Newsletter of the

Committee on the Status of Women in the Economics Profession

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by Kathryn Shaw

1. How did you decide you wanted to be an economist?

For as long as I can remember, I knew I wanted to be an academic. My parents are both academics (biologists) and it always seemed to me (and still seems) hard to imagine a better job than getting to go to work every day to think about problems that interest you. Plus, I always loved school and my favorite thing about school was writing papers (I always hated exams, which is why I try to design my classes to have papers or take home exams rather than in class "timed tests"). I still remember my first research paper: in first grade we each had to write a mammal report. I wrote on elephants. I liked writing the paper

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UNIVERSITY
HONOR ROLL
FOR FEMALE FULL PROFESSORS
SEE PAGE THREE

Bailey named winner of 2009 Carolyn Shaw Bell Award

Congratulations to Elizabeth Ellery Bailey who has won the 2009 Carolyn Shaw Bell Award. The Award ceremony will be held during the CSWEP Business Meeting Lunch, January 3, 2010, 12:30–2:00 p.m., room M101 and the CSWEP Reception, in part honoring Dr. Bailey, will be held at 6:00 p.m. in room M304, both in the Atlanta Marriott Marquis Hotel.

Deadline for Summer Fellowship applications is February 19, 2010

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What is CSWEP?

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

There are several "themes" in this newsletter that remind me of the importance of the continuing efforts of CSWEP. The advertisement for the AEA calendar, with only one woman: Joan Robinson, included among the 18 economists shown, symbolizes that women in the profession have made significant advancements. Did you know that the first article in the first *American Economic Review* was written by a woman: Kathryn Coman? Most of our direct information is from the CSWEP survey of academic departments. A glass ceiling still exists for many women: there is only one female Full Professor for every ten male Full Professors in Ph.D. granting departments. Forty percent of all such departments report they have no female Full Professors (see the University Full Professor "honor roll" on page 3). Yet one in three first year Ph.D. students are women. With more women in the economics profession, the likelihood of dual career partners has increased. The articles in this newsletter point out the difficulty that dual career economists may face, discuss the decisions made, and the relative value men and women attach to their partner's careers.

See the CSWEP web site for more information on the activities listed below! Plan to submit paper proposals! CSWEP will be organizing three sessions on gender-related topics and three sessions on real estate and housing topics for the January 2011 AEA meetings in Denver. We are hoping to co-sponsor at least one of the real estate and housing sessions with WREN (Women in Real Estate Network), a working committee of AREUEA (American Real Estate and Urban Economics Association). Accepted papers will be considered for publication in the Papers and Proceedings issue of the American Economic Review, a fantastic opportunity. E-mail a cover letter (specifying to which set of sessions the paper is being submitted) and a copy of a one- to two-page abstract (250–1000 words), clearly labeled with the paper title, authors' names, and contact information for all the authors by February 26, 2010 to cswep@usm.maine.edu. Check out the call for papers for the Eastern Economic Association Meetings in Philadelphia February 26–February 28, 2010, with proposals due by November 16, and for the Western Economic Association in Portland, Oregon June 29–July 3, 2010, with proposals due by January 10, 2010.

Come join us in Atlanta in January! We are sponsoring two sessions on gender-related topics and three sessions on personnel economics topics. In addition, we are co-sponsoring with CSMGEP a panel session on the impact of AEA and NSF mentoring programs. Evidence is that the national CeMENT mentoring workshops make a difference. We are hosting several events in the Marriott Marquis. Please stop by the CSWEP Hospitality Suite for a continental breakfast or a beverage in M301. This a great place to network and to get away from the frenzy of the meetings. Come to the CSWEP reception on January 3 in M304. Meet with others and enjoy the refreshments.

New format and time for the business meeting!! On January 3, come to our business luncheon meeting in M101 to find out the results from the most recent survey of economics departments and meet the latest Bell award winner, Elizabeth Bailey. A light lunch will be served.

Mentoring events in future years! After the regional mentoring workshop in November and the national mentoring workshop in January there will be one additional regional workshop and one additional national workshop over the next two years due to the generosity of AEA. Hopefully we will be able to fund mentoring workshops beyond 2012.

CSWEP provides even more opportunities for women in economics! Summer fellowships are a continuing popular addition to our programs. Preference is given to applications received by February 19, 2010. And the Joan Haworth mentoring fund, with a recent injection of funds, facilitates visits by senior women to campuses across the United States.

Modernization of the CSWEP data base and improvements in the online CSWEP contribution form. With your help we are going to make substantial changes in the CSWEP data base. And the new online form will make it even easier to contribute. **One-third of our budget comes from you!**

—Barbara M. Fraumeni

Board Member Biography

Rohini Pande

Growing up in a large, noisy and fast growing Indian city was formative in defining my interests in development economics. After a very short-lived stint (two days!) in medical school, I decided I was not meant for a career in the hard sciences. However, my pre-medical school focus on math and science courses meant that the only non-science undergraduate degree I could gain admission to was economics. Three years of an undergraduate economics degree left me unsure about my academic and career preferences and I chose to do a second degree in Philosophy, Politics and Economics at Oxford. I left Oxford a bit more certain of my academic interests in economics and very certain of my preference for large and noisy cities. I completed my doctoral work on the political economy of development in the London School of Economics. I was lucky to have a very thoughtful and supportive thesis advisor—Tim Besley—and his support has been critical for my academic career.

Entering the U.S. academic system after finishing my doctoral work in Europe was a mixed experience. When I started my first job at Columbia, I had a limited sense of how the U.S. academic profession and the tenure system worked. However, the one benefit that this lack of knowledge carried was that I felt completely unconstrained in my research choices. This was particularly opportune since there were an increasing number of new opportunities to engage in field-based development research.

For the last ten years I have spent roughly two months every year in a field setting in South Asia for research. While the specific questions asked by my different research projects vary significantly, I have maintained a research focus on understanding how democratic forms of governance interact with voter preferences to determine which public policies are chosen. Redistribution is central to policy-making in any low-income country. What keeps me motivated is the idea that economics research can help identify which governance structures can provide historically disadvantaged groups policy voice and how institutional design can affect service delivery.

Between field work, sabbatical and changing jobs I have had a pretty peripatetic academic career. I spent three years at Columbia, was on sabbatical at MIT for a year, then at Yale for two years, on leave at Berkeley for six month and have since been at Harvard Kennedy School. The limited presence of senior female faculty, unfortunately, was a constant across all my jobs. The benefits that I derived from the few that were—like Penny Goldberg—has left me more convinced of my research findings (albeit from Indian villages!) on the effectiveness of exposure to women in positions of power in dismantling social stereotypes.

My mobility while a junior faculty is not unusual in the profession—and certainly being a migrant meant that I had less strong ties to any single US cities. That said, changing jobs and moving is exhausting. For me, one of the best rewards of all this moving has been developing a strong network of female colleagues and coauthors. Many of them, like Esther Duflo, Erica Field and Rema Hanna, also run around the world and it is always great to find one of them in India to go search out the least bad of the local wines! Another fun aspect of the job has been the increasing number of graduate students who go as Research Assistants for a summer in the field and come back having caught the bug. Seeing them develop individual projects and develop strong networks of other researchers, NGO workers and policy practitioners has been fantastic.

University Full Professor Honor Roll

The following table lists self-reported information from institutions that grant Ph.D.s in economics (92% response rate). The table lists the universities whose economics departments rank in the top ten of departments using either one of the listed criteria. Note that the reported data show that 40% of all participating departments have no female full professors.

	% of full professors that are female	# of female full professors
Columbia University	18%	6
University of California, Berkeley	15%	5
University of California, Los Angeles	25%	5
Colorado State University	44%	4
Princeton University	10%	4
University of Massachusetts at Amherst	27%	4
Vanderbilt University	19%	4
Carnegie Mellon University	23%	3
Iowa State University	11%	3
Ohio State University	14%	3
Rutgers University–New Brunswick	13%	3
University of California, Davis	20%	3
University of Illinois at Chicago	23%	3
University of Oregon	23%	3
University of Texas at Dallas	33%	3
Western Michigan University	27%	3
CUNY Graduate School and University (Queens College)	25%	2
Wayne State University	25%	2
Tulane University	50%	1

Navigating the Job Market as Dual Career Economists

Introduction by Julie Hotchkiss,
Research Economist and Policy Advisor, Federal Reserve Bank of Atlanta

Look around. What share of your married female colleagues are married to other Ph.D. economists? In the Research Department at the Federal Reserve Bank of Atlanta, it's 60 percent. In the Economics Department at Georgia State University, it's 50 percent. And most of my new, young male colleagues are also married to Ph.D.economists. It's a phenomenon many of us have either seen or experienced first-hand. In spite of ensuring stimulating dinner conversation, partnering with, what is often the case, a graduate school colleague can make for a particularly challenging and stressful job market experience.

In the articles that follow, three couples offer their advice on how to navigate those difficult decisions and make those difficult choices that come along with being lucky enough to spend the rest of your life with someone who doesn't cringe when you use the term "opportunity cost" at dinner. Kathleen and Andrew are the youngest in their careers. Kathleen finished first, Andrew is the trailing spouse and they are still in the process of locating those jointly rewarding careers in academia.

Lisa and Ramsey found their best options outside of academia. On the job market for the first time together, they had the added challenge of a newly arrived bundle of joy who one day would cringe when opportunity cost comes up at the dinner table. Ellen and Deb bring yet a third perspective to the joint-economists job search. Although, as lesbians, they perhaps faced a more complex set of issues on the path to careers in academia, all three couples offer comfortingly similar advice. "Flexible," "communication," "open minded" are themes that all three articles touch on.

In the fourth article, Londa Schiebinger, a historian, summarizes the findings of her research on dual-career academic couples. She presents some striking results comparing attitudes toward career between couples who are both in academia and couples with only one member in academia. She also offers some pointed advice to university and colleges about the value in hiring couples and the best strategies for doing so.

While the job market is full of stressors for all new Ph.D. economists, couples face some unique challenges, and with a significant number of joint-economist job searchers, employers have some unique opportunities in considering hiring couples.

Still Looking...

M. Kathleen Thomas,
Associate Professor of Economics, Mississippi State University

R. Andrew Luccasen,
Instructor, Department of Finance and Economics, Mississippi State University

I never intended to marry another economist, but in June 2004 that's exactly what I did. I was a new assistant professor at Mississippi State University, and luckily I worked for a department head who was very sympathetic to the plight of academic couples. Andrew was in a tenure-track position at Nichols State University in south Louisiana. For the year prior to our wedding, I made trips down to the bayou or Drew drove up to Starkville. We were young and in love, and that was just fine.

But the 5½ hour car rides got old rather quickly. We knew we did not want to live apart, so after his first year, Drew left his tenure-track position and took an instructor position at MSU. We were very grateful this opportunity became available. It was our understanding that it would be temporary, and Drew would have a shot at a tenure-track position soon.

Five years later, Drew is still in the instructor position. This coupled with changing dynamics in our department resulted in us going out on the job market two years ago. So far, we have been unsuccessful at finding two appropriate positions. We will continue to look until we do. I was recently promoted and awarded tenure at MSU, but I really believe Drew deserves his shot at a tenure-track position. He gave up one to move to Starkville—now it's my turn to make a sacrifice for him if necessary.

Obviously, we are in the trenches. I cannot offer advice about how to successfully navigate the job market as an academic couple. But I can tell you about our experiences so far, and offer some of the insights we have gained to date.

Expect imperfection

Ideally, I would like to be hired as an Associate with tenure, Drew would like to have a tenure-track job, we want to work at a good university or college with bright students, have our research interests supported, be relatively close to our family, have access to affordable housing and good school systems, not face a killer commute, and maybe be within close proximity to a good Thai restaurant and a couple of shopping malls. Something will clearly have to give.

I will most likely have to give up tenure, although most of the schools we have talked to so far would be able to give me a short line to tenure—1 to 2 years. Being close to our family may mean a plane ride—not a 2-hour trip in the car. Good restaurants and shopping will probably mean heavier traffic. We understand the trade-offs. Hope for perfection, but plan to make some compromises. But also know what you won't be willing to compromise. Drew and I never wanted to live in different cities or states. This is especially true now that we have children. We also want academic jobs, and we have never applied to any jobs in the private sector. To give some perspective, on the junior market, before we were an academic couple, we sent out upwards of 75 applications. In the last two job markets, we have sent out no more than a dozen applications.

Be upfront from the beginning

The first year we were on the market, we did not reveal in our cover letters that we were on the market with a spouse. I had a good first interview with a university we both loved. But they didn't realize that Drew had also applied. Even though they were hiring for multiple positions, they were for different fields, and they did not have a system in place to deal with a trailing spouse. Now we mention each other in the opening paragraph of our letter of application. Why even waste time with an interview, if the department cannot accommodate both of you? Also, with my situation, an application would look rather suspect if I

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Agree on Work and Family Priorities

Lisa Gennetian,
Senior Research Director, Economic Studies, The Brookings Institution

Ramsey Shehadeh,
Senior Vice President, National Economic Research Associates

My spouse, Ramsey Shehadeh, and I completed our Ph.D.s in Economics from Cornell University, defending our dissertations on the same memorable day in July 1998. Ramsey is now a successful practicing economist as Senior Vice President at National Economic Research Associates (a consulting firm of economists who provide expertise in antitrust, securities and related cases). After an initial productive and rewarding eight years post-Ph.D. at MDRC—a non profit policy evaluation firm with expertise in using random assignment design—I am currently an affiliate of The Brookings Institution working on a variety of research projects evaluating programs to support low income families and their children. We have three children and live in the New York City area.

Ramsey and I had an unusual and rewarding graduate school and job market experience across many fronts. We arrived at Cornell in 1993, me as a new student and Ramsey as a returning student after taking a break for two years upon completing his first year exams. Our wedding took place shortly after we arrived at Cornell during a whirlwind trip to Boston on Columbus Day weekend right after my first econometric exam and right before my first microeconomics exam. (I performed terribly on the latter and okay on the former, and much later confessed to my professors that a wedding distracted me.) I only later appreciated these years of being graduate students together: studying, sharing an office, sharing meals, going for long runs through beautiful Ithaca.

Upon receiving my advisor's blessings that I was well on my way to completing a Ph.D., we decided to have a child. Our eldest daughter was born in Ithaca in 1997 two days before I was scheduled to present my job market paper—in fact, it was Labor Day. Being married, with a first child (and hence no sleep), and going on a dual job market search may seem like a dangerous mix. But, with hard work and lots of support from family and from the Cornell community, we managed the year through to a successful outcome.

Our first big decision was whether or not we were going on the market as individuals or officially as a couple. We decided to not actively pursue a joint job market strategy and kept our efforts individually oriented but with our own agreement about work and family priorities: (1) we would individually apply to everything and anything that interested us; (2) that any position was an option but not at the cost of being separated from each other; (3) that we both recognized rewarding nonacademic careers and actively pursued them; (4) that geography was not a first order consideration as long as we were together; and (5) that at the right time during the job market process we would disclose our joint search to any potentially serious prospective employer. The fact that we had a child was not something that came up or something we mentioned during the job market interview process. Having a child did of course force us to have very real discussions about family and work balance, jolting each of us to think hard about our expectations about each other's roles and what would be best for our daughter (and other children to come).

As some context to these "principles," each of us had two years of professional experience prior to graduate school. This grounded us in our evaluation of academic and nonacademic careers. I was very focused on getting a great job that would enable me to continue to conduct top quality applied policy research (with high standards for evidence, opportunities to learn to raise research funds, engage in active communication of findings with a broader audience to turn research into policy). This also meant

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Building a Life

Ellen Mutari,
Professor of Economics and Women's Studies Coordinator,
The Richard Stockton College of New Jersey

Deborah M. Figart,
Dean, School of Graduate and Continuing Studies,
and Professor of Economics, The Richard Stockton College of New Jersey

Two career-committed academics in a national job market face many challenges when trying to find satisfying individual employment situations while building a life together. We faced a distinct set of hurdles in our search process, a process that really began in the mid-1980s when Deb entered the job market and continued—off and on—until Ellen landed a tenure-track job in 1999:

Hurdle #1

We are both economists, from the same Ph.D. program, in similar fields. Deb, who completed her degree in 1986, studies discrimination and contemporary labor market policies; Ellen, who finished in 1995, studies the economic history of women's employment. Even "worse"—from the employer's perspective—we are frequent collaborators and co-authors. This made it difficult to find employment in small departments which often have room for only "one of each" field or specialization.

Hurdle #2

We are both heterodox economists who chose to get our doctorates from American University in Washington, DC, because of its reputation for balancing mainstream economics with political economy. AU's political economy track included the history of economic thought and economic history in addition to contemporary theory and methods. Our graduate school advisors suggested that the best options for heterodox economists were small, liberal arts colleges who were more likely to value our broad training. Of course, small programs were less likely to have two openings for a couple with overlapping research agendas.

Hurdle #3

As lesbians, we were even more hesitant than a married heterosexual couple might be to discuss our personal situation in a job interview or before accepting an offer. Back in the 1980s and the early 1990s, lesbians were still pretty invisible in society and culture. Everyone from grocery store clerks to fellow graduate students would, sensing a strong bond, ask if we were sisters, something that happens far less often in a post-Melissa-k.d.-Ellen DeGeneres world. Even assessing the campus climate for lesbian faculty was more difficult at the time. Geography, specifically living in a "blue state," with a visible LGBTQ (lesbian, gay, bisexual, transgender, and queer) community, also mattered a great deal to us, limiting where we would apply for jobs.

These hurdles made our search process more complex. But we have cleared them and landed on our feet. We are tenured professors at a relatively small (about 7000 students) public sector college in southern New Jersey. After getting tenure for the second time in her career, Deb has served as Dean of the School of Graduate and Continuing Studies at Stockton for six years. Ellen is now on the Economics faculty at Stockton and is serving as Women's Studies Coordinator. Over 60 of our colleagues and their spouses/partners (along with other friends and neighbors) attended a celebration in honor of our 20th anniversary and domestic partnership in 2004. We now have "upgraded" to a state-recognized civil union. Our institution, founded in 1970, emphasizes interdisciplinary teaching and research, making it welcoming for heterodox approaches to economics. And we continue to collaborate on our research—sharing our ideas as well as our home.

We had several things going for us that transcend the particulars of our situation:

Advantage #1

We were both willing to make **compromises and trade-offs,** and we have.

Advantage #2

We were **flexible** about what constitutes career success. Most importantly, we have not defined ourselves by the academic reputation of our employer. Although we have not had the institutional supports for our research provided by the top-tier institutions, we have been productive scholars with solid reputations within the heterodox community. And we both enjoy teaching students from a variety of backgrounds. Teaching at an institution like Stockton is not about passing the disciplinary torch, but about nurturing individual students' awareness of and intellectual engagement with economic life as they pursue a variety of careers.

Advantage #3

We **communicated** with each other about our hopes and ambitions, our frustrations and set-backs. And communicated. And communicated.

Advantage #4

We **learned** from our past decisions, both good and bad. And we talked about what we learned.

Our approach to career decisions reflects our values as feminists. In our research and in our private lives, we have sought a balance between what has been termed "equality feminism" and "difference feminism." Equality feminism emphasizes breaking down barriers so that women can do those activities and embrace the characteristics that have been deemed "male"—and are often disproportionately rewarded by our society. Difference feminism accentuates the need to value the activities and characteristics that have been labeled "feminine." Personally, this has meant that we value our work, but view paid employment as only one of the life activities that provides meaning in our lives.

Of course, because we collaborate on research, the boundaries between work and the rest of life are quite porous! Our productivity has been enhanced by living with our primary co-author. This has its advantages. There is almost always someone with whom to discuss ideas. At one point, we even turned the dining room of a rented home into the study because it had the only modern electrical outlets for our computers. Work became the literal center of our home. We both understand the rhythms of academic life: syllabi revisions, waves of grading, publishing deadlines, etc.

In twenty-five years of living together, we have never had a commuter relationship. We knew early on that we wanted to avoid separate households if possible. We have come close several times, and never firmly ruled out the possibility. But for us, it would be a last resort.

How We Got Here

We met in 1983, in graduate school at American University in Washington, DC. 1983 was Ellen's first year at AU, while Deb was studying for her comprehensive exams and about to become "ABD."

The first important compromise came when Deb was finishing her dissertation and entering the job market. Because Ellen was just starting graduate school, Deb delayed going on the national market and stayed at AU to teach in their Washington Semester Program. When Deb had the opportunity to teach about the European Union in AU's Study Abroad program in Brussels in Fall 1987, Ellen took leave from graduate school and did an independent study project so we could live abroad together.

Still, the need for flexibility and compromise was a lesson learned the hard way. The first year that Deb entered the national academic job market, Ellen had a narrow (and unrealistic) list of major cities where she would move. Though Deb came close to meeting those parameters, she instead received a Fulbright to return to Europe. We spent another year in Western Europe, with Ellen studying for comps. We came back briefly for the ASSA meetings and winter job interviews, this time casting a broader geographic net. Deb accepted an offer from Eastern Michigan University in Ypsilanti, Michigan, starting Fall 1990. We settled into living in progressive Ann Arbor. She received tenure and promotion to Associate Professor, while Ellen adjuncted, completed her dissertation, and dealt with the final stages of her mother's illness.

As Ellen entered the academic job market, the limited possibilities in southeast Michigan became apparent. One of the most important pieces of advice came from our friend and eventual co-author, Marilyn Power of Sar-

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ah Lawrence College: "Don't let tenure become a trap!" Marilyn had left a tenured position at the University of New Hampshire to move to Sarah Lawrence. So we started thinking about our next move.

[The dean's] small acknowledgement of the truth of our personal relationship meant a great deal to us.

In the spring of 1994, Ellen had a telephone interview with the Dean of Social and Behavioral Sciences at a public sector college in southern New Jersey that we had never heard of, The Richard Stockton College of New Jersey. Their search for a tenure-track line had failed, but they were willing to offer her a one-year position since her dissertation was incomplete. As we read about Stockton's innovative curriculum influenced by its foundational faculty in the 1970s, we were intrigued by the opportunity to teach both disciplinary and interdisciplinary courses. But we decided not to uproot for a one-year position. Instead, we kept our eyes open for the tenure track line the following year, expecting Ellen to reapply.

When the ad next appeared, Ellen already had some promising campus interviews in the mid-Atlantic region. So at the last minute, Deb applied, even though the job was listed for an assistant professor. A small gesture helped us decide that we had found a comfortable academic home. When the same Dean called to invite Deb for a campus visit, Ellen happened to answer the phone. A male voice asked for Deb Figart. When Ellen asked him to wait one moment, he said, "Oh, is this Ellen? How are you?" The Dean had noticed the same address and phone number from the previous year, as well as the co-authored publications, and reached out. This small acknowledgement of the truth of our personal relationship meant a great deal to us. That Dean is now our Provost and was one of the guests at our Domestic Partnership celebration.

The decision to move in 1995 was also helped by an offer to Ellen of a one-year position with the Graduate Faculty of the New School for Social Research, now New School University. Deb was able to take a leave from Eastern Michigan instead of a paid sabbatical, and extend it for a second year. After two years, she had to give up tenure at EMU as New Jersey regulations did not permit her to apply for tenure before her fifth year. She did negotiate to keep her title of Associate Professor. Deb earned her second tenure and promotion to Professor in 2000.

Following the position at the New School, Ellen took a series of one-year positions at Rutgers University and Monmouth University. She also went through some discouraging campus interviews where she was asked questions such as: "I see you've published in *Feminist Economics*. Do you consider yourself a militant feminist or a moderate?" Although offered a couple of permanent positions during this four-year job search process, neither felt like a good match. So when friends at Stockton encouraged her to apply for a position in the General Studies Division teaching Developmental Math to students with low SAT scores, it seemed appealing.

This was another example of flexibility and compromise—but one with unforeseen benefits. Teaching quantitative reasoning skills to help students get a solid foundation for their college experience turned out to be gratifying. And because of Stockton's institutional commitment to crossing disciplinary boundaries, Ellen could easily teach some courses in Economics and Women's Studies. Only after receiving tenure and promotion to Associate rank did the invitation of the Economics faculty to join them begin to resonate. Deb had already moved to administration, at least temporarily. Last year, after a period of transition so General Studies could find a replacement, Ellen was moved to Economics.

Our current research focuses on job quality in the casino industry in nearby Atlantic City, NJ. Jobs are an integral part of how people provision for themselves and their families. They are a means of building a life, but not only materially. The social dimensions of the work experience are also important. This research lesson reverberates with our personal experience. Finding the right jobs was only partially about opportunities for individual achievement. It was also about finding a community in which we could build a life together.

Dual Career Academic Couples: University Strategies, Opportunities, Policies

Londa Schiebinger,
John L. Hinds Professor of History of Science and Director, Michelle R. Clayman Institute for Gender Research, Stanford University

Meeting the requirements and expectations of dual-career academic couples—while ensuring the high quality of university faculty—is one of the great challenges facing universities today. Academic couples (couples in which both partners define themselves as academics) comprise 36% of the American professoriate—representing a deep talent pool that universities cannot afford to overlook.

In August 2008, the Clayman Institute for Gender Research at Stanford University published the results of a national study, Dual-Career Academic Couples: What Universities Need to Know. This study surveyed 30,000 faculty and reviewed dual-career hiring practices at thirteen leading public and private research universities across the U.S. The study asked the following questions:

- How many dual-career academics are there—we now have the best data nationally on the numbers.
- How can universities attract and retain the best talent?
- Does couple hiring help build a more diverse, equitable, and competitive workforce?
- How can couples best negotiate a dual-career path?
- What policies or practices have universities put in place to facilitate partner hires?

One purpose of the Stanford report is to help institutions do a better job of partner hiring. (Please note our language here: We use the terms "partner" and "partner hiring" rather than "spouse" or "spousal hiring" because our survey included married and unmarried partners along with same-sex and heterosexual couples). Our number-one recommendation is that universities develop agreed-upon and written policies or guidelines for vetting requests for partner hiring and seeing that process through the university. The ultimate goal is not necessarily to hire more couples but rather to improve the processes by which partner hiring decisions are made.

Dual Careers: Competing for the Best and Brightest

To set the stage for discussions about successful recruitment and retention in today's academic market, this study begins by exploring vital interrelationships between professional status and personal life. A market economy assumes that professionals are meritorious individuals free to move to maximize their potential, and for many decades employers built recruitment programs around these assumptions. Historically, however, "free-standing individuals" have, in fact, been male heads of households with relatively mobile family units. Now that women are joining the professional world in ever-greater numbers, these assumptions, and the practices and cultures built around them, require rethinking. Moreover, the majority of all professionals today are partnered with other professionals. Dual-career couples need to maximize not one but two careers. Employers in industry, government, and universities are finding that old hiring practices do not always succeed in this new marketplace and are crafting new ways to anchor top talent to their institutions. And, indeed, universities are restructuring hiring practices to accommodate couples. In the same way that universities restructured hiring practices in the 1960s and 1970s in response to increased access to higher education and the advent of equal opportunity legislation, institutions are again today undergoing major transitions in hiring practices with respect to couple hiring. In the U.S., academic couple hiring has increased from 3 % in the 1970s to 13 % since 2000.

There are three key reasons for universities to take a new look at couple hiring:

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Excellence. Our study suggests that couples more and more vote with their feet, leaving or not considering universities that do not support them. Among couple hires in our study, 88% reported that they would have refused an offer had her or his partner not found an appropriate position. Support for dual careers opens another avenue by which universities can compete for the best and brightest. A professor of medicine in our survey commented that talented academics are often partnered, and "if you want the most talented, you find innovative ways of going after them."

Diversity. The new generation of academics is more diverse in terms of gender and ethnicity than ever before. With greater diversity comes the need for new hiring practices. Institutions should not expect new participants to assimilate into current practices built around old academic models and demographics. This undermines innovation, opportunity, and equity. New hiring practices are needed to support a diverse professoriate—and one of these practices is couple hiring.

Quality of Life. Faculty today are a new breed determined more than ever to strike a sustainable balance between working and private lives. To enhance competitive excellence, universities are increasingly attending to quality-of-life issues that include partner hiring. While often costly up front, addressing the challenges of faculty members' personal lives may help universities secure their investments in the long run.

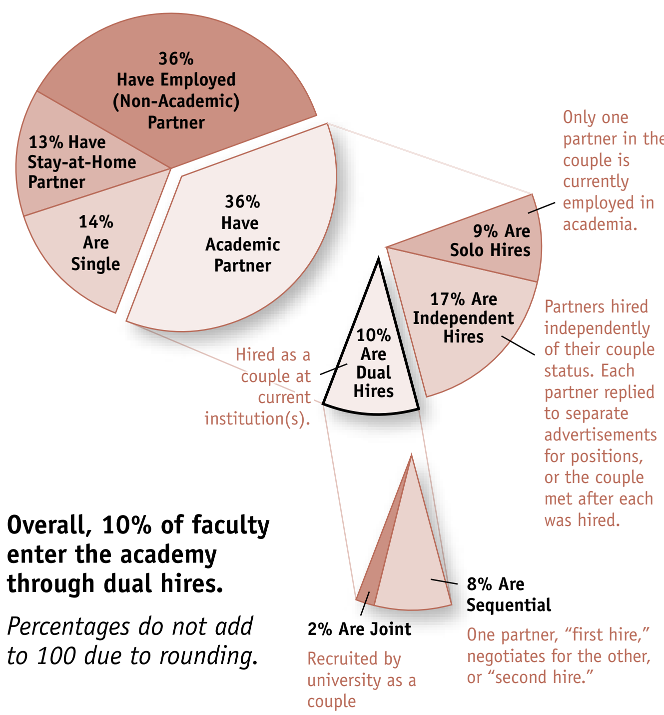
Academic Workforce Demographics

New hiring policies require a clear understanding of workforce demographics as well as the cultural practices and values of faculty in the 21st century. This section identifies three ways that couples enter universities (Figure 1). Developing new definitions and terminology is important as universities refine dual-hiring policies and practices.

1. Dual Hires

"Dual hires" are couples where both partners are hired as part of a negotiation. The majority of dual hires are appointed "sequentially." Typically, one partner, the "first hire," receives an initial offer and then negotiates for his or her partner. This second partner—who enters the deal through a series of negotiations that generally include a full-blown campus visit and interview—we call the "second hire" in order to overcome the negative terms often applied to this partner, such as "trailing spouse."

Figure 1.
Academic Couples, by Hire Type



Overall, 10% of faculty enter the academy through dual hires.

Percentages do not add to 100 due to rounding.

Dual hires also include "joint hires," or that small but growing number of couples who are a known couple and are recruited together by a university—there is no first or second hire. These couples often market themselves and are approached by universities as a package. Both partners may be stars, in which case everyone wants them and hiring decisions are easy. If each partner is not happily settled at his or her current institution, universities can recruit the couple strategically by offering both attractive positions.

Most dual hires work at the same institution (93%), meaning that universities need clear policies for these types of hires.

2. Independent Hires

Seventeen percent of all respondents to our survey are in an academic partnership but secured employment independent of their couple status, at the same or neighboring institution(s).These respondents comprise our group of "independent hires." In these cases, either each partner replied to separate advertisements for positions and was hired without mention of a partner, or each already held a faculty position at their current institution before they met and fell in love. Only 20% of respondents fall into this latter group; the vast majority of independent hires formed a partnership before each was hired and faced the problem of finding jobs together. Coordinating jobs in this fashion (without specifically negotiating for a second partner) is not easy, and only 61% find work at the same university.

3. Solo Hires

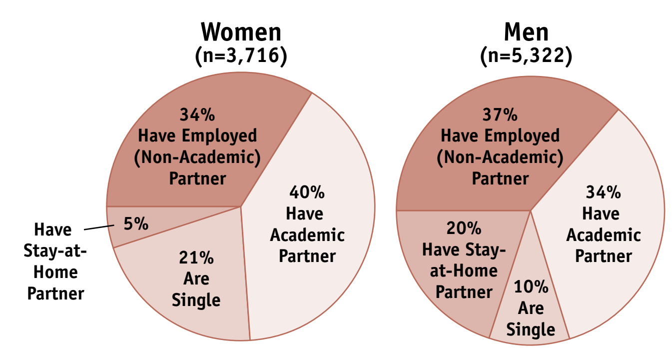
"Solo hires" are those respondents to our survey who identify their partner as an academic—but one who is not currently employed in an academic position. For lack of better nomenclature, we call this group solo hires, meaning that only one partner has secured academic employment (partners, of course, may have found work outside academia).

Recruiting Women: Partners Matter

Couple hiring is particularly important for recruiting and retaining female faculty. Women faculty are more likely than men to be in an academic partnership (40% versus 34%, respectively—Figure 2). In fact, rates of dual hiring are higher among women respondents than among men respondents (13% versus 7%).

But the differences between men and women go beyond the numbers to encompass the relative value men and women attach to their partners' careers. In our survey, we asked a question: Whose career comes first in your relationship? Who follows whom? A healthy half of men in academic couples responded "mine," compared to only 20% of academic women (see Figure 3). Academic women overwhelming (59% vs. 45% academic men) answered "we value each career equally."

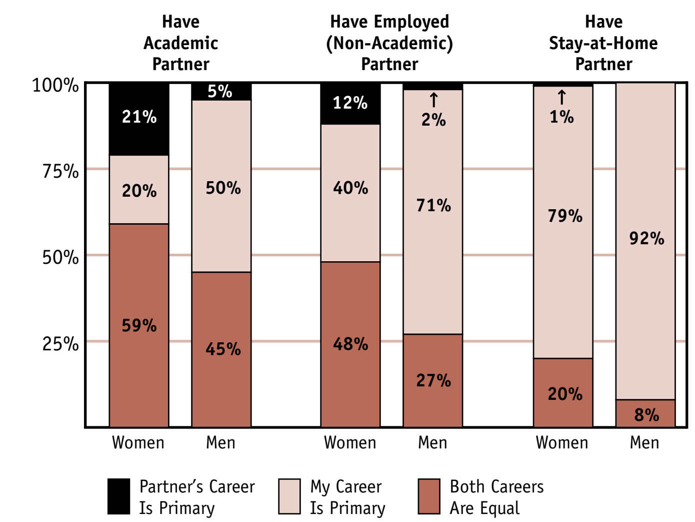
Figure 2.
Men and Women Have Different Partnering Patterns



Academic women are more likely than men to have academic partners. Academic men are more likely to have stay-at-home partners, whereas academic women are more likely to be single.

Percentages do not add to 100 due to rounding.

Figure 3.
Whose Career is Primary? By Partner Type and Gender



Academic couples are more likely than others to value the career of each partner equally. Women more than men say they consider their own and their partners' careers of equal importance across all couple types.

There is a problem in this asymmetry between men and women's values that leads to one of our most important findings in this study: a good number of women simply will not accept a job unless partners are accommodated. Not only do women more often than men perceive a loss in professional mobility as a result of their academic partnerships (54% for women versus 41% for men), but they actively refuse job offers if their partner cannot find a satisfactory position. In our study, the number-one reason women refused an outside offer was because their academic partners were not offered appropriate employment at the new location. These findings have significant implications: In order to recruit top women institutions need to have a clear process in place to vet partners for hire.

Historically, men more than women have used their market power to bargain for positions for their partners. Men comprise the majority (58%) of "first hires" (or the

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first partner hired in a couple recruitment) who responded to our survey. They make up only 26% of second hires (meaning that women are 74% of second hires). This is shocking. An important finding in our study is that recruiting women first breaks the stereotype of senior academics seeking to negotiate jobs for junior partners. Remarkably, more than half (53%) of female first hires who are full professors are partnered with males of equal rank. By contrast, only 19 percent of male first hires who are full professors seek positions for women who are their equals in academic rank.

One university in our study is deploying this information strategically by approving university funds for dual hiring only when a woman and underrepresented minority is the *first hires* and, in this way, seeks to address both diversity and equity issues across the institution. Again and this is important: Senior women first hires will, more often than men, seek to place partners who are their equals in terms of rank and status. Understanding how men and women think about, and value, their partnerships may help universities refine policies governing couple hiring in ways that promote greater gender equality.

For more information:

1. Download the Stanford Report (free and online) http://www.stanford.edu/group/gender/ResearchPrograms/DualCareer/DualCareerFinal.pdf
2. Enter our Dual-Career Portal where we provide resources for university administrators, faculty, and graduate students http://www.stanford.edu/group/gender/ResearchPrograms/DualCareer/index.html

Still Looking...

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didn't mention my husband. Why would I apply for a new position when it is likely I would have to give up tenure? I believe that most schools would suspect I was merely trying to negotiate a higher salary with MSU. Revealing the fact that my husband needs a position provides crucial information to any potential employer.

Some of you may disagree, and we have certainly received that advice. One can argue that Drew and I should apply individually and be evaluated as such, and that the proper time to reveal the need for a spousal hire is after an offer has been made or at a campus interview. We couldn't disagree more. Employers need time to create a plan of action when facing a dual hire. Academic couples should attempt to make that task easier, not more difficult.

The other advantage of the early reveal is that it weeds out departments who are not interested or even adamantly against hiring academic couples. The opportunity cost of our time is too high to interview with departments that would ultimately turn us down because they are not interested in a package deal.

Always remember, it never hurts to ask

I must attribute this characteristic to my red-headed grandmother, who has never been afraid to ask anyone anything. Be brave and courageous and ask. You might be surprised what you learn. I was perusing the May *Job Openings for Economists* this year, which you all know is well after the primary market has closed, when I noticed an ad for a visiting position at an institution I had interviewed with many years ago as a junior candidate. I decided to send an email to one of the professors I had interviewed with to explain our situation. I told her that I realized this was a long-shot given current budgetary constraints, but if the department had any long-term plans that might include two economists who happen to be married to each other, to please let us know. To my surprise, she emailed back a few days later and said let's talk about possibilities. Let's talk, indeed.

The economics job market is not for sissies. If I had decided not to send that email, Drew and I would not be having coffee with a prospective employer to talk about potential jobs. I knew that neither one of us was interested in the visiting position that was advertised in the JOE. But I'm glad I had the courage to inquire about what we *did* want. This may not result in jobs for Drew and me. But we can't expect to receive an offer if we don't ask for one.

So in the spirit of taking my own advice—if anyone wants to hire two economists, one in education policy and the other in experimental, give us a call....

Agree on Priorities

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that an appointment in an economics department was not necessarily an optimal fit with my goals. Ramsey was excited by opportunities to conduct applied industrial organization research in a business setting. All of these considerations gave us a lot of flexibility: We had different specialties within the field of economics; we were not asking for a joint appointment in the same department; and we were *a priori* very comfortable with high quality nonacademic options. Our priorities and preferences did not always perfectly align with those our advisors but they remained supportive throughout the process.

I only have fond memories of the infamous AEA meetings. We both had a solid set of very promising interviews from top universities, top quality teaching colleges, and the private and public sector. We continued to keep an open mind through the second stage of interviews, pursuing all fly outs. Active conversation ensued between us, almost a test of what we as a newly formed family wanted for ourselves over the next few years. As a dual economist couple invested in policy research we also felt quite strongly that Washington, D.C. would always be an option to us and actually this led us to resist the temptation to settle there right away. We wanted to see if our dual applied-economist careers could work somewhere else first.

Our experience was uncommon in part because we made very conscious and very open joint decisions and were very willing to compromise, under the realities of a having a very young child at the time. We also recognized the breadth of opportunities outside of academia despite pressures to pursue academic positions.

Today, Ramsey and I feel extremely lucky that we are in the fortunate position of enjoying jobs and careers that we are passionate about and that we have been able to each navigate through all of the rewards and challenges of being active parents.

Reflecting on this process over 10 years later, our advice is the following:

- Take time to think through your career and family vs. career priorities with your partner: Who will be the primary earner? Or will you seek equal earning power? Does location matter? How much does location matter and what are the geographic parameters? Is having an academic appointment of highest importance, for one or both of you? At what cost to family life? What other life goals should be considered (having children, being near aging parents, pursuing a favorite hobby or related commitment, etc.)?
- Agree on how much will be disclosed about family demands and priorities. What will your dissertation committee know about your joint vs. individual aspirations? What will each of you reveal during your first and second interviews? Be consistent with what you are communicating and communicate your boundaries clearly.
- Pursue all potential job options that satisfy the "reasonable option" test: On the one hand, aim high because it is hard to predict what an employer will be able or be willing to negotiate on your behalf or your partner's behalf. On the other hand, aim on target and realistically per your agreed-upon priorities.
- Have the hard conversation about a back-up plan. If only one of you gets the right job, will the other be willing to follow? Or, would each be more willing to take a second-best option because it is the better location or better work hours or better pay?

Being married, with a first child (and hence no sleep), and going on a dual job market search may seem like a dangerous mix.

CeMENT,

which has been funded by the American Economic Association and the National Science Foundation, will hold workshops aimed at mentoring junior faculty. There are two upcoming CeMENT Workshops, a regional in November 2009 and a national in January 2010. Only those currently registered will be able to attend, but if you missed these opportunities there will be a regional workshop in 2011 and a national workshop in 2012. You can find out more about CeMENT at CSWEP's website: http://cswep.org/mentoring/register.htm

Amy Finkelstein

continued from page 1

so much (and was such a nerd, even at a young age) that I decided to write a second research paper just for fun, this one on alligators. In retrospect, it was an early warning on the dangers of research based on a small sample size: the paper was peppered with sentences of the form "Alligators, unlike elephants,…"

It took me a little bit longer than the first grade to figure out what kind of academic I wanted to be. In high school by far my favorite subject was history. So in college I chose political science; it seemed like a great way to try to use history to think about broader questions. But then I discovered a problem: I didn't actually know much, so it was hard to draw on my (non) wealth of historical knowledge to come up with theories of the world. So I gravitated to quantitative political science. I discovered I loved looking for data, playing with data, and doing empirical work. But at the same time I started to realize that I was less interested in political-science type questions of why certain policies got enacted and more interested in questions about what the consequences of different policies were. That led me to economics.

I wasn't fully sold on economics until the year I spent in Washington, D.C. at the Council of Economic Advisers (CEA) before going to graduate school. I noticed a funny thing about my job: all of the people I worked for knew how to think through a problem better than I did: how to lay out the issues, how and where to look for evidence to bear on those issues, and how to evaluate the available evidence. It was pretty easy to discover their common denominator: they had all been trained as economists! I was sold. I realized that, while it might not have all the answers, economics provided an organizing framework for approaching a huge range of interesting policies and I wanted to be able to use it. To this day when one of my (vanishingly few) non-economist friends chides me for having such an "economist's approach" to some topic, I take it as a validation of my instinct that economics really would provide me with a way to think about the world (which I realize is probably not what they have in mind when they chide me).

2. How would you describe your research?

The common theme in my research is insurance. I think it's fair to characterize insurance as my central passion in economics (and perhaps in life). I'm fascinated by insurance because of the potential for adverse selection to impair the efficient operation of private insurance markets, and relatedly, the prospect that government intervention in the private insurance market can improve welfare. Indeed, adverse selection provides the textbook economic rationale for the ubiquitous government intervention in insurance markets—from health insurance to auto insurance, to homeowners insurance.

While the theory of adverse selection seems both natural and compelling, one thing that was striking to me in graduate school is that we had remarkably little empirical evidence on the existence of adverse selection in actual insurance markets, let alone the magnitude of its welfare consequences. So I started working on these issues and, in one form or another, I'm still working on them. One of the things that I find particularly exciting—and fun—about working in this area is the active back—and—forth between the theory and the empirics. The original classic asymmetric information theory from the 1970s provided both the motivation and the guidance for the original empirical work on detecting asymmetric information. But one of the things to come out of this empirical work was a realization of the need to modify the original theory in light of some important real-world complications. For example, while the initial theory assumed that individuals differed only in their privately known risk type, evidence that individuals also differ in their risk aversion—and that risk aversion and risk type might be negatively correlated in some markets—suggested that it was possible to get advantageous selection—in which the lower risk have more insurance and the market problem is one of over-insurance—rather than the classic adverse selection result—in which the higher risk have more insurance and the market failure is one of under-insurance.

I also got really lucky in that I ended up doing a lot of my work in health insurance. Initially I gravitated to it simply because I was interested in information problems in insurance in general and there seemed to be a lot of good data in health insurance. But working on health insurance has opened my eyes to a whole range of exciting questions beyond the original information problems that got me into the topic. In particular, one of the things that fascinates me about health insurance and public policy related to health insurance is that it can have dynamic consequences for incentives to develop and adopt new medical technologies. Therefore while a lot of work in this area (including some of my own) looks at the impact of public policy on health insurance coverage, a huge (and relatively overlooked) part of the picture is that this public policy is going to affect the underlying nature of the risk that is being insured. This has led me into a whole new area of research on how the development and adoption of new medical technologies is affected by public policies aimed at affecting insurance coverage for today's technologies. As a result, I've become convinced that it's really important to try to investigate the potential long-run, general equilibrium consequences of alternative health care policies in terms of shaping the nature of medical care for the next generation, and not just their short run, partial equilibrium impact on insurance for today's medical technology.

3. What advice do you have for young economists?

My main advice is to find good mentors…and then follow their advice. I've been incredibly fortunate in this respect. One of the best pieces of advice I've gotten from my mentors is to focus on trying to write a small number of good papers, rather than a larger number of mediocre papers. I didn't always want to hear it (which is probably a sign that it was good and badly needed advice) since I always find it more satisfying to be in the middle of working on a project rather than struggling to design a new project. But I can still remember a very humbling experience when I showed a new paper to a mentor only to be told (after a few nice platitudes) "remember Amy, it's about quality, not quantity." In the end, even if it was hard to hear, this was really good advice. Every paper—even the not very exciting ones—takes a long time to complete and publish (trust me!), and in the end of the day when you look back on what work you're really excited about or that you hope may have an impact you realize it's really about a very very small number of papers. So learning how to not start projects—and how to kill off projects if they aren't living up to their potential—has been a very hard but extremely valuable lesson.

My other main piece of advice would be to find good co-authors. Again, I've been tremendously fortunate in this area. I've been lucky to work with a series of co-authors who have greatly enriched my understanding of economics as well as my skill set, and helped me move my research in directions that I wouldn't have been able to go in if I were working alone. One of my goals for my own research—and that I try very hard to instill in my students—is to be open to applying whatever technique is best suited to a particular problem. I've always been question-driven rather than method-driven, but this has often taken me to problems best tackled by methods outside my current comfort zone. I've been lucky to be able to team up with co-authors from whom I've been able to learn a great deal. But probably the most important reason to find good co-authors is that it makes the research process so much more fun. I think non-academics have a misplaced stereotype of academia as a rather solitary enterprise. For me, one of my favorite aspects of the profession is the large amount of interaction with interesting and intelligent people—my colleagues, my students, and my co-authors. And, at the end of the day, no one can really share the highs (not to mention the inevitable lows) of a research project with you the way a co-author can.

Annual and Regional Meetings

CSWEP Sponsored Events at the 2009 Allied Social Science Associations (ASSA) Annual Meeting

January 3–5, 2010 Atlanta, Georgia

Please note that all CSWEP events will take place at the ***Atlanta Marriott Marquis.*** *Room information for paper sessions, list of sessions and papers follow on the next page.*

The preliminary program for the 2010 AEA/ASSA Annual Meeting with a list of sessions is now available at: http://www.aeaweb.org/aea/conference/program/preliminary.php

Sunday, January 3

CSWEP Business Meeting luncheon, 12:30–2:00 p.m., Room M101

This meeting will include results from the annual survey of economics departments and presentation of the Carolyn Shaw Bell Award to Elizabeth Ellery Bailey.

CSWEP Reception, 6:00–7:30 p.m., Room M304

January 3–5

Hospitality Room

Once again, CSWEP will host a **Hospitality Room, room M301, from 7:30–4:30 p.m. Jan. 3rd and 4th and 7:30–3:30 p.m. Jan 5th.** You are welcome to come and refresh yourself with light refreshments and wonderful conversations!

Child care price freeze!

KiddieCorps child care rates will be frozen at the 2009 lower rate of $10.50 per hour at the Atlanta ASSA! Go to the AEA Annual Meeting web page for more information.
http://www.vanderbilt.edu/AEA/Annual_Meeting/index.htm

2010 ASSA AEA Annual Meeting—CSWEP Sessions

January 3, 2:30 pm, Room A708

Joint CSWEP and CSMGEP Panel Session: Evidence on AEA and NSF Mentoring Programs

Chair: William A. Darity, Jr. (Duke University)
Discussants: Hank Farber (Princeton University), Claudia Goldin (Harvard University), Mark Lopez (Pew Hispanic Center), and Rhonda Sharpe (Bennett College for Women).

Francine Blau (Cornell University), Rachel Croson (University of Texas, Dallas), Janet Currie (Columbia University) and Donna Ginther (University of Kansas) *Can Mentoring Help Female Assistant Professors? The Case of CSWEP's CeMENT Program*

Charles Becker (Duke University) and Gregory Price (Moorehouse College) *Impact of Pipeline Mentoring Programs*

CSWEP Non-Gender Sessions (Personnel Economics):

January 3, 10:15 am, Room A701

Risk and Retention in the Workplace: The Effect of Gender and Incentives

Chair: Linda Bell (Haverford College)
Discussants: Lise Vesterlund (University of Pittsburgh), John Bishop (Cornell University) and Judy Hellerstein (University of Maryland)

Kerry Pannell (Depauw University) and Dorothea Herreiner (Loyola Marymount University) *Women's Labor Choices in Promotion Tournaments: Experimental Evidence*

Colleen Flaherty Manchester (Carlson School of Management, University of Minnesota) *Learning Through the Lens of Your Job: The Effect of Employer-Financed Education on Retention*

Cynthia Bansak (St. Lawrence University), Mary Graham (Clarkson University) and Allan Zebedee (Clarkson University) *The Effects of Gender Composition of Top Management on the Economic Fallout*

January 5, 10:15 am, Room L508

Empirical Issues in Personnel Economics

Chair: Marianne Bertrand (University of Chicago Booth School of Business)
Discussants: Chad Syverson (University of Chicago), Katherine Shaw (Stanford University) and Casey Ichniowski (Columbia University)

Lan Shi and Christina Tapia (University of Washington) *The Disciplining Effect of Concern for Referrals for Better Informed Agents: Evidence from Real Estate Transactions*

Maria Guadalupe (Columbia University), Julie Wulf (Harvard Business School) and Amanda Starc (Harvard Business School) *Firm Organizational Structure and Productivity*

Fali Huang (Singapore Management University) and Peter Cappelli (The Wharton School, University of Pennsylvania) *Applicant Screening and Performance-Related Outcomes*

CSWEP Gender Sessions:

January 4, 10:15 am, Room A701

Pay, Promotion, and Stability: Women in the Labor Market

Chair: Francine Blau (Cornell University)
Discussants: Mary Daly (Federal Reserve Bank of San Francisco), Donna Ginther (University of Kansas), Debra Barbezat (Colby College) and John Haltiwanger (University of Maryland)

Elsie Echeverri-Carroll and Sofia G. Ayala (University of Texas-Austin) *High-Tech Industries and the Gender Wage Gap: A Test of the Skill-Biased Polarization Hypothesis*

Colleen Flaherty Manchester, Lisa M. Leslie and Amit Kramer (University of Minnesota) *Is the Clock Still Ticking? The Effect of Clock-stoppage on Faculty Promotion, Retention, and Wages*

Christina E. Hilmer and Michael J. Hilmer (San Diego State University) *Are There Gender Differences in the Job Mobility Patterns of Academic Economists?*

Catalina Amuedo-Dorantes (San Diego State University) and Miguel A'. Malo (University of Salamanca) *Do Men Enjoy Greater Job Stability Thanks to Women? Gender Differences in Establishments' Employment Practices*

January 3, 8:00 am, Room International C

Work, Fertility, and Family Formation

Chair: H. Elizabeth Peters (Cornell University)
Discussants: Una Osill (Purdue University at Indianapolis), Lisa Gennetian (The Brookings Institution), Howard Bodenhorn (Clemson University) and Betsy Stevenson (University of Pennsylvania)

Delia Furtado (University of Connecticut) and Heinrich Hock (Florida State University) *The Effects of Low-Skilled Immigrant Labor on Female Work and Fertility Decisions*

Gulcin Gumus and Jungmin Lee (Florida International University) *Child Adoption and Infertility Treatment Utilization*

Melinda Miller (United States Naval Academy) *The Effect of Slavery on Family Formation*

Melinda Sandler Morrill (North Carolina State University) and Judith K. Hellerstein (University of Maryland) *Macroeconomic Conditions and Marital Dissolution*

January 4, 8:00 am, Room A701

Impacts of Gender Differences in Risk Aversion

Chair: Nancy Jianakoplos (Colorado State University)
Discussants: Mary Ann Feldman (University of North Carolina), Elaina Rose (University of Washington), Olivia Mitchell (University of Pennsylvania)

Andrea Weber (RWI Essen and University of California-Berkeley) and Christine Zulehner (Austrian Institute for Economic Research) *Does Female Employment Influence Firm Survival? Evidence from Start-ups*

Stephen Lich-Tyler (University of North Carolina) and Tansel Yilmazer (University of Missouri) *Portfolio Choice and Risk Attitudes: A Household Bargaining Approach*

Urvi Neelakantan (University of Illinois, Urbana Champaign) and Yunhee Chang (University of Mississippi) *Gender Differences in Wealth at Retirement*

Southern Economic Association Meeting CSWEP Sponsored Sessions

Saturday November 21, 2009, San Antonio, Texas

8:00 a.m. to 9:45 a.m.

Women in the Labor Market: Choices and Outcomes

Chair: Melinda Pitts (Federal Reserve Bank of Atlanta)
Discussants: Jill Janocha (American University), Sarah Hamersma (University of Florida), Phani Wunnava (Middlebury College)

Colleen Manchester, Lisa Leslie, and Tae-Youn Park (University of Minnesota) *Screening for Commitment: The Effect of Maternity Leave Use on Wages*

Jill Kearns (University of Kentucky) *To Switch or Not to Switch*

Kusum Mundra (Rutgers University) *Earning Gap across Gender in the U.S. 1980–2005: a Dual-earner Couples v. Single Head Analysis*

10:00 a.m. to 11:45 a.m.

Issues in Health and Education

Chair: Susan Averett (Lafayette College)
Discussants: Jeffrey DeSimone (University of Texas-Arlington), Gary Fournier (Florida State University), Joe Sabia (American University), Angela Fertig (University of Georgia)

Arati Dahal and Angela Fertig (University of Georgia) *Mental Health and Spending*

Benjamin Ho (Cornell University) and Elaine Liu (University of Houston) *Does Sorry Work? Apologies in Medical Malpractice: The Impact of "Apology" Laws*

Dara Lee (Boston University) *Study, Work, or Play? The Impact of Repealing Blue Laws on Educational Attainment*

Sharmistha Self (Missouri State University) and Richard Grabowski (Southern Illinois University) *Is there Gender Bias in Participation in Early Childhood Education Programs in Developing Countries? Role of Mother's Education*

3:00 p.m. to 4:45 p.m.

A Menagerie of Topics and Why

Chair: Kathryn Anderson (Vanderbilt University)
Discussants: Donna Ginther (University of Kansas), Anita Alves Pena (Colorado State University), Aniruddha Bagchi (Kennesaw State University), Jenny Minier (University of Kentucky)

Ellen Meade and Martha Starr (American University) *Women's Work in the AER Papers & Proceedings*

Catalina Amuedo-Dorantes (San Diego State University) and Kusum Mundra (Rutgers University)

The Role of Immigrants' Legal Status in Homeownership

Paul Zimmerman and Julie Carlson (U.S. Federal Trade Commission) *Competition and Cost Pass-through in Differentiated Monopolies*

Solomon Polachek (State University of New York-Binghamton) and Daria Sevastianova (University of Southern Indiana) *Modeling Conflict in the Empirical Macroeconomic Framework a Sensitivity Analysis*

Western Economic Association International 84th Annual Conference

June 29-July 3, 2009

CSWEP Session Summary

Marriage, Divorce, and Mortality

Chair: Martha Olney, University of California, Berkeley

Visit the CSWEP website for descriptions of the papers on Marriage, Divorce and Mortality on the "Sessions Summaries" page at: http://cswep.org/session_summaries.htm

Calls for Papers and Abstracts

Eastern Economics Association Meetings

CSWEP will be sponsoring sessions at the Eastern Economics Association meetings. The meetings will be held in Philadelphia at the Loews Philadelphia Hotel on February 26–February 28, 2010. In addition to a session on gender differences, CSWEP session topics are open and all abstracts are welcome. One-page abstracts should include your name, affiliation, mail and e-mail address, and phone and fax numbers. Abstracts can be sent via mail or e-mail.

Abstracts should be submitted by **November 16, 2009** to
Linda Bell
Haverford College
370 Lancaster Avenue — Phone: 610-896-1014
Haverford, PA 19041 — lbell@haverford.edu

Please note that your CSWEP abstract submission is distinct from submissions in response to the EEA general call for papers. Any abstract not accepted for a CSWEP sponsored session will be passed on to the EEA. Further information on the EEA meetings is available at http://www.iona.edu/eea/

AEAStat: Committee on Economic Statistics: Call for Papers

The Committee on Economic Statistics of the American Economic Association (AEA) will sponsor three sessions at the January 2011 AEA meetings to be held in Denver CO and seeks proposals either for individual research papers or for sessions of three to four papers on economic measurement topics. Any proposal for a paper or session on a topic related to the measurement of economic activity is welcome. The Committee is particularly interested in receiving submissions related to the statistical issues arising from the financial crisis and potential changes in financial regulations, markets, and institutions. One of the three sessions organized by the Committee will be published in the AER Papers and Proceedings volume. Abstracts for individual papers or for the papers to be included in a proposed session should be submitted no later than **December 15, 2009** to Matthew D. Shapiro, Chair of the AEA Committee on Economic Statistics, at aea-stat@umich.edu.

2010 Western Economic Association Meetings Call for papers

CSWEP will be sponsoring sessions at the 2010 Western Economic Association International (WEAI) meetings, to be held at the Hilton Portland & Executive Tower, Oregon, Jun. 29–Jul. 3, 2010. Deadline for submission of session proposals is **January 10, 2010.**

One or two sessions are available for persons submitting an entire session (3 or 4 papers) or a complete panel on a specific topic in any area of economics. The organizers should prepare a proposal for a session (including chair, abstracts, and discussants) or panel (including chair and participants) and submit by email before January 10, 2010.

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

Please email complete session proposals, panel discussion proposals, or abstracts (1–2 pages, include names of authors, affiliations, addresses, email contacts, paper title) by January 10, 2010 to:

Martha Olney, CSWEP Western Representative
Adjunct Professor of Economics
University of California, Berkeley
Email: olney@berkeley.edu
Phone: 510-642-6083

Please note that this submission is separate from any submission sent in response to the WEAI's general call for papers. For more information on the WEAI meetings, please see http://www.weainternational.org/conferences.htm. CSWEP is unable to provide travel assistance to meeting participants. Please make other arrangements for covering your travel and meeting costs.

January 2011 American Economic Association Meeting Call for Abstracts

CSWEP will sponsor sessions at the January 2011 American Economic Association meetings in Denver. We will be organizing three sessions on gender-related topics and three sessions on housing and real estate topics. Real estate and housing abstracts will be jointly reviewed as we are hoping to co-sponsor at least one session with WREN (Women in Real Estate Network) a working committee of AREUEA (American Real Estate and Urban Economics Association). Accepted papers will be considered for publication in the Papers and Proceedings issue of the *American Economic Review.*

Abstracts of individual papers and complete session proposals will be considered. E-mail a cover letter (specifying to which set of sessions the paper is being submitted) and a copy of a one- to two-page abstract (250–1000 words), clearly labeled with the paper title, authors' names, and contact information for all the authors by **February 26, 2010** to cswep@usm.maine.edu .

Take Note

The CSWEP Business Meeting at the AEA Annual Meeting January 2010 will be a light lunch meeting on January 3, from 12:30–2:00 p.m. in Room M101. The reception will remain scheduled in the evening at 6:00 p.m., Room M304.

SUMMER FELLOWSHIP

deadline for applications for 2010 is

February 19, 2010

http://www.cswep.org/summerfellows/index.htm

NOMINATIONS SOUGHT
for the NSF 2010
Alan T. Waterman Award

The National Science Foundation is pleased to accept nominations for the 2010 Alan T. Waterman Award. Each year, the Foundation bestows the Waterman Award to recognize the talent, creativity and influence of a singular young researcher. Established in 1975 in honor of the Foundation's first Director, the Waterman Award is the Foundation's highest honor for researchers under the age of 35.

Nominees are accepted from any field of science or engineering that NSF supports. The award recipient will receive a medal and an invitation to the formal awards ceremony in Washington, DC. In addition, the recipient will receive a grant of $500,000 over a three-year period for scientific research or advanced study in any field of science or engineering supported by the National Science Foundation, at any institution of the recipient's choice.

Eligibility and Selection Criteria

Candidates must be U.S. citizens or permanent residents and must be 35 years of age or younger or not more than 7 years beyond receipt of the Ph.D. degree by December 31 of the year in which they are nominated.

Candidates should have demonstrated exceptional individual achievements in scientific or engineering research of sufficient quality to place them at the forefront of their peers. Criteria include originality, innovation, and significant impact on the field.

For detailed nomination information, please visit https://www.fastlane.nsf.gov/honawards/

Complete nomination packages, consisting of nominations and four letters of reference, are due by **November 5, 2009.** The nominations and letters must be received through the FastLane system. Please contact the Program Manager for the Alan T. Waterman Award at waterman@nsf.gov or 703-292-8040 if you have any questions. You may also visit http://www.nsf.gov/od/waterman/waterman.jsp for more information.

The nomination of deserving colleagues is one of the most important and gratifying aspects of service in the scientific community. Please help celebrate the contributions of a promising young researcher by submitting a nomination for the Alan T. Waterman award.

BRAG BOX

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

Past CSWEP Chair, **Francine D. Blau,** was named one of the five inaugural Academic Fellows of the Labor and Employment Relations Association (LERA).

Francine D. Blau, Marianne A. Ferber and **Anne E. Winkler** published the 6th edition of their widely used textbook, *The Economics of Women, Men, and Work* (Pearson/Prentice-Hall) in July 2009.

Our former Elaine Bennet Awardee, **Esther Duflo,** an MIT economist who analyzes poverty in Africa and South Asia, is one of this year's recipients of the MacArthur "genius awards." Read all about it at: http://www.nytimes.com/

Professor **Mieke Meurs** received the 2008-2009 Scholar Teacher award—the highest honor bestowed upon a faculty member at American University. Kudos to Professor Meurs!

Congratulations to American University Professors **Martha Starr** and **Kara Reynolds,** who received tenure this year. They join Mary Hansen, Maria Floro, Mieke Meurs, and Ivy Broder. Women now hold 6 of the 18 tenured faculty positions in the Economics Department.

Caren Grown of American University is bragging about AU's three new graduate programs in gender analysis in economics. See http://www.american.edu/cas/economics/index.cfm and check out the tracks in both the MA and Ph.D. programs as well as a Gender Analysis in Economics graduate certificate program!

Check out our ONLINE HYPERLINKED Newsletter which can be emailed to you as a condensed pdf! If you want to continue to receive your Newsletter by snail mail, note that the requested donation amount has increased to

☛ $35 ☚

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

ATTENTION ASSOCIATES!

CSWEP is moving towards an online database membership system! We hope to have an updated system for you soon!

One-third of the CSWEP budget comes from donations

PLEASE contribute!

Committee on the Status of Women in the Economics Profession

HOW TO RENEW/BECOME A CSWEP ASSOCIATE

CSWEP is a subcommittee of the AEA, charged with addressing the status of women in the economics profession. It publishes a three-times-a-year newsletter that examines issues such as how to get papers published, how to get on the AEA program, how to network, working with graduate students, and family leave policies. CSWEP also organizes sessions at the annual meetings of the AEA and the regional economics associations, runs mentoring workshops, and publishes an annual report on the status of women in the economics profession.

CSWEP depends on the generosity of its associates to continue its activities. If you are already a CSWEP associate and have not sent in your donation for the current year (January 1, 2009–December 31, 2009) we urge you to renew your status. All donations are tax-deductible. If CSWEP is new to you, please explore our website, www.cswep.org to learn more about us.

Students receive free complimentary CSWEP associate status. Just indicate your student status below.

Thank you!

If you wish to renew/become an associate of CSWEP you have two options:

OPTION 1: ONLINE PAYMENT

Use this link: http://cswep.org/OnlineDonation.htm It's quick, convenient and secure. We accept Mastercard, Visa and American Express.

OPTION 2: MAIL

If paying by check or if you are a student, please send your donation to:

CSWEP Membership
4901 Tower Court
Tallahassee, FL 32303
(Please make check payable to CSWEP Membership)

NAME: ____________________

MAILING ADDRESS: ____________________

CITY, STATE, ZIP: ____________________

E-MAIL ADDRESS: ____________________

Please supply your email address which will enable us to deliver your CSWEP Newsletter electronically. Doing so saves CSWEP postage costs and is another way to support our activities.

If for some reason you need to have this newsletter sent by U.S. Post, which will increase your donation by $10 per year, please check here ☐

☐ check here if currently an AEA member

☐ check here if currently a student Institution:____________________

Expected Graduation Date:____________________

I authorize CSWEP to release my contact information to other organizations that wish to share information of interest with CSWEP members. ☐ yes ☐ no

Donation Amount: ☐ $25.00 (associate level, receiving the CSWEP Newsletter via email)
☐ $35.00 (associate level, receiving the CSWEP Newsletter via post) ☐ $50.00 ☐ $75.00
☐ $100.00 ☐ Other ____________

If paying by check please send your donation to CSWEP, c/o Joan Haworth, Ph.D.; 4901 Tower Court; Tallahassee, FL 32303 (Please make check payable to CSWEP).

Please visit our website http://www.cswep.org/

To no longer receive mail from CSWEP, please email cswepmembers@ersgroup.com or write to the address provided above.

American Economic Association
CSWEP
c/o Barbara Fraumeni
770 Middle Road
Dresden, ME 04342

Upcoming Regional Meetings:

Southern Economic Association
http://www.utc.edu/Outreach/SouthernEconomicAssociation/
2009 Annual Meeting November 21–23, 2009
San Antonio: Marriott San Antonio Rivercenter
SEA deadline: Past
CSWEP deadline: Past

Eastern Economic Association
http://www.iona.edu/eea/
2010 Annual Meeting: Feb 26–28, 2010
Philadelphia: Loew's Philadelphia
CSWEP deadline: Nov. 14, 2009
EEA deadline: Nov. 6, 2009

Midwest Economic Association
http://web.grinnell.edu/mea
2010 Annual Meeting: March 19–21, 2010
Evanston: Hotel Orrington (Chicago's North Shore)
CSWEP deadline: Past
MEA deadline: Past

Western Economic Association
http://www.weainternational.org/
85th Annual Conference: June 29–July 23, 2010
Portland, Oregon
CSWEP deadline: Jan. 10, 2010

Deadline for Summer Fellowship applications is February 19, 2010

It's never too early

to think about nominating outstanding women for the Carolyn Shaw Bell Award or the Elaine Bennett Research Prize! See nomination requirements and descriptions of the awards at:

http://cswep.org/awards.htm

CSWEP Activities

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