



NEWS

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Navigating the Job Market 2.0

Cecilia Conrad

Periodically, CSWEP newsletters have offered advice on navigating the job market for new PhD economists. The Fall 2007 CSWEP newsletter, *Navigating the Job Market*, included tips on applying to liberal arts colleges, on non-academic careers and on negotiating a job offer. The *Fall 2009 Newsletter* focused on dual career couples, and the *Fall 2012 Newsletter* provided advice on the international job market for economists. This newsletter presents *Navigating the Job Market 2.0*, an annotated, updated list of advice and resources for the job market candidate.

Following in the CSWEP tradition, this issue of the *CSWEP News* highlights some topics given minimal attention in other guides. It includes resources on preparing a statement of teaching philosophy and on preparing the diversity statement now required by some University of California campuses and other institutions. It also offers advice specific to teaching-focused institutions.

Wendy Stock, head of the Department of Agricultural Economics and Economics at Montana State University, opens this set of articles with basic information about the job search process for economists. Stock wrote "Considering Graduate Education in Economics? A Few Things to Ponder" for the *Summer 2014 CSWEP News*. Here she provides advice on navigating the next career stage. Anne Winkler, Professor of Economics and Public Policy Administration at the University of Missouri-St. Louis, warns against underestimating

the importance of the cover letter and gives advice on how to write this part of the job application. And, this issue tackles the ticklish issue of the "chilly climate" for women. In "Finding the Right Match," I discuss the gender gap in faculty job satisfaction and suggest ways to tactfully assess a campus's commitment to gender equity. ■

From the Chair

Marjorie McElroy

This issue of the *CSWEP News* is short so that you can save your reading eyes for our upcoming Winter issue—packed full with our *Annual Report* and a feature section on mentoring. In this issue Cecilia Conrad organized the feature section, *Navigating the Job Market 2.0*, containing salient advice for PhD students on the job market as well as their advisors. I invite you to share this issue with students in the job market now or prospectively as well as their advisors.

It is my pleasure to invite you to *CSWEP's events* at the 2015 AEA/ASSA Meeting in Boston. Full details are available in this issue and through cswep.org.

As usual, this year's paper submissions were highly competitive, producing a total of 23 excellent papers. A hearty congratulation to the authors! Linda Goldberg, Kevin Lang, Serena Ng

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and Anne Winkler organized the papers into three AEA sessions on macro/international economics and three on gender-related issues. From these our hard-working committee will choose eight papers for publication in the 2015 *Papers and Proceedings* issue of the *American Economic Review*. A call for papers for the 2016 Sessions can be found in this issue and at cswep.org.

Given their success last year, this year CSWEP will again sponsor two Mentoring Breakfasts for Junior Economists from 8:00 to 10:00AM on Saturday and Monday, January 3rd and 5th. Organized by Bevin Ashenmiller, Anne Winkler and Ragan Petrie, each morning 20–30 senior economists will be on hand to provide mentoring and networking opportunities in an informal meet-and-greet atmosphere. Listen this year for the CSWEP singing bowl to signal a time to move to another table, encouraging mentees to connect with a greater number of mentors. I urge junior economists within six years of their PhD as well as graduate students on the job market to register and participate.

In response to expressed demand, I am excited to announce that this year CSWEP is adding a third Mentoring Breakfast, a Peer Mentoring Breakfast for Mid-Career

Economists from 8:00–9:00AM and 9:00–10:00AM on Sunday, January 4th. Organized by Linda Goldberg, Cecilia Conrad and Kosali Simon, and featuring Adriana Kugler, Georgetown University, as the motivational speaker, this event will provide a forum for female economists to explore possible *Career Transitions* (between academics and government service, into and out of departmental and university administrative positions, and so forth).

Preregistration is required for both the Junior and Mid-Career Mentoring Breakfasts. See details in this issue and at cswep.org.

I invite you to attend CSWEP's Business Meeting and Luncheon on Saturday, January 3rd at 12:30PM, a joyous occasion to see old CSWEP friends and to congratulate and hear from the recipients of the 2014 Carolyn Shaw Bell Award and the 2014 Elaine Bennett Research Prize. The celebration will be followed by a brief presentation of the 2014 *Annual Report on Women in the Economics Profession*, leaving ample time for dialogue, your feedback and suggestions regarding CSWEP activities.

As is traditional, CSWEP will open a Hospitality Suite from 10:00AM (the conclusion of the Mentoring Breakfasts) until 5:00PM each day. Stop by the Sheraton Boston's Fairfax A & B to meet colleagues, do some work, or enjoy a moment of respite with your cup of java or our glass of aqua.

The close of the AEA meetings will mark the beginning of the 2015 **CeMENT National Mentoring Workshop**. Known world-wide for providing young women economists with know-how and networks to boost their careers, I'm pleased to note that this three-day Workshop is now offered annually. Thanks to Terra McKinnish for directing the highly successful 2012 and 2014 Workshops. And thanks to Kosali Simon for stepping up to direct CeMENT in 2015 and beyond. For the upcoming 2015 CeMENT, Kosali has already persuaded the requisite 16 senior economists to give three days of their time to mentor 40 juniors.

A quick a reminder for senior graduate students and junior faculty: applications are open for the Economics Summer Fellows Program with details available at cswep.org.

Stay up to date on mentoring events and many other opportunities with a free digital subscription to the **CSWEP News**.

Happy Thanksgiving and I hope to see you at CSWEP Events in January.

—Marjorie McElroy 

About the Authors

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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 American Economic Association charged with serving professional women economists in academia, government agencies and elsewhere by promoting their careers and monitoring their progress. Visit cswep.org for more information.

You are finishing up your PhD! Now what?

If you are like the majority of economics PhD students, you are finishing up your fifth or sixth year of the PhD program and now it is time to enter the economics PhD labor market. As part of our research on graduate education and the economics labor market in economics, my colleague John Siegfried and I have examined job market outcomes for several cohorts of economics PhD graduates. I summarize some of our findings in this essay.

The good news for those on the market is that almost everyone who completes their PhD in economics finds immediate employment, primarily in full-time jobs. The modal employment sector is academia, although the fraction of new PhDs taking jobs in academe has been declining over time. Roughly half of newly-minted economics PhDs took jobs in academe in 2011, while about two-thirds of new PhDs took jobs in academe in the 1990s. Unlike academe, growing proportions of economics PhDs in the last decade or so are finding jobs in government, international or research organizations, and business/industry. Since most students considering or entering economics PhD programs report that they plan to be in academe after graduation, it is important to understand that those expectations will not be met for many students and to plan your job search accordingly.

When should I go on the market?

The most common time for students to go on the job market is during the fall of the final year of their dissertation work. Search committees will generally expect that you will complete your dissertation in the late spring or early summer of the year that you go on the market, so that you have your PhD in hand before you start your job. Your dissertation advisor should play a key role in your decision to go on the market. He or she will be writing a letter of recommendation for you and will generally include a timeline for your degree completion as part of that letter. Going on the market without having a clear and reasonable timeline for completing your degree is a recipe for delaying degree completion substantially. When we examined the factors influencing time to degree completion, Siegfried and I found that those who began a job six months or more prior to completing their PhD took about nine months longer to finish than those who either started their job closer to having finished or after graduation.

How should I go on the market?

The economics job market is highly structured, particularly for new PhDs and those seeking academic jobs. This market follows an annual cycle that has historically kicked off with the publication of the October issue of *Job Openings for Economists* (JOE, on the web at <https://www.aeaweb.org/joe/>), the job listings collated by the American Economic Association.

The JOE has recently been enhanced and, in addition to hosting job postings, JOE now works as a network repository for job candidate application materials and reference letters. [Econjobmarket.org](http://econjobmarket.org) is another widely-used network for coordinating the application and search process. There is likely to be a transition period as some employers who used econjobmarket.org in the past move to using JOE. For the next couple of years at least, I would advise job seekers to plan on using both services.

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Job Market Resources General Advice Applicable to Any Job Type

American Economic Association's Graduate Study in Economics Web Site

<http://bit.ly/1xEtmTm>

The site provides links to research articles on the labor market for new PhDs in economics as well as research on salaries.

Cawley, John, *A Guide and Advice for Economists on the US Junior Academic Market: 2014–15 Edition*

<http://bit.ly/1sc7hfi>

The latest edition discusses job signaling and the job scramble. It also includes special sections on diversity and dual job searches.

Cochrane, John, *Writing Tips for PhD Students*

<http://bit.ly/My8b3Y>

In this 2005 paper, Cochrane recommends an organizational structure that follows a triangular or newspaper style with the important findings upfront rather than a “joke” or “novel” style with the punch line at the end.

Harvard University, Department of Economics, Job Market Information

<http://bit.ly/1wEHddl>

Web site includes a CV template, advice on writing the job market paper, and David Laibson's job market tips.

Kelsky, Karen, *The Professor Is In*

<http://theprofessorisin.com/>

Kelsky's blog covers a variety of topics about academic careers and includes postings on the academic market outside of the United States, preparation of the CV, teaching and research statements, the campus visit and what not to wear.

Schwabish, Jonathan, “An Economist's Guide to Visualizing Data,” *Journal of Economic Perspectives* 28 (Winter 2014): 209–234

<http://bit.ly/1b2rkXg>

Article includes advice on how to create graphs and other data visualizations that will better communicate the researcher's ideas.

Stanford University, Department of Economics, Job Market Candidate Resources

<http://stanford.io/1y1rkTy>

Web site includes a placement guide, a CV template and links to job market advice.

Regardless of which search network you use, your application packet should include, at a minimum, a CV, a cover letter, and a writing sample (usually your job market paper). Some employers will also request transcripts and evidence of teaching ability. In addition to ensuring that all your materials are free of typographical errors and are readable, make sure you include everything asked for by employers in your application packet. Search committees tend to receive hundreds of applications for positions, and carelessness in the application package is a very strong negative signal that makes it easy to put your application in the “no thanks” pile. For employers in which you are particularly interested, consider using the AEA’s signaling mechanism to explicitly let them know of your interest. The signaling site at the JOE network has more information: <https://www.aeaweb.org/joe/signal/>.

What can I expect on the market?

Given the structured hiring cycle, most applicants will start to hear from employers in late November-early December to schedule interviews at the Allied Social Science Association (ASSA) meeting in January. The average candidate will have between six and nine interviews, but there is a large variance depending on your field, the rank of your PhD program, and the market demand during that particular year. Depending on the employer, interviews at the ASSA meetings tend to take place in hotel suites or at tables in a large ballroom. The interviews last 30-60 minutes and will generally focus on your research, teaching skills and aspirations. To prepare, you should work with your advisor, graduate placement officer, and/or other graduate students to conduct mock interviews.

After the ASSA meetings, employers schedule on-site visits for their top candidates. These visits generally last from one to three days and include meetings

with the faculty or other economists, a formal seminar presentation of your research, and meetings with administrators. You will likely get lots of opinions and advice about how to behave during these visits. I recommend that you just be yourself if you want a good match.

Where can I get more information?

Perhaps not surprisingly, there is a vast literature on the economics job market and I highly recommend spending some time learning more about it before you embark on your job search. The AEA’s Graduate Study in Economics web site includes links to a comprehensive bibliography of research on the economics job market: https://www.aeaweb.org/gradstudents/JobMkt_Salary_Issues.php. One of the most useful and thorough sources of information on the market that I have seen is John Cawley’s “A Guide and Advice for Economists on the US Junior Academic Job Market,” which he updates every few years. The most recent edition is available at <http://bit.ly/1sc7hfi>. ■

Anne E. Winkler

When and Why Academic Job Cover Letters Matter

Do cover letters matter for academic jobs? The answer is, it depends. If you are looking at top PhD economics departments, your reputation and publications will likely make the case for you. However, in applying to the *vast majority of departments*, the cover letter is an opportunity that should not be ignored. Hiring committees may seriously read your letter!

Think about the job market from the buyers’ side, and not only from your own perspective. The internet has multiplied the number of applications received by hiring committees. Hiring committees must sift through the applications to identify candidates that fit and are seriously interested. Moreover, many departments face a number of

hiring constraints. For one, they cannot just hire “the best athlete” but need an individual to fill a specific field or teaching need (e.g. the candidate must regularly teach X). Further, there are limits on interviews and fly outs. At the AEA/ASSA meeting, a department cannot likely talk to more than 20–25 candidates, and it is standard to fly in three candidates for a campus visit.

How do you increase your chances at an institution where you have a genuine interest and are a potentially good match? This is where the cover letter comes in.

First, think about the *skills match*. Your cover letter should seek to explain the field/teaching match. If your expertise matches, or you previously taught

the course, make that obvious. If the research/teaching area is not too far afield and you have an interest in going in that direction, be clear about that.

Second, take into account the *geographic match*. All else equal, jobs on the east and west coasts of the U.S. are generally viewed as more desirable. One can’t help but think when recruiting in the Midwest, “Would a person who is coming from the east or west coast consider living here?” If you have been to the Midwest or are open to relocating for whatever reason, this is your opportunity to say so.

And, finally there is the *department/institution match*. For instance, if you are coming from a top PhD institution and are applying to a position in

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an economics department at a small liberal arts institution, the department may wonder if your interest is sincere. The cover letter is an opportunity to explain why their department might be a match. Perhaps you attended a liberal arts institution as an undergraduate or find their department to be an especially good fit for your interests. This leads to a secondary point: be sure to learn about the department(s) to which you are applying.

The bottom line is that every job is not going to be an ideal match. (And of course, if you would never take the job or your qualifications do not match the job description, do not apply!). However, if you think you are a good fit, take the time to tailor your cover letter before hitting “send.” ■

Finding the Right Match

Cecilia Conrad

Most of the advice on the academic job search focuses on how to find a job; there is little advice on how to find the right job. While finding a job is understandably the first priority, it is also important to assess whether the job is the right fit for you. John Cawley, in his job market guide, writes, “The goal of your search is not to get a job in the highest-ranked department, it is to find a job in which your work is understood and appreciated, you find the work enjoyable and gratifying, and in which you can be productive and continue to grow and thrive.” (John Cawley, “A Guide and Advice for Economists on the U.S. Junior

Academic Job Market: 2014–2015 Edition,” IZA DP No. 8428, August 2014, p. 4). Finding the right match may be especially challenging for women. Across many studies, women faculty report lower levels of job satisfaction than men. (For citations, see Barry Bozeman and Monica Gaughan, “Job Satisfaction among University Faculty: Individual, Work and Institutional Determinants,” *The Journal of Higher Education*, Vol. 82, No. 2, March/April 2011, pp. 157).

Not surprisingly, most studies have found that time and money figure importantly in job satisfaction.

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Job Market Resources

Advice for Applicants to Teaching-Focused Institutions

The process for applying to a liberal arts college or to other teaching-focused institutions is identical to that for applying to a research intensive university. However, as Anne Winkler explains at left, there is a greater emphasis on the cover letter and you are likely to be asked for a statement of teaching philosophy and to give a teaching demonstration during the campus visit. In addition to the sources listed below, it might be helpful to review issues of the *Journal of Economic Education* to become familiar with the latest research on teaching economics.

General Advice

Liese, Christopher, “Essay on Applying to Liberal Arts Colleges,” *Inside Higher Education*, September 17, 2014.
<http://bit.ly/1qZ6ei8>

Advice from an assistant professor of English at Whitman College.

Owens, Michael, “The Search for an Economics Job with a Teaching Focus,” *Journal of Economic Educators* 8 (Fall 2008): 7-27.
<http://bit.ly/1vhTwsX>

Offers suggestions on finding a teaching-focused position, including tips on answering standard interview questions such as “What do you like most about teaching?” “What three courses would you most like to teach?” and “How would you teach course X?”

West, Sarah E., “Tips for Interviewing at Liberal Arts Colleges,” *CSWEP Newsletter*, Fall 2007.
<http://bit.ly/1p39la4>

Provides concise guidance on what liberal arts colleges are seeking in job candidates.

The Teaching Statement

Columbia University, Graduate School of Arts and Sciences Teaching Center, “Writing a Winning Teaching Statement.”
<http://bit.ly/1rB7TpW>

Includes a list of do’s and don’ts and samples of writing statements from several disciplines (although not economics).

Montell, Gabriela, “What’s Your Philosophy on Teaching, and Does it Matter?” *The Chronicle of Higher Education*, March 27, 2003.
<http://bit.ly/1mRatgb>

Interviews search committee members at different types of institutions on the subject of teaching statements.

O’Neal, Chris, Deborah Meizlish, and Matthew Kaplan, “Writing a Statement of Teaching Philosophy for the Academic Job Search,” University of Michigan, Center for Research on Learning and Teaching, Occasional Paper 23.
<http://bit.ly/1E3g4UH>

Suggestions and a rubric for the development and crafting of a teaching statement that search committees will value.

The Teaching Demonstration

Barlett, Melissa A., “How to Give a Teaching Demonstration.”
<http://bit.ly/1FWzCMo>

Guest post on Karen Kelsky’s blog, *The Professor Is In* that provides tips for a successful demonstration.

Smith, Michelle K., Mary Pat Wenderoth, and Mary Tyler, “The Teaching Demonstration: What Faculty Expect and How to Prepare for This Aspect of the Job Interview,” *CBE Life Sciences Education* 12 (Spring 2013): 12–18.
<http://1.usa.gov/1rB8gRv>

Article targeted at future faculty in life sciences based on a survey of faculty at community colleges, liberal arts colleges and Master’s and PhD-granting institutions—many tips are relevant to economists as well.

Wilsman, Adam, “Teaching Demonstrations: Advice and Strategies,” Blog at the Vanderbilt University’s Center for Teaching, March 29, 2013.
<http://bit.ly/1rWEIu45>

Offers advice on preparation, including questions to ask the search committee.

Job Market Resources Special Situations

The International Job Market

Gulliver, Katrina, "Conducting the International Job Search," *Chronicle of Higher Education*, May 8, 2011.

<http://bit.ly/ivhUaXe>

General advice on the international job search.

Lang, Kevin (ed.), "The International Job Market," *CSWEP Newsletter*, Fall 2012. <http://bit.ly/1E3gzH>

Includes articles on the job markets in Australia, China, Europe and Japan.

Dual Academic Career Couples

Hotchkiss, Julie (ed.), "Navigating the Job Market as Dual Career Economists," *CSWEP Newsletter*, Fall 2009.

<http://bit.ly/rwdFoVN>

This issue of the *CSWEP newsletter* included articles by three dual career academic couples.

Schiebinger, Londa, Andrea Davies Henderson and Shannon K. Gilmartin, "Dual-Career Academic Couples: What Universities Need to Know," 2008.

<http://stanford.io/rwc2zf>

Study produced to guide academic administrators but research of interest to dual-career academics as well.

University of California-San Diego, Academic Personnel Services, Articles for Dual Career Couples

<http://bit.ly/ivhUqpg>

A bibliography for dual career academic couples, including links to on-line resources.

Pre-tenure faculty who are juggling teaching and advising responsibilities and service work find it difficult to align these responsibilities with research expectations. Add family responsibilities to these time pressures and you have a recipe for high stress and reduced job satisfaction.

In its surveys of college faculty, the Collaborative on Academic Careers in Higher Education (COACHE) has identified additional factors that affect job satisfaction for pre-tenure faculty: clear and transparent tenure process and expectations, work/life balance, support for professional development, and the

climate of collegiality and collaboration (<http://bit.ly/1oaNfCi>). These factors affect job satisfaction for both women and men, but the COACHE data reveals a gender gap in ratings given to institutional performance on each of those attributes. The gender gap is biggest in the social sciences. In the COACHE surveys, men were more satisfied than women with the clarity of tenure process, standards and expectations; men were more satisfied than women about work/life balance and institutional support for raising children (a notable exception being satisfaction with "stop the clock" tenure policies); men were more satisfied than women with climate and collegiality. (Scott Jaschik, "Job Satisfaction and Gender," *Inside Higher Education*, July 12, 2010, <https://www.insidehighered.com/news/2010/07/12/coache> and the COACHE site, http://isites.harvard.edu/fs/docs/icb.topic1023643.files/COACHE_Analysis-ByAcademicAreaAndGender_Report.pdf).

Indeed, a likely suspect to explain the gender gap in job satisfaction is the historically chilly climate confronted by women academics and, while there have been improvements, improvements have not happened evenly across institutions or disciplines. As you search for the right job, you should gather information about all of the attributes that may affect your job satisfaction including climate.

You can collect information about campus climate at every stage of the search process. Some information is available from public sources. The AAUP Faculty Salary Survey data (<http://chronicle.com/article/2013-14-AAUP-Faculty-Salary/145679?cid=megamenu#id=table>) provides a breakdown of salaries by gender and rank at each participating institution (but not by discipline and gender). The National Science Foundation's ADVANCE program has funded initiatives on many campuses to increase the representation and advancement of women in academic science and engineering careers. The ADVANCE portal (<http://www.portal>

advance.vt.edu/index.php) lists institutions that have had or have ADVANCE grants, provides information about initiatives on the different campuses, and links to a variety of resources related to gender equity. Through IPED's database, you can extract information on gender, race and ethnicity composition of instructional staff by rank at specific institutions (<http://nces.ed.gov/ipeds/datacenter/>). The college or university's Web site may also report this data. The Web site should also provide access to the faculty handbook and information about support for faculty development and about benefits such as paid parental leave.

The campus visit is the best opportunity to acquire information about the climate for women. During the on-campus visit, you may have the opportunity to meet people outside of your department—a dean of the College or School, or faculty from affiliated departments, or faculty from a like demographic group, e.g. a woman, a member of the LGBT community or a faculty member of color. If the opportunity is not offered during the visit, it is appropriate to ask for those conversations once an offer has been made.

Here are some questions that you might ask to learn more about the campus climate and quality of fit for you. I also offer some suggested sources of information to learn the answers to these questions and an occasional comment about the politics and timing of the queries.

What is the standard teaching load? Are there adjustments to this teaching load for pre-tenure faculty?

This question is appropriate at any stage of the process and could be posed to the department chair, to the Dean of a College or school or to individual faculty. (It is sometimes revealing to ask this question to the Chair, the Dean and a faculty member to see if you get the same answer!) As a veteran of small liberal arts colleges, I do offer one word of caution. If you are interviewing at a teaching-focused institution, be careful not to signal that you want to avoid teaching.

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What are service expectations for pre-tenure faculty?

Again this question is appropriate at any stage of the process, but most likely posed during a campus visit. It could be posed to the department chair, the Dean of a College or School, a pre-tenured faculty and/or a tenured faculty member. If you are strongly committed to community involvement, you might ask if this activity “counts” as service to the College or University.

What funds are available to support research or travel to conferences?

This question is appropriate at any stage of the process and should be posed to the department chair or to the Dean of the College. You are likely to negotiate for or be offered research and travel funds as part of your employment offer, but it is important to know what is available once the start-up funds have been depleted or expire.

Is there assistance available to identify sources of grant funding or with grant writing?

This question is appropriate at any stage of the process. The information should

be available on the College or University’s Web site. Individual faculty should be queried about the quality of the assistance.

What services are available to improve the quality of teaching?

This information should be available on the College or University’s Web site. Find out if there is a teaching and learning center that offers workshops or consultant services. Department members should be asked if they have utilized those services.

What are the expectations for tenure and promotion?

Some departments will have a formal statement of tenure expectations. In other departments, there may be a general statement of excellence in teaching, research and service. This question is a good one to pose to different constituencies to see if the expectations align. If you are considering an interdisciplinary appointment, it is especially important to ask questions about the tenure review process. Faculty with joint appointments or interdisciplinary appointments may confront competing

expectations from departments and programs regarding research, teaching and service. One good practice is a memorandum of understanding (MOU) between all parties that specifies the tenure process and the standards by which the faculty member will be evaluated. An MOU might also cover resources to be provided by each academic unit and teaching and service responsibilities. In a 2011 *Inside Higher Education* column, Elizabeth H. Simmons and Michael P. Nelson detail the benefits of an MOU and provide a link to samples. (“Making Interdisciplinarity Possible,” *Inside Higher Education*, August 19, 2011, https://www.insidehighered.com/advice/2011/08/19/simmons_nelson_essay_on_memorandums_of_understanding_for_interdisciplinary_faculty_jobs).

Who are the students in the department or program where you will be teaching? Do the demographics of students taking classes in the department mirror those of the college or university or of the field nationally?

If you observe that a department is dramatically less diverse than the campus, it should prompt some further questioning. After the job offer, you might ask individuals from outside the department about the department’s reputation for openness to women or minorities. You might ask department members as to whether the department has any concerns about demographics.

Is there paid parental or family leave? What is the policy?

The answer to this question should be available on the College or University’s Web site or in a faculty handbook. Absence of this information might be a red flag. It could mean that parental leave must be negotiated within the department. After the job offer, you might ask other pre-tenure or recently tenured faculty if they have taken advantage of the leave policy and whether taking parental or family leave is stigmatized.

Remember it is illegal for the interviewer to ask about marital status, the number and ages of children, your

Job Market Resources

The Diversity Statement

A growing number of institutions, including some public and research universities, request a diversity statement as part of the application package. The diversity statement describes the candidate’s ability and capacity to advance diversity and inclusion. It should include a description of past activities, e.g. participation in workshops or mentorship of women or members of underrepresented groups. Similar to a statement of teaching philosophy, it also might illustrate the candidate’s commitment to inclusiveness by demonstrating knowledge of the issues and of strategies to make the specific discipline and or higher education more inclusive.

In addition to the specific resources on preparation of the diversity statement provided below, visit *Diversifying Economics*, <http://bit.ly/1oztrxR>, an online resource sponsored by the American Economic Association’s Committee on the Status of Minority Groups in the Economics Profession. This wiki focuses on teaching strategies and department policies that encourage the participation of women and minorities in the field of economics.

Another resource is CSWEP’s Summer 2013 *Newsletter* feature, “Where Are the Women Economics Majors?” (<http://bit.ly/1wsl0rH>).

Kelsky, Karen, *The Professor Is In: Making Sense of the Diversity Statement*.
<http://bit.ly/1u8Jcc5>

In this blog post, Kelsky provides a personal perspective on the exercise of writing of a diversity statement.

University of California, Davis, Teaching Assistant Consultants at University of California, Davis. *Files from Diversity Statement Workshop*, Nov 2, 2012.
<http://bit.ly/1FWA6Cb>

Provides guidance on preparation of a diversity statement, links to references and samples.

University of California, San Diego, Faculty Candidate Information about Contributions to Diversity.
<http://bit.ly/1wdFBYZ>

Offers an expanded discussion of the University’s expectations for the diversity statement.

In Memoriam: Sumitra Shah

It is with deep sorrow that we advise you of the passing in June 2014 of Sumitra Shah, a retired professor of economics at St. John's University in Jamaica, NY, and a long-time member of



Sumitra Shah

the International Association for Feminist Economics (IAFFE) and CSWEP. Born in India in 1937, Dr. Shah came to the United States as a president's fellow to pursue a PhD in economics at Columbia University, where she received her second master's degree in 1964 before completing her doctorate at the New School for Social Research. A complete obituary appears in Shah's local paper, The NC Advertiser (<http://bit.ly/1pcK87E>). ■

Call for Applications & Support Mariam K. Chamberlain Fellowship

IWPR Call for Applications and Support of the Mariam K. Chamberlain Fellowship in Women and Public Policy

In honor of pioneering feminist economist Mariam K. Chamberlain (MKC), the Institute for Women's Policy Research (IWPR) offers a fellowship in public policy to a promising recent college graduate each year. While at IWPR, the Mariam K. Chamberlain Fellow contributes to a variety of research projects to inform policies affecting women. Research activities may include reviewing literature; collecting, checking and analyzing data; gathering information; and preparing reports and report graphics. Attending relevant Congressional briefings, policy seminars and meetings is also a component of the fellowship program.

Applicants should have at least a bachelor's degree in a social science discipline (such as sociology, psychology, education, or public policy), statistics, economics, mathematics or women's studies. Graduate work is not required. Applicants should have strong quantitative and library research skills and knowledge of women's issues; familiarity with Microsoft Word and Excel is required. Knowledge

of STATA, SPSS, SAS, or graphics software a plus. Qualitative and or survey research experience also a plus. To learn more about the Fellowship and to apply, please visit <http://www.iwpr.org/about/fellowships>.

Application opens: Mid to late December 2014

Application Closes: End of February 2015

Please consider supporting the Mariam K. Chamberlain Fellowship Fund. IWPR has received a \$95,000 challenge grant from the Borrego Foundation to expand the Fellowship Fund, in memory of Dr. Chamberlain. If you contribute to the Fellowship Fund this year, you will double your gift with this matching grant and help provide research opportunities to additional entry-level economists, strengthening the corps of policy experts in women's issues. You may learn more about Dr. Chamberlain and contribute to the fund by visiting <http://www.iwpr.org/about/25th-anniversary/MKC-Advancing-the-Legacy>.

Conrad ↑ continued from page 7

plans to have children, or birth control usage. Several Web sites provide information on what to do if you are asked an illegal question. John Cawley recommends the Cornell Law School site, http://www.lawschool.cornell.edu/careers/students/interview/ill_questions.cfm. A couple of other Web sites suggest answers to specific illegal questions that you might be asked: Evergreen State College, <http://evergreen.edu/career/answering-illegal-questions.htm>, and San Francisco State University, http://www.sfsu.edu/~sicc/documents/handouts/interviewing/Illegal_Questions.pdf.

What other policies are in place to support work/life balance? Are there funds available to subsidize child or elder care

while attending professional conferences or during research trips?

A perusal of the ADVANCE portal will provide some examples of institutional policies designed to support work/life balance. For example, a growing number of institutions have funds available to subsidize child or elder care while attending professional conferences or during research trips. Information about these policies should be available in a Faculty Handbook or on a Web site regarding support for faculty development. The availability of work-family benefits is a sign that an institution has given serious thought to addressing climate issues for women faculty. However, the absence of these benefits may be a sign of financial constraints rather than of a chilly climate.

Listen carefully and watch interactions among faculty during your interviews and campus visit. Finding the right match is important to your productivity and to your mental health.

Note: The views expressed here are solely those of the author. They do not represent the official position of the MacArthur Foundation.

Summer Economics Fellows

**2015 Summer Economics
Fellows Program**
APPLICATIONS DUE
February 15, 2015
cswep.org

CSWEP at the 2015 ASSA/AEA Annual Meeting

CSWEP Sponsored Paper Sessions

Gender Sessions

Children and Labor Market Outcomes

January 3, 2015

8:00–10:00 AM

Hynes Convention Center
Room 201

JEL Classification: J1, J2

Chair: Claudia Olivetti, Boston University

*Child Support Obligations: Causal Evidence
from Administrative Data*

Maya Rossin-Slater, University of
California, Santa Barbara; Miriam Wüst,
The Danish National Centre for Social
Research (SFI)

*Time Investments in Children in the UK:
The Role of College Competition*

Cristina Borra, University of Sevilla;
Almudena Sevilla, Queen Mary,
University of London

*Understanding the Mechanism of the Return
to Delayed First Birth*

Jane Leber Herr, Harvard University

*Family Policies and Female Labor Market
Outcomes: Evidence from Social Security
Records*

Mevlude Akbulut-Yuksel, Dalhousie
University; Melanie Khamis, Wesleyan
University; Mutlu Yuksel, Dalhousie
University

Discussants:

Elizabeth Peters, Urban Institute; Lucie
Schmidt, Williams College; Christina
Felfe, University of St. Gallen; Claudia
Olivetti, Boston University

Women, Wages and the Workplace

January 4, 2015

2:30–4:30 PM

Sheraton Boston, The Fens

JEL Classification: J1, J2

Chair: Anne Winkler, University of
Missouri–St. Louis

Hire a Woman, Hire a Lawsuit?

*The Impact of Gender on Discrimination
Charge Filing*

Jennifer Bennett Shinall, Vanderbilt
University Law School

*Collaboration and Gender in Science:
Evidence from STAR METRICS Data*

Julia Lane, American Institutes for
Research; Jacques Mairesse, Centre de
Recherche en Économie et Statistique
(CREST) and Groupe des Écoles
Nationales d'Économie et Statistique

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CSWEP Sponsored Events

Saturday, January 3

8:00–10:00 AM

**Mentoring Breakfast for Junior
Economists***

Sheraton Boston, Fairfax A & B

10:00 AM–5:00 PM

Hospitality Suite

Sheraton Boston, Fairfax A & B

12:30–2:15 PM

Business Meeting & Luncheon

Sheraton Boston, Back Bay
Ballroom A

Sunday, January 4

8:00–9:00 AM

**Session I: Peer Mentoring
Breakfast for Mid-Career
Economists***

Sheraton Boston, Fairfax A & B

9:00–10:00 AM

**Session II: Peer Mentoring
Breakfast for Mid-Career
Economists***

Sheraton Boston, Fairfax A & B

10:00 AM–5:00 PM

Hospitality Suite

Sheraton Boston, Fairfax A & B

Monday, January 5

8:00–10:00 AM

**Mentoring Breakfast for Junior
Economists***

Sheraton Boston, Fairfax A & B

10:00 AM–4:00 PM

Hospitality Suite

Sheraton Boston, Fairfax A & B

*Pre-registration required. Visit
cswep.org for registration links.

CSWEP Mentoring Breakfasts for Junior Economists

CSWEP is pleased to host two mentoring/networking breakfasts for junior economists at the AEA/ASSA Meetings from 8:00–10:00 AM on Saturday, January 3, 2015, and Monday, January 5, 2015, in the Sheraton Boston, Fairfax A & B.

At these informal meet and greet events, senior economists (predominately senior women) will be on hand to provide mentoring and networking opportunities. Junior economists are invited to drop in with questions on topics such as publishing, teaching, grant writing, networking, job search, career paths, and the tenure process. For the 2015 breakfasts we will encourage rotation of mentees so that they may have the opportunity to connect with a greater number of mentors. Junior economists who have completed

their PhD in the past 6 years or graduate students who are on the job market are particularly encouraged to attend. The event is open to both men and women. A light continental breakfast will be provided.

Space is limited and pre-registration is required. To reserve your space, visit cswep.org.

Preference will be given to registrations received by Monday, December 1, 2014. Registration will be confirmed by Monday, December 15, 2014. You will be asked to provide your name, current institution and position title, PhD year and institution, topics you would like to discuss and your preference for the Saturday or Monday breakfast.

Questions? Contact cswep@econ.duke.edu

(GENES); **Micheele Pezzoni**, College of Management of Technology, Ecole Polytechnique Fédérale de Lausanne; **Paula Stephan**, Georgia State University

Two Decades of the Shrinking Wage Gap: Implications for Family Welfare

Julie L. Hotchkiss, Federal Reserve Bank of Atlanta and Georgia State University; **Robert E. Moore**, Georgia State University; **Fernando Rios-Avila**, Levy Economics Institute of Bard College; **Melissa R. Trussell**, Georgia State University

PhD Students' Career Outcomes in the Short and in the Long-Run by Gender

Annamaria Conti, Georgia Institute of Technology; **Fabiana Visentin**, Ecole Polytechnique Fédérale de Lausanne

Discussants:

Laura Giuliano, University of Miami; **Megan Macgarvie**, Boston University; **Anne Winkler**, University of Missouri–St. Louis; **Shulamit Kahn**, Boston University

What We Can Learn About Gender Differences from International Data and Immigrant Groups

January 5, 2015

1:00–3:00 PM

**Sheraton Boston
Back Bay Ballroom D**

JEL Classification: J1, J2

Chair: **Kevin Lang**, Boston University

Trust, Reciprocity and Trustworthiness between Spouses: Evidence from a Field Experiment in India

Carolina Castilla, Colgate University

Alcohol Consumption and Violence against Women

Dara Lee Luca, University of Missouri and Harvard School of Public Health; **Emily Owens**, University of Pennsylvania and Cornell University; **Gunjan Sharma**, World Bank

Does Mother Tongue Make for Women's Work? Linguistics, Household Labor, and Gender Identity

Daniel L. Hicks, University of Oklahoma; **Estefania Santacreu-Vasut**, ESSEC Business School and THEMA; **Amir Shoham**, Temple University and COMAS

Child Gender and Parental Inputs: No More Son Preference in Korea?

Eleanor Jawon Choi, Hanyang University
Jisoo Hwang, Hankuk University of Foreign Studies

Discussants:

Robert Pollak, Washington University; **Angela Dills**, Providence College; **Aimee Chin**, University of Houston; **Kevin Lang**, Boston University

Macro/International Sessions

Macro/International I

January 3, 2015

2:30–4:30 PM

Sheraton Boston, Riverway

JEL Classification: E3, E4

Chair: **Serena Ng**, Columbia University

Aggregate Shocks and the Two Sides of Credit Reallocation

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CSWEP Annual Business Meeting

This event is open to all economists.

It is a time for us to recognize our award recipients, present the *Annual Report on Women in the Economics Profession* and to hear your input on CSWEP's activities.

Join us on

**Saturday, January 3, 2015, at
12:30 PM in the Sheraton
Boston, Back Bay Ballroom A.**

Boxed lunches will be provided.

CSWEP Peer Mentoring Breakfast for Mid-Career Economists

In response to the interest expressed by many mid-career economists, CSWEP will host an inaugural peer mentoring breakfast for mid-career economists at the AEA/ASSA Meeting from 8:00–10:00 AM on Sunday, January 4, 2015, in the Sheraton Boston, Fairfax A & B.

The event will provide a forum for female economists to explore the theme of “Career Transitions for Mid-Career Women Economists” and is open to both academic and non-academic economists. Tenured academics at either associate or full rank and non-academics who are 10+ years post-PhD are particularly encouraged to attend. The event is not open to graduate students or junior faculty, who will find CSWEP's Mentoring Breakfast for Junior Economists on Saturday, January 3, or Monday, January 5, a better match.

Programming will last for one hour and will repeat, with the event offering both an 8:00–9:00 AM session and a 9:00–10:00 AM session. Both sessions will open with motivational remarks from from Adriana Kugler, Georgetown University, after which participants will join a themed table for discussion on career transition, with the table's topical emphasis in

mind. Participants will have the opportunity to visit two themed tables. The session will close with one participant from each table sharing with the entire group the topmost piece of advice/priority articulated at their table. As part of registration, participants will be asked to identify their top two topics. They will definitely be seated at one of them, and we will do our best to match them with both choices. Participants will move to different tables and will not move as a group in order to enable participants to add to their networks. A light continental breakfast will be provided.

Space is limited and pre-registration is required. To reserve your space, visit cswep.org.

Preference will be given to registrations received by Monday, December 1, 2014. You will be asked to provide your name, current institution and position title, research field interests, PhD year and institution, your table preferences and your preference for either the 8:00 AM or 9:00 AM session. Registration and table assignments will be confirmed by Friday, December 19, 2014. Participants will also be directed to online preparatory materials.

Questions? Contact cswep@econ.duke.edu

Silvio Contessi, Federal Reserve Bank of St. Louis; **Riccardo Di Cecio**, Federal Reserve Bank of St. Louis; **Johanna Francis**, Fordham University

Understanding the Cyclical Nature of Financial Intermediation Costs

Matthew Jaremski, Colgate University; **Ayse Sapci**, Colgate University

Labor Market Heterogeneity over the Business Cycle

Guy Laroque, University College London and Science-Po Paris; **Sophie Osotimehin**, University of Virginia

Macro/International II

January 4, 2015

10:15 AM–12:15 PM

Sheraton Boston, The Fens

JEL Classification: E3, F3

Chair: **Anna Mikusheva**, Massachusetts Institute of Technology

Macroeconomic Uncertainty Indices Based on Density Nowcasts and Forecasts

Barbara Rossi, ICREA-Universitat Pompeu Fabra; **Tatevik Sekhposyan**, Texas A&M University

FOMC Forward Guidance and Investor Beliefs

Arunima Sinha, Fordham University

A Tale of Two Countries: Sovereign Default, Exchange Rates and Trade

Grace Gu, University of California at Santa Cruz

Buyer-Seller Relationships in International Trade: Do Your Neighbors Matter?

Fariha Kamal, U.S. Census Bureau; **Asha Sundaram**, University of Capetown

Macro/International III

January 5, 2015

8:00 AM–10:00 AM

Sheraton Boston, Public Garden

JEL Classification: E3, F1

Chair: **Linda Goldberg**, Federal Reserve Bank of New York

Demand Shocks and Open Economy Puzzles

Yan Bai, University of Rochester

Retail Access, Travel Costs, and Food Purchases across the Socioeconomic Spectrum

Jessie Handbury, Wharton School of the University of Pennsylvania;

Ilya Rahkovsky, U.S. Department of Agriculture, Economic Research Service; **Molly Schnell**, Princeton University

Quality Differentiation in Trade

Jonathan Eaton, Brown University; **Ana Cecilia Fielser**, University of Pennsylvania

Global Banks' Dynamics and the International Transmission of Shocks

Jose L. Fillat, Federal Reserve Bank of Boston; **Stefania Garetto**, Boston University; **Martin Goetz**, Goethe University ■

Call for CSWEP Liaisons

Dissemination of information—including notice of mentoring events, new editions of the *CSWEP News* and reporting requests for our Annual Survey—is an important charge of CSWEP. For this key task, we need your help. CSWEP is seeking to identify individuals who would be willing to regularly forward CSWEP information to colleagues and other interested persons. If you would be willing to serve in this capacity, please send an e-mail with your contact information to cswep@econ.duke.edu.

Upcoming Regional Meetings

Southern Economics Association

<http://www.southerneconomic.org>

2014 Annual Conference,
November 22–24, 2014

Atlanta, GA: Atlanta Marriott Marquis

Eastern Economic Association

<http://www.quinnipiac.edu/eea/>

2015 Annual Conference,
February 26–March 1, 2015

New York, NY: Sheraton New York Times Square Hotel

Midwest Economics Association

<http://web.grinnell.edu/mea>

2015 Annual Conference,
March 27–29, 2015

Minneapolis, MN: Hyatt Regency Minneapolis

Western Economics Association International

<http://www.weainternational.org>

90th Annual Conference,
June 28–July 2, 2015

Honolulu, HI: Hilton Hawaiian Village, Waikiki

Brag Box

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

Marianne Bertrand, University of Chicago; **Judith Chevalier**, Yale University; **Janet Currie**, Princeton University; and **Hélène Rey**, London Business School, were elected as 2013 Fellows to the Econometric Society. Bertrand and Chevalier are both former winners of the Elaine Bennett Research Prize. Chevalier and Currie are former members of the CSWEP Board.

Abigail Hornstein, Wesleyan University, was awarded tenure and promoted to Associate Professor.

Lisa Lynch, dean of the Heller School for Social Policy and Management and former CSWEP Board member and Chair from 2006–2008, has been named provost and senior vice president for academic affairs at Brandeis University.

We want to hear from you!

Send announcements of honors, awards, grants received, promotions, tenure decisions and new appointments to cswep@econ.duke.edu. It will be our pleasure to share your good news with the CSWEP Community.

Calls & Announcements

Visit cswep.org for full details on each of the below opportunities including submission guidelines for paper and application calls as well as participant, panelist and paper titles for currently scheduled sessions.

CSWEP Call for Papers @ 2016 AEA/ASSA Meetings, San Francisco, CA

January 3–5, 2016, Organizers: Kevin Lang, Boston University; Amalia Miller, University of Virginia; Ragan Petrie, George Mason University; and Madeline Zavodny, Agnes Scott College

Submissions considered for three sessions on gender-related topics and three public economics sessions. CSWEP's primary intention in organizing these sessions is to create an opportunity for junior women to present at economics meetings and receive feedback from leading economists in their field. Co-authors may be of either sex and may be junior or senior. Junior men may submit sole-authored papers in the gender-related sessions. Accepted authors may also submit their paper for publication consideration in the *Papers & Proceedings* issue of the *American Economic Review*. **Deadline: March 2, 2015.**

CSWEP Call for Papers @ 2015 Western Economic Association International Conference, Waikiki, Honolulu, HI

June 28–July 2, 2015, Hilton Hawaiian Village, Chair: Bevin Ashenmiller, Occidental College

Papers on gender, race/ethnicity, environmental economics, or labor economics particularly solicited. Entire sessions or panel submissions in any area of economics also welcome. **Deadline: January 12, 2015.**

CSWEP/CSMGEP Call for Applications @ 2015 Summer Economics Fellows Program

Fellowships, sponsored by the American Economic Association and the National Science Foundation, are open to senior graduate students at the dissertation stage, post-docs and junior faculty. All economists are welcome to apply without regard to gender or minority status, although the intention of the program—advancing the careers of women and underrepresented minorities—will drive the selection process. Fellows are selected by the program with the agreement of the sponsoring institution in line with the program's intention, the fit of the candidate with the activities of the sponsoring institution's research group, and

the value of the proposed research to advancing the sponsoring institution's own goals. **Deadline: February 15, 2015.**

CSWEP Call for Applications—Joan Haworth Mentoring Fund

CSWEP welcomes applications to the Joan Haworth Mentoring Fund, which was established to encourage senior mentoring women and institutions to incorporate mentoring of junior professionals into their programs. The fund provides small grants (typically less than \$1K) to permit mentors to either extend a visit to an institution for the purpose of mentoring or to visit an institution for that purpose alone. Applications for funds may be submitted by the institution, junior women or the mentor herself. The application must include cost-sharing with the home institution and the mentoring must benefit more

than an individual faculty member. Mentoring does not need to be field specific and can also include professional development advice. Successful applicants will be asked to write a summary of what they have gained from the mentoring effort. **Deadline: Ongoing.**

CSWEP Sessions @ 2014 Southern Economic Association Conference, Atlanta, GA

November 22–24, 2014, Atlanta Marriott Marquis, Chair: Ragan Petrie, George Mason University

Join CSWEP on Monday, November 24th for a Networking Lunch, a "Women & Development" paper session and two career panels: "The Status of Women & Minorities in the Economics Profession" (joint with CSMGEP) and "Research Publishing Challenges & Strategies."

Questions? Contact cswep@econ.duke.edu

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