

## 2011 Report of the Committee on the Status of Women in the Economics Profession

The Committee on the Status of Women in the Economics Profession was established by the American Economic Association forty years ago to monitor the status of women in the profession and to engage in other efforts to promote the advancement of women in economics. This report presents results from our annual survey of economics departments, and CSWEP's activities over the past year.

### Data on Women Economists

The 2011 CSWEP surveys were sent to 122 economics departments with doctoral programs and 150 non-Ph.D. departments. Most of schools represented in the non-Ph.D. survey came from the Carnegie Classification of Institutions of Higher Education (2000 Edition) "Baccalaureate Colleges – Liberal Arts" list as fewer than ten are schools with economics departments offering an undergraduate and Masters only economics degree.

All Ph.D. granting departments answered the faculty questions on the survey. Eight departments answered only these same questions. A new question was added to the Ph.D. granting department survey two years ago about the number and the gender of undergraduate Senior economics majors. This question has been included in the liberal arts survey since its inception in 2003. 78.7 percent of all Ph.D. granting departments answered this question in Fall 2011. The 68.7 percent response rate (103 departments) for our liberal arts programs survey is again an increase from the previous year's response rate.

Figure 1 and Table 1 summarize the historical trends in women's representation in Ph.D. granting departments over the past decade and Table 3 shows faculty and student data. Figure 1 and Table 1 have a "pipeline" label as they show the progression of women through the ranks from newly minted Ph.D.s to tenured Full Professors. The fraction of first-year Ph.D. students, ABDs, and newly completed Ph.D.s in all Ph.D. granting departments who are women is about one-third, as it has been since 2006. The ABD fraction essentially was constant between the academic year ending in 2010 and in 2011, rising slightly from 34.2 to 34.3 percent. Assuming about five years to complete a doctorate in economics, this suggests that on average the pipeline is not very leaky at least through completion of the doctorate. However, the figures for women at top 10 or 20 Ph.D. granting departments are less encouraging.<sup>1</sup> The fraction of first-year Ph.D. and ABD students and the fraction of new Ph.D.s who are women at top 20 Ph.D. granting departments are about five percentage points lower than the corresponding figure for all Ph.D. granting departments.

The total number of Ph.D.s granted continued to decrease from its previous high in the 2007-8 academic year. Between the 2007-8 and the 2010-11 academic year, the number of Ph.D.s granted decreased by 17.0 percent. A significantly larger decrease occurred for top 10 departments, 35.1 percent, while the number

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<sup>1</sup> Note that there are 21 schools listed in the top 20 as of this survey as the 2010 year U.S. News and World Report indicated that there were a couple of ties in the rankings. Rankings are taken from *US News and World Report* 2010 Edition. The top 11 (11) departments in rank order are Harvard University, Massachusetts Institute of Technology; Princeton University; University of Chicago; Stanford University; University of California-Berkeley; Yale University; Northwestern University; University of Pennsylvania; Columbia University; and University of Minnesota. The next ten top departments in order are New York University; University of Michigan; California Institute of Technology; University of California-Los Angeles; University of California-San Diego; University of Wisconsin; Cornell University; Brown University; Carnegie Mellon University; and Duke University.

of Ph.D.s awarded at top 11-20 departments actually increased by 18.8 percent. Across all Ph.D. granting departments, the decline was almost identical for women and men, but among top 10 departments the decline was substantially greater for women than for men, 49.2 percent for women compared to 29.0 percent for men. However, the increase in Ph.D.s awarded at top 11-20 departments was substantially greater for women than men (31.8 percent versus 15.2 percent). On net, the changes at top 10 versus top 11-20 departments were not entirely offsetting as the percent of Ph.D.s awarded to women at top 20 departments declined by 15.9 percent, with the decline for men at 9.7 percent. Approximately one-third of all Ph.D.s were granted by top 20 departments during the 2010-11 academic year.

As Figure 1 makes clear, the fraction of women decline from all doctoral students categories through the untenured Assistant, tenured Associate, and Full Professor faculty ranks, with each drop six to nine percentage points.

The female shares of untenured Assistant Professors and tenured Associate Professors are essentially constant between Fall 2010 and Fall 2011 at close to 28 percent and 22 percent, respectively. The female share of tenured Full Professors up-ticked to 12.8 percent, a new all-time high for this survey for the third year in a row. Between Fall 2007 and Fall 2011 the Full Professor share has increased by 50 percent. In data collected in the 1997 the rule of one-half applied almost exactly: The percent of faculty who were untenured Assistant Professors was 26.0 percent, while that for tenured Associate Professors was 13.4 percent and for Full Professors 6.5 percent. The corresponding 2011 figures are 28.7 percent, 21.9 percent, and 12.8 percent. Although hierarchical segregation still exists, it has notably decreased.

Survey information for top 10 and top 20 departments are presented in Tables 2 and 3 for 2008-2011. For several years, detailed information on these departments was not presented as, by request, these figures were being cross-checked.<sup>2</sup> Tables 2 and 3 show female percents and female counts by category. Table 2 shows this data for faculty and student status, while Table 3 shows Ph.D. job market data. The trends and level for Assistant Professors are fairly similar for top 10 and top 20 departments; both show generally declining female shares. The academic rank information for Associate Professors and Full Professors indicates differences between the top 10 and the top 11-20 departments.<sup>3</sup> The top 20 Associate Professors percents are higher than those for the top 10 and show an increasing trend, while the trend for the top 10 is generally declining. The top 20 Full Professor percent rose by 4.5 percentage points, while that for the top 10 fell by 0.6 percentage point. The counts are shown to reveal how few women there are in these departments, but also as a reminder that additions of a couple of female faculty in these departments could make a significant difference in the percents. About one-third of all non-tenure track faculty are female at Ph.D. granting departments, but that share is considerably lower in top 10 and top 20 departments.

Computations based on figures in Tables 4 and 5 show that the share of students obtaining an academic position in academic year 2010-11 (56.3 percent for females and 58.1 percent for males) declined by about four percentage points from that for the previous academic year. Females from top 10 departments were more likely than their male counterparts to obtain an academic position, at a Ph.D. granting department or a liberal arts department. Females from other than a top 20 department were more likely than their male

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<sup>2</sup> Few differences were found between the self-reported survey data and tabulations from department members. The least reliable source of information is the web as department home pages apparently are not always up-to-date.

<sup>3</sup> Since there are few tenured Assistant Professors, few untenured Associate Professors, and few untenured professors in any Ph.D. granting department, Table 2 shows survey results for all tenured or tenure-track professors regardless of specific tenure status.

counterparts to obtain a private sector position and less likely to obtain a position abroad. In academic year 2010-11, top 20 departments awarded 28.0 percent of all Ph.D.s awarded to females. This share is ten percentage points lower than the corresponding share for men at 38.3 percent. While the pipeline is not leaky through completion of the Ph.D., this suggests that there will continue to be proportionately fewer female (than male) role-models and mentors in Ph.D. granting departments in the future even given the higher academic placement rate for females from top 10 departments.

The CSWEP survey also includes information on non-tenure track faculty. As seen in Table 5, this category is disproportionately female as of Fall 2011. Among all Ph.D. granting economics departments in the United States, the female share of non-tenure track faculty is almost double that for the female share of all tenured/tenure track faculty (34.1 percent versus 19.0 percent). The female share of non-tenured faculty in top 10 and top 20 departments is much closer to that for tenured/tenure track faculty, but the shares are still much higher (21.0 percent versus 15.9 percent for top 10 and 28.5 percent versus 19.9 percent for top 20). Table 6 shows that the percentages for liberal arts departments are much closer at 38.5 percent vs. 31.7 percent.

This is the third year Ph.D. granting departments were queried about the number of male versus female undergraduate Senior economics majors. As shown in Tables 2 and 6, the female share of undergraduate Senior majors is comparable for top 10, top 20, and liberal arts departments at 37.9 percent, 36.6 percent and 35.3 percent, respectively. However, the percent for all Ph.D. granting departments shown in Table 5 is significantly lower at 30.7 percent. (The item response rates for all Ph.D. granting departments, top 10 departments, top 11-20 departments, and all surveyed liberal arts school departments are 78.7 percent, 81.8 percent, 80.0 percent, and 94.2 percent, respectively.)

Figure 2 and Table 6 present data on the status of women in economics departments located in liberal arts institutions over the past nine years. As shown in Figure 2 and Table 6 female faculty are better represented at liberal arts institutions than at Ph.D. granting institutions. The percents for female untenured Assistant Professors and tenured Associate and Full Professors are at least 10 percentage points above that for Ph.D. granting departments. Also, the pipeline is much less leaky as the share of female economics majors, Assistant Professors, and tenured Associate Professors historically have been very similar, although there are greater differences for Fall 2011 than in the past. In our 2011 survey of liberal arts institutions (plus less than ten departments that only granted bachelor or MA economics degrees), women were 43.1 percent of untenured Assistant Professors, 32.2 percent of tenured Associate Professors, and 24.6 percent of tenured Full Professors. The fraction of Senior undergraduate majors who were women at these institutions was relatively constant over the last three academic years, with the percentage for the 2010-11 academic year at 35.3%.<sup>4</sup>

## **The Committee's Recent Activities**

### **On-going Activities**

One of CSWEP's major activities is the production of our thrice-yearly newsletter. The titles for special topics covered this past year in the newsletter were "What's Your Research Agenda?" "How to Get Published in an Economics Journal," and "Inspiring Women in Policy." In addition to reporting on the

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<sup>4</sup> Because of the historically substantially lower response rate to the liberal arts department survey than to the Ph.D. granting departments survey, there is less confidence in year-to-year trends and overall results in the liberal arts department survey. In Fall 2011 the response rate rose to a new high of 68.7%.

annual survey of departments, the Winter newsletter, co-edited by Rohini Pande, included articles on defining your research agenda, including finding the right questions, choices affecting your job market prospects, allowing for breadth and depth, and choosing topics that inspire you. Susan Averett co-edited the Spring Newsletter that included articles by journal editors on how to get your papers published and two articles with tips on how to respond to reviewers. Marianne Ferber and Joan Haworth were also honored in this newsletter. The Fall newsletter was co-edited by Linda Goldberg and highlighted the attractiveness of non-academic careers. This newsletter also featured interviews with the 2010 Carolyn Shaw Bell winner Elizabeth Hoffman and the 2010 Elaine Bennett research prize winner Erica Field. These newsletters would not be possible without the tireless efforts of Madeline Zavodny.

As part of its ongoing efforts to increase the participation of women on the AEA program, CSWEP organized six sessions for the January 2012 ASSA meetings in Chicago. Linda Goldberg and Rohini Pande co-organized three sessions on health or international/development-related topics. Susan Averett and Ron Oaxaca organized three gender related sessions.

CSWEP's business meeting at the American Economic Association Annual Meeting in Chicago in January of 2012 was again a luncheon event. At the business meeting Barbara Fraumeni presented results on the annual department survey and summarized CSWEP activities over the past year. During this meeting, the 2011 Carolyn Shaw Bell Award was presented to Sharon Oster. The Carolyn Shaw Bell award is given annually to a woman who has furthered the status of women in the economics profession through her example, achievements, contributions to increasing our understanding of how women can advance through the economics profession, and mentoring of other women. The Chair would like to thank Susan Averett, Elizabeth Hoffman, and Rohini Pande for all their work on this award committee.

We conducted a regional mentoring workshop in conjunction with the November 2011 Southern Economic Association meetings in Washington, DC and a national mentoring workshop in conjunction with the 2012 AEA/ASSA meetings in Chicago. In addition, we continued the Summer Fellows initiative in 2011. This program is co-sponsored by CSMGEP. The purpose of this program is to increase the participation and advancement of women and underrepresented minorities in economics. The fellowship allows the fellow to spend a summer in residence at a sponsoring research institution such as a Federal Reserve Bank, other public agencies, and think-tanks. Competition for a Summer Fellowship was substantial as we received 130 applicants and placed 10 applicants. For the summer of 2012 program the number of sponsoring or cooperating institutions is twenty. New overtures to reach under-represented minority candidates were initiated at the Denver ASSA/AEA meetings. Thanks to Dan Newlon, Janice Shack-Marquez, Ron Oaxaca, and Dick Startz for reviewing the large number of applications.

CSWEP's regional representatives organized sessions at each of the regional association meetings — including the Eastern, Southern, Midwest, and Western Economic Association. Our thanks go to Kaye Husbands Fealing (Midwest), Susan Averett (Eastern), Shelley White-Means (Southern), and Jennifer Imazeki (Western) for their excellent programs and efforts to help women economists in their regions maintain and increase their professional networks. CSWEP sessions are now beginning to emphasize mentoring and professional development issues. Abstracts of the papers presented at these association meetings are presented in the newsletters each year.

Recently a Washington, DC area CSWEP group was formed. We appreciate the efforts of Susan Fleck, Sabrina Pabilonia, and others in making this happen.

### **AEA Now Fully Funding CSWEP**

Thanks to AEA for fully funding CSWEP. Now the CSWEP Chair no longer has to worry about the extent of contributions. CSWEP can still accept donations, but will not solicit them. The challenge is how to keep our list of those who wish to receive our newsletters up-to-date. Department web-sites make this easy for academics, but there is no central source of updating information for non-academics.

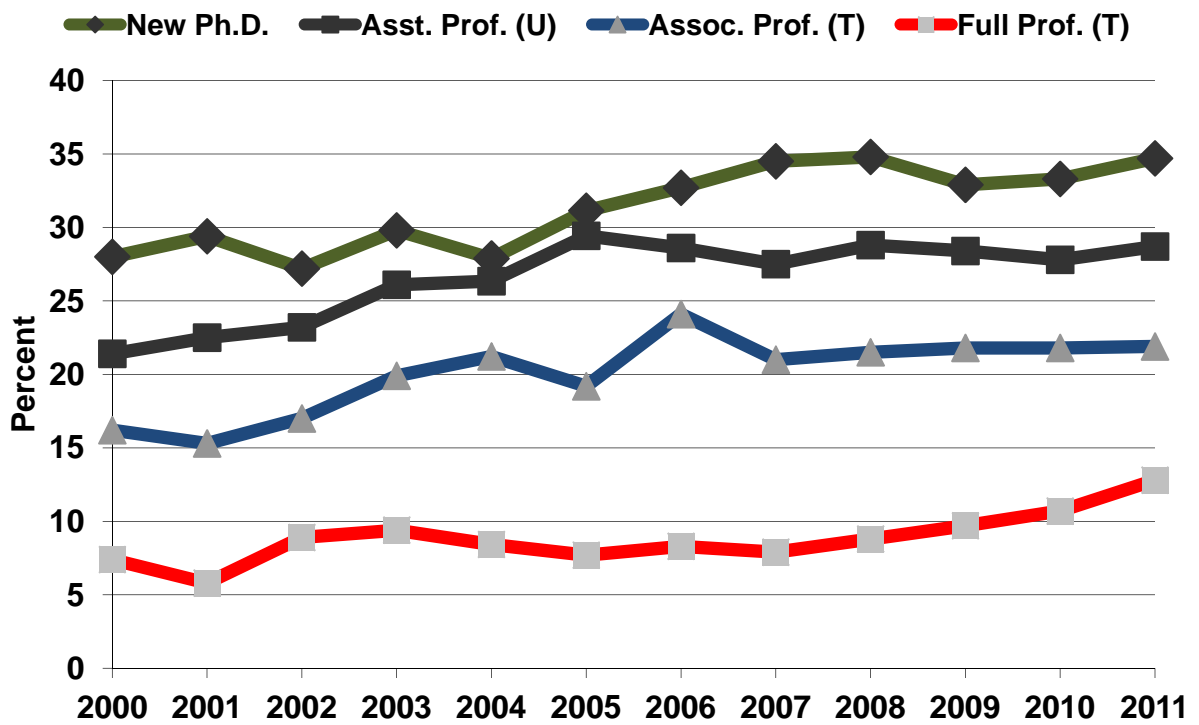
### **Additional Words of Thanks**

The Chair would like to thank the membership chair, Joan Haworth and her staff, particularly Lee Fordham, for their historical essential contribution to our outreach mission. Joan has stepped down after serving as membership/donations chair for twenty years and CSWEP chair for two years. KimMarie McGoldrick has stepped down as organizer of the regional mentoring workshop, a task she has performed for eight workshops. Both of these women have given their time with enthusiasm and performed outstandingly.

The terms of five of our Committee members ended in January 2012— Debra Barbezat, Kaye Husbands Fealing, Donna Ginther, Ron Oaxaca, and Rohini Pande. Debra served as newsletter oversight editor. Kaye, as previously noted, served as the Midwest regional CSWEP representative. Donna Ginther organized the national mentoring workshops and co-authored an article assessing their impact. Ron Oaxaca served on the Summer Fellows Committee. Rohini Pande served on the two award committees. All generously gave of their time in other ways during their Board tenure. They and the continuing Committee members have all made outstanding contributions and we are enormously grateful to them for their willingness to serve. The Chair thanks new CSWEP Board members Cecilia Conrad, Kevin Lang, Serena Ng, Petra Todd, and Anne Winkler for agreeing to serve. Most importantly, we thank Marjorie McElroy for agreeing to serve as CSWEP Chair as my term has ended. Besides those mentioned previously, other individuals who are not currently on the CSWEP Board have also helped. For the Summer Fellows Program, Dan Newlon is committee chair and Dick Startz, who pioneered the program, continues to assist. CSWEP receives both financial and staff support from the American Economic Association. We are especially grateful for all the help we receive from John Siegfried and the AEA staff—particularly Barbara Fiser and Susan Houston. The Chair also warmly thanks Deborah Arbique from the Muskie School of the University of Southern Maine, who provided extraordinary and indispensable administrative support for the Committee over the last three-and-a-half years. The Chair also thanks the Muskie School and the University of Southern Maine for hosting CSWEP over this time period and Duke University for taking over this role.

—*Barbara M. Fraumeni, Outgoing Chair*

**Figure 1 -- Percentage of Economists in the Pipeline  
Who Are Female  
Fall 2000 - Fall 2011  
All Ph.D. Granting Departments**



**Figure 2 -- Percentage of Economists in the Pipeline  
Who Are Female  
Fall 2003 - Fall 2011  
Liberal Arts Departments**

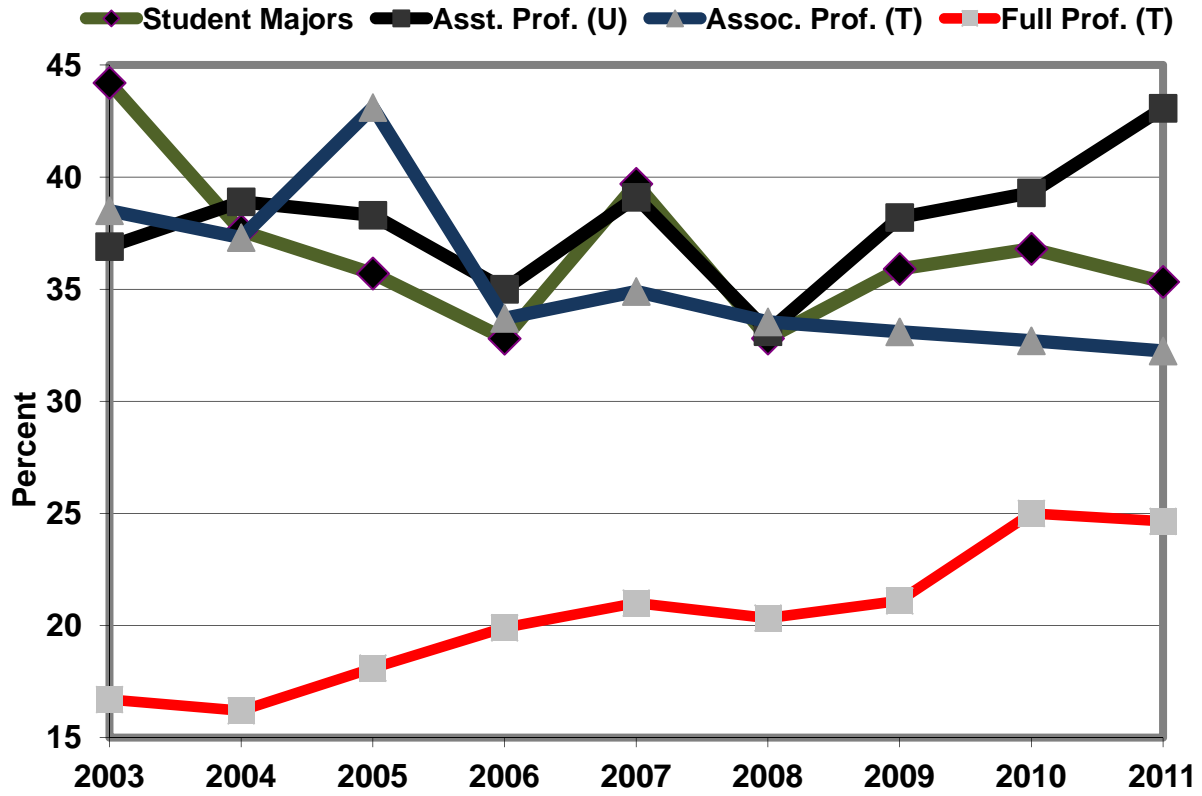


Table 1 -- The Percentage of Economists in the Pipeline Who Are Female, Fall 1997- Fall 2011

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
<b>All Ph.D. Granting Departments</b>															
1st yr students	31.3	32.2	35.6	38.8	31.9	33.9	34.0	33.9	31.9	31.0	32.7	35.0	33.5	32.1	32.4
ABD	26.8	28.2	33.0	32.3	30.2	30.6	32.7	33.1	33.9	33.6	32.7	33.7	33.5	34.2	34.3
New Ph.D.	25.0	29.9	34.2	28.0	29.4	27.2	29.8	27.9	31.1	32.7	34.5	34.8	32.9	33.3	34.7
Assistant Professor (U)	26.0	25.9	27.8	21.4	22.5	23.2	26.1	26.3	29.4	28.6	27.5	28.8	28.4	27.8	28.7
Associate Professor (U)	11.1	15.9	27.3	17.2	10.0	17.2	24.0	11.6	31.2	24.6	20.0	29.2	25.0	34.1	30.8
Associate Professor (T)	13.4	14.0	15.1	16.2	15.3	17.0	19.9	21.2	19.2	24.1	21.0	21.5	21.8	21.8	21.9
Full Professor (T)	6.5	6.1	6.5	7.4	5.8	8.9	9.4	8.4	7.7	8.3	7.9	8.8	9.7	10.7	12.8
Number of departments	95	92	77	76	69	83	95	98	93	96	102	111	119	121	122



**Table 2 --Top 10 and Top 20 Economists in the Pipeline Who Are Female: Faculty and Student Status**

Ph.D. Granting Departments	Top 10				Top 20			
	2008	2009	2010	2011	2008	2009	2010	2011
<b>Faculty Composition (Fall of year listed)</b>								
Assistant Professor Percent	28.4	25.8	24.1	21.7	26.6	24.1	21.9	22.3
Assistant Professor Number	29	25	21	15	55	47	48	44
Associate Professor Percent	19.4	20.0	16.7	17.4	20.0	21.1	23.7	26.6
Associate Professor Number	6	7	5	4	14	15	22	25
Full Professor Percent	8.0	7.7	9.9	9.3	9.1	8.4	9.2	13.7
Full Professor Number	22	21	25	15	42	38	46	56
All Tenured/Tenure Track Percent	13.9	13.1	13.8	13.4	15.0	13.9	14.3	17.8
All Tenured/Tenure Track Number	57	53	51	34	111	100	116	125
Other (Non-tenure Track) Percent	32.7	38.6	34.8	21.0	26.8	34.3	34.5	28.5
Other (Non-tenure Track) Number	17	22	16	26	38	34	39	49
All Faculty Percent	16.1	16.2	16.1	15.9	16.9	16.4	16.7	19.9
All Faculty Number	74	75	67	60	149	134	155	174
<b>Ph.D. Students</b>								
First Year Percent (Fall of year listed)	25.6	26.9	24.7	27.7	28.3	27.0	25.1	27.6
First Year Number (Fall of year listed)	61	67	56	49	125	120	122	124
ABD Percent (Fall of year listed)	24.4	28.7	25.0	25.1	27.4	28.7	27.0	29.5
ABD Number (Fall of year listed)	186	213	193	153	349	390	395	420
Ph.D. Granted Percent (AY ending in year listed)	30.3	23.7	24.2	23.7	29.4	27.0	28.1	28.0
Ph.D. Granted Number (AY ending in year listed)	63	50	40	32	107	98	92	90
<b>Undergraduate Senior Majors (AY ending in yr listed)</b>								
Percent	not avail.	38.0	38.4	37.9	not avail.	34.2	34.6	36.6
Number	not avail.	902	681	888	not avail.	1500	1931	2422
Response Statistic	10 of 10	10 of 10	11 of 11	11 of 11	20 of 20	20 of 20	21 of 21	21 of 21

Table 3 -- Top 10 and Top 20 Ph.D. Students in the Job Market Who Are Female, Academic Year Ending in Year Listed

Ph.D. Granting Departments	Top 10				Top 20			
	2008	2009	2010	2011	2008	2009	2010	2011
<b>U.S. Based Job Obtained Percent</b>	30.6	17.3	27.0	24.7	45.2	32.2	44.5	30.6
<b>U.S. Based Job Obtained Number</b>	44	24	27	22	71	47	61	63
Academic, Ph.D. Granting Department Percent	28.4	13.4	30.6	26.3	27.1	16.1	34.5	31.2
Academic, Ph.D. Granting Department Number	23	11	19	10	32	19	40	29
Academic Other Percent	40.0	0.0	33.3	60.0	22.7	17.1	21.4	53.3
Academic Other Number	2	0	2	3	5	6	6	8
Public Sector Percent	38.9	10.5	15.4	25.0	26.5	22.0	25.9	28.8
Public Sector Number	7	2	2	5	13	9	7	15
Private Sector Percent	30.0	32.4	21.1	15.4	36.8	28.9	28.6	23.9
Private Sector Number	12	11	4	4	21	13	8	11
<b>Foreign Based Job Obtained Percent</b>	25.5	18.5	21.8	26.5	22.6	27.1	26.7	26.5
<b>Foreign Based Job Obtained Number</b>	13	10	12	9	21	29	31	27
Academic Percent	21.9	15.9	26.1	26.1	19.7	25.0	27.2	25.4
Academic Number	7	7	12	6	12	21	25	18
Nonacademic Percent	31.6	30.0	0.0	27.3	28.1	34.8	25.0	29.0
Nonacademic Number	6	3	0	3	9	8	6	9
<b>No Job Obtained Percent</b>	0.0	0.0	0.0	0.0	20.0	16.7	25.0	20.0
<b>No Job Obtained Number</b>	0	0	0	0	1	1	1	1
<b>Total On the Job Market Percent</b>	28.6	17.4	25.0	24.6	29.5	23.5	30.6	29.1
<b>Total On the Job Market Number</b>	57	34	39	31	93	77	93	91
Response Statistic	10 of 10	10 of 10	11 of 11	11 of 11	20 of 20	20 of 20	21 of 21	21 of 21

**Table 4 -- Job Market Employment Shares by Gender Academic Year 2010-11**

	Top 10		Top 11 through 20		All Others	
	Women	Men	Women	Men	Women	Men
<b>U.S. based job (Share of all individuals by gender)</b>	71.0	70.5	68.3	59.8	71.8	61.0
Academic, Ph.D. granting department	45.5	41.8	46.3	47.4	30.1	34.8
Academic, Other	13.6	3.0	12.2	6.6	28.9	32.2
Public sector	22.7	22.4	24.4	28.9	15.6	15.7
Private sector	18.2	32.8	17.1	17.1	25.4	17.4
<b>Foreign Job obtained (Share of all individuals by gender)</b>	29.0	26.3	30.0	39.4	19.1	29.7
Academic	66.7	68.0	66.7	72.0	65.2	62.5
Nonacademic	33.3	32.0	33.3	28.0	34.8	37.5
<b>No job found (Share of all individuals by gender)</b>	0.0	3.2	1.7	0.8	9.1	9.3
<b>Number of individuals</b>	31	95	60	127	241	377

\* Shares by detailed type of job, e.g., academic, public or private sector, sum to 100, except for rounding.

**Table 5 -- Percentage Female for Ph.D. Granting Economics Departments**

	<b>Women</b>	<b>Men</b>	<b>Percent Female</b>
<b>A. Faculty Composition (Fall 2011)</b>			
<b>Assistant Professor</b>	<b>210</b>	<b>509</b>	<b>29.2</b>
Untenured	197	490	28.7
Tenured	13	19	40.6
<b>Associate Professor</b>	<b>132</b>	<b>455</b>	<b>22.5</b>
Untenured	12	27	30.8
Tenured	120	428	21.9
<b>Full Professor</b>	<b>192</b>	<b>1309</b>	<b>12.8</b>
Untenured	4	5	44.4
Tenured	188	1304	12.6
<b>All tenured/tenure track</b>	<b>534</b>	<b>2273</b>	<b>19.0</b>
<b>Other (non-tenure track)</b>	<b>172</b>	<b>333</b>	<b>34.1</b>
<b>All faculty</b>	<b>706</b>	<b>2606</b>	<b>21.3</b>
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	<b>Women</b>	<b>Men</b>	<b>Percent Female</b>
<b>Ph.D. Students Data</b>			
<b>Students</b>			
First-year Ph.D. students (Fall 2011)	499	1042	32.4
ABD students (Fall 2011)	1242	2380	34.3
Ph.D. granted (2010-11 Academic Year)	322	605	34.7
<b>Job Market (2010-2011 Academic Year)</b>			
<b>U.S. based job</b>	<b>236</b>	<b>373</b>	<b>38.8</b>
Academic, Ph.D. granting department	81	144	36.0
Academic, Other	58	81	41.7
Public sector	42	73	36.5
Private sector	55	75	42.3
<b>Foreign Job obtained</b>	<b>73</b>	<b>187</b>	<b>28.1</b>
Academic	48	123	28.1
Nonacademic	25	64	28.1
<b>No job found</b>	<b>23</b>	<b>39</b>	<b>37.1</b>
<b>Number on job market</b>	<b>332</b>	<b>599</b>	<b>35.7</b>
<b>Undergraduate Senior Majors (2010-11 AY)</b>	<b>6644</b>	<b>14978</b>	<b>30.7</b>

*Note:* ABD indicates students who have completed "all but dissertation."

Data on faculty was obtained for all 122 institutions. 96 (78.7 percent) of these institutions answered the undergraduate Senior majors question.

**Table 6 -- Percentage Female for Economics Departments in Liberal-Arts Institutions Fall 2011**

<b>Faculty Composition</b>	<b>Women</b>	<b>Men</b>	<b>Percent Female</b>
<b>Assistant Professor</b>	<b>118</b>	<b>158</b>	<b>42.8</b>
Untenured	115	152	43.1
Tenured	3	6	33.3
<b>Associate Professor</b>	<b>84</b>	<b>178</b>	<b>32.1</b>
Untenured	5	12	29.4
Tenured	79	166	32.2
<b>Full Professor</b>	<b>105</b>	<b>325</b>	<b>24.4</b>
Untenured	0	4	0.0
Tenured	105	321	24.6
<b>All tenured/tenure track</b>	<b>307</b>	<b>661</b>	<b>31.7</b>
<b>Other (non-tenure track)</b>	<b>80</b>	<b>128</b>	<b>38.5</b>
<b>All faculty</b>	<b>387</b>	<b>789</b>	<b>32.9</b>

<b>Student Information</b>	<b>Women</b>	<b>Men</b>	<b>Percent Female</b>
<b>Senior Student Majors</b>	<b>1,718</b>	<b>3,145</b>	<b>35.3</b>
<b>Completed Masters</b>	<b>29</b>	<b>51</b>	<b>36.3</b>

103 (68.7%) of the surveyed departments responded to the survey. Of these departments 97 (94.2%) responded to the Senior majors question.