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American Economic Association

1984 Committee on the Status of Women in the Economics Profession

NEWSLETTER

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CALLS FOR PAPERS

Next December (1984) at the Dallas AEA meetings, CSWEP will again sponsor two sessions on gender-related research, with a selection of papers to be published in the May 1985 Papers and Proceedings issue of the AER. There is still time (until March 1) to send your abstract (500-word maximum) to Barbara Bergmann, Department of Economics, University of Maryland, College Park, MD 20742, if you want to propose a paper for these sessions. If you will be at the Dallas meetings in December and would like to be a discussant at the CSWEP sessions, also send her a note.

AEA sessions on other topics are organized by the AEA President-Elect (Charles Kindleberger this year). As announced in the last CSWEP newsletter, he is now in the final stages of planning sessions and considered any session proposals or single paper abstracts that reached him by February 1. If your proposal was too late for this year, keep it for 1985, or try to set up a session through another organization.

Other organizations also sponsor sessions at the ASSA (some jointly with the AEA). They are listed in the front of the program for the ASSA meetings. Many have later deadlines for submitting proposals than the AEA, which is constrained by the timetable for publishing its program in the September AER. The final deadline for an organization to list a session in the printed program distributed at the ASSA meetings is August 1.

Calls for papers usually appear in an organization's journal or newsletter. For example, the Econometric Society's call for papers is published in the back of the January issue of Econometrica, with an April 1 deadline for paper proposals for the December 1984 ASSA meetings in Dallas.

--Cordelia Reimers

TITLE IX

Title IX of the Education Amendment of 1972 prohibits gender discrimination in all federally assisted education programs. The Department of Justice is attempting to reverse more than a decade of strong federal commitment to ending gender discrimination in education by calling for a new interpretation of Title IX. This newsletter would like to receive analyses and/or comments by our readers on this general topic as soon as possible. Send to Aleta Aslani Styers; Yale Club Box 7; 50 Vanderbilt Avenue, N.Y., N.Y. 10017

1985 AEA MEETING

Do you have an idea for a session, or a paper you'd like to present, at the December 1985 AEA meetings in New York City? It's not too early to start planning for them!

CSWEP's role in organizing sessions at the national meetings was one of the issues the Committee discussed at the recent ASSA meetings in San Francisco. CSWEP sponsorship has assured a place on the AEA program and in the published Papers and Proceedings issue of the AER for research on topics of particular importance to women. However, CSWEP has done little to aid women economists who would like to get on the program, but whose research is in other fields.

After a lively discussion, it was decided that CSWEP should not sponsor sessions on topics other than gender-related ones, as this would duplicate the activities of the AEA and other organizations. Rather, to assist women economists in getting on the program, CSWEP should encourage women and men to organize more sessions in which a high proportion of the participants are women, provide an information network to help them in doing so, let the AEA President-Elect know we're watching, and monitor the results. In addition to this new effort to help women in other research areas get on the program, CSWEP will continue to sponsor sessions on gender-related research, as in the past.

For the December 1985 AEA Centennial meetings in New York City, CSWEP would like to see many women in AEA sessions

-- Sharon Magdal and Cordelia Reimers

(especially published ones!) dealing with other than gender-related topics. We hope lots of women will organize sessions in their own research areas (including their own papers), and propose them to the AEA President-Elect while he (or she!) is still in the early stages of planning the program. (That means this coming summer--a year and a half before the meetings!)

We hope you will enlist your male colleagues in this effort as session organizers, too.

To help you find enough good papers on your topic to make up a session, the next issue of this newsletter will publish any 'papers wanted' requests that are sent in by April 1 with an idea for a session topic, and an organizer's name and address.

If you would like to work on this effort, or have any other suggestions about how CSWEP can help women participate more fully in the national meetings, please write to Barbara Bergmann, Department of Economics, University of Maryland, College Park, MD 20742.

1983 CSWEP STUDENT PAPER AWARD

Carol Gilbert, from University of North Carolina and a student of Kerry Smith, won with a paper entitled, "An Efficient System of Standards for Air Quality." She received an entry on a perpetual plaque and a \$200 honorarium from CSWEP.

NOTE OF THANKS

Thanks are due to all the women who helped staff the CSWEP Information Table and Hospitality Room at the recent ASSA Meetings. You contributed to the great success of our Committee's activities in San Francisco.

The Western Economic Association International's annual conference will be held June 24-28, 1984 in Las Vegas, Nevada. CSWEP will hold an informal business meeting and a cocktail party there on June 25. Please contact Sharon Megdal, University of Arizona, for further information and let her know of items you would like placed on the agenda.



Sylvia © by Nicole Hollander,
St. Martin's Press

Second Annual Student Paper Award
for Women Undergraduate and Graduate Student
Papers presented by CSWEP-South

Papers are due October 1. Send papers to:

PROFESSOR MARY FISH
Box J, Economics and Finance Department
College of Commerce and Business
Administration
The University of Alabama
University, Al. 35486
(205-348-7842)

Papers must be accompanied by a recommendation from a faculty member. The award winning paper will be presented at the 1984 Southern Economic Association meetings. Please encourage your students to participate in this competition. The 1983 contest included some outstanding papers.

Call for Papers
CSWEP Sponsored Session
at the
Southern Economic Association
1984 Meetings
Atlanta Hilton, Atlanta, Georgia
November 14-16

Theme: Technical Change and the Economic
Role of Women

If you would like to present a paper on this topic, submit a one-page abstract, or if you would like to be a discussant, write:

PROFESSOR MARIE LOBUE
Department of Economics and Finance
University of New Orleans
New Orleans, La. 70148
(504-286-6487)

Deadline: March 15

Theme for CSWEP Session at the 1985 Southern Economic Association meetings will be "Impact of Changing Economic Policy on Minorities".



Sylvia © by Nicole Hollander, St. Martin's Press

The Journal of Economic Education is expanding its section on professional development and book reviews. The professional development section of the Journal will include papers on economic enrollments, the economic major, the labor market for economists, salaries, job placements and the status of women and minorities. The book review section is being expanded and revised to include papers comparing the various texts available for Principles courses or other fields within economics. Authors should focus on how these texts fit within traditional courses. What are the particular advantages, and how nontraditional short-comings of each material can effectively complement traditional presentations, and vice versa. Manuscripts for both sections should be sent for review to Robin L. Bartlett, Associate Editor, JEE, Denison University, Granville, Ohio 43023.

Annual Report, 1983

COMMITTEE ON THE STATUS
OF WOMEN
IN THE ECONOMICS PROFESSION

Women are a growing presence in economics classes and in the economics profession. Among undergraduate economics majors and in undergraduate economics courses 30 percent of the students are now women, as compared with 15 percent 10 years ago, in 1973. Women are now 21 percent of the graduate students pursuing the Ph.D., as compared with 12 percent 10 years earlier. Some progress is also being made in faculty representation for women economists. However, it is still the case that the higher one looks in the professional hierarchy the fewer women one finds. In academe, where we have information in some detail, the situation can be summarized:

WOMEN AS A PERCENTAGE OF:
1973 1983

All undergraduates in economics:	44	52
Undergraduate majors	15	30
Ph.D. students	12	21
Ph.D. degrees awarded	8	14
Assistant Professors	9	16
Associate Professors	6	11
Full Professors	3	4

Some of the current disparity in the extent of women's representation in the bottom as opposed to the top of the hierarchy is caused by inevitable lags, as the increased number of women economists starting their professional lives move through their professional life-cycle. However, we would be naive if we were to believe that this disparity will cure itself in time without special effort. We have the unhappy example of some of the other professions, where, unlike economics, women have always been well represented at the bottom and where they continue to have poor representation at the top.

The importance of increasing the pitifully small number of women economists in the top ranks of the profession is well expressed in the following comment by Cynthia Fuchs Epstein, the sociologist who has been the closest student of the place of women in the professions:

"Until some reasonable ratio is developed, the tiny number of women who have been successful are destined to be regarded as pathological and gender anomalies. In addition, because women are not generally counted among the successful, all women are regarded as deficient. Thus, women outside as well as inside the professions and occupations are regarded as second-class citizens, as incompetents dependent on males to make the important decisions; as giggling magpies who will contaminate the decorum of the male luncheon clubs and bars; as persons who can't be trusted to be colleagues."

One event taking place in 1983 was the completion of Alice Rivlin's term of service as Director of the Congressional Budget Office. Dr. Rivlin took over as Director on the first day of the CBO's existence, and built it up from scratch into a respected source of competent, timely and unbiased analysis and information for the Congress and, indeed, for all those interested in government policymaking. In a profession under fire she was virtually unique in the respect accorded her work. Rivlin and the staff she organized and directed were able unerringly to thread the political minefields of Capitol Hill without compromise to their professional performance on the technical level.

While CSWEP is proud of Dr. Rivlin's performance as an economist, we also wish to call attention to her exemplary performance as an employer of economists. Out of a CBO professional staff of 166, women currently hold 58 professional jobs, or 35 percent.

Dr. Rivlin will be the director of Economic Studies at the Brookings Institution, where she will have ample scope to improve the representation of women economists.

We commend to Dr. Rudolph G. Penner, Rivlin's successor as Director at CBO, the keeping of the now-established CBO tradition of open opportunities for women economists. We are pleased to report that among his initial acts has been the promotion of Dr. Rosemary Marcuss to be Assistant Director for Tax Analysis. At the Assistant Director level, Dr. Marcuss joins Dr. Nancy M. Gordon, who is Assistant Director of Human Resources and Community Development.

In contrast to CBO's hospitality to the talents of women economists was the action of Dr. Martin Feldstein, who in a well-publicized move, brought an all-male professional group with him to the Council of Economic Advisers. In both Democratic and Republican administrations in the past the Council has employed a number of women economists as Council Members and on the senior staff. Dr. Feldstein's response to CSWEP's remonstrance was that he brought people he knew could do the job, and that if CSWEP could tell him of some women who could do the job he would be glad to consider them. We understand that CSWEP's protest has resulted in the subsequent hiring of a woman with a BA in economics onto the junior CEA staff.

Back at Harvard, where he was a Professor, and at the National Bureau of Economic Research, of which he was President, Dr. Feldstein left

behind him two organizations in which women economists with senior roles are unusually rare, a fact possibly contributing to his lack of knowledge of women economists who can do the job. CSWEP is concerned about this rarity, and is considering ways in which Harvard and NBER can be encouraged and assisted to allow more women economists into their valuable collegueship.

CSWEP is also concerned about women economists' access to publication in professional journals and to participation in the programs of professional meetings. Research has shown that professional articles do better in the refereeing process if they are signed with a male name. We therefore believe that the establishment of blind refereeing for abstracts and journal articles would improve the chance for women economists to communicate with the profession.

We noted with regret this year the formation of an all-male editorial board for the new Journal of Labor Economics, published by the University of Chicago Press. At this writing, the Editor has not given us the courtesy of a reply to our letter, sent last summer. Other journals also merit our attention in this regard.

Joan Robinson died in 1983, her prodigious accomplishments uncrowned by a Nobel Prize.

Shirley Kallek, Associate Director of the United States Census for Economic Fields, who was in charge of all of the work of the Bureau except that relating to population, also died this year. Among her other accomplishments was the organization of a section of the Bureau specializing in the economic analysis of microdata on business establishments. She was also Census liaison to the AEA Advisory Committee to the Census, a Committee whose debates were instrumental in causing Census to end use of the term "head of household" to survey child support compliance, and to organize a conference on data needs for studying issues relating to women. A fellowship fund is being organized in her memory, and contributions to it may be made through CSWEP.

Another notable death this year was that of Beatrice N. Vaccara, who was Director in the Bureau of Industrial Economics of the Commerce Department. During the Carter Administration, she had served as Deputy Assistant Secretary for Domestic Economic Policy in the Treasury Department.

CSWEP Activities and Organization

CSWEP continued to debate this year how the organization could be most useful in furthering the recognition and prospects of women economists, whatever their specialty. The CSWEP sessions at the AEA and regional meetings tend to

consist of papers concerning sex role issues in the economy and allied topics. While it is natural for CSWEP to have as one of its functions the furtherance of economic research on such matters, some members have felt that a parallel way should be found to get exposure for women economists in other specialties.

In this regard, CSWEP is working to inform women economists of the mechanics of organizing sessions on the non-CSWEP part of the programs, and will be monitoring the degree of success women who attempt to do this meet with. Women economists who have made proposals to organize sessions at any meetings should inform the CSWEP Chair of the outcome.

We also continue to wrestle with ways to answer requests of prospective employers claiming to be looking for women candidates and asking us to help publicize their vacancies. Notices in the Newsletter are costly, tend not to be timely. Moreover, the applications they encourage may be ignored. Lists of women who have faculty appointments currently, and lists of recent publications by women authors or coauthors are in process of compilation. Although these lists may prove useful, it is possible that other methods might prove worthwhile, and we continue to be on the lookout for them.

On the occasion of last spring's request for dues, we asked if members would like to volunteer for activities with CSWEP. We got a very encouraging response. A number of members will help out at the AEA convention, but we feel that there are many other possibilities which we have yet to organize to initiate. One possibility might be a clearinghouse for the provision of expertise for testimony before Congress and the State Legislatures, as well as in court proceedings. This would have to be done in a way consistent with AEA's nonpartisan and tax exempt status.

Nancy Ruggles has earned our sincere thanks for her supervision of computer work on the CSWEP membership list and the production of the CSWEP Roster. The Roster continues to provide an invaluable means of locating women economists by area and specialty. Dr. Ruggles is passing this work to Dr. Joan Haworth, who has been one of CSWEP's most active and valued members. Also leaving the committee this year are Irma Adelman, Monique P. Garrity and Janet C. Goulet, to whom much thanks are owed. Coming onto the committee will be Sharon Megdall of the University of Arizona at Phoenix, Loudes Beneria of Rutgers, New Brunswick, NJ, Bernadette Chachere of Hampton Institute, Hampton, VA, Michelle J. White of the University of Michigan at Ann Arbor, and Mary Fish of the University of Alabama, University, AL.

AFEE REPORT

Report to the AFEE Board of Directors and the AFEE Women's Committee: Carolyn Shaw Bell, Vernon Briggs, Louisa Dillard, Edythe Miller, Barbara Tuckman, and, invited by the Committee, Danielle Jaussaud, by Barbara Vatter, Chairman.

The annual AFEE Women's Committee meeting was held at the St. Francis Hotel, San Francisco, on December 28, 1983. Present were Danielle Jaussaud, Edythe Miller, and Barbara Vatter. Barbara relayed Carolyn's suggestions. (Carolyn had a conflict and could not attend.)

The Committee proposes that the Board include representation of the Women's Committee and that an annual report by the Women's Committee be prepared for the Board's consideration. The Committee further proposes that a student representative be appointed to the Committee. It is suggested that Danielle Jaussaud of the University of Texas fill that position. It is proposed as a continuation of the effort to reflect the professional interests of women that again in 1984 a session on gender economics be held in part to follow up the 1983 Comparable Worth panel. It is requested that such papers be solicited in the AFEE call for papers for 1984, as well as in the CSWEP Newsletter.

The Committee noted that the panel on comparable worth suggested by Vernon Briggs at the 1982 Committee meeting and organized by Barbara Vatter was a very successful part of the AFEE and ASSA program. The panel was held at the St. Francis

Hotel December 28, was very well attended by both men and women, the papers were of excellent quality, as was the discussion which included much constructive questioning and comment from the floor. Papers were presented by Daphne Greenwood of the University of Colorado at Colorado Springs and the Department of Internal Revenue, Elaine Sorenson of the University of Massachusetts at Amherst, and Danielle Jaussaud of the University of Texas at Austin. Discussants were David Ciscel of Memphis State University, Nancy Davis of the firm Equal Rights Advocates, San Francisco, and Virginia Dean of the Comparable Worth Project, Oakland, California. Heidi Hartmann of the National Research Council, Washington, D.C., withdrew as discussant because she was unable to be in San Francisco. Bill Callahan of the American Federation of Teachers, formerly of the American Federation of State, County, and Municipal Employees, San Jose, California, had also been scheduled to appear but was not present at the scheduled panel time.

Nancy Davis suggested that a crucial area of information presently lacking in published research on comparable worth is on costs to employers; her observation was joined by the panelist observation that costs to employees become a subsidy to employers and also require close study. This research frontier was possibly the highlight of the very constructive floor discussion and panel discussion of the papers.

Barbara Vatter suggested at the Committee meeting that two other areas of research which might be of interest include an analysis of the changes ongoing and necessary which make possible a career and family choice for women as opposed

to the career or family choice which seems to characterize many fields. Of immediate interest, and perhaps possibly to integrate with the AFEE questionnaire survey of women proposed at the 1982 meeting, is an analysis of gender allocation of professional travel funds.

Barbara Vattner reported that the questionnaire planned to measure women's interest in AFEE was postponed because of the illness of Barbara Tuckman. Barbara would welcome a replacement at this point to design the questionnaire and its administration and evaluation. Suggestions from either the Committee or the Board for a replacement are sought by Barbara Vatter. Please send names of candidates to her at Memphis State University (Department of Economics), Memphis 38152.

Louisa reports that her husband, Dudley, will retire at the University of Maryland in 1985. Suggestions for appropriate recognition for his many full years at Maryland and his continuing support of AFEE by the AFEE Women's Committee are also sought by the Chairwoman.

This report is submitted to Greg Hayden, AFEE Secretary-Treasurer, who suggested it be circulated to the Board. We are pleased with the opportunity and thank him for the support, as well as the expressed support of David Schwartz, President and 1984 Program Chairman, and the demonstrated support of Wendell Gordon, President and Program Chairman in 1983, in scheduling the session on comparable worth.

This report was prepared by Barbara Vatter, Committee Chairwoman.

NEWS NOTES

Carolyn Shaw Bell

At the ASSA meetings in San Francisco, the CSWEP business meeting discussed the question of how women economists should participate in the network of consultants, possible grant recipients, and the like. One easy opportunity available to everyone is attending meetings like those of the ASSA and reading professional journals. When one reads an article in one's own field, one can write to the author directly with a lucid and cogent comment on the substance of the article. It is then quite natural to add a paragraph saying something or other like "I enclose an article of my own dealing with a peripheral issue (or an issue directly related) in which I think you would be interested. I would welcome your comments. Sincerely yours, and so forth." The other route is to attend sessions at which people from various agencies like the World Bank, the IMF, the Department of Labor, or whatever agency is of interest, are participating either as speakers or attendees. It is easy, totally professional, and totally expected, to approach people at these meetings and introduce oneself by saying "I, too, am concerned with these issues" or rather "your remarks on this issue were particularly helpful to me because..." I will be happy to send you a copy of my paper which I'm sure you will find interesting because of your approach to thus, thus, thus." Both methods are what professional associations are all about and why they exist. All we have to do is use the opportunities which we have and which are open to everyone.

WOMEN IN THE PROFESSIONAL
ASSOCIATIONS

Maren Lockwood Carden

The last issue of the CSWEP Newsletter reported on a project undertaken by the Russell Sage Foundation and headed by Dr. Mariam K. Chamberlain to review the current status of women in higher education. One part of this project is a survey of the activities of women's committees and independent organizations within the professional associations. An account of the preliminary results of that survey is given here.

During the late 60s and early 70s, the first women's groups were organized within the professional associations of such academic disciplines as economics and physics. Today, every major professional association has either (1) a women's "committee" set up by the association to represent women's interests or (2) an independent women's organization which draws its members from the association and operates within that association. About one third of the professional associations have both a status of women committee and an independent women's organization.

Although the women's committees are arms of their professional associations and the women's organization are independent, the two work in similar ways (except for the fact that the independent groups can engage in political-type activity). Because of these similarities, I shall treat them together.

The groups have worked to change both the professional associations and the larger academic disciplines represented by these associations. A major conclusion is that the women's groups have made progress within the professional associations but have had little success in changing the larger disciplines.

Within the professional associations, the groups' major success has been in getting women actively involved in the affairs of the association. For example, they have got women elected to office; they have made sure that women are nominated and that members vote for them. Other areas in which they have been active include networking, organizing boycotts of hotels in states that have not ratified the ERA, the anonymous review of manuscripts submitted for journal articles (in the humanities and the social sciences), the nomination of women for prizes and awards, and the provision of child care facilities at national meetings.

Overall, women see themselves as the watchdogs of the professional associations whose purpose is to remove manifestations of sexism and to prevent its recurrence because "If you let up the pressure for a few months, it is all male again."

WOMEN IN THE PROFESSIONAL
ASSOCIATIONS (Cont'd)

Within the professions at large, the women's groups have achieved little although they have tried much. They have surveyed the status of women in their fields and compared it with men's, they have helped in individual sex discrimination cases, offered young women scholars career advice, created rosters of women in their fields, attempted to revise curricula to include women, encourage high school students to major in the natural sciences, worked for women's studies courses and programs, and fought sexual harassment. These actions, however, have had little direct effect upon improving the position of women in the academic disciplines.

The women's groups have been successful within the professional associations because while large, these are run by relatively small hierarchies which well-coordinated women's interest groups can persuade and coerce. In contrast, the disciplines which these associations represent find their power base in the academic departments scattered throughout institutions of higher education. This broadly-based, decentralized system is very hard to attack and the women's groups have had little direct effect upon it: the jobs, the money, the real power remains beyond their grasp.

Among the recommendations for improving the effectiveness of the work being done within the professional associations is the creation of the umbrella groups for information exchange in order to avoid wheel-invention problems and careful monitoring of any reorganization that takes place within a professional association to insure that the interests of women are not neglected but instead are even better represented than they are now.

WOMEN ECONOMISTS AT WORK

The Management Gap
in Economic Policy

Marta Mooney

Experts agree that management is a key consideration for U.S. long term productivity growth. Some contend it is the key consideration. Government policy-makers might respond by treating management as a key policy variable, and creating thoughtful programs that foster and promote sound management. Unfortunately, this path is blocked by the "two factor" model of the U.S. economy used for formulating policy.

This model treats capital and labor as key policy variables. Management is handled differently. The underlying theory teaches that it is safe to ignore management as a policy variable because competitive pressure will assure an adequate supply of capable management.

This model should be updated. It requires the nation to rely on competition to force high standards of management practice when government could help promote high standards. It makes no provision for management problems too complex for business to solve through self-help.

This model was developed when most firms were single product factories, technology was relatively simple, and management was relatively straightforward. Times have changed.

Today, most Americans work in some service capacity. Productivity often depends more on the efficient coordination of people and information than on specific capital equipment or worker skills. Job inputs and outputs are often multidimensional and intangible, making productivity

difficult to define or to measure.

Managers are expected to successfully pursue productivity gains in this environment, while grappling with a host of other new problems. o More demanding employee attitudes. o Government regulation that is indifferent or hostile to productivity. o Capital budgeting models that favor traditional over innovative approaches to productivity improvement. o Runaway functional staffs who promote staff interests at the expense of operating interests. o Firms that have grown too large or too diversified to be managed productively.

The recent "knowledge explosion" makes it virtually impossible for managers to stay on top of new productivity opportunities. Advanced communication systems make the management environment more dynamic than ever before. "High technology" spawns a series of manmade and spontaneous adaptations that redefine jobs, shuffle power hierarchies, and force fundamental change in an array of organizational processes.

Government cannot solve these and other management problems for business, but it can facilitate solutions by providing leadership and seed money. For example, government can:

o Offer business tax credits for R&D in management processes similar to those now offered for more conventional R&D projects. Participating firms would gain from their own findings, and from lesser dependency on the advice of outside consultants. New competition would put pressure on outsiders to upgrade their offerings.

o Sponsor thoughtful studies of management issues of broad interest that impinge on policy. For example; practical methods for evaluating corporate performance on the basis of productivity as well as financial outcomes, methods for setting and manipulating standards of management practice, or how employment security affects productivity.

o Encourage joint ventures between business and business schools that direct research attention towards practical management problems, force integration between business faculty disciplines, and speed up the rate of information transfer between sectors.

o Encourage management scholars to develop a cohesive, pragmatic theory of management that deals with interactive behavioral and technical/ technological variables and plays to the strengths of American firms and American workers.

o Promote awareness, among all segments of the population, of the prominent role business management plays in keeping the economy healthy.

Government has a wide choice of promising, inobtrusive, highly leveraged strategies for strengthening management as a means of promoting broader policy goals. They all remain out of reach until the economic model used as a basis for policy is changed and the management gap closed.

1984 ASSA MEETINGS

The May 1984 AER Papers and Proceedings issue will include three of the papers presented at CSWEP-sponsored sessions at the December ASSA meetings in San Francisco. They are 'An Economic Model of Asset Division in the Dissolution of Marriage,' by Carol Fethke of the University of Iowa; 'Work Characteristics and the Male-Female Earnings Gap,' by Marianne Ferber and Joe Spaeth of the University of Illinois-Urbana; and 'Women, youth and minorities and the Case of the Missing Productivity,' by Shirley Burggraf of Florida A & M University.

These papers were presented in the session on 'Gender Roles in Economic Life,' and were discussed by Francine Blau of the University of Illinois-Urbana and Marcia Freedman of Columbia University. The session was chaired by Cordelia Reimers of Hunter College. Leonard Silk cited Professor Burggraf's criticisms of standard productivity measurement methods in his New York Times column on January 6th.

CSWEP sponsored a second session at the meetings, on 'Men, Women, and Social Security.'

It featured papers by Patricia Ruggles and Paul Cullinan of the Congressional Budget Office ('Relative Benefits Received by Men and Women under Social Security: Current Laws and Two Options'), Barbara Libby and Elizabeth Duran of Niagara University ('Women Workers' Subsidization of the Social Security Program'), and Marjorie Honig of Hunter College ('Labor Supply and Retirement Behavior of Older Women'). Comments were provided by Laurence Kotlikoff of Yale

University, Sophie Korczyk of the Employee Benefits Research Institute, and Alicia Munnell of the Boston Federal Reserve Bank, who also chaired the session.

—Cordelia Reimers

ASSA MEETINGS

Marjorie Honig

Women participated actively in sessions of the ASSA meetings in San Francisco in December. Of the nearly 200 sessions of the AEA and the Econometric Society, the two largest organizations represented in the ASSA, women constituted approximately 10% of those presenting papers, 11% of discussants, and about 8% of chairs of sessions.

Two sessions sponsored by CSWEP focused on issues directly related to the economic roles and behavior of women - Gender Roles in Economic Life, and Men, Women, and Social Security.

In general sessions, the research focus of papers presented by women reflected the overall distribution across fields. A non-random sampling indicated papers in areas such as innovation and productivity growth, interest rate behavior, vector autoregression, macro-economic implications of wage-employment controls, social security and retirement, firm behavior and financial intermediaries, and the theory of bargaining.

Citations: Are They an Objective Measure of Merit?*

Marianne A. Ferber

It has recently been suggested by several authors that number of citations of a scholar's work is an objective measure of quality of the publications and hence is useful in establishing a better framework for the evaluation of issues of discrimination. The question arises, however, whether researchers are more inclined to cite scholars of the same sex than are those of the opposite sex. The hypothesis was investigated using all the articles from U.S. and Canadian journals listed in the 800 classification in the four issues of the Journal of Economic Literature from September, 1982 through June, 1983 that were written by 1) only females (F), 2) at least one female and one male (FM). Matched samples were then chosen for each by random method from among articles written by males only (M), within the same three-digit subfields. The number of references to F, FM, and M publications was then counted, omitting self-citations. The small number of citations for which sex of the authors could not be determined (less than three percent) was also omitted.

Of the citations in F articles 17.4 percent were of F publications, while for the matched sample of M articles it was only 6.8 percent. The corresponding figures for FM articles and the matched sample of M articles were 7.9 percent and 4.3 percent respectively. The differences were significant at the 5 percent level.

Even though the samples were matched by three-digit category, it is possible that women tend to focus on topics particularly relevant to them, while men write about other matters. This might cause the difference in citations. To explore this possibility all articles dealing explicitly with women or discrimination were examined. In this sample 33.2 percent of all citations in F articles, 12.9 percent in FM articles, and 10.1 percent in M articles were of F publications.

These results are consistent with the hypothesis that researchers tend to cite a larger proportion of authors of their own sex than do those of the opposite sex, and that the results are not merely an artifact of differences in subject matter. Furthermore the thorny issue of quality judgements does not enter here, unless someone is prepared to argue that one group is better qualified to determine work that is worthy of citation. Hence we conclude that citations are not an unbiased indicator of merit, or a useful tool for evaluating discrimination.

*The paper presenting this research more fully is available upon request from the author.



THE WORLD BANK

The World Bank is interested in receiving applications from qualified women for current and future vacancies at its headquarters in Washington, D.C. Candidates are needed for economist positions in country programs, in research and in project work.

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At the Eastern Economic Association's 10th annual convention in New York City March 14-17, 1984, CSWEP will sponsor two sessions on gender-related research, and will also have an open forum and reception. Several sessions on other topics have also been organized by women, and still others have a high degree of participation by women, thanks in part to the efforts of Shirley Burggraf of Florida A & M, who is on the EEA's program committee.

The EEA is meeting at the Park Central Hotel (formerly the New York Sheraton). The times and participants for the CSWEP-sponsored events are as follows:

Friday, March 16, at 2:00: Women and Government Subsidy Policies

Chair: Marjorie Honig, Hunter College-C.U.N.Y.
 Papers: Susan B. Carter and Elizabeth Savoca,
 Smith College
 The Effect of Public Policy on Gender
 Differences in Demand for Higher Education
 Rosemary Rossiter, Ohio University
 White and Non-White Illegitimacy Ratios:
 The Time-Series Evidence
 Emily Hoffman, Western Michigan University
 The Deserving and the Non-Deserving Poor

Discussants:

Rachel Boaz, New York City
 Harriet Hinck, Trenton State College
 Jeffrey Sachs, Queens College-C.U.N.Y.
 Jody Sindelar, University of Chicago
 Aleta Styers, AT&T Technologies, Inc.

Friday, March 16, at 5:15: Open Forum and Refreshments
 Tapestry Room

Saturday, March 17, at 11:20: Women and Government Market-
 Intervention Policies

Chair: Cordelia Reimers, Hunter College-C.U.N.Y.
 Papers: Jayne Dean, New School for Social Research
 Comparable Worth: Labor Market Dynamics
 Perpetuating a Dual Wage Structure by Sex
 Renee Toback, Millersville University
 Protective Labor Legislation for Women:
 A Case Study of Early Massachusetts Legislation
 Theresa Amott, University of Massachusetts
 Industrial Policy: Where Are the Women?

Discussants:

Linda Edwards, Queens College-C.U.N.Y.
 Solomon Polachek, S.U.N.Y.-Binghamton
 Nancy Thornborrow, Mills College
 Elaine Wrong, Baruch College-C.U.N.Y.

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