regulation does not affect the probability of a unit being vacant, but does reduce the rate of turnover. An interesting aspect of her results is that tenants' perception of whether their apartments are regulated appears to be as important as the unit's actual regulatory status in determining turnover.

Judy Temple and Susan Porter-Hudak, Northern Illinois University, examined the results of a survey of Illinois residents who were asked about their willingness-to-pay for state government spending. The survey was conducted in 1987, when the state faced a budget deficit. Residents were therefore asked whether they favored increasing taxes to maintain current spending levels, increasing taxes to increase state spending levels, or keeping taxes constant and reducing spending levels. An ordered profit analysis was used. The results were consistent with the hypothesis that residents vote their self-interest: willingness-to-pay for education was found to be positively related to income and negatively related to age. Willingness-to-pay for public aid was also found to be negatively related to age, but was positively related to level of education.

Janet Tillinger and Winston Shearon, Texas A&M University, presented a paper arguing that the changes made under the 1986 Tax Reform Act hurt fast growing (high q) firms relative to mature, slow growing (low q) firms. They presented evidence that high q firms have reduced their levels of investment in R&D relative to low q firms since 1986. They argue therefore that favorable tax treatment of capital gains should be reinstated and that the corporate profits tax rate should be lowered.

Kathy Bradbury (Boston Fed), Jan Brueckner (University of Illinois) and Mary Lovely (Syracuse University) provided valuable comments.

Reducing Negative Externalities

by Barbara L. Wolfe

This session included three papers dealing with activities involving negative externalities--energy development, toxic chemical production, processing, usage and storage, and automobile use. From the three presentations, we learned that uncompensated spillovers are ubiquitous and that efficient outcomes require extensive public intervention; that the policy of setting the right price is too simplistic in most cases; that careful benefit-cost analysis is generally a prerequisite to intelligent policy design. Finally, some spillovers should not be the targets of regulation or other public policy.

Molly Macauley presented her paper, jointly authored with Michael Bowes and Karen Palmer (all at Resources for the Future). They present four regulatory approaches to deal with environmental concerns, illustrating each one using a specific substance. Their goal is to create a decision tree for regulators which includes some of the important differences across such substances. The paper is based on a 200 page report which should be read by those interested in the regulation of toxic substances.

Carla Tighe (Center for Naval Analysis) presented her paper, jointly authored by Ronald Michener (University of Virginia) on the importance of highway safety laws on the number of fatal automobile accidents. Based on panel data of 50 states, covering the years 1985-89, they found that seat belt laws, particularly primary laws (drivers can be stopped simply if they are not using a seat belt), reduce fatal accidents; but they found no evidence of an effect of drinking laws, or of a 65 versus a 55 mile speed limit in rural areas.

Margaret Walls (Resources for the Future) presented the third paper in the session which was on federalism and offshore oil leasing. She presented an analysis of why state ownership for coastal zone development is preferable to federal ownership. The example she used was the Santa Barbara Oil Fields.

The discussants, Robert Haveman (University of Wisconsin-Madison) and Maureen Cropper (University of Maryland and Resources for the Future) raised some questions and concerns regarding the papers and offered some suggestions to improve the papers. Both raised questions on the costs of developing specific approaches for dealing with the externalities of toxic substances. Regarding Carla Tighe's presentation, questions were raised about the variance in the data that served as the basis of the analysis and a suggestion was made to extend the time period of the study. The Walls' paper generated considerable debate over the advantages and disadvantages of state ownership of the coastal zone areas--both from the discussants and the audience. After the formal presentations, the lively discussion of all three papers contributed to a very successful session.

Internalizing Externalities: Theoretical Aspects

by Martin C. McGuire

There were three papers and three discussants in this session. Patricia Nold's paper concerns estimation of the demand for local public goods (LPG's). A common problem in such

estimation is a form of sample selection bias known as "Tiebout bias" stemming from the fact that individuals sort themselves into communities on the basis of LPG provision, while LPG demand depends on community composition, incomes, marginal valuations and other individual characteristics. Nold proposes a method to characterize the sorting of individuals into communities based on LPG supply, and uses this information to correct for Tiebout bias in the estimation of demand. In the first stage she utilizes a revealed preference approach to estimate the marginal values households attach to local public education. This estimate is then included as a regressor in the second, demand stage of estimation. The method is then applied to explain 1978 public school district expenditures in Michigan.

Ingrid Peters-Franzen compared the Pigovian approach with the Coasian approach to externalities. Pigou recommends direct government intervention in the form of taxes, subsidies, or regulation (which depending on circumstances); while Coase rejects such intervention, instead allowing individuals to bargain with each other over conflicting property rights to avoid external diseconomies. The Coasian remedy applies when affected groups are small, so that bargaining itself is not too costly; while the Pigovian solution is called for when such bargaining is impossible (or at least inefficient) because of the costs associated with increases in group size. Franzen-Peters builds a model in which polluting activities (smoking) produce both local, small group, diseconomies, and widespread, large group external bads as joint products. Depending on the organization (homogeneity vs heterogeneity) of local groups, the relative strength of the local vs the widespread externality, and the proportion of polluters vs victims, the author derives exogenous Coasian property right allocations between victims and perpetrators, and considers the effects of and desirability of Pigovian regulation.

Myrna Wooders' paper demonstrates that when externalities can be internalized within small groups of participants, the economy is game theoretically equivalent to a market economy in which all agents have continuous concave utility functions. In this model participants in an economy are described by their attributes; e.g., endowments of goods, abilities, rights etc. Payoffs realizable by a group are a function of the attributes of members of the group. The paper then shows that with many participants, providing of "almost" all gains to collaborative activities of groups are bounded in size, the above equivalence holds. Such groups are said to be "effective." This framework extends to many sorts of externalities including, for example, pure public goods and goods offered by clubs. In all these cases, when small groups are "effective" as defined above, all externalities can be internalized and large competitive economies are efficient.

Robin Boadway, Jennifer Wissink and Paul Romer served as discussants for the session.

SUMMARY OF A RELATED SESSION OF INTEREST AT THE 1992 AEA MEETING

The Economics of Sexual Orientation: Establishing A Research Agenda

by
Kathryn H. Larson

Robert M. Anderson, in "Economic Issues Relating to Sexual Orientation," discussed the importance of economic analysis in solving problems affecting gay men and lesbians. He focussed on problems associated with access to resources for gay and lesbian communities, HIV and AIDS issues, and employment benefits for domestic partners. Economic analysis can be used to determine the extent to which tax-paying gays and lesbians benefit from the current distribution of public resources, ranging from substance abuse and partner abuse programs to funding for AIDS research. The difficulties of developing a database from which to examine these issues was also addressed.

In "Labor Market Discrimination: Economic and Legal Issues for Gay Men and Lesbians," M.V. Lee Badgett analyzes the role of sexual orientation in determining an individual's labor market position. She reviews current legal treatment of sexual orientation with respect to employment, the existing evidence of employment discrimination against lesbians and gay men, and the applicability of economists' usual methods of detecting discrimination. A theoretical framework linking an individual's sexuality and her/his labor market outcomes is developed and an alternative method of detecting discrimination, incorporating disclosure of sexual identity, is proposed.

Kathryn H. Larson, in "The Economic Status of Lesbian Households: The State of the Art," finds that the "art" is in "no state" since there are virtually no economic studies of lesbian households. She discusses the invisibility of lesbians in official economic statistics, in studies of the economics of the household, and in studies of women's roles in the economy. Noneconomic studies suggest that lesbians/lesbian households differ from heterosexual women/households in terms of several economic characteristics, such as labor force participation rates, demand for children, investment in education and division of labor in household tasks. Tentative research hypotheses are proposed and the problems of developing a database are discussed.

In "Notes on the Role of Voice in Political Economy: The Coming Out of Lesbian and Gay Communities," Richard R. Cornwall suggests that economists examine how the social construction of social identities interacts with the operation of markets. This is based on his conjecture that markets may act to amplify rather than reduce inequality, and that the interconnection between markets and the social construction of identities leads to an endogeneity of preferences which changes how economists evaluate economic systems. He formulates a model of the generation of "voice" within a "community" and compares it with distinctive features of the modern rise of lesbian and gay communities.

Discussants: Heidi Hartmann, Rhonda Williams.

CSWEP AT THE SOUTHERN ECONOMIC ASSOCIATION MEETING
Nashville, Tennessee
November 24-26, 1991

by
Ethel B. Jones

Socialist Economies in Transition

In a session organized by Jean Tesche of Emory University, four papers were presented which focused on changes taking place in the economies of Hungary, Russia, and China. The two papers on Hungary used different approaches for analyzing the effect on the Hungarian economy of its movement to market orientation from partial central planning. The first, "Hungary in Transition" by Fritz Breuss, of the Austrian Institute of Economic Research, and Jean Tesche used a simulation for examining the impact of different scenarios such as the reorientation of trade dependence away from Russia and the decrease of agricultural subsidies. The Austrian comparison was made because Austria retains a large segment of state enterprises, but has not been dependent upon trade with Russia. The authors suggest that their findings imply the need for Hungary to gradually liberalize trade restrictions. The second paper, "Relative Sensitivities of a Macroeconomy to Internal Versus External Shocks: Hungary Since 1957" by J. Lew Silver, of the University of Alabama, and Tesche employed vector autoregressions to examine, for the years 1957-89 the impact of external variables (for example, U.S. interest rates) upon Hungary-specific variables such as real wages. This work places strong emphasis upon the real trade balance in affecting other macroeconomic variables of the Hungarian economy. J.S. Bulter, Vanderbilt University, discussed technical aspects of vector autoregressions in regard to the Silver-Tesche paper.

Susan Linz, Michigan State University, in her paper, "Converting Sellers' to Buyers' Markets in the Soviet Union," summarized the problems of the Soviet Union during Perestroika with respect to the operation of sellers' markets. But Perestroika ended in August; so both she and her discussant, Francis W. Rushing of Georgia State University, commented on this new opportunity for a market economy. Linz and Rushing stressed that the important issue after Perestroika becomes the nature and speed of the transfer of property rights from the state to individuals.

Local governments are the major collectors of China's tax revenues. In "Regional and Development Implications of China's Tax Reform," Penelope Prime of Kennesaw State College examined the inter-provincial effect of the new provincial tax system which in 1983-84 replaced the system of revenue funding by profit remittance of provincial enterprises to the central government. Based upon cross-section data for 1984, 1987, and 1989, she observed that, holding tax capacity constant, the largest decreases in tax effort have occurred in the richest provinces. The relationship between revenue collection and disbursement is a source of tensions across regions that may eventually impact upon national cohesiveness.

Search and Labor Market Transitions

In this session, organized by Theresa Devine of Pennsylvania State University, Kathryn Anderson, Vanderbilt University, reported on her joint work with George Slotsve of Vanderbilt University and Richard Burkhauser of Syracuse University entitled, "A Two Decade Comparison of Work after Retirement in the United States." The report presented at the meeting covered preliminary findings for older men. The larger study will include women. Anderson-Burkhauser-Turner investigate the suggestion of other researchers that the labor force participation rates of older men rose in the 1980s following a large decline in rates during the 1970s. In addition to modeling the activity of the return to work from retirement and finding support for the suggested increase in rates during the 1980s, Anderson-Burkhauser-Turner document changes in the characteristics of pre- and post- retirement work such as occupation, wage, and time devoted to the labor market.

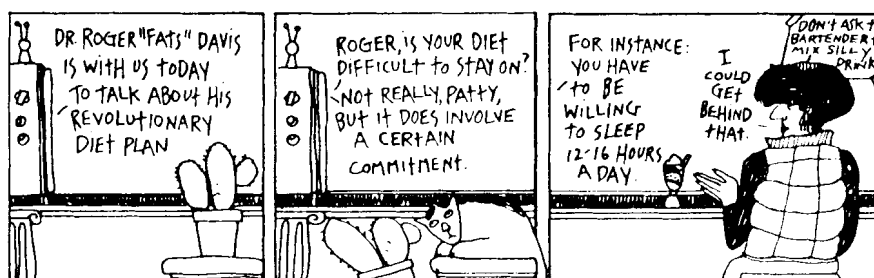
In "Training Programs and Labor Market Transitions of Young Women", Robert LaLonde of the University of Chicago addressed econometric problems for the evaluation of outcomes from employment programs designed to assist the disadvantaged. His particular concern was the impact of training upon the ability to retain employment or to leave unemployment. A sample selection problem exists for the control group. For example, the probability of leaving unemployment is biased downward when the control group includes persons with continuing spells of unemployment, if unemployment is duration dependent. If the control group includes only new spells of unemployment, because all unemployment spells of trainees are new, the comparison is subject to selectivity bias, since the control group will be inclusive of persons able to find a job, whereas the trainees were selected initially for their disadvantaged status.

Donna M. Ingram made her contribution to the panel by drawing from two interrelated papers, "Learning about Yourself: Occupation Choice with Unknown Own-Preferences," and "How Do People Learn?" The focus of her work is occupational change that is not generated by market fluctuations or macroeconomic shocks. Ingram's theoretical construct is that occupational preferences of workers, even if all occupational characteristics are known, are learned over time, and that the learning about preferences extends beyond the occupations of current and prior work experience. Among the "unknown own-preference" theory's many inferences are insights into questions such as why employers seek and pay more to experienced workers even if their particular work experience is unrelated to job vacancies. Her first paper both develops the model of unknown own-preferences and, using information from the National Longitudinal Survey of Youth (NLS-Y) and the Dictionary of Occupational Titles (DOT), tests the model's implication that the persons least likely to change occupations, *ceteris paribus*, are those with more work experience, regardless of the occupational attachment of their prior work experience.

Ingram's second paper examines the learning process within a context from the model elaborated in the first paper and draws upon the same NLS-Y, DOT data sources for parameter estimates of various learning rules. She constructs a general learning rule from which she is able to obtain parameter estimates for investigating (and rejecting) the hypotheses of no learning, bayesian learning, and learning that depends only upon the most recent observation as applicable to the process of occupational choice.

Derek Laing's paper, "A Signalling Theory of Nominal Wage Inflexibility" uses a two-period "islands" model to address the issue of money wages that are inflexible downward at times of high unemployment. Instead of the Keynesian approach of unemployment arising from rigid money wages, in Laing's work the appearance of rigid wages arises from choices made by workers concerning unemployment. Since second period employers screen prospective workers by using their employment record as a signal of ability, workers reject job offers of low money wages to avoid signalling low ability. This behavior leads to both high unemployment and an equilibrium money wage that is inflexible downward. Laing also considers, as a development from the model, the information content of real wages and the characteristics relating to monetary policy that can have beneficial real effects with respect to the level of unemployment.

The CSWEP sessions drew attentive and active audience participation, as did the business meeting and cocktail party. Because of the interest shown at the business meeting, a panel will be organized by Ana Maria Lomperis for the 1992 meeting in Washington on the subject of combining academic market work and family life.



More Sylvia by Nicole Hollander

HELP! HELP!

All readers are invited to send notes, articles, and information for possible inclusion in the Newsletter. **Please also send news about yourself and others;** job moves, promotions, awards, books, and changes in family composition are all of interest to your friends and colleagues. For those who would like to make contributions, we publish three issues each year--Winter, Spring, and Fall. Our schedule is:

	<u>Copy Deadline</u>	<u>Mailing Date</u>
Winter Issue	January 10	February 15
Spring Issue	April 10	May 15
Fall Issue	September 10	October 15

CSWEP AT THE EASTERN
ECONOMIC ASSOCIATION MEETING
Friday, March 27, 1992
Omni Hotel
New York, NY
(time to be announced)

CSWEP will sponsor one session organized by Linda N. Edwards.

Allocating Resources Within The Family in Developing Countries

Chair: Linda N. Edwards (Queens College and Graduate Center, CUNY)

Papers: M. Anne Hill (Queens College, CUNY) and Elizabeth M. King (The World Bank), "Gender Differences in Education in the Third World;" Deborah Levison (Economic Growth Center, Yale University), "Are Work and School Incompatible? The Labor Market Activity of Brazilian Children;" Cynthia B. Lloyd (Population Council), "Resource and Time Allocation Within the Household in Developing Countries: What is the Proper Unit of Analysis?".

Discussants: Deborah DeGraff (Bowdoin College)
Emmanuel Skoufias (Penn State University)

CSWEP will hold a reception at the Eastern Meeting on Saturday, March 28, at 5:30 pm.

OTHER UPCOMING MEETINGS

Women in International Security (WIIS) announces its 3rd annual Summer Symposium for women graduate students: "Transitions in International Security," June 4-9, 1992. For application materials and more information, contact: Women In International Security, CISSM, University of Maryland College Park, College Park, MD 20742. (301)403-8109. Fax: (301)403-8107.

**CSWEP AT THE MIDWEST
ECONOMIC ASSOCIATION MEETING
March 26-28, 1992**

CSWEP will sponsor two sessions organized by Barbara Wolfe.

New Insights in the Economics of Human Resources:
Specification Counts

- Chair:** Barbara Wolfe (Russell Sage Foundation)
- Papers:** Steve Hill and Tom Buchmueller (University of Wisconsin), "Private Employer Health Insurance: A Panel Study;" Maria Ward Otoo (Federal Reserve System), "More Benefits, Longer Hours and Fewer Jobs?;" Chong-Bum An, Robert Haveman, and Barbara Wolfe (University of Wisconsin), "The 'Window Problem' in studies of Children's Attainments: An Empirical Explanation."
- Discussants:** Rebecca Blank (Northwestern University)
David Dranove (University of Chicago)

Productivity and Growth: Historical and Analytical Analysis

- Chair:** Brad Barham (University of Wisconsin)
- Papers:** Mary King (Michigan State University), "Occupational Mobility: Changing Boundaries for Black Women, 1940;" Rochelle Ruffer (University of Wisconsin), "To Expand by Building or Acquiring: The Case of the Banking Industry;" Lilyan Fulginiti (Iowa State University), "Agricultural Productivity in LDC's;" Peggy Phillips (University of Miami), "Household Survival Strategies: Examples from the Hungarian Holocaust."
- Discussants:** Tara Vishwanath (Northwestern)
Brad Barham (University of Wisconsin)

CALLS FOR PAPERS

Tenth Annual Conference, **Center for Iranian Research and Analysis (CIRA)**, The University of Texas at Austin, April 10-12, 1992. The conference theme will be, "Iran and the New World Order." CIRA members and others interested in organizing a panel should send a panel proposal and tentative list of panelists before January 1, 1992. For further information, write or call CIRA 1992, OALL, 2601 University Avenue, UT Austin, Austin, TX 78712, (512)471-1365 Fax: (512)471-8848.

The Thirteenth Annual Meeting of **The Middle East Economic Association (MEEA)** to be held in conjunction with the annual meeting of ASSA in Anaheim, CA, January 5-7, 1993. Send a one-page abstract by April 30, 1992 to: Sohrab Behdad, Executive Secretary, MEEA, Denison University, Granville, OH 43023.

The 20th **Telecommunications Policy Research Conference (TPRC)** will hold its annual meeting in Solomons, Maryland, September 12-14, 1992. The TPRC is a forum for dialogue between scholars and decisionmakers concerning issues in telecommunications research and policy. Submit abstracts by March 16, to Conference Coordinator, TRRC, Inc., P.O. Box 19203, Washington, DC 20036.

RESEARCH OPPORTUNITIES FOR ECONOMISTS

The following is a list of sources of funds that support research or offer opportunities for research while on leave. All require Ph.D's, some are also for pre-doctoral candidates.

AAUW Fellowships for Women; Postdoctoral, dissertation and international fellowships available. Contact: American Association of University Women, Education Foundation-American Fellowships, 111 16th St. NW, Washington, D.C. 202/728-7603.

The Academy Scholars; purpose is to provide opportunity to study intensively in geographic area. Contact: The Harvard Academy for International and Area Studies, Center for International Affairs, Coolidge Hall, 1737 Cambridge Street, Cambridge, MA 02138 617/495-2137.

Brown University, Watson Institute for International Studies, post-doctoral fellowships. Contact Ann B. Pellicano, Post-doctoral Search Committee, 2 Stimson Avenue, Box 1970, Providence, RI 02912; March 15, 1992.

University of California President's Fellowship Program; designed to provide research for post-doctoral minorities and women who wish to pursue academic positions. Contact: 300 Lakeside Dr., 18th floor, University of California, Oakland, CA 94612 415/987-9500.

Center for Advanced Study in the Behavioral Sciences; post-doctoral program. Contact: 202 Junipero Serra Blvd, Stanford, CA 94305 415/321-2052.

East-West Center Fellow Awards; concentrated in areas of population, development, international relations and environment. Contact: East-West Center, 1777 East-West Rd., Honolulu, HI 96848 808/944-7736.

Empire State College; Underrepresented Minority Graduate Fellowships; SUNY Empire State College, Susan F. Jones, Associate for Graduate Studies, 28 Union Avenue, Saratoga Springs, NY 12866-4390 518/587-2100.

Fulbright Scholar Program; post-doctoral program. Contact: Council for International Exchange of Scholars, 3007 Tilden St. NW, Suite M-500, Washington, D.C. 20008 202/686-7866.

John Simon Guggenheim Memorial Foundation Fellowships; goal is to advance research. Contact: John Simon Guggenheim Memorial Foundation, 90 Park Avenue, New York, NY 10016 212/687-4470.

Harvard University Society of Fellows; pre-or post doctoral awards. Contact: Society of Fellows, Harvard University, 78 Mount Auburn St., Cambridge, MA 02138 617/495-2485.

Alexander von Humboldt Foundation; post-doctoral award made only to those less than 40 yrs of age who wish to conduct research in Germany. Contact: D-5300 Bonn 2, Jean-Paul Strasse 12, Germany.

IREX; to advance East-West exchange. Faculty given preference. Contact: International Research and Exchanges Board, 126 Alexander St., Princeton, NJ 08540, 609/683-9500.

Netherlands Institute for Advanced Study in the Humanities and Social Sciences; recognized scholars who would profit from or do work relating to international issues. Contact: NIAS, Meyboomlaan 1, 2242 PR Wassenaar, The Netherlands.

AARP Andrus Foundation; gerontology related research for faculty w/experience. Contact: 601 E St. NW, Washington, DC 20049 202/434-6199.

German Marshall Fund Research Fellowship Program; research to improve understanding of contemporary economic developments. Contact: German Marshall Fund of the United States, 11 Dupont Circle NW, Washington, D.C. 20036 202/745-3950.

Alfred P. Sloan Research Fellowships; to stimulate research of young scholars of outstanding promise. Contact: Sloan Research Fellowships, Alfred P. Sloan Foundation, 630 Fifth Avenue, Suite 2550, New York, NY 10111 212/649-1649.

RECENT PUBLICATIONS OF INTEREST

Steven L. Willborn (ed.), *Women's Wages: Stability and Change in Six Industrialized Countries, International Review of Comparative Public Policy*, v3, JAI Press, 55 Old Post Rd., no. 2, P.O. Box 1678, Greenwich, CT 06836 (203-661-7602). Faculty discount of 40% off list price by writing to the publisher.

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Emily P. Hoffman (ed.), *Essays on the Economics of Discrimination*, published by the Upjohn Institute for Employment Research, 300 S. Westnedge Ave., Kalamazoo, MI 49007-4686 (616-343-4330; 616-343-3308 fax). \$11.00 paper, \$21.00 cloth.

LETTERS TO THE EDITOR

by

Sophie M. Korczeyk, Ph.D.

I enjoyed reading Jennifer Reinganum's article on combining children and an academic career, but it left me uneasy.

I was surprised that Professor Reinganum did not discuss the need for and value of age-appropriate and properly supervised child care. This summer, my husband and I adopted a baby. When I am writing a proposal, planning or writing a report, or talking to a client, I cannot give proper attention to my daughter's needs. Even though I am a self-employed consultant, with an office in my home, we have found it necessary to hire full-time child care. An academic's family may have a number of creative options for such care and they should be explored.

I would also caution the reader, as did Professor Reinganum, against turning an academic office into a child care center. I am a parent, a wife, an economist, a skater, a tennis player, and many other things. I don't wear my ice skates on the tennis court, however, and I don't bring my daughter to client meetings.

Women have made a good deal of progress in the work place, but some harsh facts remain. Women still find it harder to be taken seriously than men do, and women still feel more work-family conflicts than their husbands do. Economists, of all people, must understand the tradeoffs necessary to balance competing needs.

CORRECTIONS

In the Fall Newsletter we incorrectly identified the Committee for Race and Gender Balance in the Economics Curriculum as an AEA Committee. It is an independent group of distinguished scholars and educators concerned about gender balance in the economics curriculum.

NEWS AND NOTES

Congratulations on Grants, Fellowships, Awards, and Promotions!

Beth Allen was designated the Milton C. Denbo Term Professor of Economics at the University of Pennsylvania, Philadelphia, PA, where she has been a full professor since 1986.

Nancy S. Barrett has been named the new Provost at Western Michigan University.

Claudia Dziobek has received an appointment as Guest Scholar at the Economic Studies Program of the Brookings Institution in Washington from September 1991 until December 1992. She will work on a book on "Economic Foundations of German/EC Bank Regulation".

National Science Foundation Research Grants were awarded to **Ann Carlos** (University of Colorado), **Ann Case** (Princeton), **Janet Currie** (MIT), **Dorla Evans** (University of Alabama at Huntsville), **Raquel Fernandez** (Boston University), **Claudia Golden** (Harvard), **Rosa Matzkin** (Yale University), **Ellen McGrattan** (Duke University), **Annette Poulsen** (University of Georgia), **Nancy Stokey** (Northwestern), **Michelle White** (University of Michigan), and **Barbara Wolfe** (University of Wisconsin) in the Fall 1991 competition.

JOB OPENINGS

For academic positions, the information is usually presented in the following order: University and person to contact; level of position (such as associate or visiting professor); specialization; whether the position is tenure-track/tenured or not; whether a Ph.D. is required; and deadline for applications. NA means that the information is not available.

Editor's Note: You may notice some vacancy announcements whose deadlines have recently passed. They are included intentionally because deadlines are often extended and such announcements can provide information about the general state of the job market. There is no charge for advertising in the Newsletter.

ACADEMIC

Bates College, Carl R. Schwinn, Chair, Department of Economics, Box 400D, 7 Lane Hall, Andrews Road, Lewiston, ME 04240; lecturer/assistant; intro macro, intermediate micro, and an upper-level undergraduate course, with a mild preference for the fields of labor or development; one-year position starting September 1992; no; no; March 1, 1992 or until filled.

Boston University School of Management, Department of Finance and Economics; contract person: Shulamit Kahn, 704 Commonwealth Avenue, Boston, MA 02215; assistant professor level; finance, international finance, international economics; yes; Ph.D. or DBA required; until filled.

East Carolina University, Carson Bays, Chair, Department of Economics, College of Arts & Sciences, Greenville, NC 27858-4353; 2 entry or advanced assistant; macroeconomics, game theory, international, applied econometrics; yes; yes.

Gettysburg College, Ann Harper Fender, Chairperson, Department of Economics, Gettysburg, PA 17325; assistant; introductory micro, labor and environmental; two semester replacement, September 1992 - May 1993; no, but preferred; February 15, 1992 or until filled.

Harvard Institute for International Development, Ellen Seidensticker, One Eliot Street, Cambridge, MA 02138

- Economist; project associate-trade, industry and fiscal advisor, Indonesia; French or Spanish highly desirable; one year resident position; yes.
- Research Associate: Natural Resource/Environmental Economist; must have at least 5 years experience working on issues of the environment and natural resources; proficiency in Spanish, Russian, or an E. European language is an advantage; yes

Kansas State University, Search Committee, Department of Economics, Waters Hall, Manhattan, KS 66506-4001; assistant; for Fall 1992 or visiting appointment; macroeconomic theory, monetary economics; yes; yes.

Massachusetts Institute of Technology, Development Search Committee, Department of Urban Studies & Planning; tenured or tenure-track position; teach and conduct research on economic and industrial development; January 31, 1992.

Mills College, Nancy Thornborrow, Chair, Economics Department, 5000 MacArthur Blvd., Oakland, CA 94613; assistant; undergraduate liberal arts curriculum, urban economics, development, and public finance; yes; yes; May 1, 1992.

Oregon State University, Dr. Emery N. Castle, Western Rural Development Center, Corvallis, OR 97331; center associate; visiting faculty opportunity during 1992-93 academic year; participate in activities of the National Rural Studies Committee and investigate a significant rural problem; January 1, 1992.

SUNY - Binghamton, Thomas G. Cowing, Department of Economics, P.O. Box 6000, Binghamton, NY 13902-6000; senior economist; all fields; NA.

SUNY - Potsdam, Dr. Paul Baktari, Chair, Economics Department, Potsdam, NY 13676; assistant; principles, intermediate theory, industrial organization, comparative economic systems; yes; yes.

Trenton State College, Dr. Daniel Hall, Chair, Department of Economics, Hillwood Lakes, CN 4700, Trenton, NJ 08650-4700; 1 associate/full; public economics and history of economic thought; 1 assistant; business statistics, comparative economic systems, micro/macro; yes; yes; February 24, 1992.

University of Illinois @ Urbana-Champaign, David L. Chicoine, Head, Department of Agricultural Economics, 1301 W. Gregory Drive, Urbana, IL 61801; assistant; research and teaching or extension position in one of numerous specialties in agricultural economics; yes; yes; July 1, 1992.

University of Maine @ Farmington, Dr. S. Waleck Dalpour, Chair, Business/Economics Search Committee, Department of Social Sciences & Business, 112 Main Street, Farmington, ME 04938; assistant; management science, production operations management, managerial economics, price theory, macro-micro economics; lower and upper level classes; yes; yes.

University of Maryland @ College Park, Sandra C. Greer, Chair, Search Committee for Chair of AREC, Department of Chemistry and Biochemistry, College Park, MD 20742; Chair; Department of Agricultural & Resource Economics; March 1, 1992.

University of North Carolina @ Chapel Hill, Robert E. Gallman, Chair, Search Committee for the CPC Director, c/o The Vice Chancellor for Health Affairs, Chapel Hill, NC 27599-8000; Director, Carolina Population Center; yes; January 15, 1992.

University of North Texas, Chair, Search Committee for the Dean of the College of Arts and Sciences, P.O. Box 13707, Denton, TX 76203; Dean; prior administrative experience is required; outstanding scholarly record; should have national reputation; February 20, 1992.

Virginia Tech, Dean James R. Nichols, College of Agriculture & Life Sciences, Blacksburg, VA 24061; Head, Department of Agricultural Economics; Ph.D. in Agricultural Economics/Economics required; March 31, 1992, or until filled.

NON-ACADEMIC

National Science Foundation, Division of Science Resources Studies, 1800 G Street, NW, Room L-609, Washington, D.C. 20550; one position (GS-11 starting at \$32K to GS-13 starting at \$46K, depending on education and experience) to conduct surveys and analyses of research and development and related activities in American industry, academe, and government; strong survey and statistical skills and the ability to write clearly are required. Contact Jennifer Gray at 202/634-4673 to request information about the position and how to apply.

Kaiser Permanente Medical Care Program, Division of Research, Joe V. Selby, M.D., M.P.H., Assistant Director for Health Services Research, 3451 Piedmont Avenue, Oakland, CA 94611; health economist or health services researcher, preferably with experience in technology assessment. Applicants should possess a doctoral degree and have extensive research experience, including publications. Responsibilities: developing research proposals, conducting and publishing health services research, and providing consultation to other Division staff.

CSWEP

The Committee on the Status of Women in the
Economics Profession

SPECIAL OFFER FOR DUES PAYING MEMBERS OF CSWEP!!

CSWEP has prepared a Special Reprint Issue of the Newsletter that contains reprints of ten articles designed to help women economists advance in the profession. If you have not received a copy, check the box on the form below and enclose it with your check. (If you've already paid your 1991-1992 dues, just request a copy from the address given below.)

CSWEP depends on all of its dues-paying members to continue its activities. In addition to publishing the Newsletter, we maintain a Roster of women economists that is used by members, employers, organizations establishing advisory groups, and the like. We also organize sessions at the meetings of the AEA and the regional economics associations and publish an annual report on the status of women in the profession.

If you have not paid your dues for the current member year (July 1, 1991 - June 30, 1992), we urge you to do so. Questionnaires and dues reminders were mailed the first week in September to members.

If you have paid, please pass this newsletter page on to a student, friend, or colleague and tell them about our work. Thank you!

NOTICE: STUDENTS DO NOT HAVE TO PAY MEMBERSHIP DUES!!! JUST SEND IN THIS APPLICATION

To become a dues-paying member of **CSWEP** and receive our Newsletter and Roster, send this application, with a check for \$20 made out to **CSWEP** to:

CSWEP, c/o Dr. Joan Haworth
4901 Tower Court, Tallahassee, FL 32303

NAME _____

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CITY, STATE, ZIP _____

Check here if currently _____ an AEA member _____
a student _____ Institution _____

Check here if you wish a copy of the Special Reprint Issue _____

CSWEP: PEOPLE TO CONTACT

General Policy Matters	Elizabeth Hoffman, Department of Economics, University of Arizona, Tucson, AZ 85721
Items for Newsletter	Elizabeth Hoffman, Department of Economics, University of Arizona, Tucson, AZ 85721
Dues, Change of Address, Roster	Joan Haworth, Membership Secretary, 4901 Tower Court, Tallahassee, FL 32303
CSWEP East	Linda Edwards, Department of Economics, Queens College of CUNY, Flushing, NY 11367
CSWEP South	Ethel B. Jones, Department of Economics, Auburn University, Auburn, AL 36849
CSWEP West	Ivy Broder, Department of Economics, The American University, Washington, D.C. 20016
CSWEP Mid-West	Barbara Wolfe, Department of Economics, University of Wisconsin, Madison, WI 57306

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