



From the Chair

Linda Tesar

2025 has kicked off with a dramatic start, with events both expected and unexpected. It is therefore quite opportune that the first newsletter of the year takes stock of the many, many things that CSWEP has accomplished over the last year and intend to continue offering in the coming year, and to thank those that support our programs.

This issue of the News includes the results of CSWEP's annual departmental survey. I'd like to thank Joanne Hsu for conducting the survey as well as recognize the 226 doctoral and non-doctoral departments who participated. This year's survey continues to reveal some concerning trends regarding the pipeline for women economists. I invite you to read the full report—here I will comment on the top-20 programs. Women account for less than a quarter of all tenure track faculty, and first year PhD cohorts are less than a third women. There are three departments in the top-20 where women make up less than 20% of the incoming class. The share of women among undergraduate economics senior majors is also flat at just shy of 40%. CSWEP will continue to mentor and support women economists at all stages of their careers but more has to be done to remove the gender-specific barriers in admissions, hiring, and tenure and promotion for women

to be as represented in the profession as their talent would merit.

CSWEP had the privilege of hosting the ASSA-AEA reception for Professor Claudia Goldin, the 2023 recipient of the Nobel Prize in Economics for her pathbreaking work in advancing our understanding of inequality and women's participation in the workforce. Professor Goldin was toasted by hundreds of her friends, colleagues, students and admirers. Echoing the remarks she made at the Nobel Prize Banquet in Stockholm, Professor Goldin said that the thousands of messages she has received upon winning the Nobel has made her aware that her award "gave people pride in their work and in who they are, it emboldened those doing research on women and on gender, and it gave recognition to economic historians everywhere." CSWEP couldn't agree more.

Colleagues, friends and families also joined in celebration of two additional award winners at the ASSA meetings: Professor Sandra Black, for the Carolyn Shaw Bell Award and Professor Maryam Farboodi, for the Elaine Bennett Research Prize. The nomination videos and the moving speeches by each of the award winners can be viewed on our website. This newsletter has in-depth interviews with both of the awardees. Their

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Forward the *CSWEP News* to colleagues
and graduate students.

account of the paths that brought them to where they are today and their pleas for economists to be generous and supportive of each other are important messages. I hope you can take the time to read these pieces and pass them along to your students.

This issue also contains the annual report, which provides a comprehensive review of all of CSWEP activities in 2024 and at the ASSA 2025 meetings.

- In partnership with the Committee on Professional Climate (CPC, formerly CEDPC), CSWEP hosted a working session for department leadership, “Best and Worst Practices in Econ Departments.” The event, attended by 80 economics department chairs, opened with introductory remarks from AEA President Janet Curry. Amanda Bayer then led an interactive discussion about the challenges faced by chairs in managing academic departments, particularly around issues of sexual harassment and creating an inclusive and supportive environment for all faculty. The session provided attendees with an opportunity to ask questions and share experiences, and we closed with a review of the various resources available to economics chairs, including information about the AEA ombuds and AEA materials on best practices. This event was made possible by a multi-year grant from Co-Impact for “Improving the Climate in the Economics Profession.” The next phase of work supported by Co-impact includes bystander training, graduate student workshops for level setting, additional support for our mid-career workshop, a women-in-leadership workshop, and the creation of best practice videos.
- CSWEP continues to work with the Sloan Foundation on the Women in Economics and Mathematics Research Consortium. The goal of the consortium is to support research that tests, replicates, and scales interventions designed to increase women’s representation in economics and mathematics. The results of four recent projects were presented at the

ASSA meetings, including a study of the impact of active learning and gender-related material in intro courses, working with high school counselors to promote economics to college applicants, and a study of the factors that deter women from studying economics. We invite you to visit the [SSRC website for details.](https://www.ssrc.org/programs/cswep-women-in-economics-research-consortium/)¹

- Keeping with tradition, CSWEP organized seven competitive-entry paper sessions at the 2025 annual meetings. Our sessions showcased research by junior economists including two sessions on public policy, two on demography and three sessions with a focus on gender in the economy. We thank the selection committee for their hard work in choosing a great set of papers. This issue of the News features a call for papers for CSWEP sessions at the 2026 ASSA meetings to be held in Philadelphia.
- The work in mentoring our junior colleagues continues. A huge thank you to Ina Ganguli and her team of mentors who volunteered their time at the junior mentoring breakfast at the AEA meetings. The breakfast was attended by 65 junior economists. Eighteen senior economists staffed table-top discussions on a variety of topics ranging from research and publishing, teaching practices, tenure and promotion, non-academic career opportunities and work-life balance.
- CSWEP mentoring activities continued throughout the year. The CeMENT Mentoring Workshops were held in June, and we gratefully acknowledge the Federal Reserve Bank of Chicago for hosting the three-day event. We are also tremendously grateful to Lori Beaman and Jessica Holmes for their work in managing this large and important workshop. This year 69 junior faculty participated in the program

¹ <https://www.ssrc.org/programs/cswep-women-in-economics-research-consortium/>

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and 28 senior economists volunteered their time as mentors.

- CSWEP continued its strong presence at the four Regional Economic Association Meetings and the Association for Public Policy Analysis and Management (APPAM) conference, with well-attended paper sessions, career development panels, mentoring breakfasts, and networking events. Special thanks to our Regional and DCSWEP Representatives (Francisca Antman, Orgul Ozturk, Sarah Reber, Olga Shurchkov and Didem Tuzeman) who worked hard to organize and host CSWEP's events at the Regionals and APPAM.
- CSWEP hosted a graduate student mentoring workshop at the SEA meetings in Washington DC (thanks to the organizers Darwyn Deyo, Orgul Ozturk, Alicia Plemmons, and Olga Shurchkov). The event, attended by 35 mentees, addressed a number of issues specific to graduate students in doctoral programs in economics.
- The Mid-Career P2P (peer-to-peer) initiative, launched in 2023, creates support groups for mid-career economists. Supported by the Co-Impact grant, the P2P program connects economists with similar interests and concerns. These groups meet virtually to share experiences and work through modules provided by CSWEP. We gratefully acknowledge Kasey Buckles for envisioning this program and, given the positive feedback from participants, we look forward to running the program on a continuous basis.

The CSWEP Board welcomed several new members including Nitya Pandalai-Nayar, Bart Lipman, Usha Nair-Reichart and Danielle Sandler (at-Large reps); Olga Shurchkov (shifting from Eastern rep to Associate Chair for Mentoring); Galina Hale (Western rep); Yana Rodgers (shifting from Assoc. Chair of Outreach to Eastern rep); and Caitlin Myers (CeMENT Director). The bios of the new members are included in this

issue. We bid a heartfelt thank you to outgoing members Francisca Antman, Kasey Buckles, Ina Ganguli, Jesssica Holmes, Marionette Holmes, Anna Paulson, and Rohan Williamson. I am immensely grateful and proud of this team for their dedication to our work in improving the climate for women economists.

Thanks to the organizers and mentors who make our many events and initiatives possible. Please forward this issue of News to your students and colleagues and encourage them to email info@cswep.org to be part of our mailing list for announcements and other news. Please get in touch if you want to volunteer for CSWEP activities or share comments and suggestions. Also, follow us on X(Twitter), <https://x.com/AEAC-SWEP> and Bluesky, <https://bsky.app/profile/aeacswep.bsky.social> for up-to-date information about our events and initiatives. We wish you all the best for a productive year ahead. ■

Brag Box

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

Elaine Tontoh from Austin Peay State University won the AEA-CSMGEP 2024 Professional Development Grant for URM Faculty. Her essay focused on the inherent time scarcity women face using the Triple Day Thesis: women's multifaceted work as mothers in three areas: reproductive, waged, and self-reproductive work.

If you have an item for a future Brag Box, please submit it to info@cswep.org. We want to hear from you!

Interview with Bell Award Winner Sandra Black



Sandra Black

Marika Cabral

Sandra Black is the recipient of the 2024 Carolyn Shaw Bell Award, given annually since 1998 to an individual who has furthered the status of women in the economics profession through example, achievements, increasing our understanding of how women can advance in the economics profession, or mentoring others. Her award presentation and acceptance speech can be viewed [here](#).

What made you decide to pursue economics as a career? And what drew you to labor economics and the economics of education?

I discovered economics in my sophomore year at Berkeley. I started undergrad thinking I would be a math major, but I couldn't quite figure out how to apply the mathematical concepts I was learning to the real world. When I took Econ 1, I realized economics was like logic,

math, and social policy combined, and from then on, I knew economics was for me!

After undergrad, I worked at an economics consulting firm and wasn't very happy so I applied to grad school. I don't think I knew what I was getting myself into—I know I didn't understand what it meant to do research. But I was really inspired by the female TAs I had while at Berkeley (especially Nancy Ryan and Gwen Eudey—I don't know that I ever told them this, but I remember them to this day!)

I was drawn to labor economics because I loved thinking about people—the opportunities they have and the decisions they make—including topics like inequality, education, and discrimination. (My mom was also an educator, which made it even more interesting!)

In pulling together nomination materials for this award, I learned about the wide reach of your mentoring of women in economics. Beyond colleagues, coauthors, and students, several other women submitted materials supporting your nomination—many of whom said they initially met you through a brief encounter at a conference or seminar visit and you followed up with them and became an important mentor for them going forward. This made me wonder how you can possibly have time for all that informal mentoring. How do you decide how to allocate your time? And do you have advice for others?

To me, mentoring is one of the most important things I do, so I try to make time for it. This, of course, means that there are other things I can't do. So I try to be very intentional with my time. (I recommend The No Club by Babcock, Peyser, Vesterlund, and Weingart for anyone who feels overwhelmed by their own schedule!)

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Links in this interview

“here”:

<https://vimeo.com/1049395529/0f9767eb0e>

Inspired by this book, when I am deciding whether or not to do something, I try to ask myself the following questions:

Can I say no? (Often, you CAN say no, although it can be uncomfortable. But sometimes, you can't!)

If I can say no, do I WANT to say no? Or do I want to do this? Sometimes this is clear to me, but sometimes it isn't, especially if it is something I am really honored to have been asked to do. I try to think to myself "on the day (or days) when I am actually doing this task, will I be happy to be doing it, once the flattery of the invitation has passed?"

Would I do it differently from the next person who will be asked? If yes, is that important to me?

I have discovered that there are a surprising number of things that I don't want to do that others actually do want to do. So, by saying no, I am giving them the opportunity to do it. If this is the case, I always try to recommend someone who I think would welcome the opportunity.

Do you have any specific advice for those hoping to expand their mentoring efforts in the profession? And do you have any advice for those seeking more mentors?

I think the key thing about mentoring is that ANYONE can be a mentor. There are always people who can benefit from your help/knowledge, no matter how junior you are or how little you think you know.

It is also important to help even when people don't ask. It is hard (and intimidating) to ask for help, or even to reveal ignorance. Especially when you feel like everyone else already knows everything. So being a mentor can mean reaching out even when not asked.

And it doesn't have to take a lot of time...even small acts can have huge rewards to the mentee. Taking the time to forward conference invitations, offering to read papers/introductions, introducing yourself to someone junior at a conference—all these things matter.

For mentees, I encourage you to ask for help. There is no handbook how to do research, how to be an academic, how to do policy work—and I think we are often hard on ourselves because we think we should just know. So, when you have questions or concerns, just ask! Introduce yourself to people at a conference, send emails promoting your research. At worst, they won't reply (and nothing will happen, as I promise they aren't thinking of you), and at best, you get good advice and a new connection!

A theme of the nomination letters is about how you foster community and teamwork among your Ph.D. students. Do you have any advice on ways to do this that could be useful to others?

When I was at UT, I realized I was spending a lot of time meeting with my Ph.D. students individually, and it was becoming difficult to juggle everything I had to do. So I started having my Ph.D. students meet in a group once a week. This included students for whom I am the primary advisor (to keep the number manageable). Each week we check in, and each student updates the group on what they have done during the week. It is also an opportunity for students to discuss new results, ask questions, brainstorm new topics. And the students benefit not only from my feedback, but that of the group. Because the group has students in every cohort (starting their third year), the junior students can learn from the more senior students. Most importantly, because we check in every week, it keeps students from getting "stuck" for too long—no one flies under the radar.

One of the things about your career that stands out is your government service as a member of the President's Council of Economic Advisors. What led you to want to do public service? Do you have advice for economists considering taking a temporary or permanent position doing policy work?

I have discovered that there are a surprising number of things that I don't want to do that others actually do want to do. So, by saying no, I am giving them the opportunity to do it.

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I wasn't actually sure I would want to do government service, as I really like being a professor and working in the government is VERY different, but I am glad that I did. It is such a different world—I think it is a great way for researchers to see how our research can be used to further public policy. The day-to-day is very different—as a researcher, we think very deeply (and for a long period of time) about a few projects, while in government you have to think about a broader variety of topics over a shorter period of time. (It is a completely different skill, in my mind!). And it feels like the work you are doing is more important at any point in time—the policies you talk about will actually change people's lives. If you are interested, I strongly encourage you to try it. It definitely gave me new perspective on my research, and I got to meet an amazing group of people.

What are some things you really appreciate about your job and the economics profession as a whole?

I really think we have the best job. I get to make my own schedule, I can work on whatever topics I want, and I have a lot of discretion over what I do with my time. There are also so many wonderful people in this profession, and I really feel like the climate in economics is improving. Change is slow, but I think that there are a lot of us committed to making economics a welcoming environment.

What is the best piece of professional advice you have received?

I was thinking about this recently when working on my acceptance speech for this award. When I first started out at the Federal Reserve Bank of New York (my first job post-Ph.D.), my colleague Kevin Stiroh told me about the Fallacy of Self Importance. The idea is that no one is thinking about you NEARLY as much as YOU are thinking about you. This can be very liberating; I refer to it often when I am overthinking things I did/said—for the most part, people aren't really thinking about you! ■

**Thank you to 2024 AEA/ASSA
Session Organizers**

CSWEP says thank you to the following individuals who helped organize CSWEP sessions for the 2025 AEA/ASSA annual meetings. Thank you for continuing to ensure the high quality of CSWEP's sessions at the ASSAs!

Stephanie Aaronson, Federal Reserve Board
Francisca Antman, University of Colorado
Lori Beaman, Northwestern University
Kasey Buckles, University of Notre Dame
Christine Dobridge, Federal Reserve Board
Ina Ganguli, University of Massachusetts Amherst
Donna Ginther, University of Kansas
Rema Hanna, Harvard University
Mary Lopez, Occidental College
Orgul Ozturk, University of South Carolina
Sarah Reber, Brookings Institution
Yana Rodgers, Rutgers University
Louise Sheiner, Brookings Institution
Olga Shurchkov, Wellesley College
Didem Tuzemen, Coleridge Initiative

**Thank you to CSWEP Junior
Breakfast Mentors**

CSWEP says thank you to the following individuals who served as breakfast mentors during the 2024 AEA/ASSA annual meetings. We thank you for your generous gift of time and expertise to all of our 2024 mentees.

Sandra Orozco Aleman, Mississippi State University
Alina Arefeva, University of Wisconsin Madison
Eunyi Chung, University of Illinois at Urbana-Champaign
Sylvia Cielak, Oakton College
Shooshan Danagoulain, Wayne State University
Galina Hale, University of California, Santa Cruz
Shushanik Hakobyan, International Monetary Fund
Devika Hazra, California State University, Los Angeles
Abigail Hornstein, Wesleyan University
Prachi Jain, Loyola Marymount University
Melanie Khamis, Wesleyan University
Usha Nair-Reichert, Georgia Institute of Technology
Sandra Orozco Aleman, Mississippi State University
Sarah Reber, Brookings Institution
Yana Rodgers, Rutgers University
Julie Smith, Lafayette College
Rebecca Staiger, UC Berkeley
Sanae Tashiro, Rhode Island College

Interview with Bennett Award Winner Maryam Farboodi



Maryam
Farboodi

Monika Piazzesi

Professor Maryam Farboodi was recognized with the 2024 Elaine Bennett Research Prize for her contributions to the economics of big data with applications to finance and macroeconomics. The Elaine Bennet Research Prize was established in 1998 to recognize and honor outstanding research in any field of economics by a woman not more than 10 years beyond her Ph.D. (adjusted for family responsibilities). Her award presentation and acceptance speech can be viewed [here](#).

Maryam, I'm very excited to get the chance to interview you. As a first question, let me ask how you got interested in economics early on?

My path to economics has been kind of an unusual one. I'm from a relatively small family in Iran and wealth-wise we are total middle class, but quite highly

educated. My mom is a lawyer, my dad has his own company and everyone in my dad's family has a graduate degree from the US; so, I always thought that I was going to go do graduate school in the US.

The education system in Iran, like some other countries but very much unlike the US, is quite strict. We choose our broad major in high school when we are 15, and then we do either math, biology, or social science. At the end of high school, you take a nationwide entrance exam and based on your ranking, you choose your major and the institution you go to. I was always better in math, so I went to a good high school in math and took the entrance exam in math and engineering. Because I had this vision that I'm going to come to the US, I went to the best engineering university in Iran, Sharif University, because my dad also went there. In high school I liked combinatorics, so I was like, "What do I want to do? I want to do computer engineering." But my ranking in the entrance exam was not good enough to get into the computer engineering major, so what did I do? I went to a lower-ranked major, civil engineering, even though I had no idea what it was. Then during the first year, I switched to computer engineering. As you can imagine, this education makes you very, very skilled, but there is very little freedom to learn about what you're not specializing in. Because I've skipped one year during my school years, I was 17 when I took the entrance exam. I now wonder when you are 17, how can you know what you want to do?

After Sharif, I went to University of Maryland at College Park for a Ph.D. in computer science, where I was doing very theoretical approximation algorithms. Despite my technical education, I was never

[continues on page 8](#) ↓

Links in this interview

"here":

<https://vimeo.com/1049402605/b0c2fa238c>

an implementation or execution person. I learned that in computer science, at the end of the day, you better be a good execution person, while I'm generally more interested in the "why" question, "Why is this like this, why is that like that?" Thus, after a year in theoretical computer science, I was like, "Oh, these are super cool mental puzzles, but they are very detailed and kind of narrow." You know what the computer science Ph.D. was like for me? It was like you have a tree and it has very narrow branches. You're going up this very narrow branch and figuring out what there is. I felt like I wanted something that is a little broader.

On the other hand, I always liked things that have some social aspect to them. When I was a child, I wanted to become an archeologist. But in Iran's education system, archeology is in social science, and there was no way I would do social sciences in high school. So, in the middle of the CS Ph.D. I started thinking about switching to a linguistics Ph.D. And then the really random part happened. The first summer of Ph.D. I went to Iran to see my family. Because I'm from Iran, I had to get another US visa to come back. In the embassy I ran into this random guy who I did not know, who was also from Sharif but had started a Ph.D. in economics at UT Austin. He told me "Yeah, why don't you apply to UT Austin? There are a lot of Iranians there, so we have a good track record." That is how I applied and started economics at UT Austin!

How did you find your way to the Ph.D. program at Chicago?

When I started my Ph.D. in economics, I had never taken a single course in social sciences. I had seen auction theory and mechanism design in computer science algorithmic theory courses, but I had never taken an economics course, I had never seen a supply and demand curve. From my point of view, the Ph.D. program at UT Austin was targeted toward teaching techniques to students, assuming they know the basic economic concepts. But I knew no economic concepts and I failed the

macro core the first time! I took it a second time and I passed, but I felt like I wasn't learning any economics.

I had made a deal with the computer science department at the University of Maryland that if I wanted to come back, I could go back within two years. So, I was like, "Okay, I'm going back to computer science." I very much owe the admission to University of Chicago to my two mentors at UT Austin, Dean Corbae and Ken Hendricks, who told me, "No, you should apply to other grad schools." And they somehow wrote me letters that I got into UChicago!

How did your work on endogenous market formation begin?

My economics education completely switched because in Chicago first year Ph.D. the assumption is that you know the techniques, but you need to learn the important and deep economic questions. A lot of my economic understanding comes from the Price Theory class, which was jointly taught at the time by Gary Becker and Kevin Murphy. I distinctly remember we did not have to use a single equation in homework or exams. Most questions were true, false, uncertain questions. It did not even matter if you would say true, false or uncertain, the important thing was the logic that you brought.

The second thing that I really learned there was group work. Because the workload was very, very high in the first year, they put us into groups of six and we had to turn all the homework together. I distinctly remember the first quarter I would sit with my groupmates and listen to them discuss the economics of questions; I basically knew nothing. And I would contribute a little bit to the technical part. Throughout the quarter, I learned, and I engaged more. That was really when I learned about concepts of incentives and general equilibrium. And to this date, these are the first two things that I think about when I face a question.

Thanks to Lars Hansen, I joined the Joint Financial Economics program in the second year, which is joint

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between the Economics department and Booth School of Business. This was right after the financial crisis and there was a lot of discussion about interbank networks. Why are large banks taking so much risk and are so highly interconnected with each other? As it was really the first time I even heard about finance, the topic was completely new to me, and I was very curious about it. During my Ph.D., I had really this huge privilege of working with three of the most brilliant, maybe more importantly most open-minded and broad people in the profession, Lars Hansen, Doug Diamond, and Raghu Rajan, who let me basically focus on thinking about what I wanted. I am also really grateful to Zhiguo He.

Because I was generally more interested in the “why” question, I was like, “Okay, I want to model bank behavior.” But because this was my first exposure to economics and finance, I was wandering around for quite some time. At some point, Raghu told me something that has stuck to me until this day. He said, “Look, there are two modeling approaches. One is when we know the main forces that are at work in a phenomenon, but we want to have a more precise, quantifiable answer to which ones are more important. We have to write a big model that incorporates all of these forces and then go and estimate it using real data. The second type of modeling is we want to only emphasize the importance of one force in emergence of a phenomenon. Then we’re allowed to make more extreme assumptions which are more unrealistic in order to only signify that particular force. That is called applied theory. Both of them are totally fine, but looking at you, I think you’re a little bit more the second type.” And so, I became an applied theorist.

I was really fascinated by Doug’s work in financial intermediation, and the financial crisis debate on the structure of interbank network made me think about intermediation very seriously. But instead of thinking about banks intermediating the funds between households who have money and firms who have investment opportunities, I thought about banks intermediating

among themselves. Why would they? My answer was because banks face the friction of “*limited access*”: sometimes one bank doesn’t have enough money or enough investment opportunities, but some other bank does. Then it makes sense for the banks to connect to each other to overcome this friction. And then my theoretical computer science voice told me, “Okay, a very intuitive way of representing a network is actually a graph rather than an adjacency matrix.” And that led to my first work on endogenous network formation -- basically banks’ incentives to do interbank intermediation make them connect to each other.

Many thanks go to my advisors for being so supportive of me doing this kind of relatively unusual and out-of-the-box treatment of an economic question. If it was not because of them, this work would go nowhere.

***Would you mind describing your favorite work in this area?
What papers influenced you the most?***

I’m obsessed with all of my work, so it’s a difficult question, but in hindsight, I very much like the “Emergence of Market Structure” paper. I learned so much! First, I learned a completely new modeling approach from my co-authors Gregor Jarosch and Rob Shimer-- Search models. Second, it made me realize that differential equations actually mean something. This was a big realization for me because I learned differential equations as a tool in high school, but I quickly dismissed them as mathematical complications. This work taught me “oh, they actually mean something!” Lastly, but maybe most important for my future work, this paper clarified for me what type of economic questions I like to think about. I understood that I like to think about how heterogeneity emerges in many different market structures around us, and what economic mechanisms are at work. What are the different normative and positive consequences of heterogeneity and how should we think about policy?

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In this particular paper we look at over-the-counter asset intermediation. A dealer can acquire an asset for his own use or pass it on to another dealer who needs it more, basically to attenuate the limited access friction. What networks form among dealers? We show that because of, and only because of, the possibility of intermediation, a continuous core periphery network emerges—which is prevalently documented empirically. What I found most interesting is that the emergence of the continuous core periphery network is only because of intermediation. If you shut it down intermediation and agents only acquire the asset for their own use, then the market structure is perfectly symmetric. That gave rise to the name of the paper, “Emergence of Market Structure”, because there is a specific economic force that gives rise to a specific market structure. With further specification, we find that if the cost of interconnections is constant, then heterogeneity is governed by the power law. There are middlemen in the sense that there is a measure zero of dealer who do a strictly positive measure of trade—what we prominently see in the interdealer markets

And then your second area that you’re working on is big data. How did that work begin?

When I was doing my Ph.D. in computer science—close to the end of the 2000s—everybody in the computer science departments was talking about AI, machine learning, and natural language processing. I came to Econ in 2009 and there was nothing! I was really puzzled, and I used to wonder whether this wave will ever reach economics. Then in 2014, right after my job market, I was a postdoc at Princeton and I participated in a conference where Laura Velkamp, who at the time I did not know beyond that she’s a prominent senior faculty, came to me and very generously asked if I am interested in working together. I was shocked out of my mind. Of course I said yes!

She’s an expert in information economics, and information asymmetry is an important friction in the

financial markets. We discussed different things for two years before finally landing on a very natural question rooted in all the advancements I had observed in computing technologies: How does the improvement in information acquisition technology impacts the traditional financial markets? Information acquisition technology is a façade of big data technologies, which is how our work begun.

Could you describe your favorite work in this area, the papers that influenced you the most?

My favorite work in this area is actually our last piece of work, which is a model of the data economy. I think the core of the paper is one which really captures something important about this new technological progress—the realization that AI and machine learning technologies are perfectly complementary with the data they use. So, we need to really understand big data if we want to understand this new technology.

What is this data? The first observation is that AI and machine learning are technologies that use data mainly for prediction, so data is an input to prediction. The second thing is that the data they use in economic and financial use cases is often data that is the byproduct of economic transactions. If I buy something or I get a loan, I produce data at zero cost, and firms use this data to predict something about my taste, my trustworthiness, my demand or whatever. The third thing is that this data is non-exclusive and its value changes depending on who and how many firms have it. And finally, the data that the firms acquire today is useful for their production tomorrow and the day after, but probably less so in the further future. In the language of economics, data is a long-lived asset that depreciates.

We incorporate this definition of data in a simple production economy, which of course has a lot of assumptions. But it has interesting implications about the growth path of the economy. Initially, growth has increasing return to scale—when data is scarce firms

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have a lot of incentives to sell more products, get more data, use the data to produce better products and then sell more and more and more. But remember that data is used for prediction, and prediction means reducing the variance or improving the precision—and precision is concave. That means as firms get big—if they have millions of data points—the last data point is not that useful. Thus, in the long run, data has decreasing return, very similar to a standard capital economy.

This explains a phenomenon we see very much in the economy right now around us. We call it “data barter”—basically when products and services are provided for free. The best example is phone apps. Do you think entrepreneurs write free apps for us because they love us? No! It’s because they get our consumer data from the free phone apps, use that to improve their apps, and then sell the newer versions at positive prices. This pattern is prevalent—it’s not just phone apps. Any firm that produces and processes its sales data, prices its products and services slightly below what it would have if it was not collecting consumer data.

And because this consumer data is produced for free—it’s a byproduct of economic activity—any payment that is made is just a redistribution. But although the data is produced at zero cost, it does not mean that it does not have value added. It does have value added which is not counted in GDP. I find this an important measurement question, toward which we have only taken a first step. I really hope economists much better than me in measurement start thinking about this very seriously.

The third area you work on is the role of financial frictions in the economy. How did you get started on this?

Peter Kondor and I started thinking about intermediation, this time the intermediaries who finance real activity, focusing on the spillover between the financial sector and real economy due to information asymmetry. I always felt like most of the work in macro finance

makes either the macro side or the finance side too simple while a lot of economics lies in the interaction between the two sides. In this work, we considered two-sided heterogeneity: On the macro-side, borrowers are different in their credit worthiness and, because we want to focus on information friction, they are heterogeneous in how opaque they are, that is, how much data is available about them. On the other hand, on the finance side, the financiers, who are the intermediaries, are heterogeneous in their screening technology, that is, how good they are to make sense of this data and predict the credit worthiness of borrowers.

This two-way interaction between the financial sector and real economy leads to both endogenous cycles as well as emergence of core and peripheral countries during the global boom-bust cycles. It also has interesting implications about capital flows across these countries in good times and bad times.

As information asymmetry, differential availability of data about agents and differential ability of financial institution to process the data are the key components of this line of work, it nicely fits into my other work about big data and is kind of contributing a lot to my newer work.

What do you think are the most important areas that you want to explore next?

I’m thinking a lot about how big data and big data technologies are changing different aspects of economics and finance. One area is the heterogeneous market structures which have emerged because of intermediation. The first thing I think about is the heterogeneous market structure that emerges in credit markets when AI and big data technologies are adopted by financial institutions to finance the real economy. I think this is very important because a lot of effort in the US is going into regulating AI, big data and data sharing policy, and these policies lead to a lot of re-distribution. We should think about both the aggregate and re-distributional

And because this consumer data is produced for free—it’s a byproduct of economic activity—any payment that is made is just a redistribution. But although the data is produced at zero cost, it does not mean that it does not have value added. It does have value added which is not counted in GDP.

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consequences, and the heterogeneity in the credit market is really important in understanding that.

The second area is intermediation within the financial sector. The new class of digital assets, cryptocurrencies, are the brainchild of adoption of computing technologies in financial markets. I believe that we economists must do a lot of serious research on this because the incentives of market participants strongly interact with the nature of these technologies, and lead to consequences that computer scientists don't think about. For instance, it leads to concentrated market structures because of intermediation. In particular, the approval of ETFs backed by these digital assets can have a large spillover to the traditional financial sector, which means we should try to understand the economics of them better. A similar concern goes with Stablecoins.

And thirdly, there are huge policy discussions about the implications of price discrimination by large platforms or financial institutions, who have access to increasingly large amounts of consumer data that they use for demand estimation and price discrimination. Even absent the consumer privacy concerns, this discussion touches on a fundamental economic trade-off: we know that price discrimination is not necessarily bad because it gives access to products and services to some people who would otherwise be excluded from the market, at the cost of price increase for some others. We need to understand what is the structure of the demand curves that makes each force stronger. That's where IO economists come in, and we really need them to think about this policy design.

My final question is about women in economics. What do you think we could change to encourage more women into the field or to change the environment so that it's more supportive of women?

I think we've come quite a long way, but there is also quite some way to go. I have personally always dealt with extremely supportive female and male faculty,

senior faculty, and friends, but I think we should recognize that everyone has their own comparative weaknesses and strengths.

A lot of very senior supportive faculty support women, but they feel like they are cutting them slack. So, I think it would be very useful if we started thinking about these comparative weaknesses not as cutting slack, but as part of the norm. Even though we are different, we are all still going to be judged by the same criteria. For example, women tend to be shyer, especially as Ph.D. students. Trying to extract information from Ph.D. students about their ideas so that they drop their shyness would be very good. Of course, it's costly for faculty in terms of time, don't get me wrong, but we have to start somewhere. And everyone—not just women Ph.D. students—could benefit, because we're not just giving attention to naturally loud students.

One thing that was very surprising to me is that I've seen many men in the profession, some I hugely respect, look down on women, even at the extreme top. I've heard some very prominent faculty saying, "Oh, this person is a full professor at," for example, "Harvard just because she's a woman. If she was not, she would not be." And that's just the wrong perception. It also creates a negative environment because it discourages women from putting effort and being better because they know it's going to be undermined anyways. For instance, I won't get credit for my position at MIT from this kind of person because they think I am here because I'm a woman. If we could address those attitudes when we hear them that would be great.

Finally, I was dealt a massive personal tragedy and needed to deal with medical issues, and it created depression that I also had to deal with. Based on my experience, I don't think economics or academia has really taken mental health or family issues very seriously. Again, I think everyone benefits from a framework to help with these—we recently lost several great men in economics to suicide. Maybe if there was more support

this wouldn't have happened. I discussed this more extensively [in my talk](#) when I accepted the prize.

Overall, it would help each of us to recognize our comparative weaknesses and advantages, and then build on our comparative advantages while finding people who support us in staying away from our weaknesses. One important thing is advisors, and the other important thing is friend groups. That way, our comparative advantages can really shine through and make economics better. ■

Links in this interview

"in my talk":

<https://vimeo.com/1049402605/b0c2fa238c>

New CSWEP Board Members

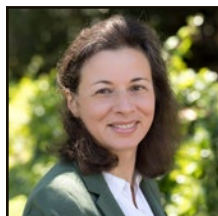


**Caitlin Myers,
CeMENT Co-Director**

Dr. Myers is the John G. McCullough Professor of Economics at Middlebury College and a research associate with the National Bureau of Economic Research. She primarily

teaches courses on statistics, regression analysis, and causal inference, and her scholarship applies these tools to identify and measure the causal effects of abortion policies and abortion access on people's lives.

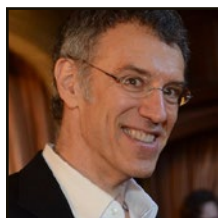
Her research has been published in leading academic journals, including the *Journal of Political Economy*, *Journal of Policy Analysis and Management*, *Journal of Health Economics*, and *Journal of Public Economics*. In addition, she collects and disseminates data measuring the evolving landscape of abortion access through platforms like abortionaccessdashboard.org and [Open Science Framework](https://openframework.org). Professor Myers' work has been featured in major media outlets such as *The New York Times*, *The Wall Street Journal*, *The Washington Post*, *NPR*, and *The New Yorker*. She led the economists' amicus brief in *Dobbs v. Jackson Women's Health*, the Supreme Court case that overturned *Roe v. Wade*. She also testified in the U.S. Senate Budget Committee on the links between reproductive and economic policy.



Galina Hale, Western Representative

Dr. Hale is a Professor of Economics at UC Santa Cruz. Previously she served as a Research Advisor at the Federal Reserve Bank of San Francisco, and as an assistant professor of economics at Yale University. Galina's current research interests focus on attracting mainstream finance to climate solutions, the sustainability of the global food system, and international financial stability, especially with respect to climate risks. Galina previously worked extensively on international capital flows and financial stability. Galina has published over 30 articles in lead-

ing economics and finance peer-reviewed journals. Galina is a director of the CEBRA's IFM program and a co-director of the UCSC Center for Analytical Finance (CAFIN). She serves on editorial boards of a number of Economics journals and on multiple boards and committees in animal welfare and animal agriculture space. Galina regularly presents her work at scholarly and policy meetings worldwide.



Bart Lipman, At-Large

Dr. Lipman is Professor of Economics and Associate Dean of the Faculty, Division of Mathematical and Computational Sciences, Boston University. He is also the Executive Vice President of

the Econometric Society. Bart's research is in economic theory, including decision theory, game theory, and mechanism design. His most recent work has primarily focused on mechanism design in the presence of "hard information" or evidence.



**Usha Nair-Reichert,
At-Large**

Dr. Nair-Reichert is an Associate Professor in the School of Economics at the Georgia Institute of Technology. Her current research interests include (i) trade, foreign direct investment, innovation and banking policies and regulations (ii) firm strategies related to innovation, trade, foreign direct investment, technology licensing and acquisition, and sustainability (iii) innovation ecosystems and (iv) economic development.

She obtained her Ph.D. in Economics from the Krannert School of Management at Purdue University specializing in international trade, international business, econometrics and economic development. She joined the faculty at the School of Economics at Georgia Institute of Technology in 1995. She has served in various administrative roles in the school such as interim School Chair and the Director of the

undergraduate and master's programs in Economics. She received a Fulbright Specialist's Award in 2015. Dr. Nair-Reichert is a passionate advocate for mental health and well-being and is a member of the Advisory Board for Student Well-being at Georgia Tech. She was also Chair of the Diversity and Inclusion Council at the Ivan Allen College of Liberal Arts. She is a member of the Advisory Board of the European Economics and Finance Society and the Executive Director of the Association for Indian Economic and Financial Studies. Dr. Nair-Reichert has served on the Board of Trustees of the Westminster School, the Trinity School and the Georgia Tech Athletics Association Board. She is currently a member of the Board of Advisors of Georgia Tech Europe in France.



**Nitya Pandalai-Nayar,
At-Large**

Nitya Pandalai-Nayar is an Associate Professor of Economics at the University of Texas at Austin and co-Director of the Empirical Macroeconomics Policy

Center of Texas (EMPCT). She received a BA in Economics and Mathematics from Wellesley College (2007), an MSc in Economics from the London School of Economics (2008) and a PhD from the University of Michigan at Ann Arbor (2016) followed by the IES post-doc at Princeton (2017). She works on topics in international trade and macroeconomics, including the formation of global supply chains and their impact on global synchronization, the transmission of shocks across countries, the adaptation of economies to climate risk, and the employment impacts of trade. Her research has been published in journals such as the *American Economic Review* and *Review of Economic Studies*. Nitya is a research associate of the National Bureau of Economic Research and an associate editor of the *Journal of International Economics* and the *IMF Economic Review*. She co-founded the annual Women in International Economics Conference, and co-organized the first four sessions.



Dani Sandler, At-Large

Dani Sandler is a principal economist at the U.S. Census Bureau's Center for Economic Studies, where she leads research efforts, supports collaborative projects, and develops statistical products. With over

a decade of experience at the Census Bureau, Dani has held various roles, including FSRDC administrator and research economist. She currently facilitates partnerships between the U.S. Census Bureau, Princeton's Evictions Lab, and the Bureau of Justice Statistics. Dani holds a Ph.D. in Economics from the University of California, Davis (2012). Her recent research spans a variety of topics within labor and urban economics, including the career paths of economists, the motherhood penalty, the demographics of eviction, long-term outcomes of racial desegregation programs, and post-prison labor market reintegration. A significant focus of her work involves examining the unique challenges faced by women and underrepresented groups in the profession.

In addition to her research, Dani runs several key initiatives at the Census Bureau designed to build collaborative networks and share institutional knowledge across teams. She also serves as Vice President of the Society of Government Economists and is an active member of the American Economics Association, the Society of Labor Economists, the Counsel for the Status of Women in the Economics Profession (CSWEP), and the NBER Conference on Research on Income and Wealth. ■

Links on this page

1. Abortion Access Dashboard:
<https://experience.arcgis.com/experience/6e360741bfd84db79d5db774a1147815>
2. Open Science Framework:
<https://osf.io/6hg5u/>

The 2024 Report on the Status of Women in the Economics Profession

December 9, 2024

Linda Tesar, Chair

Introduction

The Committee on the Status of Women in the Economics Profession (CSWEP) has served women economists by promoting their careers and monitoring their progress through the profession since its founding as a standing committee of the American Economic Association in 1971. CSWEP has been involved in a wide range of activities: In 1972, CSWEP fielded the first survey of economics departments regarding the gender composition of faculty and, since 1993, has surveyed some 250 departments annually with findings reported in the *American Economic Association: Papers & Proceedings* and reprinted in the CSWEP Annual Report.

CSWEP organizes mentoring programs that serve several hundred economists annually. These include the CeMENT Mentoring Workshops for junior women, which have been shown to improve outcomes in randomized control trial studies. CSWEP offers one CeMENT program designed for faculty in Ph.D.-granting institutions or research-oriented nonacademic positions and another for faculty in non-Ph.D.-granting institutions. At the annual AEA/ASSA Meetings, we host Mentoring Breakfasts and Networking Receptions, as well as a variety of career development roundtables and panels. We also host career development panels and mentoring events at the annual Association for Public Policy Analysis & Management meeting

and the four regional economics association conferences. We also host a graduate mentoring event, serving some 35 students at the Southern Economic Association meeting.

CSWEP provides professional opportunities to junior women through competitive entry paper sessions at the Annual AEA/ASSA Meetings and the regional economic association meetings. CSWEP also endeavors to raise awareness of the challenges unique to women's careers in economics and best practices for increasing diversity in economics. To recognize and celebrate the accomplishments of women, CSWEP awards the Carolyn Shaw Bell Award annually for furthering the status of women in the economics profession and the Elaine Bennett Prize annually for fundamental contributions to economics by a woman within ten years of the Ph.D., adjusted for leaves.

CSWEP disseminates information on women in economics, posts professional opportunities, and promotes career development through the CSWEP website and the CSWEP News, which successfully moved from 3 annual issues to 4 in 2020. The CSWEP News articles offer valuable career development advice for both men and women, and subscriptions have grown to over 3300 subscribers. Our website provides resources for economists seeking to create a more inclusive profession.

In addition to these regular activities, CSWEP is engaged in two major research efforts to improve the status of women in the economics profession. First, in collaboration with CEDPEC, CSWEP submitted and received a multi-year grant from Co-Impact for \$995,000 in December 2023. Titled

“Improving the Climate in Economics,” the grant allows us to embark on several new initiatives ranging from department chair workshops, bystander training, and graduate student workshops to engage in level setting, providing additional support to our mid-career workshop, a women in leadership workshop, and creating best practice videos. Our first event is the “Best and Worst Practices in Economics Departments: A Working Session for Chairs” at the AEA meetings in January 2025. We are excited that over 100 department chairs have indicated that they plan to attend the workshop.

Second, CSWEP's partnership with the SSRC on a million-dollar consortium, awarded in 2022, continues its work. The grant supports research that tests, replicates, and scales interventions designed to increase women's representation in economics and mathematics. CSWEP organized a panel discussion at the AEA meetings in January 2024 on “Working to Change the Climate in Economics.” Anusha Chair presented some of the early results from the SSRC-supported interventions to increase women's participation in economics and to improve the climate. We have organized a session at the 2025 meetings to showcase new research coming out of the CSWEP-SSRC consortium.

Section II reports on the administration of CSWEP. Section III describes CSWEP activities. Keeping with tradition, Section IV of this Annual Report of CSWEP's activities summarizes the 2023 Annual Survey. The CSWEP data is available to individual researchers via ICPSR. Associate Chair Joanne Hsu of the University of Michigan directed the 2024 CSWEP Annual Survey, analyzed the results, and authored the report on the status of women in the economics profession. Appendix A lists the 2024 Board members.

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CSWEP Office

Anusha Chari stepped down as the CSWEP Chair before the end of her three-year term to accept a position as Senior Economist at the Council of Economic Advisers. During her tenure, she instituted several new mentoring initiatives, including fire-side chats with economics and finance journal editors during the pandemic and a peer-to-peer mentoring program for mid-career economists. Under her leadership, CSWEP also engaged in record fundraising efforts, securing a \$1 million grant from the Sloan Foundation, in collaboration with the Social Sciences Research Council, to establish a Women in Economics and Mathematics Research Consortium. In collaboration with CEDPC, Anusha was also instrumental in securing the multi-year award from Co-Impact. Anusha has left CSWEP with an ambitious agenda for expanding its impact on the economic profession, as well as significant resources to tackle that agenda to move the work forward.

Linda Tesar accepted the role of chair of CSWEP in June 2024. Linda is the Alan V. Deardorff Collegiate Professor of Economics in the Department of Economics at the University of Michigan and the Senior Faculty Advisor to the Dean on Strategic Budgetary Affairs. She is the Co-Director of the International Finance and Macroeconomic Program at the National Bureau of Economic Research. Professor Tesar is a research affiliate of the Centre for Economic Policy Research, the Asian Bureau of Finance and Economic Research, and a member of the G20 Bellagio Group.

CSWEP Communications

The success of CSWEP programs in advancing the status of women in economics depends upon our

ability to communicate broadly and effectively to members of the profession both inside and outside of academia. Our primary communications tools are our subscriber email list, social media accounts, website, webinars, and newsletters.

Our subscriber list remains our primary form of communication. To receive CSWEP communications, members of the profession must send an email to info@csweb.org. We currently have 3,328 subscribers. A subset of our subscribers is CSWEP Liaisons. The CSWEP Liaison Network, created in 2014, recruits an individual at each institution who is willing to ensure that their department completes our annual survey and who is willing to distribute CSWEP newsletters, announcements, and professional development opportunities to potentially interested individuals. We aim to recruit a tenured faculty liaison in every economics department, including economics groups in business, public policy, and environmental schools. In 2019, we began an effort to establish a CSWEP liaison in every branch of government that employs Ph.D. economists and establish a liaison within each of the major foundations that conduct economic research.

We continue to update our professional development resources available on our website. For example, we keep a list of conferences, workshops, and events focused on mentoring or professional development. We have resources for job seekers, chairs looking to hire diverse talent, etc. This organization of resources can be found at <https://www.aeaweb.org/about-aea/committees/cswep/programs/resources>. Our website also archives recordings of our webinar series.

Our Twitter (X) account, [@AEACSWEP](https://twitter.com/AEACSWEP), was launched in 2017, and we have been tweeting prize announcements, calls for papers, and information about our board members since then. Our Twitter account has been instrumental in

building awareness of our webinar series and advertising our mentoring opportunities. We also use our Twitter account to flag non-CSWEP professional development resources of interest to our followers and point our followers to the more extensive resources available on our webpage. Our Twitter (X) followers total 7,725 as of the time of this writing. We have also established a BlueSky profile, [@aeacswep.bsky.social](https://bsky.app/profile/aeacswep.bsky.social), in the fall of 2023 to widen the CSWEP audience on social media platforms with 1,854 followers year to date.

CSWEP Activities in 2024

CSWEP and AEA Initiatives on Equity, Diversity, and Professional Climate

The CSWEP Board continues to support AEA efforts on Equity, Diversity, and Professional Climate. Anna Paulson, Executive Vice President and Director of Research at the Federal Reserve Bank of Chicago serves on the committee to design and confer the departmental diversity awards. Former CSWEP Chair Chevalier also serves on the AEA's outreach committee. Our board continues to stand ready to assist the Executive Committee and Officers in diversity and inclusion efforts that the AEA may launch, including hosting a joint panel with CSQIEP at the ASSA meetings on exploring new frontiers in diversity and inclusion.

Mentoring Programs

CeMENT Mentoring Workshops for Faculty in Doctoral and Non-Doctoral Programs.

Our CeMENT Mentoring workshops are the cornerstones of CSWEP's mentoring efforts. Evidence from a randomized controlled trial shows that the workshop is effective in helping junior scholars earn tenure.

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Demand for the CeMENT mentoring workshops remains strong. In keeping with past practice, junior faculty submitted applications for the 2024 workshop starting July 1, 2023, with a submission deadline of August 15, 2023. We received 120 applications, 76 from those at doctoral-granting and research institutions (“the doctoral workshop”) and 44 from those employed by institutions that do not confer a doctoral degree (“the non-doctoral workshop”). Ultimately, 39 mentees participated in the doctoral and 30 mentees in the non-doctoral workshop. We are grateful for the 28 mentors (16 doctoral and 12 non-doctoral) who graciously volunteered to lead workshop sessions and mentor participants in small groups over the two and a half day workshops.

During CeMENT 2024, both workshops were held at the Federal Reserve Board in Chicago rather than at a hotel conference center; not only did participants appreciate the unique venue, but the Chicago Fed also defrayed some of the AEA’s program costs by sponsoring a cocktail event and waiving any venue fees. In an effort to expand opportunities for participants from both workshops to interact, we held joint sessions on “Networking,” “Getting Published” and the “AEA Ombuds program.”

During this year’s workshop, a representative from the Ombuds program, Nnena Odum, gave a presentation on the Ombuds services over breakfast and was available for an hour after the breakfast to meet individually with workshop participants. The directors appreciate that the AEA funded Ms. Odum’s participation. This session had the lowest evaluation ratings compared to other sessions but still provided value to a number of the participants.

Doctoral Workshop

The overall structure of the workshop remained similar to previous years, but with an additional session. The panel discussions focused on:

networking, getting published, efficient and effective teaching & serve, collaborations & the research pipeline, sustaining yourself, and getting tenure. The core of the workshop is the small group sessions between mentors and mentees, where each mentee receives feedback on their current research. Based on our informal and formal feedback, the workshop for faculty at Ph.D. granting institutions was successful. The evaluation ratings were similar to last year (5.52 vs. 5.6) (on a scale of 1-6 where 1 is “not at all helpful” and 6 is “extremely helpful”). The average mentor rating of the workshop was 5.55 (vs. 5.9 last year). Among all the sessions, junior participants rated the “Getting Tenure” and “Getting Published” panels as the most valuable, with the average rating of 5.32 and 5.48, respectively (vs. 5.34 and 5.31 last year) “Getting Published” was co-hosted with the non-doctoral program. Below are some of the survey comments:

All the sessions have been incredibly helpful for my career advancement and research development. If I had to choose the most helpful session, it would be the team sessions, which provided extremely valuable and constructive feedback on my research paper.

Overall, I had a fantastic time and learned a lot that I don’t think I would have otherwise learned from Ph.D. advisors or senior colleagues. I will highly recommend this to other junior women!

I thought getting published and getting tenure panels were the most useful! It was helpful to hear from people with editorial experience. It was also useful to distinguish between tenure in the department and tenure in the profession and have that framing be made explicit.

Non-Doctoral Workshop

This year’s workshop retained the basic scaffolding of prior successful workshops with sessions dedicated to publishing, teaching, networking, the tenure process, goal setting, and achieving a work/life balance. Small group sessions allowed each

participant to receive detailed feedback on research papers, teaching strategies, and tenure planning. Overall, participants viewed the workshop as “extremely helpful,” with a mean overall rating of 6.3/7 (1 being “not at all helpful” and 7 being “extremely helpful”). Perhaps not surprisingly, the sessions focused on “building a professional network” and “getting published” received the highest overall ratings. Many participants commented, both formally and informally, on the strength of the advice and support they received from mentors, as well as the value of the networks they formed at the workshop. Below are some quotes from the participants:

I appreciate the great effort to put this workshop together and to cover great part of the expenses. It has been an amazing experience.

I sincerely thank everyone that makes this workshop happen. It is really well organized and thoughtful. I benefited so much from this workshop. Thank you!

The location was very convenient and the organization was great. Thank you!

Overall, this was a transformative experience! I am really grateful to have been part of the workshop!

Thank you. This was one of the best workshops I have ever been to.

Lori Beaman of Northwestern University will continue her directorship of the doctoral workshop in 2025. Jessica Holmes of Middlebury College will direct her final non-doctoral workshop, passing the baton to Caitlin Myers of Middlebury College who will take over as director for the non-doctoral program in February 2025.

Pilot on timing of CeMENT

To accommodate junior faculty with teaching commitments in early January, this year we experimented by offering the CeMENT workshops in June rather than January. Interest remained strong and in post-workshop surveys, participants expressed a

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strong preference for the summer option (e.g., although we recognize the obvious selection bias, we note that 100% of the participants in the non-doctoral preferred June over January and 72% of the participants in the doctoral program preferred always summer and an additional 12% preferred alternating between summer and after). Below is a sampling of comments related to workshop timing:

I prefer summer over the time after January ASSA meeting. It would make the meeting time (ASSA+CeMENT) long if it occurs right after ASSA. Also, I may have less time to read/comment on others' papers as that period usually could be very busy.

I think it's much better to have it in the summer. Some institutions start the spring semester in early January, and some people may be involved in recruiting (I was on a search committee this January and the interviews were crammed in the two days right before ASSA). This makes for a very busy winter break. I think the quality of the research discussions would suffer a great deal if people are busy with other things going into the workshop.

Summer offers sufficient time for participants to prepare for the workshop in advance and digest the workshop after it.

I really appreciated the timing of summer! It felt like a nice motivation to keep working on research throughout the summer, and I imagine it's easier to devote oneself completely to the workshop when it's held in isolation.

Given the strong interest in a summer workshop offering, we suggest that CSWEP and the AEA explore the possibility of alternating between January and June in future years.

Mentoring Breakfast for Junior Economists

CSWEP held an in-person mentoring breakfast for Junior Economists in conjunction with the 2024 AEA/ASSA meetings in San Antonio, Texas. This event was organized by CSWEP Board Member Ina

Ganguli of the University of Massachusetts Amherst and Committee Coordinator Kristine Etter. Approximately 40 junior economists participated in the breakfast. Sixteen senior mentors staffed topic tables on Research, Teaching, Tenure and Promotion, Non-Academic Careers, Work/Life Balance, Job Market, and Networking. Junior participants rotated between the tables at 20-minute intervals based on their interests and spoke with mentors at the tables. The average rating was 4.3 out of 5 in a post-event survey of participants, and 44% of participants reported having made a meaningful mentor/mentee or peer connection.

Networking Reception for Senior Economists

CSWEP held its first-ever reception for women and non-binary senior economists at the 2024 AEA/ASSA Meetings in San Antonio, TX. This event was organized by CSWEP Board Member Kasey Buckles of the University of Notre Dame and hosted by the Dallas Federal Reserve Board in San Antonio office. Introduction was made by Chiara Scotti, Dallas Fed Director of Research and welcome remarks were made by Dallas Fed President, Lorie Logan. Approximately 90 scholars at this career stage gathered for conversation, camaraderie, and celebration. CSWEP thanks Linda Babcock, Leah Boustan, and Amy Finkelstein for donating autographed copies of their books for a drawing, which four lucky winners took home.

AEA Summer Economics Fellows Program

The AEA Summer Economics Fellows Program began in 2006 with National Science Foundation (NSF) funding. Designed and administered by a joint AEA-CSMGEP-CSWEP committee, the program aims to advance the participation of women and underrepresented minorities in the economics profession. Fellowships are open to all economists

who have not been fellows in the past without regard to gender or minority status, although the goal of the program, advancing the careers of women and underrepresented minorities, will drive the selection process. The application provides an opportunity for individuals to describe how their participation will advance the role of women or under-represented minorities in economics. Fellowships vary from one institution to the next. In general, senior economists mentor the fellows for two months, and fellows, in turn, work on their research and have a valuable opportunity to present it. Sponsoring institutions include government agencies, think tanks and academic institutions. Many fellows have reported this experience as a career-changing event.

This year saw a smooth transition in leadership from Dan Newlon, the director of the SEFP since 2010 who retired in September 2024, to Dr. Kristen Broady. Dr. Broady has embraced the director's role with energy, reaching out to CSMGEP and CSWEP leadership and organizing an information session for potential summer fellows at the ASSA meeting in January 2025. Our Committee Coordinator manages incoming applications. The review panel was made up of representatives from CSMGEP and CSWEP and included Argia Sbordon, Barbara Fraumeni, Gisela Rua, Stephanie Aaronson and Anna Paulson.

The number of applications increased from 220 in 2023 to 240 in 2024. Twenty-two fellows were hired, including five underrepresented minorities. Given the near record number of applications, the percentage of successful applications fell to 9%. Twelve institutions hired fellows: The Federal Reserve Board (6), FRB-Atlanta (2), FRB-New York (2), FRB-Chicago (2), FRB-Minneapolis (1), FRB-Richmond (2), FRB-Cleveland (2), FRB-Dallas (1), FRB-Philadelphia (1), FRB-St Louis (1), Equitable Growth

continues on page 18 

Foundation (1), and Upjohn Institute (2). One of the fellows was hired by the FRB-Richmond and the FRB-St Louis.

Here are some comments from the 2024 Fellows that capture their experience:

It was a great opportunity as a graduate student to have a chance to engage with the economists in the central bank. 12 weeks of the summer were a really valuable time for me to learn from many economists and also to develop my research significantly. I wanted to express my gratitude to the CSWEP committee for this opportunity for women in economics.

I had a great experience at the Dallas Fed, and I truly value this opportunity. I was able to focus on my research and had the chance to engage with economists at the Fed, which helped me learn more about job opportunities there and also improve my research. Additionally, I had the opportunity to present my work and receive valuable feedback. Overall, I found the program to be very beneficial.

I was a fellow at Equitable Growth during the summer of 2024. Equitable Growth provided a collaborative and welcoming environment, making it an excellent place to advance research, build networks, and develop professionally. The organization is incredibly supportive and committed to the success of its fellows, offering valuable mentorship opportunities.

For me, the Summer Economic Fellowship Program was a great success, and I am truly grateful for this wonderful opportunity!

Workshops for Graduate Students

Darwynn Deyo, Orgul Ozturk, Alicia Plemmons and Olga Shurchkov organized and hosted the second workshop in association with the Southern Economics Association meetings in Washington DC. This workshop was held in person on November 22nd, 2024. Organizers divided participants into small groups based on shared research interests and matched them with two mentors. Mentors

were women/non-binary economists in the early stages of their careers, assistant and associate professors in economics and other departments, and those employed outside academia (e.g., research think tanks and government positions). Additionally there were 4 outside panelist in attendance for a panel on non-academic Economics careers.

The workshop focused on various issues, including finding advisors, collaborating and co-authorship, finding opportunities to present research and get feedback, networking, navigating service responsibility in and out of academia, non-academic careers for Economics Ph.D.s and work-life balance. Organizers randomly chose 35 mentees (out of 186 unique applicants). Attendance was 100% among the accepted. Mentees were divided into groups of 5 by field and were paired with 2 mentors per group. Interest in participating in this workshop seems high among graduate students; therefore, the workshop organizers will seek additional funds to continue this tradition in the coming years. Last two years Sloan Foundation funded portion of the workshop; organizers applied for a continuation grant from Sloan Foundation, but the proposal was not funded. Instead, this year's workshop was funded by CSWEP and Knee Regulatory Research Center of University of West Virginia. Organizers will seek external funding again next year.

SSRC/CSWEP Research Consortium

CSWEP was approached at the end of 2023 by the Social Science Research Council (SSRC) to support the rigorous evaluation of cost-effective and scalable interventions designed to increase the presence and success of women in economics and mathematics. The [CSWEP-SSRC Women in Economics and Mathematics Research Consortium](https://www.ssrc.org/programs/cswep-women-in-economics-research-consortium/)¹ focuses on research that tests, replicates, and scales

¹ <https://www.ssrc.org/programs/cswep-women-in-economics-research-consortium/>

interventions designed to increase women's representation in economics and mathematics and works with university, disciplinary, and departmental leaders to secure the implementation of effective interventions. We particularly encouraged proposals that involve collaborations with implementing partners on college and university campuses and replications of previously evaluated interventions, especially those that evaluate scalability and external validity.

We are pleased to report that the initiative is in full swing. Consortium members presented preliminary findings at an in-person convening of university leaders from the SSRC's College and University Fund for the Social Sciences, held in November 2024. CSWEP and SSRC will work with funded investigators and research teams to ensure the widespread dissemination of findings to university, disciplinary, and departmental leaders. Consortium members will also be invited to participate in CSWEP panels organized at AEA conferences and to contribute to other communication and dissemination initiatives organized by SSRC. Details about the five 2024 Consortium grantees and their projects are available on the [SSRC website](https://www.ssrc.org/programs/cswep-women-in-economics-research-consortium-grantees/).²

Mid-Career Peer-to-Peer (P2P) Program

Led by Kasey Buckles, our Associate Chair and Director of Mentoring, CSWEP established a new program for mid-career economists in 2023. The Mid-Career P2P (peer-to-peer) program aims to help mid-career economists find community, support, and mentoring. Participants form small groups of economists at a similar career stage or with similar concerns. CSWEP provides a suggested "curriculum" and supplemental materials, covering topics

² <https://www.ssrc.org/programs/cswep-women-in-economics-research-consortium/cswep-ssrc-women-in-economics-and-mathematics-research-consortium-grantees/>

like goal setting, time management, planning for promotion, and managing service. The proposed curriculum consists of five modules, with several alternative modules that can be substituted to meet the group's needs. It has associate professors or equivalent non-academic or non-tenure-track positions in mind but is easily adaptable for full professors, administrators, managers, and others.

The first set of groups launched in September of 2023, with over 130 people participating in 28 groups. Groups met (typically virtually) 4-6 times for 60-90 minutes over a six-month period. The groups were self-directing, with support as needed from CSWEP. To view the suggested curriculum, visit the [CSWEP website](#).³ In a survey at the conclusion of the program in the spring of 2024, 87% of respondents said they valued the peer mentorship they received from their group, and the same number said they would recommend the program to a friend.

The Co-Impact grant that CSWEP and CEDPC received includes funds to continue and expand the P2P program. We are working to develop a website to host the materials and to add new modules to the suggested curriculum. CSWEP will open enrollment for a new cohort of P2P participants in late 2024/early 2025, and the new cohort will launch in 2025.

Awards

Each year, CSWEP accepts nominations and selects individuals for two major awards.

Carolyn Shaw Bell Award

Named after the first chair of CSWEP, the Carolyn Shaw Bell Award was created as part of the 25th Anniversary celebration of the founding of CSWEP. The award has been given annually since 1998 to

an individual who has furthered the status of women in the economics profession through example, achievements, increasing our understanding of how women can advance in the economics profession, or mentoring others.

Sandra E. Black, Professor of Economics and International and Public Affairs at Columbia University, is the 2024 Carolyn Shaw Bell Award recipient. Over her exemplary career, Dr. Black has provided vital support for women in economics at every stage, from undergraduate to tenured professor, while advancing a highly influential research agenda. She has contributed as an editor of leading journals, she founded the NBER program on economic mobility, and she served as a Member on the President's Council of Economic Advisers. Dr. Black has a significant record of service to the profession, including serving on the Executive Committees of the AEA and the Society of Labor Economists, the AEA's Standing Committee on Equity, Diversity, and Professional Conduct, and the Board of CSWEP. Her research, mentorship, and leadership continue to create lasting, positive impacts on the status of women in the economics profession.

Dr. Black earned her BA in Economics with Honors from the University of California, Berkeley, and her Ph.D. in Economics from Harvard University. She is a leading scholar in labor economics, with regularly-cited academic articles on topics including the economics of education, discrimination, intergenerational mobility, and women's educational and labor market outcomes. Dr. Black's contributions to the field have been widely recognized, including her election as a Fellow of the Society of Labor Economists and a Fellow of the Econometric Society. Her research continues to impact academic thought and public policy.

Dr. Black is widely celebrated for her work as an advisor and mentor. She founded a weekly Ph.D.

student research group at both UT-Austin and at Columbia University - where it is affectionately known as "Sandy Lab." Through these lab meetings, Dr. Black has fostered a collaborative environment where students not only benefit from her mentorship, but also from each other's support and guidance. As a mentor, Dr. Black is deeply committed to supporting female economists and underrepresented students. She has been instrumental in encouraging young women to pursue advanced degrees in economics and in guiding them through Ph.D. admissions or academic challenges. Her mentorship extends internationally, where she has helped female graduate students navigate the job market and guided junior faculty throughout their career trajectories. Dr. Black's nomination materials included accounts from over 70 different economists citing examples of her kindness and generosity with her time and wise advice.

Elaine Bennett Research Prize

CSWEP awards the Elaine Bennett Research Prize to recognize, support, and encourage outstanding contributions by young women in economics. Established in 1998, the Elaine Bennett Research Prize is now awarded annually to recognize and honor outstanding research in any field of economics by a woman at most ten years beyond her Ph.D. (adjusted for family responsibilities).

Maryam Farboodi, the Jon D. Gruber Career Development Associate Professor and an Associate Professor of Finance at the MIT Sloan School of Management is the recipient of the 2024 Elaine Bennett Research Prize. Established in 1998, the Elaine Bennett Research Prize recognizes and honors outstanding research in any field of economics.

Professor Farboodi is an applied theorist whose research focuses on the economics of big data with applications to finance and macroeconomics. She

³ https://www.aeaweb.org/about-aea/committees/cswep/programs/resources/midcareer_p2p

has developed methodologies to estimate the value of data. In addition, Professor Farboodi studies intermediation and network formation among financial institutions, and the spillovers to the real economy. She is also interested in how information frictions shape local and global economic cycles. Most recently, her research has also focused on understanding the covid-19 pandemic and associated policies. In her work, Professor Farboodi identifies the key questions of our times and provides conceptual frameworks to address them.

Professor Farboodi received her Ph.D. in Financial Economics joint between the Department of Economics and the Booth School of Business at the University of Chicago in 2014. Among her many honors are receiving the 2024 Sloan Research Fellowship from the Alfred P. Sloan Foundation and winning the 2019 Young Researcher Award from the SCOR-PSE Chair on Macroeconomic Risk. She is a Research Fellow at the National Bureau of Economic Research and at the Center for Economic and Policy Research.

CSWEP's Presence at the Annual Association Meetings and Regional Economic Association Meetings

The 2024 American Economic Association Meeting

In addition to mentoring activities, presentation of the Annual Report, and the presentation of awards, CSWEP sponsored seven competitive-entry paper sessions at the 2024 AEA/ASSA Meetings in San Antonio. Nina Banks of Bucknell University, Orgul Ozturk of the University of Southern California, and Gina Pieters of the University of Chicago, Yana Rodgers of Rutgers University organized three sessions on the economics of gender, including one on gender in the economics profession.

Kasey Buckles of Notre Dame organized one session on health economics. Stephanie Aaronson, Eva Janssens, Cristina Fuentes-Abero of the Federal Reserve Board and Board of Governors of the Federal Reserve System, and Corina Boar of New York University organized two sessions on macroeconomics.

The submission process for these sessions continues to be highly competitive. There were 95 abstract submissions for the 2024 sessions. Women consistently report that these sessions, which put their research before a broad audience, are professionally valuable.

The review committees selected eight papers for publication in two pseudo-sessions in the AEA: P&P. To be considered for these sessions, papers must have at least one junior author, and in non-gender-related sessions, at least one author must be a junior woman.

Five 2024 Regional Economic Association Meetings

CSWEP maintains a strong presence at all five Regional Economic Association Meetings. Our practice is to host a networking breakfast or lunch, paper sessions, and career development panels at the regional meetings. These events are typically well-attended by people of all genders and provide an informal opportunity for CSWEP representatives and senior women to network and mentor one-on-one. We are grateful to the regional representatives who organized and hosted CSWEP's presence at the regionals.

The 50th Annual **Eastern Economic Association (EEA)** Conference was held from February 29–March 3, 2024, at Boston Sheraton. Our outgoing EEA Representative, Yana van der Meulen Rodgers, and the incoming representative, Olga Shurchkov, represented CSWEP at the sessions. This year we had an even bigger surge of high-quality applications compared to last year, and we hosted fifteen

paper sessions and one panel on contemplative pedagogies in economics. Sessions were very well-attended. In addition, CSWEP held our traditional networking breakfast and a happy hour networking reception at the Boston Federal Reserve Bank. President Susan Collins was in attendance and welcomed everyone with brief remarks. Both of these special events were very popular, and the feedback has been positive.

CSWEP hosted two panels and a networking luncheon during the 88th Annual **Midwestern Economic Association** Meetings held in Chicago in March 2024. The first panel focused on advice for job seekers led by Kristin Butcher from the Chicago Fed, Elisa Jácome from Northwestern, Marianne Johnson from the University of Wisconsin Oshkosh, and then Jennifer Rushlow from Illinois Wesleyan University. The second panel addressed career challenges and opportunities, led by Ling Ling Ang from NERA Consulting, Tannista Banerjee from Auburn University, Marta Lachowska from Upjohn Institute, and Alison Watts from Southern Illinois University. Each panelist talked on different topics related to their panel's focus, followed by Q&A sessions. The panels maintained a gender balance and the attendees were active with their thoughtful questions and immediate feedback. Most of the panelists joined the luncheon, allowing a good opportunity for junior women and some Ph.D. students to network and engage over the luncheon. Overall, attendance was strong in all events, and we received positive feedback from the attendees. CSWEP (with CSMGEP) is getting ready to host two panels and a networking luncheon during the 89th Annual MEA Meetings to be held in Kansas City in March 2025.

For the **Western Economic Association** International Annual Conference (June 29–July 3, 2024), Francisca Antman (CSWEP Board Western

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Representative) organized four in-person paper sessions on the following topics: Gender Differences in the Labor Market and Educational Settings; Gender Inequalities in Health and Labor Outcomes; Gender, History, and Macroeconomy; Gender and Development. These sessions offered researchers an opportunity to present their work, meet and build networks with other researchers, and get valuable feedback on their research.

In addition, Antman organized the CSMGEP/CSWEP Networking Breakfast, which was co-sponsored by CSMGEP and CSWEP. The event was hosted by Antman, who was also Co-Director of the AEA Mentoring Program at the time. About 70 people attended this networking event to learn more about CSMGEP, CSWEP, and AEAMP and form connections.

In mid-October, DCSWEP co-sponsored with the Society of Government Economists (SGE) a Zoom mentoring event on jobs outside of academia geared toward graduate students looking ahead to the job market. DCSWEP representative Sarah Reber moderated, and we had four panelists: Jess Grana, MITRE; Julie Percival, Bureau of Labor Statistics; Gloria Sheu, Federal Reserve Board; Scott Wentland, Economic Analysis. DCSWEP organized two panels for the APPAM research conference, which was held in November in the Washington, DC area: “K12 Education Policy” and “The Causes and Consequences of Immigration”. The panels included a good mix of graduate students, recent graduates, and more seasoned economists.

The **Southern Economics Association** Meeting was held in Washington DC this November. Southern representative Orgul Ozturk co-organized a mentoring session for graduate students the day before the meeting. Orgul Ozturk also co-organized 6 research sessions (two on demography, two on education one on health, and one on food insecurity

and the SNAP program). In addition, CSWEP hosted a breakfast hospitality room, a lunch time mentoring event and a social hour to facilitate networking among women in the profession. The events at the Southern Economics Association were well attended, and all received positive feedback from those in attendance.

CSWEP News: 2024 Focus and Features

Gina Pieters completed her second year as Oversight Editor. CSWEP published four newsletter issues in 2024 with help from Leda Black’s graphic design expertise.

The year’s first issue contains the CSWEP annual report and the 2023 Report on the Status of Women in the Economic Profession. The remaining three issues of the year each feature a Focus section of articles with a theme chosen and introduced by a guest editor who solicits the featured articles, exploring current issues and provided professional development resources. The quality of these Focus articles is consistently high, with many proving to be enduring career resources. The CSWEP Board extends our thanks to the authors and other contributors.

Issue 2: Why Are Women Leaving?

This issue’s Focus examined why women leave academia in their mid-career after receiving tenure. Anna Paulson and Ina Ganguli, both at-large CSWEP board members, brought together a fantastic set of articles on this topic. It opened powerfully with perspectives from 20 women who left or were seriously considering leaving their tenured roles. It provided research on women’s reasons for leaving, why those reasons resembled or differed from those of men making the same decision, and how it differs across subfields. Noting the importance of networks, the issue also included resources to help mid-career women network.

Issue 3: Focus on Post-Pandemic Job Market in Economics

The pandemic created permanent changes in the economic job market, documented in the statistics from the AEA Committee on the Job Market in the leading article of this issue. Orgul Ozturk, the Southern Representative on the CSWEP Board assembled contributions for both sides of the market, job seekers and search chairs, highlighting what has changed in the past five years, what hasn’t, and providing a variety of resources from podcasts to written pieces. We also include advice for those interested in the rapidly growing non-tenure-track side of the job market.

Issue 4: Focus on Journal Editors as Gatekeepers

The final issue of the year was crafted by Rohan Williamson, an at-large member of the CSWEP board. This issue opened with a historical perspective of the rise of journals in economics: who got to be editors, who got to publish, and what value it held. It then transitions to interviews with two current and prominent editors of leading journals who provide their guidance to researchers on the changing research and journal landscape, their views on journal editors’ role in the current environment, and how gender may have impacted their experiences.

CSWEP wishes to extend our thanks to all who took the time to write contributions to newsletters during 2023. These and past issues of CSWEP News are easily accessible at CSWEP.org, where one can find them archived by year, target audience, and topic.

A major initiative jointly undertaken with Gina Pieters, Joanne Hsu, CSWEP Associate Chair and Survey Director, and Kristine Etter, AEA Committee Coordinator, was the updating of the CSWEP liaison lists.

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Status of Women in the Economics Profession⁴

Women's Status in the Economics Profession: Summary

This report presents the results of the 2024 CSWEP survey of U.S. economics departments. It compares the top ranked economics departments—which produce the vast majority of faculty in Ph.D. granting departments—to all other Ph.D. and non-Ph.D. granting departments. It examines gender differences in outcomes in the Ph.D. job market and the progress (and attrition) of women through the academic ranks. As was the case last year, there was little progress in the representation of women in economics; in fact, there are several leading economics departments where the share of women students has fallen in concerning ways. Overall, the share of women in the first year Ph.D. class is down for the third year in a row. The women's share of faculty of Ph.D.-granting departments increased very slightly last year (Table 1, [Page 25](#)). One third of the top-twenty departments have first year classes that are at least 35% female, and there are three departments where women make up less than 20% of the incoming class (Table 7, [Page 33](#)). The share of women among undergraduate economics senior majors is also flat in both Ph.D.-granting and non-Ph.D. departments (Tables 1, [Page 25](#) and 3, [Page 30](#), Figure 5, [Page 29](#)). On the brighter side, the women's share of assistant professors has increased over the past several years, reaching new highs of 33.7% (Ph.D.-granting departments, Table 1, [Page 25](#)) and 45.3% (non-Ph.D. departments, Table 3, [Page 30](#)).

4 This survey report is written by Joanne Hsu, CSWEP Associate Chair and Survey Director. We gratefully acknowledge the assistance of Michael Shove, Erin Meyer, and Rebecca Brewer in the administration and analysis of the survey.

In 1971 the AEA established CSWEP as a standing committee to monitor the status and promote the advancement of women in the economics profession. In 1972 CSWEP undertook a broad survey of economics departments and found that women represented 7.6% of new Ph.D.s, and 8.8% of assistant, 3.7% of associate, and 2.4% of full professors. In the two decades after CSWEP's first survey, there was significant improvement in women's representation in economics. By 1994, women made up almost a third of new Ph.D. students and almost a quarter of assistant professors in economics departments with doctoral programs. The share of associate and full professors who were women had almost tripled.

Continued progress in the representation of women in the twenty-first century has been very slow. The stagnation reflected in this year's report suggest that individual departments and schools, as well as the discipline as a whole, need to strengthen and innovate their efforts to attract and advance women. Commitments at both the department and discipline levels to make the field inclusive and equitable are critical to making the field more representative of the people and societies it studies.

The CSWEP Annual Surveys, 1972–2024

In fall 2024 CSWEP surveyed 136 doctoral departments and 164 non-doctoral departments. We have received responses from 122 doctoral and 103 non-doctoral departments.⁵ The non-doctoral sample is based on the listing of “Baccalaureate Colleges—Liberal Arts” from the *Carnegie Classification of Institutions of Higher Learning* (2000 Edition). Starting

5 We impute responses for missing items or non-responding departments. In years when non-responders to the CSWEP survey did respond to the AEA's Universal Academic Questionnaire (UAQ), we use UAQ data to impute missing responses. When the department responded to neither CSWEP nor UAQ, we use linear interpolation from survey responses in other years. Table 8 and appendix figures provide more detail on response rates and the impact of imputation on reported results. We are very grateful to Charles C. Scott, Liz Braunstein, and the American Economic Association for sharing the UAQ data with us.

in 2006 the survey was augmented to include departments in research universities that offer a master's degree but not a Ph.D. degree program in economics. We have harmonized and documented the departmental-level data from the 1990s to the current period to improve analysis of long-run trends in the profession. Department-level longitudinal reports are provided to all responding departments; these reports are shared with department chairs and CSWEP liaisons on an annual basis. Previous years of survey data are accessible as ICPSR study [37118](#).⁶

2024 Survey Results

In 2024 the share of faculty in Ph.D.-granting economics departments who are women marginally increased to just over a quarter (Table 1, [Page 25](#) and Figure 1, [Page 24](#)). Many of these women are in non-tenure track positions, 36% of which are filled by women. The female share rose for full professors, while it was little changed for associate and assistant professors. The share of women in the entering Ph.D. class fell for the third year in a row to its lowest reading since 2020. The number and share of women receiving their Ph.D.s regained losses from last year to sit close to 2020 and 2022 readings, respectively.

Turning to the 21 economics departments that make up the “top twenty” and produce the vast majority of faculty who teach in Ph.D.-granting departments, we see a very thin pipeline (Tables 2a, [Page 26](#) and 2b, [Page 27](#)). There are a total of 10 female associate professors in the top ten departments, and a total of 29 in the top twenty. There are 22 female assistant professors in top ten departments, a number which has moved sideways last two years and is below the average for the early 2000s. There was a significant decrease in the number and share

6 <https://www.icpsr.umich.edu/web/ICPSR/studies/37118>

of women in the first-year classes of the top twenty, with the share of women falling from about 37% the last two years to only 31% in 2024.

Turning to an examination of non-doctoral departments, we see some signs of improvement (Figure 2, [Page 28](#) and Table 3, [Page 30](#)).⁷ The share of faculty who are women is higher than in Ph.D.-granting departments, at every level of the professoriate, and has increased gradually over the last 25 years. The female share of both assistant professor and associate professors increased slightly (to 45.3% and 39.4%, respectively). Both doctoral and non-doctoral programs rely on women to teach, with women making up 35.6% of all non-tenure track faculty in the former and 39.3% in the latter (Tables 1, [Page 25](#) and 3, [Page 30](#)).

At every level of the academic hierarchy, from entering Ph.D. student to full professor, women have been and remain a minority. Moreover, within the tenure track, from new Ph.D. to full professor, the higher the rank, the lower the representation of women (Figure 1, [Page 24](#)). In 2024 first year students were 36% women, falling to 34% for assistant professors, to 28% for tenured associate professors, and 18% for full professors (Table 1, [Page 25](#)). This pattern has been characterized as a “leaky pipeline.” Our reliance on this leaky pipeline for any progress in women’s representation in the profession requires growth in entry, which has not occurred in this century.

To provide a visual representation and estimates of this leaky pipeline, this report presents a simple lock-step model of typical academic career advancement (Figures 3, [Page 28](#) and 4, [Page 29](#)). These figures suggest that while entry of women

into economics has not increased in this century, when women exit from tenure track academic positions may be changing. In this analysis, we track the gender composition of younger cohorts from when they enter graduate school and older cohorts from receipt of their degree. We compare the share female as the cohort progresses through academic ranks.

CSWEP’s analysis has long shown that women complete their Ph.D.s and enter into assistant professor positions at proportions roughly equal to their share as new graduate students for each cohort. Women continue to complete their Ph.D.s at the same rate as men (compare the black and red lines in Figure 3, [Page 28](#)), historically they disproportionately exited (or perhaps never entered) the assistant professor ranks prior to coming up for tenure (compare the red and gray lines in Figures 3, [Page 28](#) and 4, [Page 29](#)). The convergence of the red and gray lines in the last few years (in both Figures 3 and 4) suggests that women are now entering the ranks of tenure track professors at about the expected given their representation among new Ph.D.s. The estimated leakage of associate professors was also decreasing (note the convergence of the gray and red lines in Figure 4, [Page 29](#)). This year, we saw slight growth in the share of full professors who are women, but little change in the women’s share of associate professors (Tables 1, [Page 25](#) and 3, [Page 30](#)). These patterns may be influenced by the retirement of cohorts of women who entered the profession during the 1970s and 1980s or departures of women after they receive tenure.

Figure 5, [Page 29](#), shows the trend for women undergraduate senior majors over time. The female share of undergraduate majors has been flat at around 35 to 36%, since 2015. The share women is slightly but consistently higher in non-Ph.D. departments than in Ph.D.-granting departments.

It is possible that this reflects the higher proportion of women among the faculty in non-Ph.D. departments.

Tables 4, 5, and 6 ([Page 31](#), [Page 32](#), [Page 33](#)) provide snapshots of the job market experiences of women from different types of Ph.D. programs. Women made up about 30% of job candidates from the top 20 schools last year (Table 4, [Page 31](#)) and 37% of all other Ph.D. students on the market (Table 5, [Page 32](#)). Table 6, [Page 33](#), presents placement data slightly differently, showing where last year’s job market candidates placed, by the rank of the originating department. The most striking longer-term change in placement patterns is the growing number of students from top ranked departments who are taking jobs in the private sector. This seems to be equally true of new female and male economists.

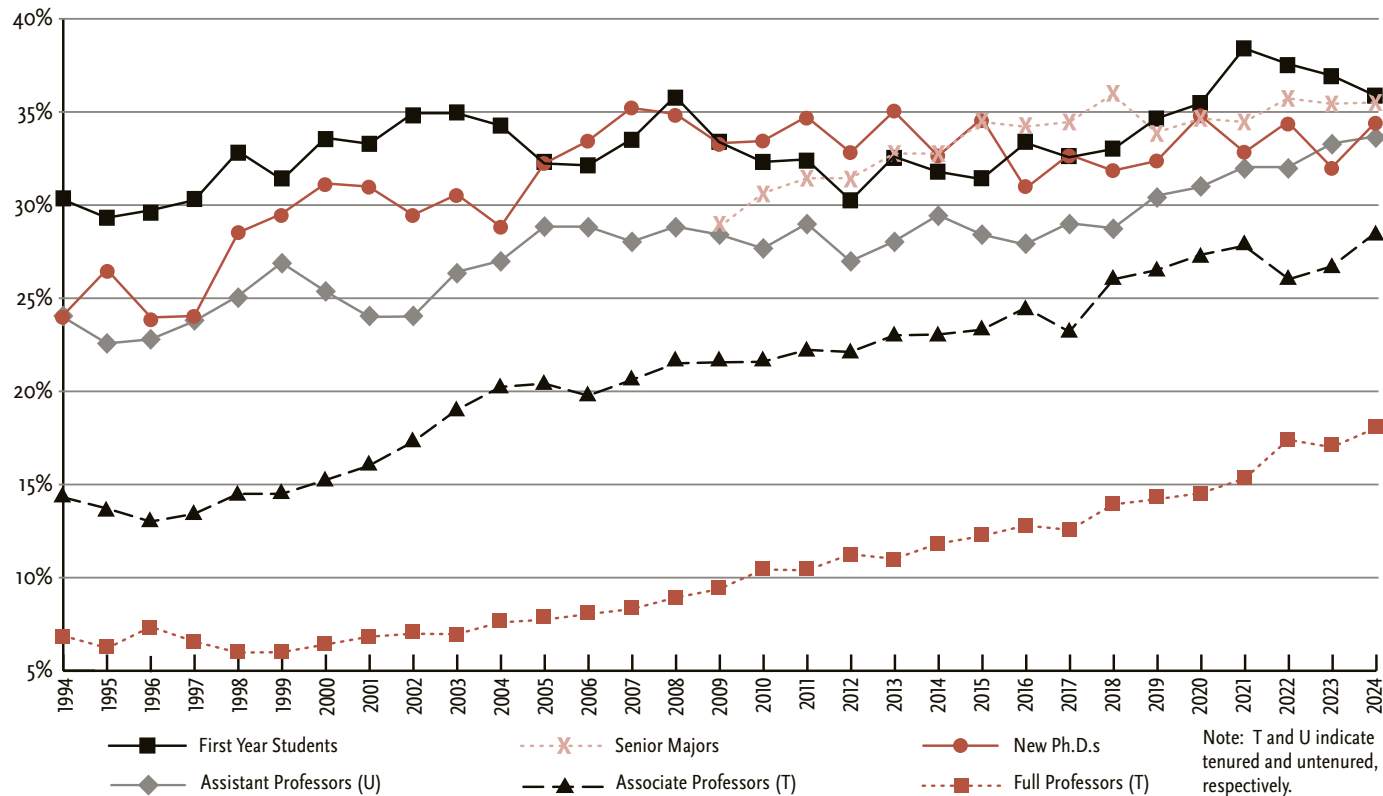
Conclusions

This report is disappointing. Despite occasional signs of progress in women’s representation in economics, the pattern in recent years—and most of the twenty-first century to date—has been stagnation. The share of women in first year Ph.D. programs fell last year. The share of women in undergraduate economics majors remains well below parity and does not show an increasing trend. Women are over-represented in non-tenure-track teaching jobs. To change women’s representation on the faculty of economics departments, we have to increase women’s representation in Ph.D. programs. That is not yet happening consistently or in numbers sufficient to change the profession so that it represents the gender of the people it studies.

Efforts to address these continued disparities are critical, both for fairness and for the quality and relevance of the economics research that is undertaken

⁷ We report data on non-Ph.D. departments beginning in 2006. The sample changed considerably in that year, expanding to include departments in universities that give master’s degrees. Figure 2 and Table 3 use a consistent panel of departments over time.

Figure 1. The Pipeline for Departments *with* Doctoral Programs: Percent of Doctoral Students and Faculty who are Women, 1994–2024



in this country. With support from the Sloan Foundation, CSWEP and the Social Science Research Council has launched the **Women in Economics Research Consortium**⁸ to support research on interventions and policy changes designed to increase women’s representation and success in economics, particularly those that are scalable and can therefore have a broad impact on the profession. This kind of research is critical to improving our understanding of effective changes. Ongoing, explicit support of the American Economic Association for diversity and respect within the profession is critical for progress.

CSWEP’s many years of data on the evolution of faculty composition at the department level are unique in the social sciences and beyond. CSWEP now makes department-level longitudinal data available to individual departments so that they have this information to determine appropriate steps to achieve gender equity. Annual aggregate data and departmental-level data are available for research purposes in a manner that protects the confidentiality of the responding departments through the Inter-university Consortium for Political and Social Research and are updated annually.

⁸ <https://www.ssrc.org/programs/cswep-women-in-economics-research-consortium>

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Table 1. The Pipeline for Departments *with* Doctoral Programs: Percent and Number of Students and Faculty Who Are Women*

Year	1994–1997	1998–2002	2003–2007	2008–2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Faculty																
Full Professor																
Percent	6.7%	6.4%	7.7%	10.1%	10.9%	11.8%	12.2%	12.9%	12.6%	14.0%	14.3%	14.7%	15.5%	17.6%	17.1%	18.3%
Number	93.7	94.9	122.7	160.8	169.2	185.5	194.2	204.0	193.0	221.0	229.0	234.0	248.0	284.5	280.0	292.0
Associate Professor																
Percent	13.4%	15.5%	20.2%	22.4%	23.2%	23.2%	23.8%	25.2%	23.5%	26.0%	26.1%	27.2%	28.0%	26.5%	27.5%	28.0%
Number	74.5	85.4	113.6	136.0	139.8	150.9	155.9	173.5	157.0	174.0	184.0	190.5	195.0	192.5	203.5	201.0
Assistant Professor																
Percent	23.6%	24.4%	27.9%	28.3%	27.8%	29.0%	28.3%	27.9%	28.5%	28.6%	30.2%	31.4%	32.8%	32.9%	33.5%	33.7%
Number	137.2	146.6	199.7	223.8	212.2	228.5	233.7	233.0	246.5	237.0	248.0	255.0	274.5	266.0	263.5	248.0
All Tenure Track (Subtotal)																
Percent	12.1%	12.4%	15.2%	17.4%	17.9%	18.7%	19.0%	19.6%	19.5%	20.5%	21.1%	21.9%	22.9%	23.6%	23.6%	24.3%
Number	305.4	326.9	436.0	520.7	521.3	564.8	583.9	610.5	596.5	632.0	661.0	679.5	717.5	743.0	747.0	741.0
All Non-Tenure Track																
Percent	33.2%	30.8%	33.2%	34.4%	35.1%	37.8%	34.7%	35.1%	34.9%	37.0%	37.9%	39.2%	40.2%	37.1%	37.3%	35.6%
Number	39.2	91.0	150.7	209.0	180.0	222.0	295.5	311.0	325.0	234.0	285.3	263.0	298.0	267.0	264.0	239.0
All Faculty																
Percent	13.0%	14.2%	17.7%	20.3%	20.5%	21.8%	22.4%	23.1%	23.1%	23.3%	24.4%	24.9%	26.2%	26.1%	26.1%	26.4%
Number	344.7	418.0	586.7	729.6	701.3	786.8	879.4	921.5	921.5	866.0	946.3	942.5	1015.5	1010.0	1011.0	980.0
Ph.D. Students																
Ph.D. Granted																
Percent	24.7%	30.0%	32.1%	33.9%	35.3%	32.7%	34.7%	31.0%	32.7%	31.9%	32.4%	34.8%	32.9%	34.5%	32.1%	34.3%
Number	214.0	265.9	326.1	367.1	390.7	358.0	404.0	372.0	359.0	368.0	349.0	378.0	352.0	409.0	346.5	371.0
ABD																
Percent	27.4%	30.7%	33.9%	33.9%	32.1%	32.2%	31.7%	31.7%	33.0%	32.8%	32.9%	32.6%	34.7%	35.5%	36.5%	36.2%
Number	647.2	850.4	1219.8	1317.7	1227.5	1346.0	1324.5	1430.0	1469.0	1469.0	1455.5	1464.5	1581.0	1461.0	1451.0	1453.0
First Year																
Percent	29.9%	33.2%	33.5%	32.9%	32.6%	31.8%	31.5%	33.4%	32.5%	33.1%	34.7%	35.5%	38.4%	37.6%	37.0%	36.2%
Number	445.4	518.2	568.4	557.6	481.0	508.0	500.0	517.0	498.0	474.0	542.0	452.0	476.0	468.0	523.5	473.0
Undergraduate																
Economics Majors Graduated																
Percent	32.0%	32.1%	31.6%	30.5%	32.1%	33.6%	33.2%	32.9%	34.0%	34.1%	33.4%	34.9%	34.7%	35.8%	34.0%	36.3%
Number	2498	3281	5114	5785	5733	6998	7756	7577	7894	8225	8336	9185	8324	8280	7693	8124
Senior Majors*																
Percent	missing	missing	missing	30.6%	32.8%	32.7%	34.6%	34.1%	34.5%	36.0%	33.9%	34.7%	34.4%	35.8%	35.5%	35.6%
Number	missing	missing	missing	7603	5767	6687	7247	7534	7774	8417	8356	8084	7985	8182	8010	7530

*Notes: Entry and exit change the population universe. Any known Ph.D. programs are considered members of the population. Any non-respondents were imputed first with UAQ survey responses and, if those are unavailable, with linear interpolation. All programs responded to the 2021 survey. For five year intervals, simple averages are reported.

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Table 2a. The Pipeline for Top Departments: Percent and Numbers of Faculty and Students who are Women at All Top 10 Schools

Year	1994–1997	1998–2002	2003–2007	2008–2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Faculty																
Full Professor																
Percent	4.7%	7.1%	8.3%	8.9%	9.6%	9.7%	9.6%	9.2%	9.1%	10.7%	12.2%	12.5%	12.7%	13.6%	14.0%	13.8%
Number	10.8	17.8	21.5	25.8	28.0	27.0	27.0	26.0	27.0	33.0	39.0	39.0	34.0	40.0	43.0	41.0
Associate Professor																
Percent	12.5%	21.1%	16.4%	22.5%	23.3%	21.9%	25.0%	28.9%	30.8%	26.3%	21.2%	22.2%	31.2%	19.5%	21.3%	20.8%
Number	4.5	6.1	4.8	7.7	7.0	7.0	8.0	13.0	12.0	10.0	7.0	8.0	10.0	8.0	10.0	10.0
Assistant Professor																
Percent	20.4%	18.0%	22.7%	23.1%	17.0%	20.0%	21.6%	18.0%	20.2%	17.9%	19.8%	22.4%	21.1%	24.7%	24.1%	27.5%
Number	20.8	19.0	23.7	23.0	15.0	18.0	21.0	18.0	22.0	17.0	19.0	22.0	19.0	22.0	21.0	22.0
All Tenure Track (Subtotal)																
Percent	9.9%	11.1%	12.7%	13.3%	12.2%	13.0%	13.6%	13.3%	13.7%	13.6%	14.5%	15.5%	16.2%	16.5%	16.7%	17.1%
Number	36.0	42.9	50.0	56.5	50.0	52.0	56.0	57.0	61.0	60.0	65.0	69.0	63.0	70.0	74.0	73.0
All Non-Tenure Track																
Percent	34.7%	31.4%	40.0%	35.9%	35.2%	33.9%	44.3%	39.3%	33.3%	34.4%	35.7%	34.2%	32.9%	28.4%	36.8%	36.6%
Number	5.3	7.6	15.2	20.0	19.0	20.0	43.0	35.0	29.0	22.0	30.3	25.0	24.0	27.0	28.0	26.0
All Faculty																
Percent	10.8%	12.3%	15.1%	15.8%	14.8%	15.7%	19.5%	17.8%	16.9%	16.2%	17.9%	18.1%	18.8%	18.7%	19.7%	19.9%
Number	41.3	50.5	65.2	76.5	69.0	72.0	99.0	92.0	90.0	82.0	95.3	94.0	87.0	97.0	102.0	99.0
Ph.D. Students																
Ph.D. Granted																
Percent	24.6%	24.8%	28.6%	26.7%	31.3%	25.9%	25.9%	26.4%	28.4%	23.6%	29.9%	23.6%	23.6%	26.4%	24.4%	27.5%
Number	51.3	51.0	57.0	54.0	67.0	51.0	52.0	58.0	57.0	49.0	64.0	49.0	49.0	47.0	53.0	58.0
ABD																
Percent	22.9%	24.4%	28.0%	26.1%	30.4%	25.4%	25.1%	25.4%	24.6%	26.9%	25.2%	24.7%	27.0%	30.3%	31.2%	33.3%
Number	134.8	184.0	240.2	218.8	255.0	217.0	225.0	247.0	221.0	264.0	234.0	233.0	265.0	281.0	269.0	197.0
First Year																
Percent	24.5%	28.1%	26.3%	24.4%	27.9%	24.0%	23.9%	29.8%	25.8%	26.1%	32.1%	32.6%	36.2%	34.9%	38.8%	27.6%
Number	69.3	72.5	66.8	61.0	65.0	62.0	52.0	68.0	66.0	59.0	71.0	71.0	68.0	67.0	90.0	63.0
Undergraduate																
Economics Majors Graduated																
Percent	31.1%	34.1%	35.7%	35.5%	39.6%	37.2%	36.9%	36.0%	39.6%	36.3%	37.1%	36.5%	40.7%	40.7%	41.8%	40.0%
Number	372	668	777	744	866	849	895	907	990	866	965	944	1051	1122	1446	1128
Senior Majors																
Percent	missing	missing	missing	38.7%	38.0%	38.6%	37.3%	36.6%	38.3%	39.0%	37.0%	37.7%	38.8%	41.0%	39.6%	40.6%
Number	missing	missing	missing	967	994	1003	898	924	984	959	1014	1023	1066	1331	1139	1241

*Notes: For each category, the table gives women as a percentage of total. For the five-year intervals, simple averages of annual percentages are reported.

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Table 2b. The Pipeline for Top Departments: Percent and Numbers of Faculty and Students who are Women at All Top 20 Schools

Year	1994–1997	1998–2002	2003–2007	2008–2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Faculty																
Full Professor																
Percent	4.3%	6.4%	7.7%	8.8%	9.6%	10.0%	10.1%	11.3%	10.2%	11.6%	12.7%	13.1%	13.4%	14.5%	15.0%	15.6%
Number	17.3	29.5	36.5	42.8	49.0	49.0	50.0	58.0	53.0	62.0	69.0	72.0	69.0	79.0	83.0	85.0
Associate Professor																
Percent	11.9%	17.1%	16.3%	22.5%	19.1%	20.4%	19.6%	20.2%	20.6%	20.6%	16.8%	16.4%	21.2%	19.9%	22.9%	25.0%
Number	9.8	11.6	10.1	19.9	17.0	19.0	19.0	22.0	20.0	20.0	16.0	15.0	19.0	21.0	25.0	29.0
Assistant Professor																
Percent	18.0%	18.2%	24.5%	22.9%	18.7%	21.3%	21.5%	21.2%	20.7%	21.5%	22.3%	25.0%	22.7%	24.3%	26.7%	28.2%
Number	31.8	35.3	50.6	49.4	37.0	43.0	44.0	44.0	43.0	45.0	43.0	50.0	48.0	52.5	55.0	55.0
All Tenure Track (Subtotal)																
Percent	9.0%	10.6%	13.1%	14.1%	12.9%	14.1%	14.2%	14.9%	14.0%	15.1%	15.4%	16.3%	16.7%	17.6%	18.8%	19.8%
Number	58.8	76.4	97.2	112.1	103.0	111.0	113.0	124.0	116.0	127.0	128.0	137.0	136.0	152.5	163.0	169.0
All Non-Tenure Track																
Percent	37.3%	32.3%	41.5%	34.3%	38.9%	39.6%	42.8%	39.3%	38.2%	33.1%	39.0%	40.4%	39.5%	33.9%	38.8%	37.0%
Number	11.5	16.7	30.2	46.5	44.0	57.0	83.0	70.0	72.0	48.0	75.3	70.5	73.0	64.0	54.0	57.0
All Faculty																
Percent	10.2%	12.0%	15.6%	17.0%	16.1%	18.1%	19.8%	19.2%	18.5%	17.7%	19.8%	20.4%	20.9%	20.5%	21.6%	22.4%
Number	70.3	93.1	127.4	158.6	147.0	168.0	196.0	194.0	188.0	175.0	203.3	207.5	209.0	216.5	217.0	226.0
Ph.D. Students																
Ph.D. Granted																
Percent	25.0%	24.9%	29.5%	28.2%	33.2%	29.3%	28.4%	26.2%	26.9%	25.3%	32.0%	27.7%	26.3%	32.9%	24.3%	30.3%
Number	84.3	84.1	102.1	100.6	124.0	102.0	110.0	112.0	98.0	98.0	123.0	103.0	94.0	113.0	85.0	118.0
ABD																
Percent	23.4%	26.2%	29.9%	28.2%	30.3%	26.5%	25.7%	26.7%	27.0%	27.3%	25.9%	26.9%	31.6%	30.8%	32.7%	34.4%
Number	218.9	297.4	407.1	401.5	444.0	427.0	390.0	451.0	444.0	447.0	396.0	439.0	521.0	447.0	431.0	426.0
First Year																
Percent	25.8%	29.3%	28.4%	27.6%	28.4%	27.4%	24.9%	29.5%	26.0%	29.9%	32.5%	34.4%	35.3%	36.8%	37.0%	31.3%
Number	124.1	142.5	135.4	129.2	121.0	123.0	112.0	130.0	116.0	126.0	167.0	128.0	129.0	137.0	196.0	125.0
Undergraduate																
Economics Majors Graduated																
Percent	32.2%	33.9%	35.5%	35.5%	39.3%	37.4%	37.2%	37.3%	38.8%	37.0%	36.9%	37.4%	41.2%	40.2%	39.7%	39.6%
Number	866	1362	1906	1943	2241	2290	2494	2502	2512	2431	2324	2368	2430	2715	2707	3281
Senior Majors																
Percent	missing	missing	missing	36.1%	39.1%	37.8%	38.3%	37.9%	37.8%	38.6%	37.7%	38.0%	37.8%	39.5%	39.4%	39.5%
Number	missing	missing	missing	2326	2627	2676	2643	2601	2602	2699	2590	2522	2626	2679	2945	2761

*Notes: For each category, the table gives women as a percentage of total. For the five-year intervals, simple averages of annual percentages are reported.

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Figure 2. The Pipeline for Departments *without* Doctoral Programs: Percent of Students and Faculty who are Women, 2006–2024

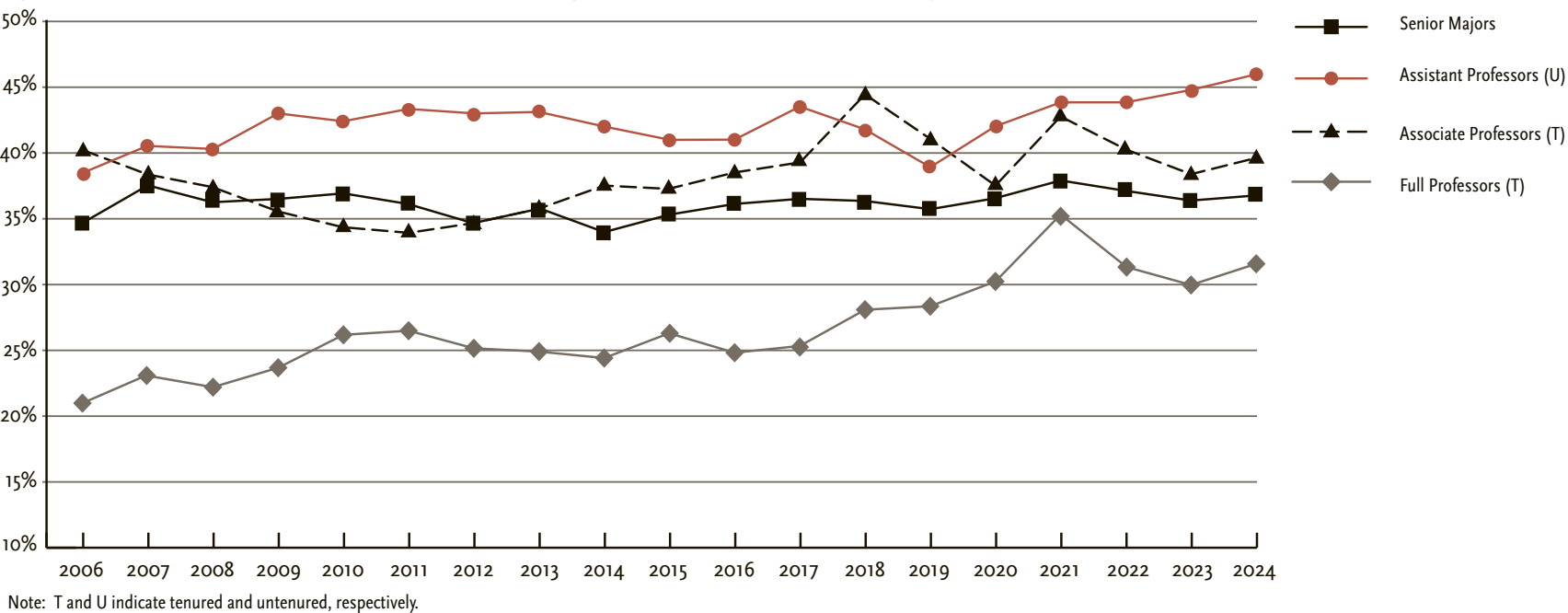
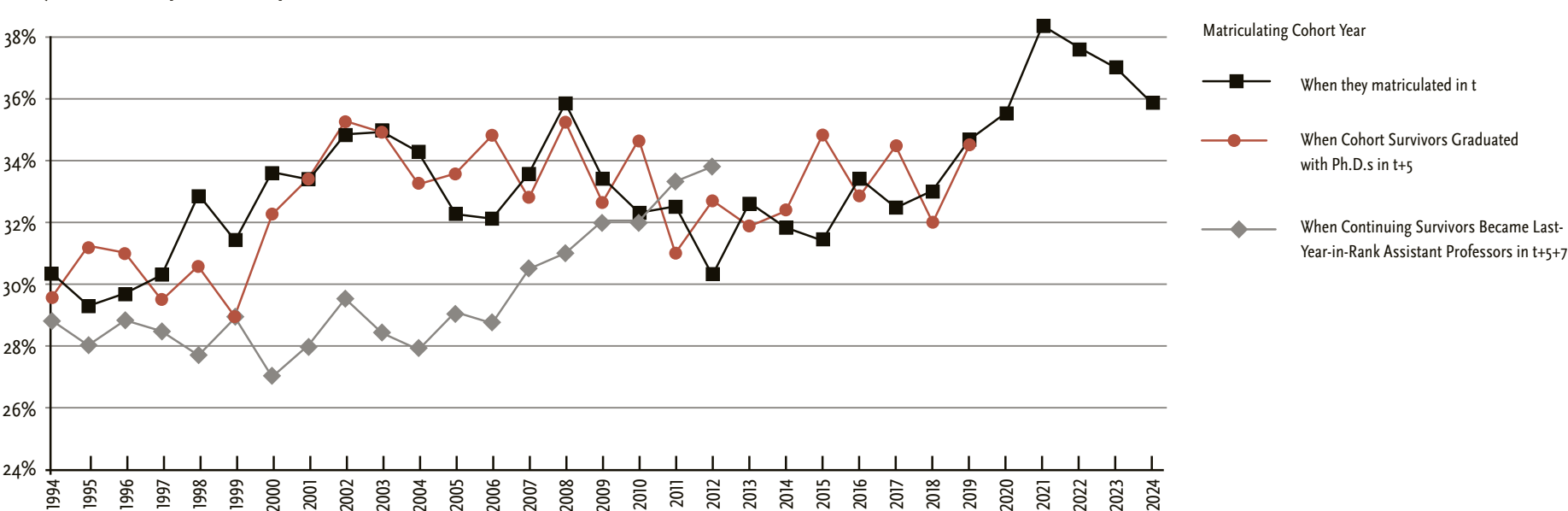


Figure 3. Lock-Step Model: Percentage of women, by entering Ph.D. cohorts—Matriculation, graduation and entry into first-year assistant professorship



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Figure 4. Lock-Step Model: Percentage of women, by receiving-Ph.D. cohort—Graduation, last year-in-rank assistant professorship, and last year-in-rank associate professors

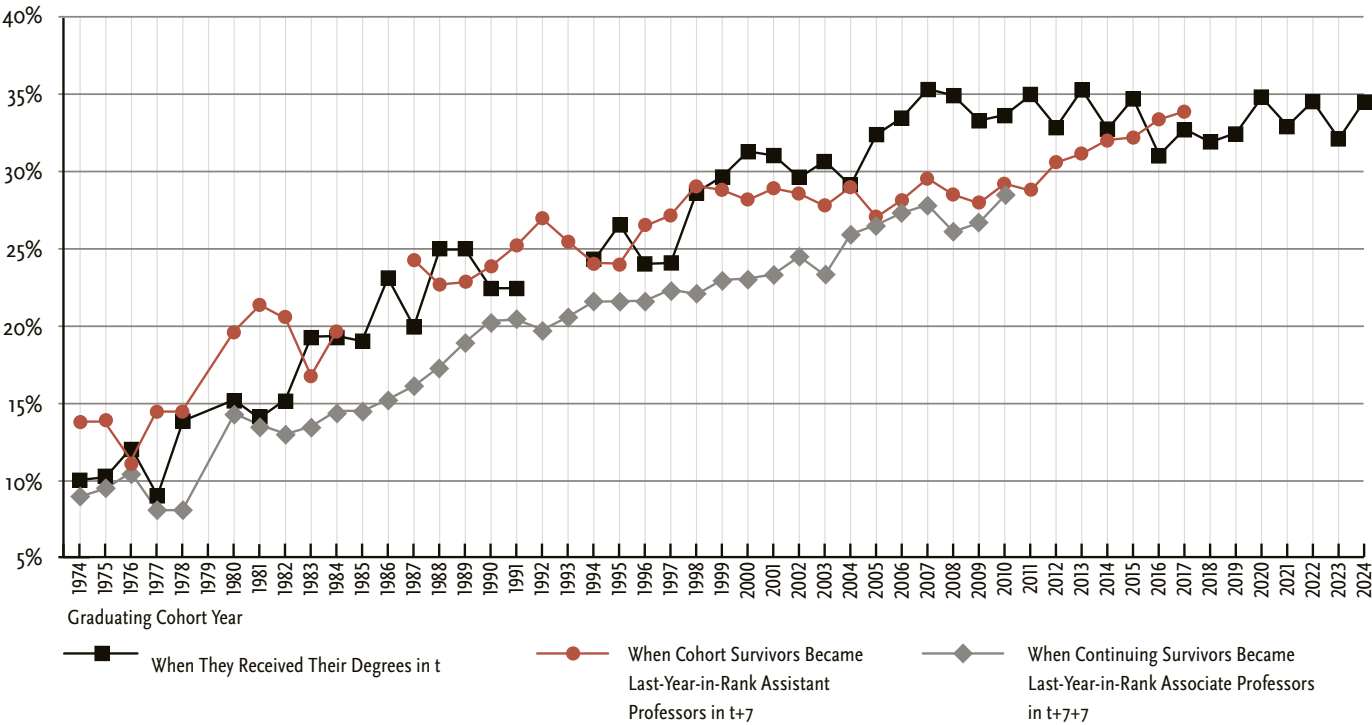
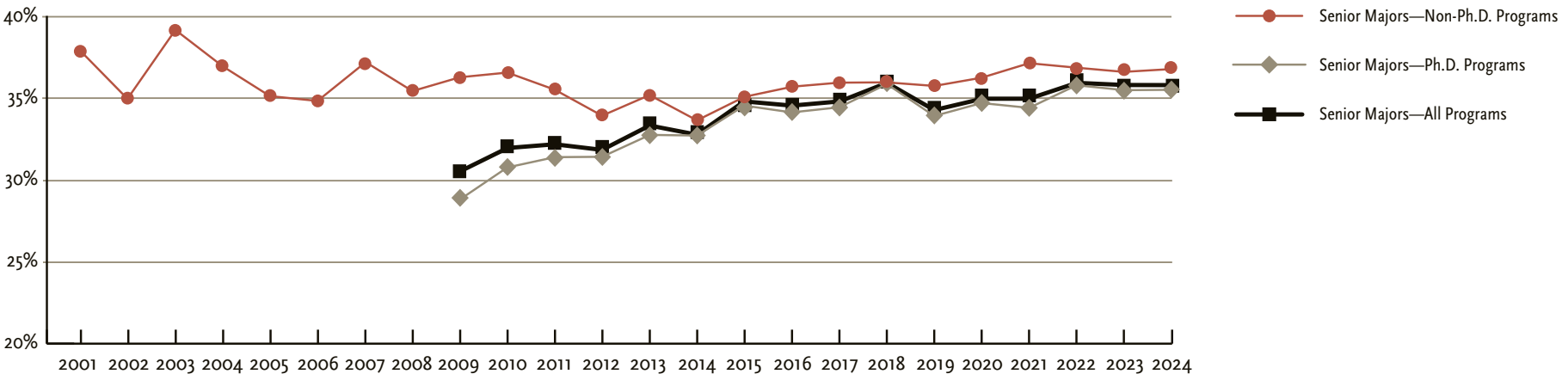


Figure 5. Undergraduate Senior Economics Majors



Note: CSWEP Ph.D. survey began collecting major counts in 2009

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Table 3. Percent Women Faculty and Students: Economics Departments without Doctoral Programs

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Faculty																			
Full Professor																			
Percent	21.1%	22.8%	21.9%	23.5%	26.1%	26.3%	25.2%	25.1%	25.2%	25.9%	24.9%	25.3%	28.5%	28.4%	29.4%	34.8%	31.2%	30.0%	31.2%
Number	80.6	90.4	94.4	109.5	119.5	122.2	115.1	109.9	109.5	112.1	104.6	109.6	119.6	128.2	130.4	146.7	132.4	127.0	136.0
Associate Professor																			
Percent	38.4%	36.6%	35.6%	34.2%	33.0%	32.6%	33.5%	35.9%	36.4%	37.4%	38.0%	39.9%	44.3%	41.0%	37.9%	41.9%	39.6%	39.3%	39.4%
Number	91.8	91.2	92.6	90.4	92.7	89.4	88.2	88.7	95.2	95.7	95.0	103.2	109.8	113.6	99.7	114.1	117.9	122.7	127.4
Assistant Professor																			
Percent	38.8%	40.5%	40.3%	42.7%	41.0%	41.8%	41.5%	41.4%	42.3%	41.6%	40.8%	43.0%	41.0%	39.3%	41.7%	42.7%	42.4%	44.7%	45.3%
Number	89.4	99.3	106.1	113.5	119.3	121.8	120.3	109.7	113.8	118.1	120.0	122.4	120.5	131.2	145.1	132.3	126.0	127.0	152.3
All Tenure Track (Subtotal)																			
Percent	30.8%	31.5%	30.7%	31.5%	32.2%	32.4%	32.1%	32.4%	33.0%	33.5%	33.2%	34.3%	36.4%	35.2%	35.6%	39.2%	36.9%	36.9%	37.9%
Number	261.8	280.8	293.1	313.4	331.6	333.4	323.7	308.3	318.5	326.0	319.6	335.1	349.8	373.1	375.2	393.2	376.3	376.7	415.7
All Non-Tenure Track																			
Percent	34.1%	35.1%	36.4%	29.4%	35.6%	34.6%	31.4%	35.4%	34.1%	34.1%	34.0%	32.3%	28.8%	33.0%	25.9%	41.0%	39.2%	40.6%	39.3%
Number	82.4	88.6	96.7	79.7	85.0	81.8	94.6	64.3	84.0	123.5	103.7	89.8	48.2	79.0	53.3	103.3	90.8	92.8	97.0
All Faculty																			
Percent	31.5%	32.3%	32.0%	31.0%	32.9%	32.8%	31.9%	32.9%	33.2%	33.7%	33.4%	33.9%	35.3%	34.7%	34.0%	39.5%	37.3%	37.6%	38.2%
Number	344.2	369.4	389.8	393.1	416.5	415.2	418.3	372.5	402.5	449.5	423.2	424.9	398.0	452.1	428.5	496.5	467.1	469.5	512.7
Students																			
Undergraduate Economics Majors Graduated																			
Percent	34.4%	34.1%	33.4%	35.1%	35.8%	34.5%	34.0%	35.1%	35.8%	33.5%	36.0%	36.1%	35.1%	35.2%	36.2%	35.8%	37.2%	38.0%	35.7%
Number	1394.8	1419.5	1498.5	1583.9	1642.0	1616.4	1515.3	1524.7	2012.3	1975.7	2232.2	2159.1	2240.4	2160.1	2071.5	1989.0	2032.2	2086.0	1976.1
Undergraduate Senior Majors																			
Percent	34.6%	37.6%	36.2%	36.5%	36.8%	36.1%	34.6%	35.7%	34.1%	35.4%	36.1%	36.5%	36.3%	35.7%	36.6%	37.8%	37.1%	36.4%	36.8%
Number	1485.4	1753.4	1752.4	1874.3	1876.0	1831.7	1764.5	1654.3	1842.9	2126.0	2239.5	2290.5	2113.4	2201.5	2189.0	2294.0	2173.4	1979.4	2166.6
M.A. Students Graduated																			
Percent	31.9%	43.3%	31.8%	39.1%	35.0%	39.0%	35.8%	34.7%	40.2%	36.0%	35.2%	40.2%	35.1%	32.1%	38.8%	33.3%	44.0%	42.5%	46.3%
Number	19.0	56.5	70.7	84.1	75.9	68.0	57.9	46.0	60.5	45.0	34.5	49.0	20.5	60.5	36.5	29.0	56.0	52.0	42.2
M.A. Students Expected to Graduate																			
Percent	missing	missing	missing	missing	missing	missing	missing	43.0%	37.3%	34.1%	44.2%	40.4%	36.4%	35.7%	35.9%	41.8%	44.4%	47.2%	34.3%
Number	missing	missing	missing	missing	missing	missing	missing	34.0	51.5	34.7	29.3	36.0	16.0	75.1	33.5	65.0	64.7	68.3	30.9
N Respondents	102.0	102.0	103.0	103.0	104.0	104.0	104.0	104.0	104.0	104.0	105.0	105.0	105.0	105.0	104.0	105.0	103.0	103.0	114.0

Notes: For each category, the table gives women as a percentage of women plus men.

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Table 4. Percent Women in Job Placements of New Ph.D.s from the Top Economics Departments

All Top 10 Schools													All Top 20 Schools											
	1994–1997	1998–2002	2003–2007	2008–2012	2013–2017	2018	2019	2020	2021	2022	2023	2024	1994–1997	1998–2002	2003–2007	2008–2012	2013–2017	2018	2019	2020	2021	2022	2023	2024
U.S.-based, All Types																								
Percent	24.9%	29.7%	30.1%	26.2%	27.7%	20.7%	37.7%	25.9%	24.7%	27.1%	31.4%	25.6%	26.7%	29.1%	31.6%	29.3%	28.3%	23.8%	35.6%	28.8%	26.9%	31.9%	29.5%	30.7%
Number	35.8	39.1	45.3	35.6	38.2	31.0	52.0	42.0	38.0	42.0	53.0	42.0	58.9	59.9	80.0	66.1	71.0	64.0	88.0	78.0	67.0	83.0	77.0	83.0
Faculty, Ph.D. Granting Department																								
Percent	22.1%	25.9%	29.8%	24.5%	28.0%	17.6%	42.6%	23.0%	27.5%	28.3%	29.9%	29.7%	24.0%	26.3%	30.9%	27.8%	27.3%	20.2%	40.9%	24.4%	30.8%	32.1%	29.5%	29.4%
Number	16.0	18.9	26.8	17.8	19.4	13.0	29.0	14.0	11.0	15.0	20.0	22.0	27.0	29.5	44.4	33.2	29.4	22.0	38.0	22.0	16.0	25.0	26.0	35.0
Faculty, Non-Ph.D. Granting Department																								
Percent	42.1%	50.1%	26.5%	35.1%	34.4%	14.3%	0.0%	20.0%	100.0%	33.3%	100.0%	0.0%	41.8%	50.2%	30.8%	41.2%	33.0%	14.3%	28.6%	10.0%	80.0%	28.6%	50.0%	18.2%
Number	6.8	5.3	2.4	2.5	2.0	1.0	0.0	1.0	2.0	1.0	2.0	0.0	8.8	7.3	6.6	6.9	6.0	1.0	4.0	1.0	4.0	2.0	3.0	2.0
Non Faculty, Any Academic Department																								
Percent	missing	missing	missing	missing	35.4%	26.7%	28.6%	33.3%	33.3%	27.3%	25.0%	25.0%	missing	missing	missing	missing	28.9%	28.6%	19.2%	34.8%	34.5%	28.6%	20.0%	44.0%
Number	missing	missing	missing	missing	3.4	4.0	2.0	5.0	6.0	3.0	6.0	4.0	missing	missing	missing	missing	6.0	8.0	5.0	8.0	10.0	6.0	9.0	11.0
Public Sector																								
Percent	24.1%	30.3%	31.4%	29.9%	27.2%	10.0%	36.4%	32.3%	12.0%	30.4%	52.6%	26.1%	28.3%	28.8%	33.6%	28.9%	26.4%	23.1%	37.5%	32.7%	16.7%	39.5%	38.9%	43.7%
Number	6.5	8.5	7.3	6.9	4.6	1.0	8.0	10.0	3.0	7.0	10.0	6.0	12.3	12.9	14.2	11.5	9.8	9.0	15.0	16.0	9.0	15.0	14.0	21.0
Private Sector																								
Percent	22.4%	30.8%	28.6%	24.1%	25.7%	27.3%	34.2%	24.0%	23.2%	24.6%	26.3%	22.5%	25.2%	28.9%	31.7%	28.5%	29.7%	27.9%	35.1%	31.3%	25.7%	30.2%	29.1%	20.9%
Number	6.5	6.4	8.8	8.4	8.8	12.0	13.0	12.0	16.0	16.0	15.0	9.0	10.9	10.2	14.8	14.5	19.8	24.0	26.0	31.0	28.0	35.0	25.0	14.0
Foreign-based, All Types																								
Percent	17.8%	14.5%	23.1%	22.9%	20.2%	27.7%	24.2%	25.9%	16.7%	25.0%	18.6%	26.1%	17.8%	19.6%	22.7%	24.4%	24.8%	26.7%	28.8%	25.4%	20.0%	26.7%	18.3%	23.5%
Number	5.8	4.3	9.1	12.3	8.4	13.0	15.0	15.0	11.0	9.0	11.0	12.0	10.8	11.2	18.4	26.8	22.0	28.0	34.0	29.0	23.0	23.0	19.0	24.0
Academic																								
Percent	24.5%	13.4%	25.3%	23.0%	23.1%	27.3%	25.0%	28.3%	27.8%	25.8%	18.4%	24.4%	19.8%	19.9%	25.2%	22.3%	26.5%	26.7%	32.2%	27.3%	25.4%	28.4%	15.9%	23.5%
Number	5.3	3.0	7.1	9.3	6.8	9.0	11.0	15.0	10.0	8.0	9.0	10.0	8.5	8.2	13.6	17.7	16.8	20.0	28.0	27.0	17.0	19.0	14.0	19.0
Nonacademic																								
Percent	6.1%	17.7%	18.1%	22.6%	11.6%	28.6%	22.2%	0.0%	3.3%	20.0%	20.0%	40.0%	13.2%	17.7%	17.6%	29.6%	20.6%	26.7%	19.4%	13.3%	12.5%	21.1%	31.2%	23.8%
Number	0.5	1.3	2.0	3.1	1.6	4.0	4.0	0.0	1.0	1.0	2.0	2.0	2.3	3.0	4.8	9.1	5.2	8.0	6.0	2.0	6.0	4.0	5.0	5.0
Unknown Placement																								
Percent	missing	missing	missing	missing	missing	missing	100.0%	50.0%	0.0%	0.0%	0.0%	50.0%	missing	missing	missing	missing	missing	missing	33.3%	50.0%	100.0%	50.0%	20.0%	46.2%
Number	missing	missing	missing	missing	missing	missing	1.0	1.0	0.0	0.0	0.0	1.0	missing	missing	missing	missing	missing	missing	1.0	1.0	1.0	1.0	3.0	6.0
No Placement																								
Percent	19.6%	31.7%	6.7%	0.0%	6.7%	50.0%	0.0%	0.0%	100.0%	0.0%	0.0%	66.7%	18.5%	34.7%	23.4%	18.1%	25.7%	50.0%	33.3%	16.7%	50.0%	16.7%	0.0%	66.7%
Number	6.5	2.5	0.6	0.0	0.2	1.0	0.0	0.0	1.0	0.0	0.0	2.0	9.0	4.0	3.5	1.2	0.8	2.0	2.0	1.0	1.0	1.0	0.0	2.0
Total on the Market																								
Percent	23.3%	27.1%	28.0%	24.8%	25.9%	22.6%	33.3%	26.0%	22.6%	26.3%	27.8%	26.5%	24.1%	27.2%	29.4%	27.5%	27.4%	24.9%	33.4%	27.7%	25.1%	30.5%	25.9%	29.6%
Number	48.0	45.9	55.0	47.9	46.8	45.0	68.0	58.0	50.0	51.0	64.0	57.0	78.6	75.1	101.9	94.1	93.8	94.0	125.0	109.0	92.0	108.0	99.0	115.0

Notes: For five year intervals, simple averages are reported.

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Table 5. Percent Women in Job Placements of New Ph.D.s from All Other Economics Departments

	All Other Schools											
	1994–1997	1998–2002	2003–2007	2008–2012	2013–2017	2018	2019	2020	2021	2022	2023	2024
U.S.-based, All Types												
Percent	29.4%	33.5%	35.6%	38.8%	37.6%	36.8%	34.7%	36.2%	37.2%	37.6%	39.1%	38.5%
Number	91.2	120.2	169.5	210.8	171.1	174.0	160.0	141.0	162.0	209.5	202.0	172.0
Faculty, Ph.D. Granting Department												
Percent	31.4%	30.5%	31.7%	36.8%	33.3%	39.0%	36.9%	35.7%	39.7%	46.2%	45.2%	43.2%
Number	28.2	32.7	50.9	65.7	36.5	30.0	31.0	25.0	28.0	48.5	42.0	38.0
Faculty, Non-Ph.D. Granting Department												
Percent	29.1%	35.8%	40.9%	38.9%	38.6%	35.7%	35.7%	40.0%	45.8%	44.0%	35.5%	46.1%
Number	29.4	33.4	57.4	62.7	49.0	50.0	41.0	29.0	41.0	38.5	36.0	35.0
Non Faculty, Any Academic Department												
Percent	missing	missing	missing	missing	30.8%	41.4%	34.8%	31.5%	32.6%	43.4%	44.7%	31.1%
Number	missing	missing	missing	missing	15.4	29.0	23.0	17.5	29.0	33.0	40.0	32.0
Public Sector												
Percent	30.8%	35.6%	36.5%	36.9%	35.5%	28.0%	31.1%	31.9%	38.5%	23.8%	38.0%	39.5%
Number	18.9	27.0	28.8	37.1	22.5	14.0	19.0	23.0	25.0	20.5	30.0	34.0
Private Sector												
Percent	25.0%	32.9%	33.3%	44.4%	45.1%	37.5%	34.1%	39.1%	32.0%	34.2%	35.2%	35.1%
Number	14.6	27.1	32.4	45.3	47.7	51.0	46.0	46.5	39.0	69.0	54.0	33.0
Foreign-based, All Types												
Percent	17.7%	27.3%	26.5%	30.2%	31.9%	29.3%	24.6%	35.8%	30.4%	31.1%	28.8%	31.0%
Number	23.8	30.5	42.9	69.2	58.1	66.0	42.0	66.5	51.0	46.5	43.0	45.0
Academic												
Percent	21.1%	30.7%	29.9%	32.4%	34.6%	30.6%	26.0%	34.6%	30.4%	32.1%	32.3%	34.6%
Number	17.6	19.1	27.0	44.1	42.7	49.0	33.0	46.5	35.0	31.0	32.0	36.0
Nonacademic												
Percent	12.1%	22.9%	22.3%	26.9%	26.2%	26.2%	20.5%	39.2%	30.2%	29.2%	21.8%	22.0%
Number	6.2	11.4	16.0	25.0	15.4	17.0	9.0	20.0	16.0	15.5	11.0	9.0
Unknown Placement												
Percent	missing	missing	missing	missing	missing	missing	7.7%	48.7%	36.1%	28.6%	32.1%	38.0%
Number	missing	missing	missing	missing	missing	missing	1.0	9.5	13.0	7.0	13.0	27.0
No Placement												
Percent	21.7%	26.0%	35.3%	37.1%	42.7%	53.7%	35.9%	29.6%	40.0%	44.0%	33.3%	50.0%
Number	21.1	13.8	19.7	35.6	15.3	51.0	14.0	17.0	12.0	11.0	10.0	19.0
Total On the Market												
Percent	25.1%	31.3%	33.4%	36.4%	36.3%	36.7%	31.7%	35.9%	35.5%	36.3%	36.4%	37.5%
Number	136.0	164.5	232.2	315.5	244.5	291.0	217.0	234.0	238.0	274.0	268.0	263.0

*Notes: For five year intervals, simple averages are reported.

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Table 6. New Ph.D. Job Placement by Gender and Department Rank, Current Year

2022–2024	Top 10		Top 11–20		All Others	
	Women	Men	Women	Men	Women	Men
U.S.-based, All Types (Share of all individuals by gender)	73.7%	77.2%	70.7%	56.5%	65.4%	62.7%
Faculty, Ph.D. Granting Department	52.4%	42.6%	31.7%	49.2%	22.1%	18.2%
Faculty, Non-Ph.D. Granting Department	0.0%	4.1%	4.9%	6.2%	20.3%	15.0%
Non-Faculty, Any Academic Department	9.5%	9.8%	17.1%	3.1%	18.6%	25.5%
Public Sector	14.3%	13.9%	36.6%	15.4%	19.8%	19.0%
Private Sector	23.8%	29.5%	9.8%	26.2%	19.2%	22.3%
Foreign-based, All Types (Share of all individuals by gender)	21.1%	21.5%	20.7%	38.3%	17.1%	22.9%
Academic Job	83.3%	91.2%	75.0%	70.5%	80.0%	68.0%
Nonacademic Job	16.7%	8.8%	25.0%	29.5%	20.0%	32.0%
Unknown Placement (Share of all individuals by gender)	1.8%	0.6%	8.6%	5.2%	10.3%	10.1%
No Placement (Share of all individuals by gender)	3.5%	0.6%	0.0%	0.0%	7.2%	4.3%
Total on the Market	57	158	58	115	263	437

Table 7. Distribution of Top 20 Departments by Female Share of First Year Ph.D. Class, 2019–2024

Share of women in first year Ph.D. class	Number of Programs				
	2020	2021	2022	2023	2024
40% or above	7	6	7	7	6
35–39%	5	6	2	3	1
30–34%	3	5	4	5	4
25–29%	1	1	5	2	1
20–24%	4	2	2	1	6
Below 20%	1	1	0	3	3

*Note to Table 7: This table classifies departments by the unweighted average share of women in their entering class over the period 2020–2024. This differs from the average share of women entering Ph.D. programs, each year, because of differences in the size of different programs.

Appendix A: Figures and Tables on Data Quality and Reporting

Table 8. Number of Economics Departments in the CSWEP Survey, by Year and Type of Program

	Year of survey																							
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
With Doctoral Programs																								
No. responded CSWEP	68	77	92	98	91	93	100	109	120	122	122	117	122	124	125	126	127	127	127	125	127	123	125	122
Number of programs (UAQ or CSWEP)	95	104	106	106	100	110	108	119	123	124	123	121	125	126	127	126	127	127	127	126	127	123	125	122
Number of programs (analysis)	121	122	122	123	123	124	124	124	124	126	126	126	127	127	127	126	127	127	127	127	127	127	127	122
Without Doctoral Programs																								
No. responded CSWEP	47	30	48	53	61	64	59	61	60	70	78	59	91	94	95	78	95	95	91	85	97	87	85	103
Number of programs (UAQ or CSWEP)	69	61	71	72	73	77	77	88	88	85	91	82	100	99	102	95	103	100	99	94	102	90	86	103
Number of programs (analysis)	86	89	93	98	102	102	102	103	103	104	104	104	104	104	104	105	105	105	105	104	105	103	103	106

*Notes : To minimize entry and exit changes to the population universe, all Ph.D. programs surveyed are considered members of that population. Non-Ph.D. programs with two or more responses since 2006 and at least one in the last two years are included. Any non-respondents in a given year are imputed first with UAQ and then with linear interpolation.

Figure 6. Comparison of self-reported and imputed data from Figure 1

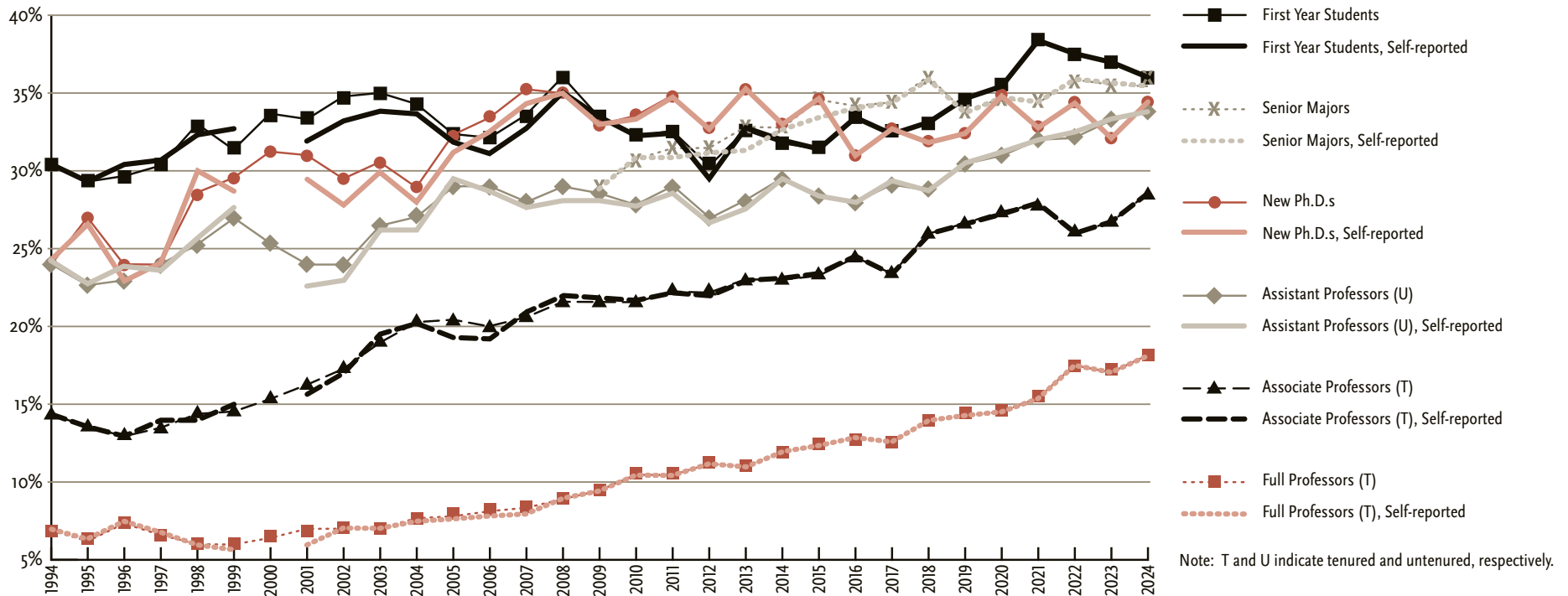
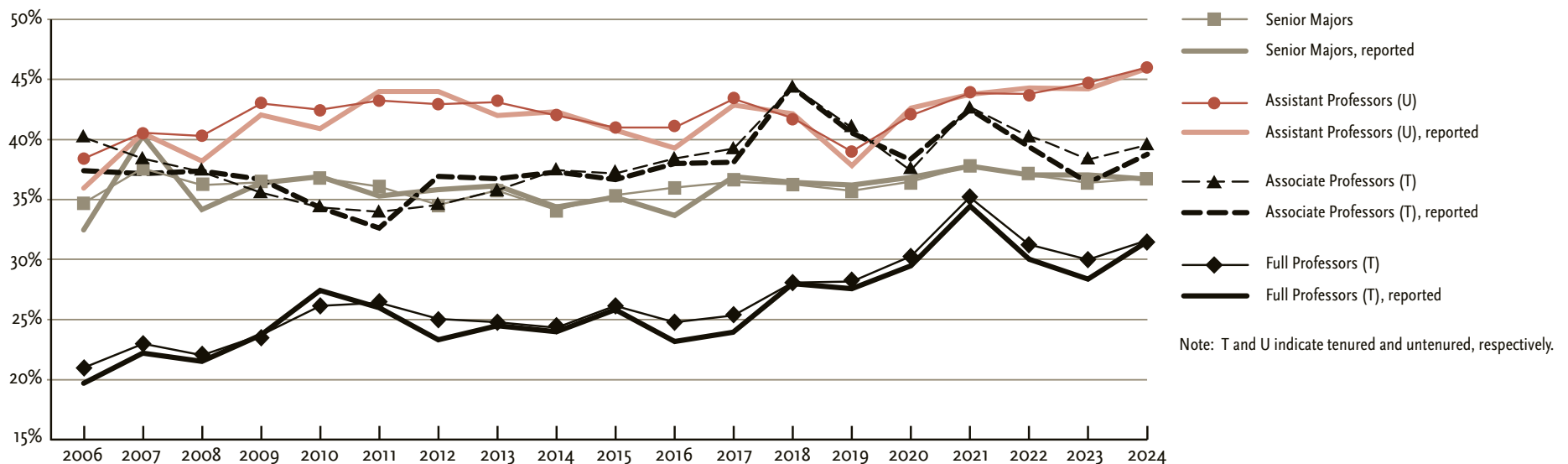


Figure 6a. Comparison of self-reported and imputed data from Figure 2



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Appendix B: Directory of 2024 CSWEP Board Members

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Join the CSWEP Liaison Network!

Are you interested in connecting with others to improve the status of women in the economics profession? Consider becoming a CSWEP liaison. We are searching for liaisons who are in academic departments (both economics departments and others), government, business, and non-profit organizations in the United States and around the world. CSWEP liaisons have three responsibilities. They are:

1. Distributing the CSWEP (electronic) newsletter four times a year to interested parties, and
2. Forwarding periodic emails from CSWEP about mentoring activities, conference opportunities, etc., and
3. (for those in economics departments) making sure that the department answers the annual CSWEP survey.

To see if your institution has a liaison, take a look at the list of over 300 amazing people at [this link](https://www.aeaweb.org/about-aea/committees/cswep/participate/liaison-network) or paste this URL into your browser: <https://www.aeaweb.org/about-aea/committees/cswep/participate/liaison-network>

Calls, Announcements, and Sessions at Upcoming Meetings

Summary

Call for Abstracts, Papers, or Panels at CSWEP sessions

1. 2026 ASSA-AEA Annual Meeting.
Deadline: March 14, 2025
2. 2025 Southern Annual Meeting.
Deadline: April 1, 2025
3. 2025 APPAM Fall Research Meeting.
Deadline: April 8, 2025

Call for Applications

1. CeMENT Mentoring Workshops for Junior Faculty.
Deadline: March 14, 2025
2. Graduate Student Mentoring.
Deadline: July 18, 2025

CSWEP Sessions at Upcoming Meetings

1. Midwestern Economic Association, March 21–23, 2025

CSWEP Events

1. Networking Luncheon, Midwestern Economic Association, March 21, 2025

Call for Abstracts Papers, or Panels @ 2026 AEA/ASSA Annual Meeting

*January 3–5, 2026
Philadelphia, PA,
Philadelphia Marriott Downtown*

Friday, March 14, 2025

CSWEP invites abstract submissions for paper presentations at seven CSWEP-sponsored sessions at the 2026 AEA/ASSA Meeting in Philadelphia, PA. Three sessions will focus on Gender in the Economics Profession, Gender and Climate Justice, and Gender, Working from Home and Female Labor Supply.

We are planning two sessions on Economic Theory, one focused on individual behavior, one on multiple agents. For the first, topics of interest include decision theory and behavioral economics, including experimental work. For the second, topics may include political economy, information and communication, and organizational economics, with methodologies including game theory, mechanism design, or general equilibrium. The decision to sponsor particular sessions will depend on the number and quality of submissions received.

We are also planning two sessions on the Global Economy (all F codes, G15, H87, O19) with a focus on recent and new challenges, such as economic fragmentation and supply chain fragility. We welcome papers using a variety of methodologies, both theoretical and applied

approaches in all areas of international economics, including trade, finance, international development, and international policy coordination. We are happy to receive full session submissions as well as individual papers. The decision to sponsor particular sessions will depend on the fit, number, and quality of submissions received.

CSWEP's primary intention in organizing these sessions is to create an opportunity for junior women to present papers at the meetings, and to provide an opportunity to meet with and receive feedback from leading economists in their field. For this reason, the presenting author of each paper should be a junior woman. The term junior woman usually refers to anyone identifying as a woman or nonbinary who is untenured, or who has received a Ph.D. less than seven years ago but could also refer to a woman who has not yet presented papers widely. There are no restrictions on the gender or seniority of coauthors. There are two exceptions to the requirement that the presenting author be a junior woman—the gender-related sessions are open to all junior economists, and potential sessions on gender in the economics profession are open to all.

The organizers of the AEA sessions will select a subset of the presented papers for publication in the 2026 *AEA Papers & Proceedings*. Authors of accepted abstracts will be invited to submit their papers for publication consideration in December 2025.

In addition to individual paper submissions, complete session proposals may be submitted, but the papers in the session proposal will be considered individually. Duplication of paper presentation at multiple AEA sessions is not permitted; therefore, authors will be expected to notify CSWEP immediately and withdraw their abstract if their paper is accepted for a non-CSWEP session at the 2026 AEA/ASSA Meeting. Similarly, authors whose paper is accepted to a 2026 CSWEP session will be expected to withdraw it from consideration by any other organization at the same meetings.

The deadline for submission is March 14, 2025.

To have research considered for the CSWEP-sponsored sessions at the 2026 AEA/ASSA Meeting, the Correspondence Author must:

- (1) complete the online [submission form](#)¹ and
- (2) send the abstract to [2026 Submission Box](#)²

The application form will ask for the following information:

1. Indication of submission to one of the sessions:
 - Economics of Gender in the Economics Profession
 - Gender and Climate Justice

¹ https://docs.google.com/forms/d/e/1FAIpQLSeElX_xu-p3jLADeHcbsm-_tpajg4tLlhBwo8yBpbo7Vyy66QA/viewform

² email: 2026_CS3ropkf3cnd1om14@u.box.com

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- Gender, Working from Home and Female Labor Supply
 - Economic Theory
 - Global Economy
2. Indication of a single abstract submission or a complete session submission.
 3. The Name, Title, Affiliation, and Email of the correspondence author or session organizer.
 4. Name(s), Title(s), Affiliation(s), and Email address(es) for any coauthor(s) or for each corresponding author in a complete session submission.

The abstract should be a PDF document, not exceeding two pages in length, double-spaced, with a maximum of 650 words (not including references). *It is crucial you save your PDF with the following format, "Corresponding Author Last Name-First Name Abstract Title."*

The abstract should contain details on motivation, contribution, methodology, and data (if applicable); and be clearly identified with the author(s) name(s). Completed papers may be sent but may not substitute for an abstract of the appropriate length.

Any other questions can be addressed to Kristine Etter, Committee Coordinator, at info@csweb.org.

CSWEP Sessions @ 95th Southern Economic Association Annual Meeting

November 22–24, 2025
Washington DC

DEADLINE: April 1, 2025

CSWEP will sponsor several sessions at the Southern Economics Association Meetings to be held November 22–24,

at the Tampa Marriott Water Street, Tampa, Florida.

Orgul Ozturk (CSWEP Southern representative) will organize several sessions in applied microeconomics fields. Among the topics of interest are demographic shifts and social policy response, fertility and reproductive control, food insecurity and the differential impact of health and education policy by race and gender in the short and long run. We welcome papers using a variety of methodologies, both theoretical and applied approaches. Papers in these areas are particularly solicited, although submissions in other areas will also be considered for potential separate sessions. (Extended abstracts will be considered if a full paper draft is not available.) Proposals for complete sessions (organizer, chair, presenters, and discussants) are encouraged. Session submissions should include: (1) paper abstracts; (2) name, email address, and affiliation of all authors and session participants; and (3) which author will present each paper if accepted.

The deadline to submit a paper or session is April 1, 2025. All submissions should be sent to Orgul Ozturk, CSWEP Southern Representative, odozturk@moore.sc.edu.

2025 APPAM Fall Research Meeting

November 13–15, 2025
Seattle, Washington

Deadline: April 8, 2025

The Washington, DC Chapter of CSWEP (DCSWEP) invites abstract submissions for paper presentations at two CSWEP-sponsored sessions at the 2025 APPAM Fall Research Meeting to be

held in Seattle, WA. This year's conference theme is "Forging Collaborations for Transformative and Resilient Policy Solutions."

This year's two sessions will be in health policy and poverty and income policy, broadly interpreted. (If you are not sure if your paper fits, send it!) Please email abstracts (1–2 pages, including names of all authors, as well as their affiliations, addresses, email addresses, and paper titles) to Bee Barnett (bbarnett@brookings.edu) by April 8, 2025. Please indicate which author will present the paper if accepted. In addition to individual paper submissions, complete session proposals may be submitted, but the papers in the session proposal will be considered individually.

DCSWEP's goal in organizing these sessions is to create opportunities for junior women to present papers at the meetings and to meet with and receive feedback from leading economists in their field. For this reason, we will prioritize submissions where the presenting author is a junior woman. The term junior woman usually refers to anyone identifying as a woman or non-binary who is untenured, or who has received a Ph.D. less than seven years ago; but could also refer to a woman who has not yet presented papers widely. There are no restrictions on the gender or seniority of coauthors.

Duplication of paper presentations at multiple APPAM sessions is not permitted. Therefore, authors will be expected to notify DCSWEP immediately and withdraw their abstract if their paper is accepted for a non-DCSWEP session at the 2025 APPAM Meeting. Similarly, authors whose paper is accepted to a 2025 DCSWEP session will be expected to

withdraw it from consideration by any other organization at the same meetings.

Call for Applications for CeMENT Mentoring Workshops for Junior Faculty

June 30–July 22, 2025, at the
Federal Reserve Bank of Chicago

DEADLINE: March 15, 2025

The CSWEP CeMENT workshops are aimed at mentoring women and non-binary faculty in tenure-track positions in economics departments or other institutions in North America with similar research, teaching, and service expectations. The workshop initiative is divided into two parts. The doctoral workshop admits faculty in departments granting Ph.D.s in economics (or with similar research expectations) and the non-doctoral workshop admits faculty in departments without doctoral programs. Based on feedback from past participants, potential applicants, and mentors, we have rescheduled the workshop. Instead of taking place at the 2025 ASSA meeting in San Francisco this past January, the workshop will now be held June 30 - July 2, 2025, at the Federal Reserve Bank of Chicago. To apply, go to our common application portal which is [now open](#).³ The deadline to apply is March 15, 2025.

The workshops will consist of a two-day program, beginning late afternoon on June 30th and ending at 2 pm on July 2nd. The AEA will pay for participants' lodging and food during the workshop, but attendees must arrange their own

³ <https://www.aeaweb.org/committees/CSWEP/CeMENT/apply/2025/>

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transportation. Participants will be arranged into small groups and assigned to mentors based on their research area. Group members and mentors discuss and offer feedback on the participants' research. In addition, the workshops include a number of larger how-to sessions on topics such as: publishing, managing service, effective and efficient teaching, developing a tenure case, and networking.

We are excited about the opportunity to continue CSWEP's tradition of mentoring female junior faculty. We hope you will apply and look forward to seeing you at one of our workshops. For more information and application details please visit the CeMENT mentoring workshop page [here](#).⁴ Past workshop participants have received binders of professional development materials relating to publishing, teaching, grants, and other relevant topics. CSWEP is now making these materials available [here](#).⁵

Senior economists: if you are interested in serving as a mentor for CeMENT or other CSWEP mentor programs, please send us your information by filling out the Google form located on our [CSWEP Mentoring Opportunities](#)⁶ page.

If you have any questions, feel free to contact info@csweb.org.

⁴ <https://www.aeaweb.org/about-aea/committees/csweb/programs/cement-mentoring-workshops>

⁵ <https://www.aeaweb.org/about-aea/committees/csweb/mentoring/reading>

⁶ <https://www.aeaweb.org/about-aea/committees/csweb/participate/senior-mentors>

Call for Applications for "Successfully Navigating Your Economics Ph.D."

*A Mentoring Workshop for 3rd, 4th, 5th,
and higher year Women/Non-Binary
Economics Ph.D. Students*

*Friday, November 21, 2025
10:30am-5:00pm ET,
Tampa FL.*

Deadline: July 18, 2025

The 2025 Annual Meeting of the Southern Economic Association (SEA) will take place from Saturday, November 22nd through Monday, November 24th in Tampa, FL. The mentoring workshop will take place the day before the main SEA meeting (Friday, November 21st) and will be held in-person. Workshop mentees are not required to attend the SEA.

Purpose

In most economics Ph.D. programs, students will have completed their coursework and chosen their fields by the completion of their second year. Then, students face the daunting and exciting task of conducting their own independent research, sometimes for the first time in their lives. Students can feel overwhelmed and lost at this juncture in their studies and may not always have access to support and resources that can help them navigate graduate school successfully and make the most out of their Ph.D. experience.

Women and non-binary students, who are substantially under-represented in economics education and the profession and face a variety of systemic barriers, may be at a particular disadvantage, and may lack women/non-binary peers, role

models, or mentors in their own departments and networks. The goal of this workshop is to begin to address this need.

The material in this call and used in the workshop is based on the work of Professor Maya Rossin-Slater (National Science Foundation Grant SES-1752203).

History and Details

The workshop will be modeled after the first workshops of this kind, the first of which was held at Stanford University in September 2019 for students from California (organized by Professor Maya Rossin-Slater) and the second which was held virtually in November 2020 (organized by Professors Maya Rossin-Slater and Jennifer Doleac). The workshop is also inspired by the CeMENT workshop for women assistant professors in economics, which is hosted by CSWEP and the American Economic Association (AEA).

All 3rd or higher year women/non-binary economics Ph.D. students are encouraged to apply. Students from under-represented minority backgrounds are strongly encouraged to apply.

Student participants will be organized into small groups based on shared research interests, and each group will be matched with two mentors. Mentors will be women or non-binary economists in early stages of their careers—assistant and associate professors in economics and other departments, as well as those employed outside academia (e.g., research think tanks, government positions, industry). The workshop will focus on a variety of issues, including generating research ideas, finding advisors, collaboration and co-authorship,

finding opportunities to present research and get feedback, networking, and work-life balance.

The workshop will be held in-person in Tampa, FL prior to the 95th SEA Conference (November 22–24). It will include panels and Q&A sessions, as well as small-group activities and informal discussions, and will be followed by a networking reception for participants. Student participants will also receive feedback on their research proposals from the mentors. Student participants and mentors are not required to attend the SEA conference.

To Apply

Please use [this form](#)⁷ to apply AND submit your CV and a one-page research proposal by **Friday, July 18, 2025**.

At the top of the research proposal, please clearly state which of the following fields are most closely related to your research idea. You can specify **two to three fields**.

*Labor Economics
Education Economics
Public Finance
Crime Economics
Health Economics
Development Economics
Macroeconomics
International Trade
Microeconomic Theory
Finance
Behavioral Economics
Econometrics
Industrial Organization
Political Economy
Other (Please specify)*

⁷ <https://forms.gle/gAhXnkCLxTeM54ya6>

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The research proposal should outline at least one research idea that you are planning to pursue. You may include more than one research idea. The purpose of the research proposal is to allocate mentees and mentors into groups based on common research interests.

Admission to Workshop

The workshop will be able to accommodate **approximately 35 mentees** this year. If demand for the workshop exceeds this number, slots will be randomly allocated among all applicants who meet the workshop eligibility criteria.

Applicants will be notified about their admission status by August 1, 2025.

Funding for the Workshop

If funding is available there will be support for mentee travel.

Acknowledgements

We are grateful to Professor Rossin-Slater for permitting us to use workshop material and for her contributions to the CSWEP mentoring programs.

CSWEP Sessions @ Midwest Economic Association

March 21-23, 2025

Kansas City Marriott Country Club Plaza, Kansas City, Missouri

CSWEP Sessions

Panel 1: Advice for Early Career Job Seekers, March 21

Moderator: Didem Tuzemen

Finding that Perfect-for-You Job

Misty Heggenes, University of Kansas

Navigating the Job Market with an Unusual Profile

Padma Sharma, Federal Reserve Bank of Kansas City

Applying for Federal Jobs: Advice and Lessons Learned

Samantha Padilla, USDA ERS

Integrating Extension and Research in Ag Departments

Rabail Chandio, Iowa State University

Panel 2: Career Challenges and Opportunities, March 21

Moderator: Didem Tuzemen

Preparing for Promotion to Full Professor
Neha Khanna, Binghamton University

Creating Your Career Opportunities
Ahu Yildirmaz, Coleridge Initiative

The Costs and Benefits of Being an Administrator
Donna Ginther, University of Kansas

“Rising from ‘Expert’ to ‘Renown’ in Your Field”

Mariah Ehmke, USDA, ERS, Kansas City, MO.

CSWEP Events @ Midwest Economic Association

March 21

Kansas City Marriott Country Club Plaza, Kansas City, Missouri

Networking Luncheon

Open to all but requires registration, which will be available through EventBrite⁸.

⁸ <https://www.eventbrite.com/e/cswep-networking-lunch-at-the-2025-midwest-economics-association-meetings-tickets-1236004395419?aff=oddtcreator>

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