

Report of the Committee on the Status of Women in the Economics Profession 2008

The Committee on the Status of Women in the Economics Profession (CSWEP) was established by the American Economic Association 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, a supplemental survey of economists in the top-20 business schools, and CSWEP's activities over the past year.

Data on Women Economists

The 2008 CSWEP surveys were sent to 123 economics departments with doctoral programs and 145 non-PhD departments. Most of the schools represented in the non-PhD 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 master's only economics degree. We obtained our highest response ever for the PhD survey of 90.2 percent (102 departments responded) and a lower rate of 55.9 percent (81 departments) for our non-PhD program survey.

Figure 1 and Table 1 summarize the trends in women's representation in PhD-granting departments over the past decade. These charts are labeled as female economists "in the pipeline" to show the progression of women through the ranks from newly minted PhDs to tenured full professors. The fraction of first-year PhD students in all PhD-granting departments who are women increased between 2007 and 2008 to 34.9 percent, but this figure is still lower than the 38.8 percent peak in 2000. The female share of newly completed PhDs has increased for the fourth year in a row to a new high of 35.1 percent in 2007. Assuming 4–5 years to complete a doctorate in economics, this suggests that the pipeline is not very leaky, at least through completion of the PhD. However, the figures for women at top-10 or top-20 PhD-granting

departments are less encouraging.¹ The fraction of first-year PhD students who are women at top-10 PhD-granting departments declined substantially between 2007 and 2008. The fraction of first-year PhD students who are women at top-20 PhD-granting departments is about 5 percentage points lower than the corresponding figure for all PhD-granting departments. In addition, the fraction of new PhDs who are women at top-10 or -20 PhD-granting economics departments is about 5 percentage points lower than that for all PhD-granting departments.

The female share of professors at all ranks shown in Figure 1 and Table 1 increased between 2007 and 2008, but in each case the 2008 figure is still lower than the previous peak. The share of female untenured assistant professors increased to 28.8 percent, the share for female tenured associate professors increased to 21.4 percent, and the share for tenured female full professors increased to 8.7 percent.

Computations based on figures in Table 2 shows that for 2008 a smaller share of women than men from top-20 departments are obtaining academic jobs, whether these jobs are in the United States or abroad (52.7 versus 64.0 percent). In 2008, about 30 percent of all doctorates granted to women were to women receiving doctorates from a top-20 department; also about 30 percent of all women finding jobs were from top-20 departments. While the pipeline is not leaky through completion of the PhD, this suggests that there will be proportionately fewer

¹ These rankings are taken from *US News and World Report* 2008 Edition. The top-10 departments, in order, are the Massachusetts Institute of Technology; University of Chicago; Harvard University; Princeton University; Stanford University; University of California-Berkeley; Yale University; Northwestern University; University of Pennsylvania; and the University of California-San Diego. The next ten departments, in order, are Columbia University; University of California-Los Angeles; University of Michigan-Ann Arbor; University of Wisconsin-Madison; New York University; University of Minnesota-Twin Cities; California Institute of Technology; Cornell University; University of Rochester; and Carnegie Mellon University.

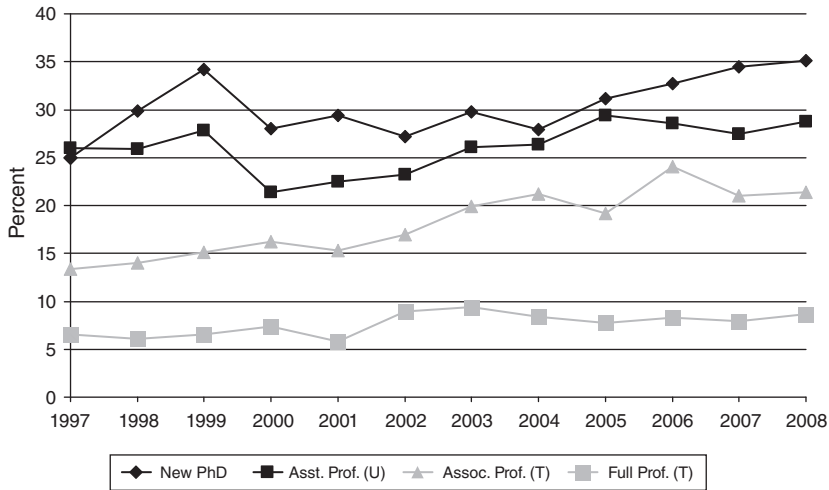


FIGURE 1. PERCENTAGE OF ECONOMISTS IN THE PIPELINE WHO ARE FEMALE—ALL PHD-GRANTING DEPARTMENTS

TABLE 1—PERCENTAGE OF ECONOMISTS IN THE PIPELINE WHO ARE FEMALE, 1997–2008

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
<i>All PhD-granting departments</i>												
First-year students	31.3	32.2	35.6	38.8	31.9	33.9	34.0	33.9	31.9	31.0	32.7	34.9
ABD	26.8	28.2	33.0	32.3	30.2	30.6	32.7	33.1	33.9	33.6	32.7	33.4
New PhD	25.0	29.9	34.2	28.0	29.4	27.2	29.8	27.9	31.1	32.7	34.5	35.1
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
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	30.0
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	21.4
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	8.7
N departments	95	92	77	76	69	83	95	98	93	96	102	111
<i>Top-10 PhD-granting departments</i>												
First-year students	20.3	27.2	29.6	29.5	26.9	28.5	21.2	26.0	26.0	24.8	29.5	25.6
ABD	25.0	22.0	25.2	25.2	26.6	27.0	26.1	26.3	26.3	27.8	27.6	24.4
New PhD	16.5	25.9	24.3	23.0	30.5	25.7	26.3	25.5	31.4	30.3	27.5	30.3
Assistant professor (U)	20.0	17.7	14.7	18.2	18.8	15.8	21.9	21.3	24.1	27.4	24.3	26.7
Associate professor (U)	12.5	36.4	45.5	30.8	13.3	7.7	11.1	12.5	30.0	27.3	0.0	33.3
Associate professor (T)	12.5	7.7	28.6	36.4	23.5	28.6	17.6	6.7	14.3	10.0	18.5	16.0
Full professor (T)	5.0	3.7	3.9	7.1	6.3	5.6	7.0	8.2	7.3	8.0	7.9	7.0
N departments	8	7	7	7	10	9	10	10	10	10	10	10
<i>Top-20 PhD-granting departments</i>												
First-year students	21.5	28.8	31.1	32.8	30.5	31.9	26.1	27.7	27.0	27.4	29.0	28.3
ABD	28.6	24.1	25.4	26.2	27.2	27.2	28.4	29.7	28.9	28.9	27.1	27.4
New PhD	24.9	27.1	28.1	24.6	26.8	24.7	24.8	28.2	30.7	30.7	30.8	29.4
Assistant professor (U)	17.8	16.4	21.6	17.7	18.8	21.5	25.1	24.1	27.0	26.2	24.4	25.7
Associate professor (U)	7.7	36.4	46.2	26.7	13.3	13.3	23.1	20.7	26.7	24.4	27.8	35.3
Associate professor (T)	16.0	8.3	16.3	12.8	19.6	22.9	18.9	12.1	14.3	12.5	12.0	15.1
Full professor (T)	5.9	4.7	4.8	7.4	7.0	9.0	6.3	7.6	7.5	7.9	7.9	8.5
N departments	17	16	15	15	18	18	19	19	20	20	20	20

Notes: U refers to untenured and T refers to tenured. ABD indicates students who have completed “all but dissertation.”

TABLE 2—JOB MARKET EMPLOYMENT SHARES BY GENDER, 2008

	Top 10		Top 11 through 20		All Others	
	Women	Men	Women	Men	Women	Men
US-based job, share of all individuals by gender	77.2	70.4	75.0	57.5	73.5	65.2
Academic, PhD-granting department	52.3	58.0	33.3	60.9	36.1	38.3
Academic, other	4.5	3.0	11.1	8.7	28.4	29.6
Public sector	15.9	11.0	22.2	13.0	10.3	11.3
Private sector	27.3	28.0	33.3	17.4	25.2	20.9
Foreign job obtained, share of all individuals by gender	22.8	26.8	22.2	42.5	20.4	28.0
Academic	53.8	65.8	62.5	70.6	60.5	50.5
Nonacademic	46.2	34.2	37.5	29.4	39.5	49.5
No job found, share of all individuals by gender	0.0	2.8	2.8	0.0	6.2	6.8
Number of individuals	57	142	36	80	211	353

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

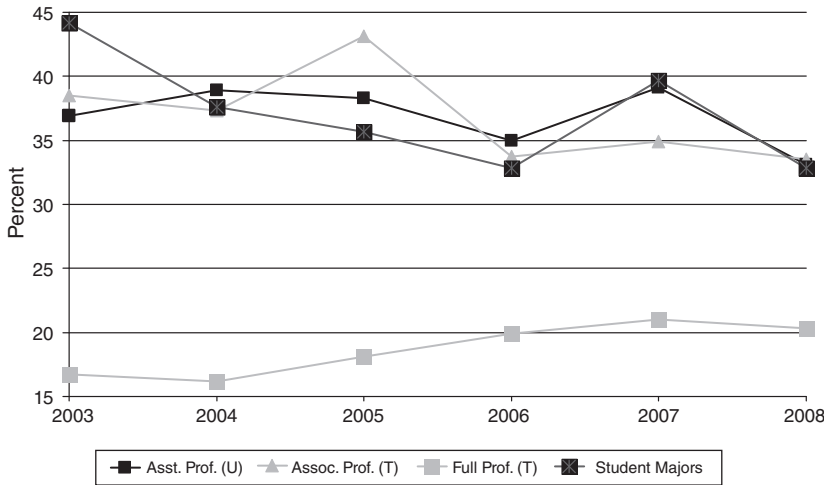


FIGURE 2. PERCENTAGE OF ECONOMISTS IN THE PIPELINE WHO ARE FEMALE—LIBERAL ARTS DEPARTMENTS

top-20 trained female (than male) role models and mentors in academic settings in the future.

Figure 2 presents data on the status of women in economics departments located in liberal arts institutions over the past five years. Here the pipeline is much less leaky, with the share of female economics majors, assistant professors, and tenured associate professors very similar. The share of tenured full professors in liberal arts institutions who are women is more than double that in PhD departments, and has been rising over time to just over 20 percent in 2008.

Detailed Results for PhD-Granting Departments (2008–2009)

Tables 3 and 4 present results from the 2008 CSWEP survey for PhD-granting departments in greater detail, first for all departments and then for the top-10 and top-20 ranked departments separately. There are some differences between the share of women faculty by rank for all PhD-granting programs and those in the top-10 or -20 departments at the assistant and full professor level. For example, although the share of women at the tenured full professor level

TABLE 3—PERCENTAGE FEMALE FOR PHD-GRANTING ECONOMICS DEPARTMENTS (2008)
(111 responding institutions)

A. Faculty composition (2008–2009 academic year)	Women	Men	Percentage female
<i>Assistant professor</i>	200	493	28.9
Untenured	188	464	28.8
Tenured	12	29	29.3
<i>Associate professor</i>	107	377	22.1
Untenured	12	28	30.0
Tenured	95	349	21.4
<i>Full professor</i>	125	1,287	8.9
Untenured	4	13	23.5
Tenured	121	1,274	8.7
All tenured/tenure track	432	2,157	16.7
Other (non-tenure track)	150	299	33.4
<i>All faculty</i>	582	2,456	19.2

B. Students and job market	Women	Men	Percentage female
<i>Students (2008–2009 academic year)</i>			
First-year PhD students	498	928	34.9
ABD students	1,092	2,177	33.4
PhD granted (2007–2008 academic year)	384	711	35.1
<i>Job market (2007–2008 academic year)</i>			
US-based job	226	376	37.5
Academic, PhD-granting department	88	174	33.6
Academic, other	49	75	39.5
Public sector	29	43	40.3
Private sector	60	84	41.7
Foreign job obtained	64	171	27.2
Academic	38	99	27.7
Nonacademic	26	72	26.5
No job found	14	28	33.3

Note: ABD indicates students who have completed “all but dissertation.”

is approximately equal for all PhD-granting departments and for the top-20 PhD-granting departments, the share of tenured female full professors at the top-10 PhD-granting departments is 7.0 percent, while it is 8.7 percent for all PhD-granting departments. The greatest differences are at the associate professor level, where the share of tenured women is lower for the top-20 departments (15.1 percent) versus all PhD-granting departments (21.4 percent). In terms of students, there is a gap in the share of women for all PhD programs and the share of women in the top-20 programs. Women are 34.9 percent of first-year PhD students in all PhD departments but 25.6 percent in the top-10 departments and 28.3 percent in the top-20 departments. The gap is larger for those who received their PhD in 2007–2008. For all PhD programs, the female share of doctorates granted was 35.1 percent, but

just 30.3 percent in top-10 departments and 29.4 percent in top-20 departments.

Tables 2, 3, and 4 show how women have fared in the job market for new PhDs relative to their male counterparts. The vast majority of male and female graduate students in economics end up taking jobs in the United States, and women are somewhat more likely to take a US-based job than their male counterparts. Historically women have been underrepresented in academic positions in PhD-granting institutions and “overrepresented” (relative to their share of all graduates) in academic positions in non-PhD-granting institutions and in public sector jobs. Focusing on the US job market only (Table 3), women constituted 33.6 percent of new hires in PhD-granting departments and 39.5 percent in non-PhD-granting academic programs. Table 2 provides more detailed analysis of where male

TABLE 4—PERCENTAGE FEMALE FOR TOP-10 AND TOP-20 PhD-GRANTING ECONOMICS DEPARTMENTS (2008)

A. Faculty composition (2008–2009 academic year)	Top 10			Top 20		
	Women	Men	Percentage female	Women	Men	Percentage female
<i>Untenured assistant professor</i>	23	63	26.7	49	142	25.7
<i>Associate professor</i>	6	25	19.4	14	56	20.0
Untenured	2	4	33.3	6	11	35.3
Tenured	4	21	16.0	8	45	15.1
<i>Tenured full professor</i>	19	254	7.0	39	418	8.5
All tenured/tenure track	57	352	13.9	111	627	15.0
Other (nontenure track)	17	35	32.7	38	104	26.8
All faculty	74	387	16.1	149	731	16.9
B. Students and job market	Women	Men	Percentage female	Women	Men	Percentage female
<i>Students (2008–2009 academic year)</i>						
First-year PhD students	61	177	25.6	125	317	28.3
ABD students	186	576	24.4	349	923	27.4
PhD granted (2007–2008 academic year)	63	145	30.3	107	257	29.4
<i>Job market (2007–2008 academic year)</i>						
US-based job	44	100	30.6	71	146	45.2
Academic, PhD-granting department	23	58	28.4	32	86	27.1
Academic, other	2	3	40.0	5	7	22.7
Public sector	7	11	38.9	13	17	26.5
Private sector	12	28	30.0	21	36	36.8
Foreign job obtained	13	38	25.5	21	72	22.6
Academic	7	25	21.9	12	49	19.7
Nonacademic	6	13	31.6	9	23	28.1
No job found	0	4	0	1	4	20.0
Total	57	142	28.6	93	222	29.5

Note: ABD indicates students who have completed “all but dissertation.”

and female PhDs become employed by rank of department—the top-10 departments, the top-11 to top-20 departments, and all the remaining departments. While there is a higher fraction of males in the top-10 programs that end up in an academic position in a PhD program than females, there is a fairly similar pattern in the types of other positions students in these departments end up in by gender. There is a large difference, however, in the occupational distribution by gender of students in the top-11 to top-20 departments. A much higher fraction of male students end up as faculty members in PhD departments than female students (60.9 versus 33.3 percent) while a much higher fraction of female students leave academia for public or private sector jobs. For students in the remaining 103 doctoral programs, a slightly higher share of male students end up in academic positions

in PhD and non-PhD departments. Focusing on jobs abroad, men from top-20 departments are more likely to end up in an academic job. Interestingly, women from other than top-20 departments are more likely to end up in an academic job than men (60.5 percent versus 50.5 percent).

The CSWEP survey also includes information on non-tenure track faculty. As seen in Tables 3–4, this category is disproportionately female. Among all PhD-granting economics departments in the United States, the female share of non-tenure track faculty is double that for the female share of all tenured/tenure-track faculty (33.4 versus 16.7 percent). Similarly, in the top-10 (20) departments women comprise 32.7 (26.8) percent of the nontenured faculty versus 13.9 (15.0) percent of the tenured/tenure-track faculty. More generally we see an increase in

TABLE 5—FACULTY COMPOSITION BY GENDER FOR ECONOMICS DEPARTMENTS IN LIBERAL ARTS INSTITUTIONS (2008)

A. Faculty composition (2008–2009 academic year)	Women	Men	Percentage female
<i>Assistant professor</i>	49	99	33.1
Untenured	49	99	33.1
Tenured	0	0	0.0
<i>Associate professor</i>	53	105	33.5
Untenured	3	15	16.7
Tenured	50	90	35.7
<i>Full professor</i>	49	192	20.3
Untenured	0	4	0.0
Tenured	49	188	20.7
All tenured/tenure track	151	396	27.6
Other (nontenure track)	52	82	38.9
<i>All faculty</i>	203	478	29.8
<hr/>			
B. Student information	Women	Men	Percentage female
Student majors (2007–2008 academic year)	852	1,745	32.8

the share of all faculty at all PhD-granting institutions in nontenured positions increasing from 10.8 percent in 2005 to 14.8 percent in 2008.

Detailed Results for Non-PhD-Granting Programs (2008–2009)

As shown in Figure 2, female faculty are better represented at liberal arts institutions than at PhD-granting institutions. In our 2008 survey of liberal arts institutions (plus fewer than ten departments that granted only BA/MA economics degrees) women were 33.1 percent of untenured assistant professors, 35.7 percent of tenured associate professors, and 20.7 percent of tenured full professors, comprising 27.6 percent of tenured or tenured-track faculty versus just 16.7 percent in PhD-granting programs. The fraction of undergraduate majors who were women at these institutions fell to 32.8 percent from almost 40 percent in the 2007 survey.²

² Because of the historically substantially lower response rate to the liberal arts department survey than to the PhD-granting department survey, there is less confidence in year-to-year trends and overall results in the liberal arts department survey. In early 2009 efforts will be made to obtain responses from a higher fraction of liberal arts departments.

The Committee's Recent Activities

Ongoing Activities

One of CSWEP's major activities is the production of our thrice-yearly newsletter. In addition to reporting on the annual survey of departments, the Winter Newsletter, coedited by Dick Startz, included articles on being the boss, as there are an increasing number of female economists in leadership positions. Trish Mosser coedited the Spring Newsletter, which included articles on alternative careers in economics. The Fall Newsletter was coedited by Linda Bell and featured a discussion on academic leadership. This issue also included an interview with 2007 Carolyn Shaw Bell Award winner Olivia Mitchell and "Top-10 Tips on How to be Mentored." These newsletters would not be possible without the tireless efforts of Karine Moe.

As part of its ongoing efforts to increase the participation of women on the AEA program, CSWEP organized six sessions for the January 2008 ASSA meetings in New Orleans. Anna Paulson organized three sessions on developing country issues and Karine Moe organized three sessions on gender-related issues. After an extended discussion with AEA's Executive Committee, it was concluded that two CSWEP

sessions would be published in the May *Papers and Proceedings (P&P)* edition of the *American Economic Review*. Lisa Lynch, the previous CSWEP Chair, made convincing arguments about how reducing the number of CSWEP sessions in the *P&P* to one would make a significant difference in the number of published *P&P* papers authored or coauthored by women. To make room for more sessions in the *Papers and Proceedings*, CSWEP's annual reports will no longer be published in that edition. The reports will continue to be posted to the CSWEP Web site and printed in the CSWEP newsletter.

At the business meeting of the 2008 American Economic Association annual meeting in New Orleans, Lisa Lynch presented results on the annual department survey and summarized CSWEP activities over the past year. During this meeting, the 2007 Carolyn Shaw Bell Award was presented to Olivia Mitchell of the Wharton School of the University of Pennsylvania. The 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 thanks Patricia Mosser and Caren Grown for their service on the 2008 Carolyn Shaw Bell Award Committee. The 2008 winner of the Carolyn Shaw Bell award is Anne Carter and the Chair would like to thank Amy Schwartz, Patricia Mosser, and Caren Grown for all their work on this award committee. The 2008 winner of the Elaine Bennett Research Prize is Amy Finkelstein of MIT. This prize was established in 1998 to recognize and honor outstanding research in any field of economics by a woman at the beginning of her career. The Chair thanks Kathryn Shaw, Judith Chevalier, and Monika Piazzesi for their service on the Bennett Prize Award Committee.

As part of its ongoing mentoring efforts, CSWEP sponsored a national mentoring workshop for junior faculty in economics after the January 2008 American Economic Association meetings in New Orleans. In the exit survey, participants were enthusiastic about the quality and usefulness of the panels and overall activities of the workshop. We thank all the mentors and organizers who participated in these workshops, and especially Donna Ginther. We will conduct

a regional workshop after the November 2009 Southern Economic Association meetings in San Antonio. The National Science Foundation has extended our funding for these national and regional workshops through 2008. From 2009 to 2012 the American Economic Association has agreed to fund two additional national workshops and two regional workshops for mentoring junior faculty. In addition, we are continuing a Summer Fellows initiative in 2009 supported by NSF and the AEA and run jointly with the Committee on the Status of Minority Groups in the Economics Profession. 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. We had over 80 applications for 10 positions. For the summer 2008 program the number of sponsoring or cooperating institutions has been increased to almost 20. In addition, field coverage has been broadened and outreach to underrepresented minority candidates has increased.

CSWEP's Regional Activities

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 Anna Paulson (Midwest), Linda Bell (Eastern), Julie Hotchkiss (Southern), and Martha Olney (Western), for their excellent programs and efforts to help women economists in their regions maintain and increase their professional networks. Abstracts of the papers presented at these association meetings are presented in the newsletters each year.

Additional Words of Thanks

The Chair would like to thank the Membership Chair, Joan Haworth and her staff, particularly Lee Fordham, for their essential contribution to our outreach mission. The terms of four of our committee members ended in January 2009—Donna Ginther, Karine Moe, Anna Paulson and Dick Startz. Donna Ginther has agreed to serve a second term, continuing in her role as the CeMENT coordinator for one more year.

Karine Moe has served two terms as the editor of the newsletter and Anna Paulson has served as the Midwest representative. Dick Startz has agreed to serve as the Summer Fellows coordinator for one more year, even though he will not be on the Board. They have all made outstanding contributions and we are enormously grateful to them for their willingness to serve. The Chair thanks new committee members Debra Barbezat, Julie Hotchkiss, and Amy Schwartz, along with all the other members of the committee for their exceptional efforts over the past year to advance the goals of CSWEP. 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 his 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 has provided extraordinary and

indispensable administrative support for the committee during the second half of 2008. The Chair also appreciates that the Muskie School and the University of Southern Maine are willing to host CSWEP for the next three years.

Finally, the Committee wishes to express their gratitude to Lisa Lynch for leading CSWEP for the past two-and-a-half years. Lisa Lynch stepped down from being Chair at the end of June to assume the position of Dean of the Heller School of Brandeis University. Being chair is a very substantial time and effort commitment and Lisa has performed her duties at an extraordinary level. Finally, the committee also thanks Kathy Spagnoli, who provided administrative support through the first half of 2008, and, along with Lisa, continues to be indispensable in facilitating the transition to a new chair in a new location.

BARBARA M. FRAUMENI, *Chair*

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1. Manuel Bagues, Mauro Sylos-Labini, Natalia Zinovyeva. 2014. Do Gender Quotas Pass the Test? Evidence from Academic Evaluations in Italy. *SSRN Electronic Journal* 94. . [[Crossref](#)]