



# American Economic Association

1982 Committee on the Status of Women in the Economics Profession

Office of Honorable Elizabeth E. Bailey, Civil Aeronautics Board, B-2  
1825 Connecticut Avenue, N.W., Washington, D.C. 20428, Area 202, 673-5222

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## COMMITTEE ACTIVITIES

Annual Report for CSWEP NEWSLETTER, prepared by Elizabeth E. Bailey,  
Chair.

This year marks the 10th Anniversary of the Committee on the Status of Women in the Economics Profession (CSWEP). The decade has not been successful in terms of improvement in the status of women in the academic labor market. Accumulating evidence continues to indicate that there is an overwhelming under-representation of women in the top ranks of the profession of economics. The single most important indicator of status, that is, the representation of women among the senior economics faculty of major Ph.D. granting institutions, continues to be abysmal. It was disproportionately small a decade ago and has remained small and constant for many years. This critical failure is a source of great concern.

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President, American Economic Association  
University of Michigan

The evidence yields a bleak picture. According to Universal Academic Questionnaire data, there were 22 women economists at the rank of associate and full professor at the 42 of the 43 major Ph.D. granting universities that filed reports in academic year 1972-73. In spite of the fact that the pool of women Ph.D.'s from the Chairperson's Group has averaged about 40 women per year for the reporting universities, the number of women in the top professional ranks has not increased. In the 37 departments reporting within the Chairman's group in 1979-80 and the 43 in 1980-81, there are only 19 women who were full or associate professors in each year, and 46 and 48 women, respectively, who were instructors. The percentage of women among all full professors continues to be two percent or less, both for the Chairman's group and for the other Ph.D. granting universities. Moreover, during 1979-80 and 1980-81, within the entire group of respondents from the Ph.D. granting universities, no woman was hired as a full professor and only one was promoted to full professor.

Perhaps the most distressing information yielded by the 1979-80 and 1980-81 Universal Academic Questionnaire is obtained by calculating the sum of individuals newly receiving tenure at the rank of associate professor plus those not rehired as assistant professors, and comparing the promotions to tenure for men and women over the last four years. During 1976-77 and 1977-78, previous CSWEP reports show that 25 and 33 percent, respectively, of the women in these categories received tenure and 36 and 29 percent of the men, respectively, numbers that are reasonably comparable. In contrast, during 1978-79 and 1979-80, 42 and 43 percent, respectively, of the men received tenure whereas only 17 and 13 percent, respectively, of the women were so fortunate. Yet, the pool of women in the latter two years (6 and 8 women, respectively) was about double that in the earlier two years (4 and 3 women, respectively). This means that the affirmative action programs in these universities which conferred additional assistant professorships to women do not seem to be carrying over to the tenure decision. Indeed, a man has been roughly three times more likely to obtain tenure in each of the past two years as has a woman.

In all fairness, this analysis is readily subject to criticism. The year-to-year variations in percentages may well be misleading because of the small numbers problem. But, even if we deal only with the entire four-year period, we see that only 4 of 21 women received tenure (19 percent) as against 65 of 174 men (37 percent). One can also criticize the definition of the pool of individuals which was adopted. However, alternative measures of women's status have also been examined, and the story they tell is consistent with that given here. One alternative is to tally those individuals who received tenure at ranks of associate or full professor in the Chairman's group over the last four years. There were 84 such men and 4 women. Thus, not quite 5 percent of the tenured posts went to women. The promotions to rank of associate or full professor yield a similar story, with 13 of 214 promotions going to women over the past four years. New hiring at the ranks of associate and full professor

has encompassed 72 men and two women over these same years. Thus, however, the figures are viewed, it appears clear that promotion and tenure decisions are disproportionately low in a decade in which women have consistently comprised 8-12 percent of new Ph.D.'s and of the new hirings at the assistant professor level.

About the only progress shown for women over the recent four-year period has been an increase in the percentage of women full professors in only B.A. departments which rose from 4.7 to 6.5 percent from 1977-78 to 1980-81. A similar climb is apparent for women associate professors at only M.A. departments, with the percent growing from 3.4 to 10.4 over these four years. These changes are consistent with a hypothesis that there may be growing occupational segregation within the profession. One hopes it will not be proved true that the less pretigious the academic situation, the more possible it is for women to achieve full rank there. Improvement in status should be possible in both the more and the less prestigious economics departments.

Upon hearing this report, the Executive Committee of the American Economics Association unanimously adopted the following resolution on December 27, 1981:

The Executive Committee notes with concern the Report of the Committee on the Status of Women in the Economics Profession, which finds a remarkable continuing low rate of promotion to tenure in major universities.

The Executive Committee urges all departments (1) to make renewed efforts to promote and hire qualified women to positions of tenure, (2) to cooperate with the Committee on the Status of Women in its studies of the causes of the lack of women's progress in academic careers in economics, and (3) to improve the flow of information about women candidates for tenure positions.

The Executive Committee will also search for other ways to accelerate the development and recruitment of women for tenured academic positions.

CSWEP is pleased that the American Economic Association, through its Executive Committee, continues to have a strong commitment to enhancement of the status of women. The active cooperation and support of the Association has led to a marked improvement in the participation and visibility of women economists in professional activities over the past decade. The members of the Association as a group have also been supportive. Four women economists have been elected as Vice Presidents and five as members of the Executive Committee during this period. Eight women economists have served on the Editorial Board of the American Economic Review. There has been a substantial increase in the number of women chairing sessions and presenting papers in both regional economic association meetings and in the annual meetings of the American Economic Association. But the leadership of the Executive Committee and the rank and file of the Association are not enough. The cooperation of university administrations and leading departments are required to assist in identifying candidates and in making

senior faculty appointments. These efforts must succeed if outstanding senior women are to be in a position to provide guidance to men and women alike, and if the younger women now being attracted to economics in increasing numbers are to be given adequate opportunities for the future.

It would be most instructive to have a fuller history of the pool of individuals who have been considered for promotion or tenure over the period, and to undertake a more complete study to determine whether women have been treated unequally in decisions to grant promotion or tenure. It would also be helpful to know if women have encountered more problems than men in receiving appointments at colleges and universities of lesser academic rank within the Chairman's Group when they have been turned down by their current institution. CSWEP is eager to encourage research on this subject. Data from the Universal Academic Questionnaire simply do not address these issues adequately. The percentage of reporting universities is low and it seems difficult to get a matched sample (universities which have reported consistently) over a number of years. Moreover, it is not clear from the data who the pool of individuals are that have come up for tenure or promotion decisions in a given year. For example, of the 23 full professors and the 13 associate professors not rehired in 1980-81, there is no information about how many left voluntarily and how many left as a result of a decision not to grant tenure. Only if a study of greater depth is carried out can balanced conclusions be drawn about the nature of the continuing difficulties women economists seem to be encountering in achieving tenure and promotion in proportion to their numbers, particularly at the major Ph.D. granting institutions.

In sum, we must conclude that although economists have been ready to nominate and elect women to prestigious posts in their professional organizations, no comparable advance occurred in movements up the academic ladder. Two years ago, Ann Friedlaender wrote in her CSWEP report "The real test of the commitment of the economics profession to enhance the status of women in its activities will occur in the next few years, when the presently nontenured women faculty come up for tenure and promotion. If a proportionate share of these women move up through the academic ranks, this will be a definite sign that the profession is serious about making women equal partners. If, however, a disproportionate share of young women economists are not retained, this will almost certainly be interpreted as a sign that the economics profession will remain an essentially male bastion." It is my sad duty to report that two years of new data confirm Ann Friedlaender's fears rather than her hopes. A disproportionate share of women economists are not being given tenure. The future of women in academe looks bleak indeed unless and until there is a reversal of this unfortunate trend.

At a recent meeting of CSWEP it was suggested that we report on conferences of interest in the Newsletter. We have included two reports beginning on page 7. We would welcome similar reports from readers

FORTHCOMING CONFERENCES

CSWEP SESSION, Eastern Economic Association, Capitol Hill, Washington, D.C., April 20, 30, May 1, 1982.

Income Levels of Older Women: Sources and Prospects

Presiding: Jean Shackelford, Bucknell University

Hilda Kahne, Wheaton College--Economic Security of Older Women:  
Too Little for Late in Life

Marjorie Honig, Hunter College--Age, Period and Cohort Effects in  
the Labor Market Behavior of Older Women

Robin Douthitt, Cornell University--Differential Economic Well-Being  
by Sex and Marital Status of Persons at Retirement Age

Steven H. Sandell, National Commission for Employment Policy--Female  
Labor Supply and Social Security

Discussants: Susan Wachter, University of Pennsylvania  
Lucy Mallan, Social Security Administration

The Scholar and Feminist IX: Towards a Politics of Sexuality, Barnard  
College Women's Center, April 24, 1982

In the morning session, Ellen Carol Dubois, SUNY/Buffalo and  
Linda Gordon, University of Mass./Boston will examine feminist  
analyses and debates concerning sexuality in the 19th century.  
Hortense Spillers, Haverford College will discuss sexual similarity  
and difference between women. Alice Echols, doctoral student at the  
University of Michigan, will address contemporary issues in the current  
debate on sexuality, particularly in the context of the New Right.

A series of 15 concurrent afternoon workshops will examine a wide  
range of theoretical and practical issues, including: feminist  
pornography, language and desire in psychoanalysis, beyond the gay/  
straight split, political organizing around sexuality and popular  
sex literature.

At the closing plenary session, Amber Hollibaugh will present  
her feminist vision of sexuality, and the conference will end with  
three feminist poets reading from their own works.

The conference is made possible by a grant from the Helena Rubinstein  
Foundation. Attendance will be pre-registered and limited to 600 par-  
ticipants. For further information, contact The Women's Center,  
Barnard College, New York, NY 10027 (212) 280-2067.

International Association of Energy Economists

Fourth Annual Conference on International Energy Issues: International Energy Markets--the Changing Structure. Churchill College, Cambridge, England, June 28-30, 1982.

For information about papers, contact Paul Tempest, British Gas Corporation, 326 High Holborn, London WCkV 7PT. England.  
Phone: 1-242-0789.

For information about arrangements, contact: European Study Conferences, Ltd., Kirby House, 31 High Street, East Uppingham, Leicestershire LE15 9PY, United Kingdom. The fee is \$325, but this includes all meals, bus transportation from the train station, and housing.

The Fourth Annual IAEE Meeting, Denver, Colorado, November 17-19, 1982.

For information about the program, contact: Joy Dunkerley, Resources for the Future, 1755 Massachusetts Ave., N.W., Washington D.C. 20036. Phone: 202-328-5070.

For information about arrangements, contact: Wanda Grude, Petro-Lewis, 717 17 Street, P.O. Box 2250, Denver, Colorado 80201.  
Phone: 303-620-1253.

Attention: Members of CSWEP who work in  
Energy Economics

For further information about IAEE, contact:

Ms. Joen Greenwood (V.P. and Sec'y IAEE)  
Charles River Associates  
John Hancock Tower  
Boston, MA 02116

Manuscripts for publication in IAEE's  
Energy Journal should be submitted to:

Helmut Frank, Editor  
University of Arizona  
Tucson, AZ 85721  
(606) 626-1891

Seventh International Economic Association World Congress, September 5-10, 1983  
Madrid, Spain. Structural Change, Economic Interdependence and World Development.

For further information, contact: International Economic Association, Secretariat, 4, Rue de Chevreuse, 75006 Paris, France.

## REPORTS OF RECENT CONFERENCES

### Conference of Centers for Research on Women, November 19-21, 1981

Representatives from 28 research centers and related organizations met at the Seamen's Institute in lower Manhattan between November 19 and 21 to form a working alliance to develop collaborative projects of scholarship; research on issues of employment, public policy and curriculum; and programs for the advancement of women in higher education and the professions. The meeting was sponsored by the Institute for Research in History and funded by the Ford Foundation. The organizers of the meeting were Majorie Lightman, Executive Director of the Institute and Carol Groneman, Chair of the Institute's Finance and Development Committee. Over a three day period the participants sought, successfully, to bridge traditional distinctions between scholarship, policy, and action programs pursued in both free-standing and university-affiliated centers.

During the past decade, women's studies has had a strong impact on scholarship, school and college curricula, and public policy. Research about women has been inseparable from contemporary social issues. This relation between research and contemporary affairs has made support available from private foundations and government agencies. It is this combination of scholarly research and public programs which characterized the centers represented at the meeting and which has been the basis for their successful pursuit of operating funds during the past decade.

For the most part, the centers were initiated independently of each other. The 1980's however, promise to differ significantly from the 1970's, and it is both desirable and necessary that the centers engage in collaborative efforts if they are to survive and grow. The meeting, therefore, explored ways in which the centers could work together without regard to the traditional university/non-university differentiation. The meeting sought to create a coalition whose members would represent the variety and differences familiar in the academy, while also including research centers and programs which, although not formally associated with the academy, are part of the university world in the larger sense.

The participants agreed that it marked a new consensus among those concerned with scholarship on women and the problems of women in higher education, replacing the traditional divisions by humanities, social sciences, applied and basic research, with relationships that respected differences and focused on common interests and problems. Differences were perceived as complementary strengths that made it possible for a wide variety of skills and contacts to be brought to bear on common tasks.

By the end of the meeting, it became evident that some kind of on-going body would be necessary to coordinate activities and research undertaken jointly by various centers, as well as the future collaboration among centers. Accordingly, the participants at the meeting established a Council, with Mariam Chamberlain as its Chair, and an ad hoc steering committee to prepare working papers as the centers move into a formal relationship over the coming months.

Annual Conference of the Federation of Organizations for Professional Women: Creative Responses to the Challenges of the 1980's.  
November 6, 1981.

The agenda included a morning panel discussion, followed by a luncheon speech and afternoon workshops.

#### Outlook on Employment

Speaking on "The Realignment of the Workforce", Marylouise Uhlig, President of Federally Employed Women, cautiously predicted that "holding on to what we've got" will be the immediate and perhaps long-term challenge of the 1980's. Citing statistics that show women achieving entry into the workforce in unprecedented numbers in the last decade, Uhlig nevertheless reminded all present that pay equity and equal opportunity for women is still largely a myth. She stressed the importance of leadership in changing attitudes and making gains for women in employment in future years. "Executive orders are only as effective as the executive".

While Uhlig predicted no foreseeable gains for women's employment in the federal government, she urged the expansion of networking to share job information and advice. She echoed the need for passage of the Equal Rights Amendment and urged all professional women to avail themselves as mentors to younger women struggling to enter the work force -- to share experiences and help them avoid false expectations. "Success is never final" Uhlig concluded, "but neither is failure".

#### Laws Affecting Women

Representing the Women's Legal Defense Fund, Lois Schiffer addressed the question of "Dealing with Legal Changes in the 1980's." She warned of the possible loss of hard fought and only recently won battles for women. She gave tangible suggestions, however, to prevent future retrenchment and to lay the foundation for future advances in the area of equality for women.

Those suggestions included: the pursuit of litigation favorable to women, particularly in the lower federal courts which host more women judges and which have proven in the past to be more sympathetic to women's rights; "talking to government" in groups or as individuals to pursue matters of concern so that they cannot easily be ignored; effectively using the press to educate and if necessary to embarrass public officials into action; and finally, taking advantage of the by now, well-known "women's vote" through political organizing on the state, local and national level.

#### Budget Cuts

The Honorable Lucille Maurer, Delegate to the Maryland State Assembly, provided both state and local perspective in her speech, "Replacing the Federal Dollar". Correcting a myth largely spread by the Reagan Administration, Maurer stated that the federal dollar would not be replaced by state and local governments facing their own budget cuts, reduced tax revenues, and in some cases, required balanced



budgets. The effect of the massive cuts in aid in the state will be instead to force reallocation and reassessment of budget priorities. Future policy questions, Maurer explained, will likely be decided by budgetary concerns with the adverse falling disproportionately on women, the poor, and the disadvantaged.

"What kind of government - federal, state and local - do we want?" With women in such a highly vulnerable position in the midst of widespread budget reduction, the answers to these questions are more important than ever.

#### Women and Coalitions

Leslie Wolfe, Director of the Women's Educational Equity Act Program, initiated her discussion of "Women and Coalition Building" with guarded optimism about the eventual demise of the current right wing swing, a rear guard, last-ditch attempt she characterized as an effort to "prevent the future which is us". Still, she emphasized there is much to be done to prevent even temporary loss of ground.

Wolfe identified the major issue areas as economic, educational, political, and legal. She pressed for a concerted effort in exploring new ways of organizing based on the commonality of shared interests. Knowledge to strategize for the future is imperative, however, the "them-us" divisions that have proved debilitating to women's coalitions in the past, must be overcome in the future she warned.

The victory achieved in keeping the Women's Educational Equity Act (WEAA) Program out of the block grant proposals was set forth as an example of the efficacy of broad based, bi-partisan coalition building. If the success in keeping something as important as WEAA a categorical program and thus vitally alive, is any measure of the gains to be made through effective coalition building, it indeed will prove an invaluable tool in fighting the current right-wing effort to obstruct pursuit of the Equal Rights Amendment, reproductive freedom, Affirmative Action, equal opportunity and other women's rights.

#### Policy Making - How Do We Affect Change?

"The Professional Women's Role in Policy Making" was the topic of the luncheon address by Janet Welsh Brown, Executive Director of the Environmental Defense Fund and Past-President of the FOPW. She stressed that being involved in public policy making means asking "What can we do for others? What can we do for ourselves?"

While it is important to have women in high and highly visible positions, Brown contends, the real changes take place only when those women get involved in the often behind-the-scenes policy making. While good policy can survive bad appointments, it is important to get the apparatus in place. To do so Brown suggests seeking involvement in those organizations that most "need" women, i.e. those in which the most effective or important policy changes for women can be made, those in which "token" women appointments can result in real, institutional change. Where in the past the strategy to effect change has largely

been obstructionist, forcing conciliation by creating controversy on the outside, Brown recommends becoming involved on the inside of policy decision and rule-making. "We have to stop using the brake" she stated, "and start using the accelerator."

#### EDUCATIONAL OPPORTUNITIES

##### Postdoctoral Fellows Program (PDFP) at Harvard's John F. Kennedy School of Government.

PDFP is a small, highly selective program for advanced studies in public policy and management designed for the Ph.D. who, for various reasons, is not currently prepared for teaching and research in this area. For some, the PDFP provides an ideal opportunity to augment previous training in fields only peripheral to public policy. For others, especially women and minorities, it provides an ideal opportunity to upgrade skills and undertake public policy related research in an environment free from the pressure of teaching and administrative responsibilities.

Two postdoctoral fellowships are available for 1982-83. The stipend is equal to 75 percent of the first year salary of an assistant professor at the School. Each candidate should submit a resume, two writing samples, a statement of purpose and three letters of recommendation. The deadline is April 15, 1982. For further information, contact: Ms. Kathleen Fox, Room 217, the John F. Kennedy School of Government, Harvard University, Cambridge, MA 02138. (617) 495-1126.

##### Stanford Sloan Program

The Stanford Sloan Program is a nine-month, full-time course of study in general management, designed for mid-career executives with a minimum of eight years' experience and demonstrated potential for senior management. Sloan Fellows are required to have full sponsorship of their employers. Upon successful completion Fellows are awarded the degree of Master of Science in Management.

For further information, contact: Mr. John H. Steinhart, Director, Stanford University, Stanford Sloan Program, Graduate School of Business, Stanford, CA 94305.

##### Stanford Executive Program

The Stanford Executive Program is an eight-week course in advanced management for executives with senior-level responsibility in business or nonbusiness organizations. Participants, who are expected to have more than ten years of significant managerial experience, are drawn from throughout the U.S. and abroad. Employer sponsorship is required.

For further information, contact: Mrs. Fran Rinaldi, Assistant Director for Administration, Stanford Executive Program, Graduate School of Business, Stanford University, Stanford, CA 94305.

PUBLICATIONS OF INTEREST

Institutional Self-Study Guide (ISSG) on Sex Equity for Postsecondary Educational Institutions, published by the American Institute for Research, developed and field-tested with grants from Carnegie Corporation of New York.

The ISSG consists of five different booklets, each in an easy-to-use checklist format, addressing conditions, policies and practices affecting sex equity for (1) students, (2) faculty, (3) administrators, (4) staff and (5) social educational climate affecting sex equity.

The ISSG can be ordered from the Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, N.W., Washington, D.C. 20009, by sending a check or money order for \$10.

Contributions of Black Women to America, 2 volumes, Edited by Marianna W. Davis, Ed.D. Research for these volumes was partially funded by the Women's Educational Equity Act Program of the U.S. Department of Education and by the Ford Foundation. Each of the ten manuscripts contained in the two volumes was critiqued and evaluated by three different teams of experts, including a national review panel for each area convened by the Women's Center of Wellesley College in Massachusetts.

Orders should be sent to Kenday Press, Inc., Post Office Box 2097, Columbia, South Carolina, 29230. The cost of each volume is \$24.95. Please add \$3.00 per volume for shipping and handling.

Comment, A Research/Action Report on Wo/Men. Comment is published three times a year. The subscription rate is \$14. To order write: Jo Hartley, c/o Program for the Study of Women and Men in Society, Kerckhoff Hall 109 USC, Los Angeles, CA 90007.

Women and Psychotherapy: A Consumer Handbook, published by the Federation of Organizations for Professional Women (FOPW).

This consumer handbook, which reflects the thinking of the Committee on Women and the Division of the Psychology of Women of the American Psychological Association, the Association for Women in Psychology, and the Committee on Women of the American Psychiatric Association, summarizes some of the major issues surrounding women and therapy. Sections include "Therapy: Is it for you?"; "Choosing a Therapist"; "Finding a Therapist"; Rights and Obligations in the Therapy Relationship"; "Consumer Guidelines for the Use of Psychotherapeutic Drugs".

Send \$3.75 for a single copy, \$1.75 each for 20 or more copies to: FOPW, 2000 P. Street, N.W., Suite 403, Washington, D.C. 20036.

Sex Discrimination in Higher Education: A Strategy for Equality, Jennie Farley, ed. ILR publication of New York State School of Industrial Labor Relations, Cornell University, Ithaca, New York 14853, \$7.50.

The book examines the costliness, effectiveness and tactical hazards in litigation. It provides a framework for establishing mentorships. It describes the components of an effective grievance procedure and offers an agenda for political action by womens' groups. Recurring themes are the undeniable findings of discrimination by social scientists, the use of statistics to prove discrimination, the hotly disputed principle of confidentiality in faculty employment decisions and sex harrasment. The book inculdes up-to-date reports from many institutions.

#### JOB OPPORTUNITIES

Readers who are actively job seeking are reminded that a complete list of job opportunities appears in the AEA's Job Openings for Economists (JOE), which is published every two months. The subscription rate is \$12 for regular members or \$6 for junior members. For further information write to JOE, American Economic Association, 1313 21st Avenue South, Nashville, Tennessee 27312. CSWEP will continue to list some jobs, particularly those at a senior level, in order to assist members who are not actively in the job market, but who might be interested in an attractive or unusual opportunity.

The Federal Bureau of Investigations (FBI) is actively seeking qualified men and women interested in becoming Special Agents. If you are interested in the career opportunities the FBI has available or interested in learning more about the present role of the FBI and its responsibilities in Federal Law Enforcement, contact: Carol D. Allison, Special Agent, Federal Bureau of Investigation, 1900 Half Street S.W., Washington, D.C. Phone: (202) 252-7960.

WOMEN'S EQUITY ACTION LEAGUE (WEAL)

WEAL has a small yet influential membership, dedicated to securing the legal and economic rights of women through a program of research, public education and legislative advocacy.

- WEAL was instrumental in developing a whole package of legislation, now before Congress, known as the "Economic Equity Act of 1981." We helped to secure full bi-partisan sponsorship for the package - which covers such issues as pensions and retirement benefits for military wives and women working in the private sector.
- WEAL is at the center of several coalitions formed to challenge cuts in key federal programs benefitting women. Our special concern: that women - especially those living at or near the poverty line - will be disproportionately hurt by the cuts. WEAL's analysis, "Budget Cuts Hurt Women," is a basic primer for discussions on this issue.

WEAL's leadership is provided by our Board of Directors, consisting of distinguished women and men who are scholars, attorneys, citizen activists, authors, representatives of the corporate world and experts in nonprofit finance.

WEAL has made a name for itself as a responsible voice for women and as an organization to which policy makers can turn for rational arguments and accurate supporting data on women's issues.

WEAL is looked to by other groups for special expertise on economic issues, and for leadership in developing strategies for action. WEAL members often have dual affiliations - with other women's rights groups, political parties, professional associations or volunteer service clubs. No one group is doing the sum total of the work necessary to further women's rights. By joining WEAL you support our unique contributions to the women's movement.

Membership in WEAL makes you part of a national support and advocacy network and entitles you to receive the WEAL Washington Report, a bi-monthly newsletter on legislative and public policy developments affecting the status of women. Dues are \$25 a year, and they are tax deductible.

WEAL is supported by tax deductible contributions and dues from individuals. We also receive grants for special projects from private and public sources. Our audited financial statements are available for your review. If you wish further information about WEAL, feel free to contact the National WEAL Office, 805 15th Street N.W., Suite 822, Washington, D.C. 20005. Phone: (202) 638-1961.

ERA MESSAGE BRIGADE

The ERA Message Brigade is part of the total mobilization organized by the National Organization for Women to achieve ERA ratification by June 30, 1982.

The ERA Message Brigade is:

An alert system whereby ERA supporters all over the country are on call for immediate action when needed.

An effective way to involve all of the ERA supporters who want to do something to help ratify the Equal Rights Amendment activity.

Joining the Message Brigade means that:

NOW will alert members of the Message Brigade by sending an update of the ERA campaign, sample messages, and an addressed envelope or postcard when messages are needed.

Individuals joining with thousands of ERA supporters respond to Action Alerts by sending messages to key political leaders.

HOW TO JOIN THE BRIGADE

Send your name and address and \$2.00 to:

ERA MESSAGE BRIGADE  
National Organization for Women  
P.O. Box 7813  
Washington, D.C. 20044

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