



# **The 2024 Report of the Committee on the Status of Women in the Economics Profession**

**December 9, 2024**

by Linda Tesar, Chair

---

## **I. 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 PhD-granting institutions or research-oriented nonacademic positions and another for faculty in non-PhD-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.

## **II. CSWEP Administration**

### **A. 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 fireside 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.

## **B. 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@cswep.org](mailto:info@cswep.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, <https://x.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 a total of 7,725 as of the time of this writing. We have also established a BlueSky profile, <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.

## **III. CSWEP Activities in 2024**

### **A. 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.

## B. Mentoring Programs

### 1. 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.

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, 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 PhD 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 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.

## **2. 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.

## **3. 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.

## **4. 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 the founding director of the SEFP, Dan Newlon, 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 Sbordone, 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 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!*

## 5. 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 PhDs 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.

## 6. 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](#) focuses on research that tests, replicates, and scales 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](#).

## 7. 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 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](#). 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.



## C. Awards

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

### 1. 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 PhD 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.

### 2. 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 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.

## **D. CSWEP's Presence at the Annual Association Meetings and Regional Economic Association Meetings**

### **1. 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.

### **2. 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 03, 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 PhD 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 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.

## E. 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.

## IV. Status of Women in the Economics Profession<sup>1</sup>

### A. 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 PhD granting departments – to all other PhD and non-PhD granting departments. It examines gender differences in outcomes in the PhD 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 PhD class is down for the third year in a row. The women's share of faculty of PhD-granting departments increased very slightly last year (Table 1). 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). The share of women among undergraduate economics senior majors is also flat in both PhD-granting and non-PhD departments (Tables 1 and 3, Figure 5). On the brighter side, the women's share of assistant professors has increased over the past several years, reaching new highs of 33.7% (PhD-granting departments, Table 1) and 45.3% (non-PhD departments, Table 3).

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 PhDs, 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 PhD 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.

### B. 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.<sup>2</sup> 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 in 2006 the survey was augmented to include departments in research universities that offer a master's degree but not a PhD 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

---

<sup>1</sup> 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.

<sup>2</sup> 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.

and CSWEP liaisons on an annual basis. Previous years of survey data are accessible as ICPSR study [37118](#).

## C. 2024 Survey Results

In 2024 the share of faculty in PhD-granting economics departments who are women marginally increased to just over a quarter (Table 1 and Figure 1). 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 PhD class fell for the third year in a row to its lowest reading since 2020. The number and share of women receiving their PhDs 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 PhD-granting departments, we see a very thin pipeline (Tables 2a and 2b). There are a total of 10 female associate professors in the top ten departments, and a total of 28 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 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 more signs of improvement (Figure 2 and Table 3).<sup>3</sup> The share of faculty who are women is higher than in PhD-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 35.7% of all non-tenure track faculty in the former and 39.3% in the latter (Tables 1 and 3).

At every level of the academic hierarchy, from entering PhD student to full professor, women have been and remain a minority. Moreover, within the tenure track, from new PhD to full professor, the higher the rank, the lower the representation of women (Figure 1). 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). 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 and 4). 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 PhDs 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 PhDs at the same rate as men (compare the blue and red lines in Figure 3), historically they disproportionately exited (or perhaps never entered) the assistant professor ranks prior to coming up for tenure (compare the red and green lines in Figures 3 and 4). The convergence of the red and green 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 PhDs. The

---

<sup>3</sup> We report data on non-PhD 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.

estimated leakage of associate professors was also decreasing (note the convergence of the green and purple lines in Figure 4). 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 and 3). 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 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-PhD departments than in PhD-granting departments. It is possible that this reflects the higher proportion of women among the faculty in non-PhD departments.

Tables 4, 5, and 6 provide snapshots of the job market experiences of women from different types of PhD programs. Women made up about 30% of job candidates from the top 20 schools last year (Table 4) and 37% of all other PhD students on the market (Table 5). Table 6 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.

## D. Conclusions

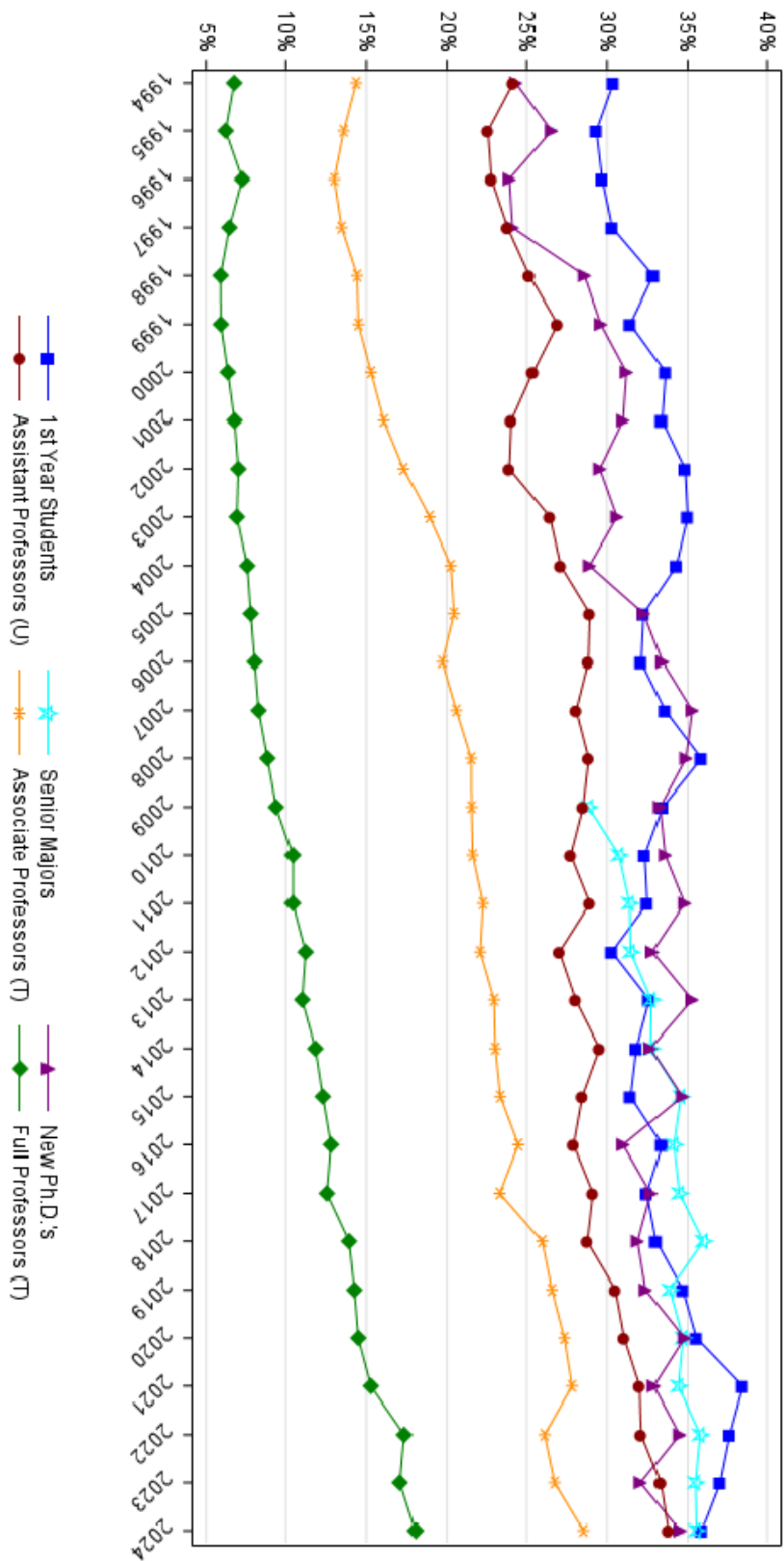
This report is disappointing. Despite occasional signs of progress in women's representation in economics, the pattern in recent years -- and most of the twenty-first century to date -- has been stagnation. The share of women in first year PhD programs fell last year. The share of women in undergraduate 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 PhD 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 in this country. With support from the Sloan Foundation, CSWEP and the Social Science Research Council has launched the [Women in Economics Research Consortium](#) 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.

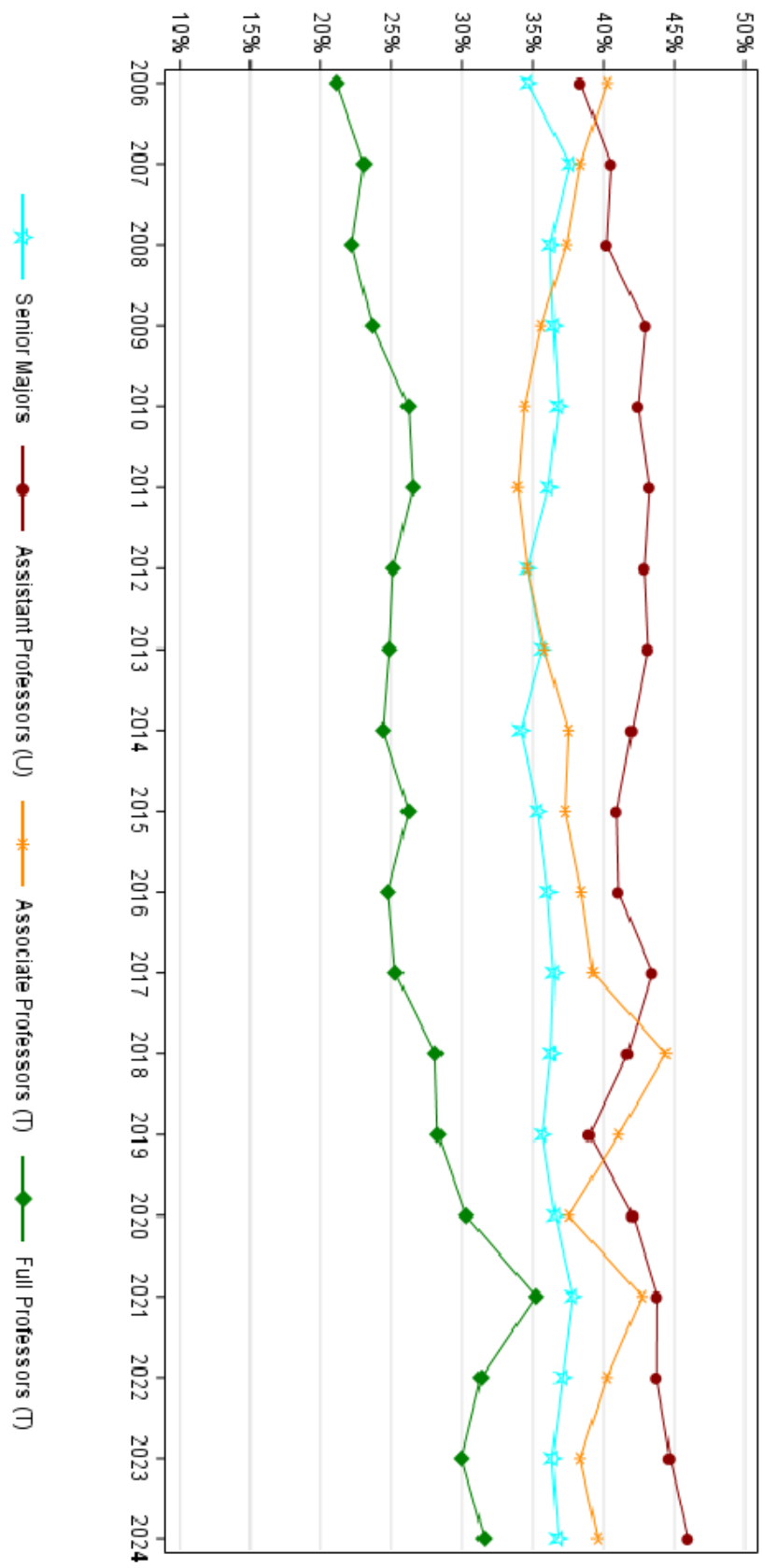
CSWEP's many years of data on the evolution of faculty composition at the department level are unique in the social sciences and beyond. CSWEP now makes department-level longitudinal data available to individual departments so that they have this information to determine appropriate steps to achieve 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.



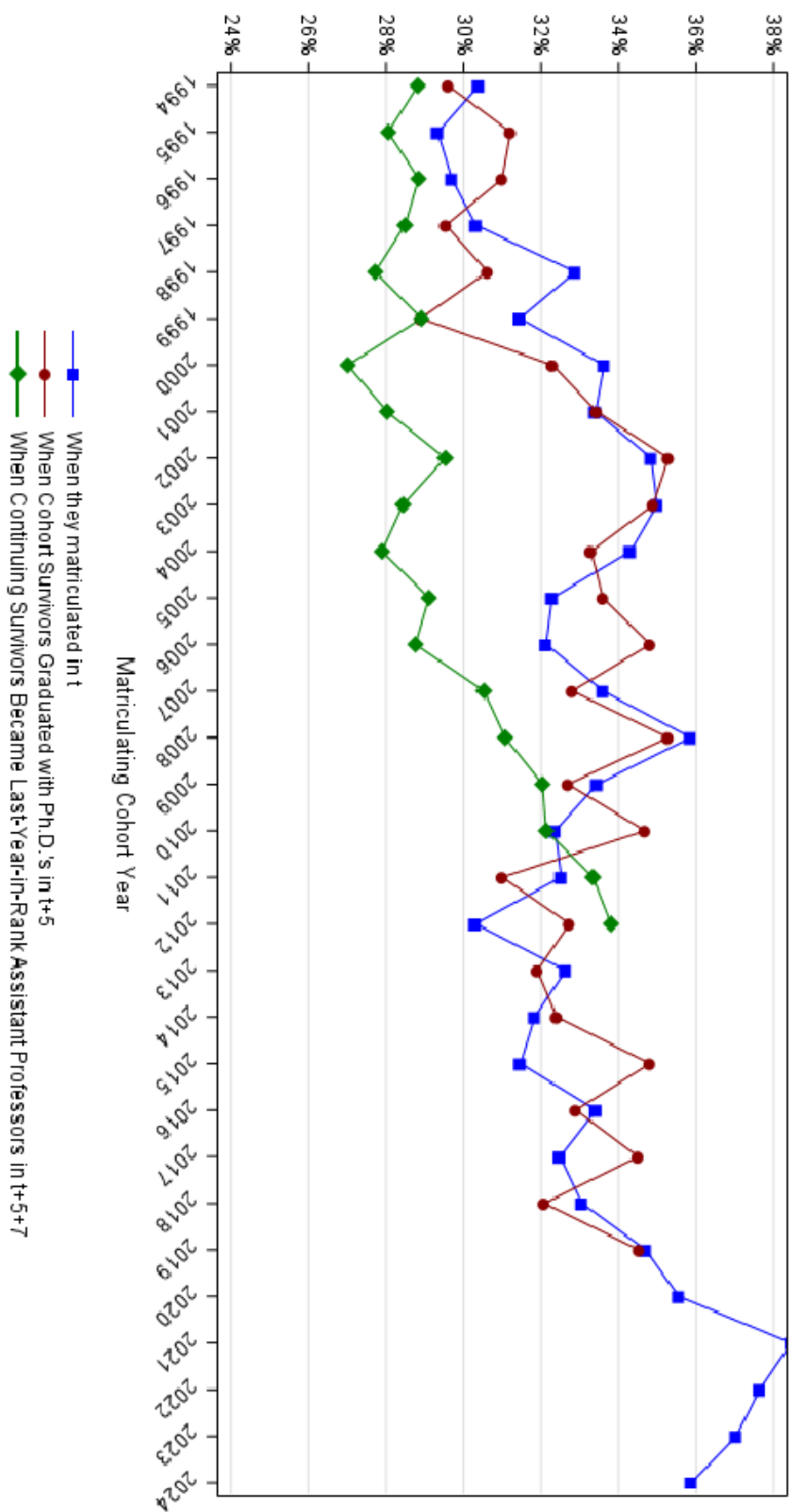
**Figure 1. Pipeline for Departments with Doctoral Programs:  
Percent of Doctoral Students and Faculty who are Women, 1994-2024**



**Figure 2. 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 PhD cohorts:**  
**Matriculation, graduation and entry into first-year assistant professorship**



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

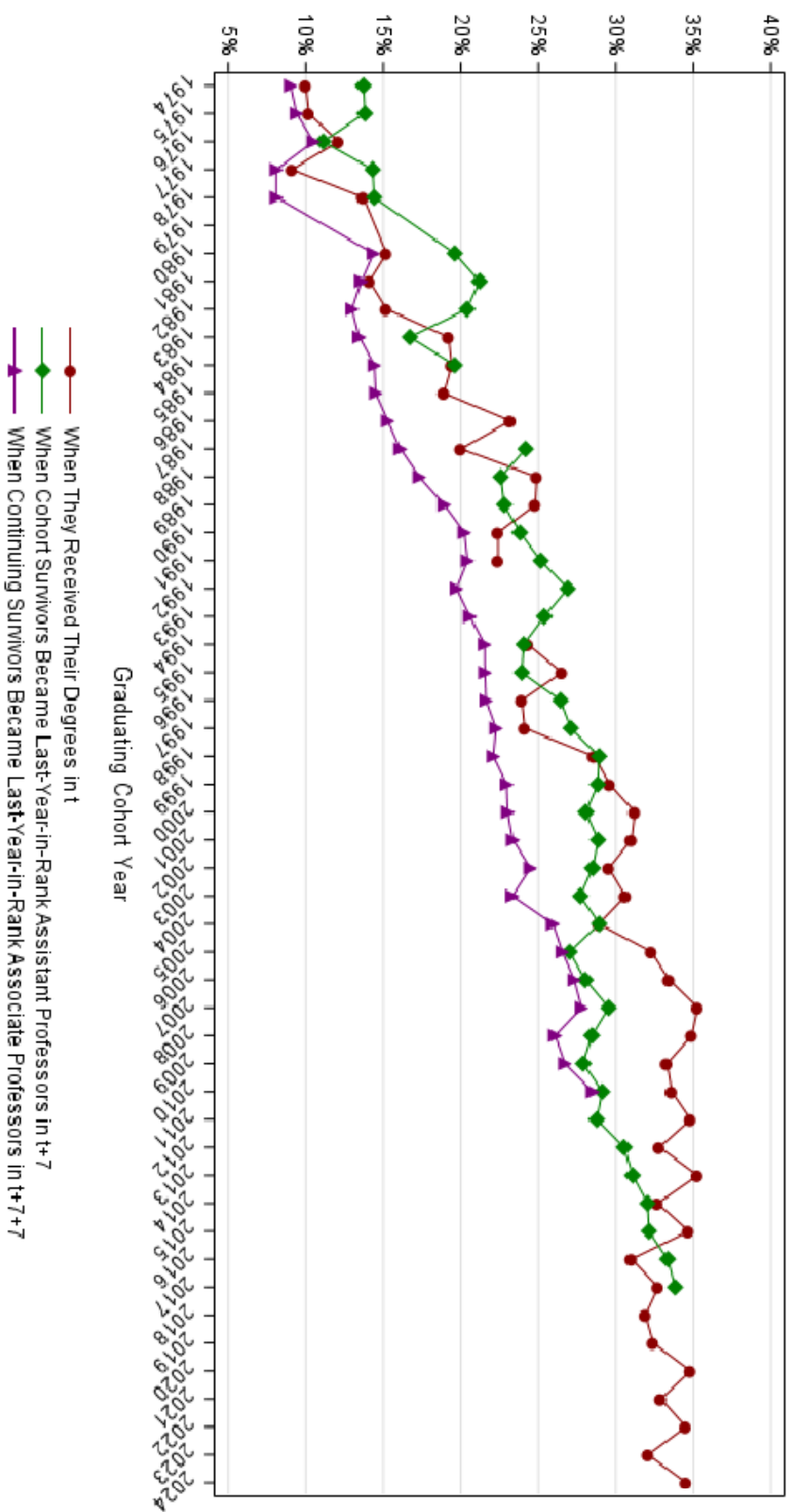
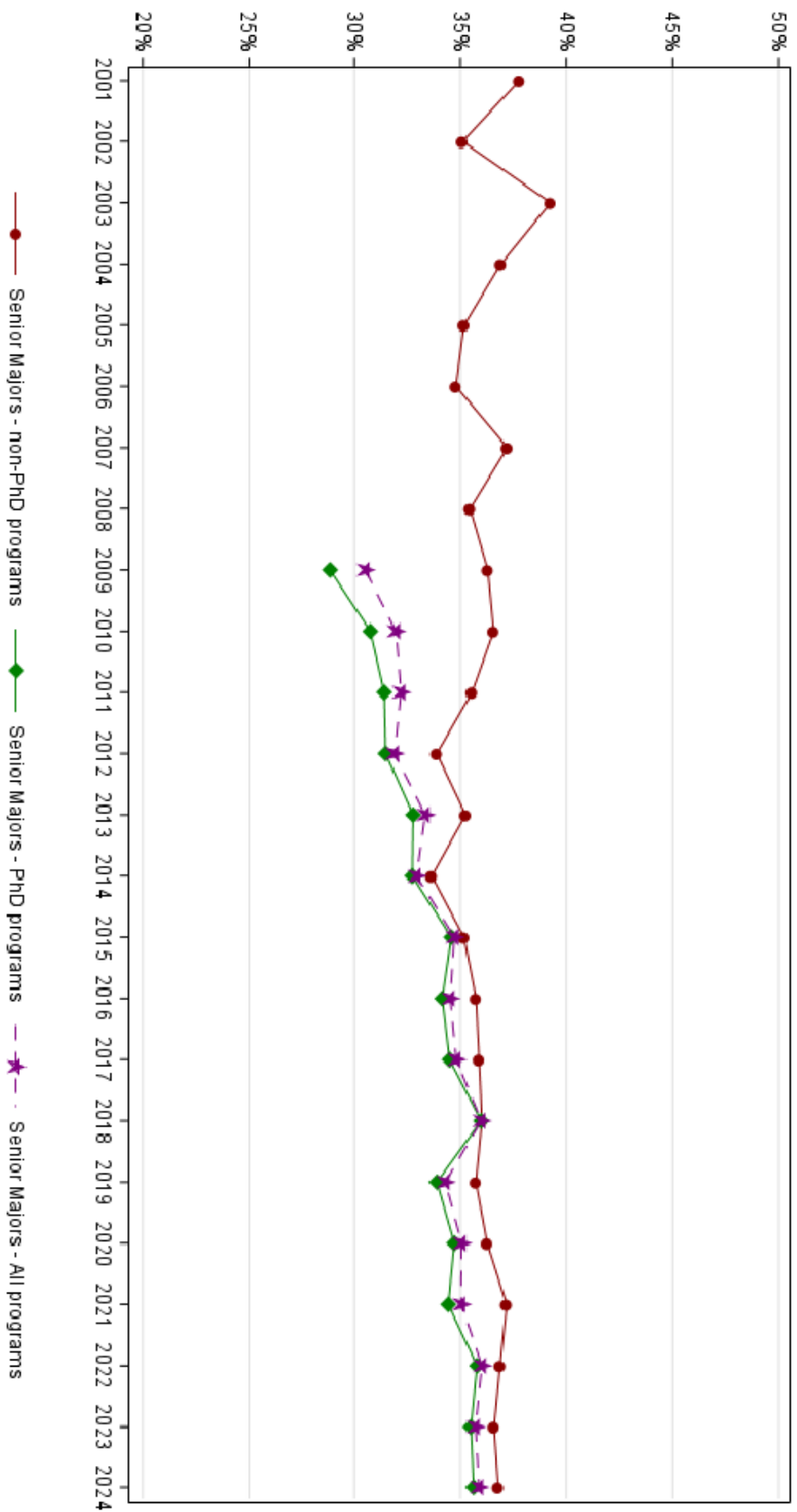


Figure 5: Undergraduate senior economics majors



\*Note: CSWEP PhD survey began collecting senior major counts in 2009

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

	1994-1997	1998-2002	2003-2007	2008-2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Faculty</b>																
<b>Full Professor</b>																
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
<b>Associate Professor</b>																
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
<b>Assistant Professor</b>																
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
<b>All Tenure Track (Subtotal)</b>																
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
<b>All Non-Tenure Track</b>																
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
<b>All Faculty</b>																
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
<b>Ph.D. Students</b>																
<b>Ph.D. Granted</b>																
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
<b>ABD</b>																
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	1453.5	1464.5	1581.0	1461.0	1451.0	1453.0
<b>First Year</b>																
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
<b>Undergraduate Econ Majors Graduated</b>																
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
<b>Undergraduate Senior Majors*</b>																
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. For five-year intervals, simple averages are reported.

**Table 2a. The Pipeline for Top Departments: Percent and Numbers of Faculty and Students who are Women**

	All Top 10 Schools															
	1994-1997	1998-2002	2003-2007	2008-2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Faculty</b>																
<b>Full Professor</b>																
<b>Percent</b>	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%
<b>Number</b>	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
<b>Associate Professor</b>																
<b>Percent</b>	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%
<b>Number</b>	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
<b>Assistant Professor</b>																
<b>Percent</b>	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%
<b>Number</b>	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
<b>All Tenure Track (Subtotal)</b>																
<b>Percent</b>	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%
<b>Number</b>	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
<b>All Non-Tenure Track</b>																
<b>Percent</b>	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%
<b>Number</b>	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
<b>All Faculty</b>																
<b>Percent</b>	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%
<b>Number</b>	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
<b>Ph.D. Students</b>																
<b>Ph.D. Granted</b>																
<b>Percent</b>	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%
<b>Number</b>	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
<b>ABD</b>																
<b>Percent</b>	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%
<b>Number</b>	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
<b>First Year</b>																
<b>Percent</b>	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%
<b>Number</b>	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
<b>Undergraduate Econ Majors Graduated</b>																
<b>Percent</b>	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%
<b>Number</b>	372	668	777	744	866	849	895	907	990	866	965	944	1051	1122	1446	1128
<b>Undergraduate Senior Majors*</b>																
<b>Percent</b>	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%
<b>Number</b>	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.*



**Table 2b. The Pipeline for Top Departments: Percent and Numbers of Faculty and Students who are Women**

	All Top 20 Schools															
	1994-1997	1998-2002	2003-2007	2008-2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Faculty</b>																
<b>Full Professor</b>																
<b>Percent</b>	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%
<b>Number</b>	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
<b>Associate Professor</b>																
<b>Percent</b>	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%
<b>Number</b>	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
<b>Assistant Professor</b>																
<b>Percent</b>	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%
<b>Number</b>	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
<b>All Tenure Track (Subtotal)</b>																
<b>Percent</b>	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%
<b>Number</b>	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
<b>All Non-Tenure Track</b>																
<b>Percent</b>	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%
<b>Number</b>	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
<b>All Faculty</b>																
<b>Percent</b>	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%
<b>Number</b>	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
<b>Ph.D. Students</b>																
<b>Ph.D. Granted</b>																
<b>Percent</b>	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%
<b>Number</b>	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
<b>ABD</b>																
<b>Percent</b>	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%
<b>Number</b>	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
<b>First Year</b>																
<b>Percent</b>	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%
<b>Number</b>	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
<b>Undergraduate Econ Majors Graduated</b>																
<b>Percent</b>	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%
<b>Number</b>	866	1362	1906	1943	2241	2290	2494	2502	2512	2431	2324	2368	2430	2715	2707	3281
<b>Undergraduate Senior Majors*</b>																
<b>Percent</b>	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%
<b>Number</b>	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*

**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%	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%	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%	41.8%	44.4%	47.2%	34.3%	30.9	
	Number	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		
N respondents																				
Number	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. For the five-year intervals, simple averages of annual percentages are reported.

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

All Top 10 Schools												
	1994-1997	1998-2002	2003-2007	2008-2012	2013-2017	2018	2019	2020	2021	2022	2023	2024
<b>U.S.-based, All Types</b>												
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%
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
<b>Faculty, PhD Granting Department</b>												
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%
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
<b>Faculty, Non-PhD Granting Department</b>												
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%
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
<b>Non-Faculty, Any Academic Department</b>												
Percent	missing	missing	missing	missing	35.4%	26.7%	28.6%	33.3%	33.3%	27.3%	25.0%	25.0%
Number	missing	missing	missing	missing	3.4	4.0	2.0	5.0	6.0	3.0	6.0	4.0
<b>Public Sector</b>												
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%
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
<b>Private Sector</b>												
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%
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
<b>Foreign-based, All Types</b>												
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%
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
<b>Academic</b>												
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%
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
<b>Non-Academic</b>												
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%
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
<b>Unknown Placement</b>												
Percent	missing	missing	missing	missing	missing	missing	100.0%	50.0%	0.0%	0.0%	0.0%	50.0%
Number	missing	missing	missing	missing	missing	missing	1.0	1.0	0.0	0.0	0.0	1.0
<b>No Placement</b>												
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%
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
<b>Total on the Market</b>												
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%
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

All Top 20 Schools												
	1994-1997	1998-2002	2003-2007	2008-2012	2013-2017	2018	2019	2020	2021	2022	2023	2024
<b>U.S.-based, All Types</b>												
Percent	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	58.9	59.9	80.0	66.1	71.0	64.0	88.0	78.0	67.0	83.0	77.0	83.0
<b>Faculty, PhD Granting Department</b>												
Percent	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	27.0	29.5	44.4	33.2	29.4	22.0	38.0	22.0	16.0	25.0	26.0	35.0
<b>Faculty, Non-PhD Granting Department</b>												
Percent	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	8.8	7.3	6.6	6.9	6.0	1.0	4.0	1.0	4.0	2.0	3.0	2.0
<b>Non-Faculty, Any Academic Department</b>												
Percent	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	6.0	8.0	5.0	8.0	10.0	6.0	9.0	11.0
<b>Public Sector</b>												
Percent	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	12.3	12.9	14.2	11.5	9.8	9.0	15.0	16.0	9.0	15.0	14.0	21.0
<b>Private Sector</b>												
Percent	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	10.9	10.2	14.8	14.5	19.8	24.0	26.0	31.0	28.0	35.0	25.0	14.0
<b>Foreign-based, All Types</b>												
Percent	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	10.8	11.2	18.4	26.8	22.0	28.0	34.0	29.0	23.0	23.0	19.0	24.0
<b>Academic</b>												
Percent	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	8.5	8.2	13.6	17.7	16.8	20.0	28.0	27.0	17.0	19.0	14.0	19.0
<b>Non-Academic</b>												
Percent	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	2.3	3.0	4.8	9.1	5.2	8.0	6.0	2.0	6.0	4.0	5.0	5.0
<b>Unknown Placement</b>												
Percent	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	1.0	1.0	3.0	6.0
<b>No Placement</b>												
Percent	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	9.0	4.0	3.5	1.2	0.8	2.0	2.0	1.0	1.0	1.0	0.0	2.0
<b>Total on the Market</b>												
Percent	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	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.

**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
<b>U.S.-based, All Types</b>													
Percent		29.4%	33.5%	35.6%	38.8%	37.6%	36.8%	34.8%	36.2%	37.2%	37.6%	39.1%	38.5%
Number		91.2	120.2	169.5	210.8	171.1	174.0	160.6	141.0	162.0	209.5	202.0	172.0
<b>Faculty, PhD Granting Department</b>													
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
<b>Faculty, Non-PhD Granting Department</b>													
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
<b>Non-Faculty, Any Academic Department</b>													
Percent		missing	missing	missing	missing	30.8%	41.4%	35.4%	31.5%	32.6%	43.4%	44.7%	31.1%
Number		missing	missing	missing	missing	15.4	29.0	23.6	17.5	29.0	33.0	40.0	32.0
<b>Public Sector</b>													
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
<b>Private Sector</b>													
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
<b>Foreign-based, All Types</b>													
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
<b>Academic</b>													
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
<b>Non-Academic</b>													
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
<b>Unknown Placement</b>													
Percent		missing	missing	missing	missing	missing	missing	9.1%	48.7%	36.1%	28.6%	32.1%	38.0%
Number		missing	missing	missing	missing	missing	missing	1.2	9.5	13.0	7.0	13.0	27.0
<b>No Placement</b>													
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
<b>Total on the Market</b>													
Percent		25.1%	31.3%	33.4%	36.4%	36.3%	36.7%	31.8%	35.9%	35.5%	36.3%	36.4%	37.5%
Number		136.0	164.5	232.2	315.5	244.5	291.0	217.8	234.0	238.0	274.0	268.0	263.0

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

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

2023-2024	Top 10		Top 11-20		All Others	
	Women	Men	Women	Men	Women	Men
<b>U.S.-based, All Types</b>						
(Share of all individuals by gender)	<b>73.7%</b>	<b>77.2%</b>	<b>70.7%</b>	<b>56.5%</b>	<b>65.4%</b>	<b>62.7%</b>
Faculty, PhD Granting Department	52.4%	42.6%	31.7%	49.2%	22.1%	18.2%
Faculty, Non-PhD 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%
<b>Foreign-based, All Types</b>						
(Share of all individuals by gender)	<b>21.1%</b>	<b>21.5%</b>	<b>20.7%</b>	<b>38.3%</b>	<b>17.1%</b>	<b>22.9%</b>
Academic	83.3%	91.2%	75.0%	70.5%	80.0%	68.0%
Non-Academic	16.7%	8.8%	25.0%	29.5%	20.0%	32.0%
<b>Unknown Placement</b>						
(Share of all individuals by gender)	<b>1.8%</b>	<b>0.6%</b>	<b>8.6%</b>	<b>5.2%</b>	<b>10.3%</b>	<b>10.1%</b>
<b>No Placement</b>						
(Share of all individuals by gender)	<b>3.5%</b>	<b>0.6%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>7.2%</b>	<b>4.3%</b>
<b>Total on the Market</b>	<b>57</b>	<b>158</b>	<b>58</b>	<b>115</b>	<b>263</b>	<b>437</b>

**Table 7. Distribution of Top 20 Departments by Female Share of First Year PhD class, 2020-2024**

	Number of Programs				
	2020	2021	2022	2023	2024
Share of women in 1st year PhD class					
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 2019-2023. This differs from the average share of women entering PhD programs, each year, because of differences in the size of different programs.*



## Appendix Figures and Tables on Data Quality and Reporting

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

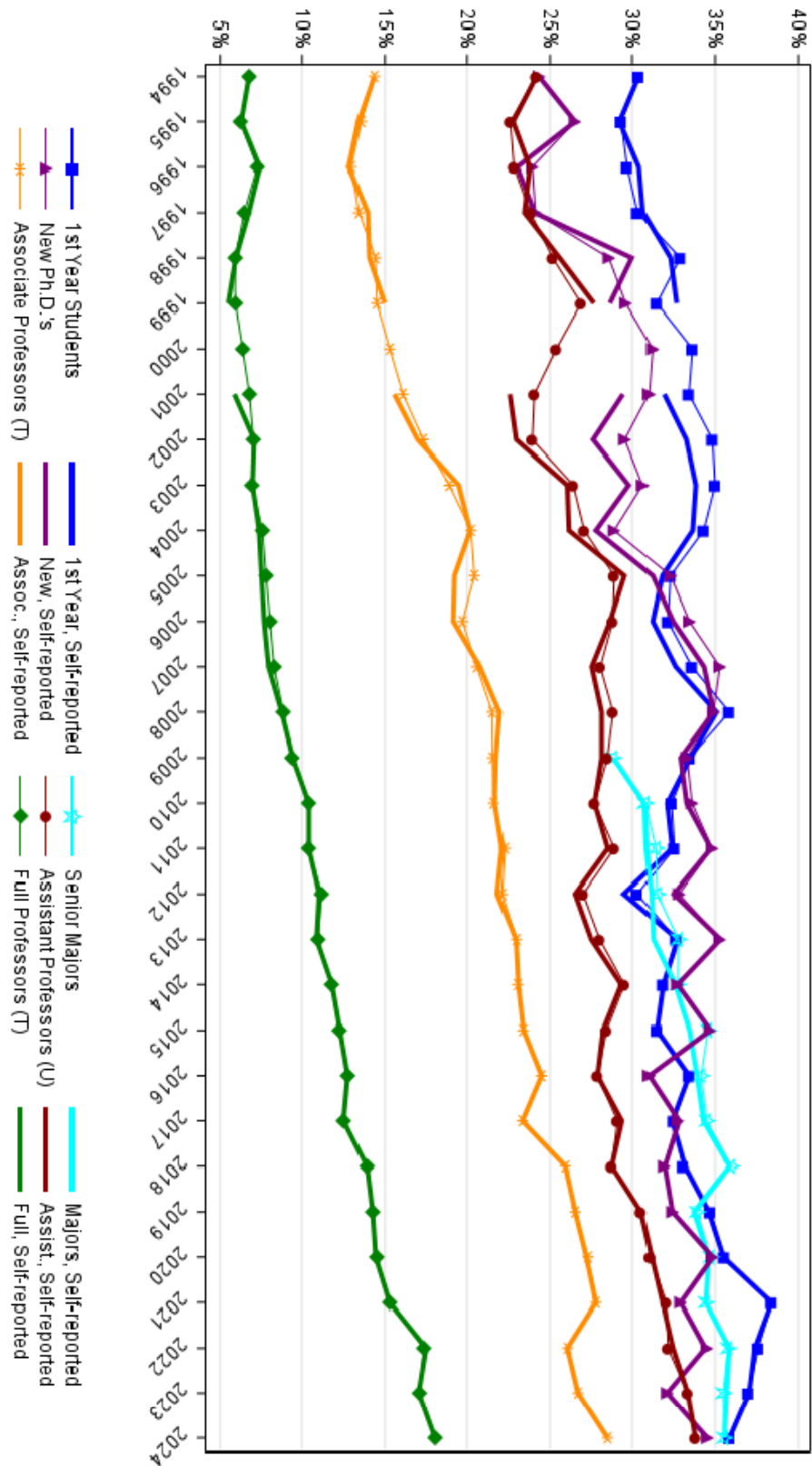
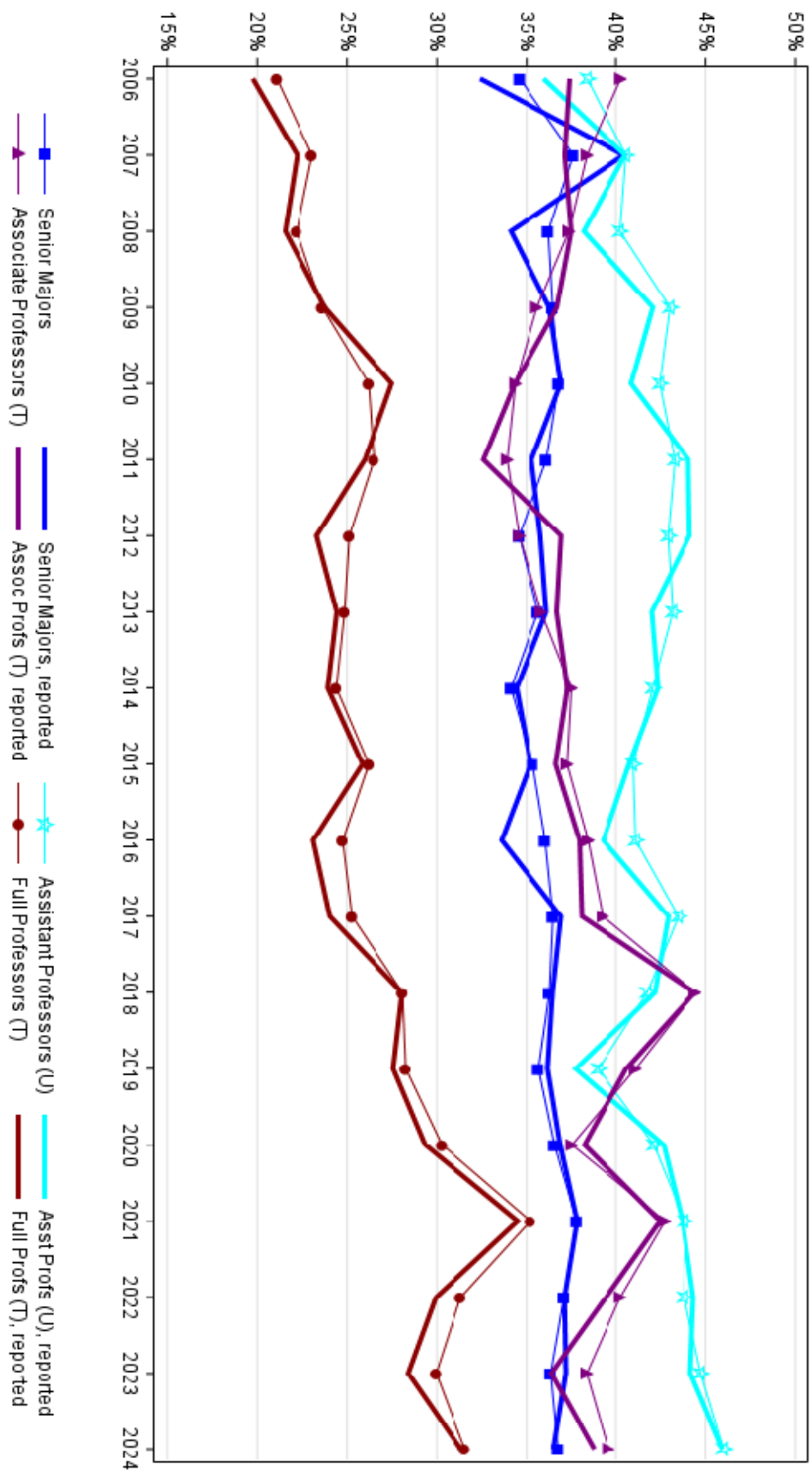


Figure 6a: Comparison of self-reported and imputed data from Figure 2



**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																								
Number 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																								
Number 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.

# Directory of 2024 CSWEP Board Members

**Anusha Chari, Chair** (end June 2024)

Professor of Economics, Department of Economics  
University of North Carolina at Chapel Hill  
Gardner Hall 306B  
Chapel Hill, NC 27599  
[Anusha\\_Chari@kenan-flagler.unc.edu](mailto:Anusha_Chari@kenan-flagler.unc.edu)

**Linda Tesar, Chair** (start July 2024)

Alan V. Deardorff Collegiate Professor of Economics | Budget Advisor, LSA Dean's Office  
University of Michigan  
312 Lorch Hall  
611 Tappan Ave.  
Ann Arbor, MI 48109  
[ltesar@umich.edu](mailto:ltesar@umich.edu)

**Kasey Buckles, Assoc. Chair & Director of Mentoring**

Professor of Economics, Research Associate, NBER, Research Fellow, IZA,  
University of Notre Dame  
3052 Jenkins Nanovic Halls  
Notre Dame, IN 46556  
[kbuckles@nd.edu](mailto:kbuckles@nd.edu)

**Joanne Hsu, Assoc. Chair & Survey Director**

Research Associate Professor, Institute for Social Research, Survey Research Center  
University of Michigan  
426 Thompson Street  
Ann Arbor, MI 48106  
[jwhsu@umich.edu](mailto:jwhsu@umich.edu)

**Yana Rodgers, Associate Chair of Outreach and Partnerships**

Professor in the Department of Labor Studies and Employment Relations  
Rutgers University  
94 Rockafeller Road  
Piscataway, NJ 08854  
[Yana.rodgers@rutgers.edu](mailto:Yana.rodgers@rutgers.edu)

**Gina Pieters, Oversight Editor**

Independent  
[pieters.econ@gmail.com](mailto:pieters.econ@gmail.com)

**Olga Shurchkov, Eastern Representative**

Professor, Department of Economics  
Wellesley College  
106 Central Street

Wellesley, MA 02481  
[olga.shurchkov@wellesley.edu](mailto:olga.shurchkov@wellesley.edu)

**Didem Tuzemen, Midwest Representative**  
Vice President of Product and Development  
Coleridge Initiative  
[Didem.Tuzemen@coleridgeinitiative.org](mailto:Didem.Tuzemen@coleridgeinitiative.org)

**Orgul Ozturk, Southern Representative**  
Department Chair and Professor  
Department of Economics  
University of South Carolina  
Darla Moore School of Business  
Room 4521  
1014 Greene Street  
Columbia, SC 29208  
[odozturk@moore.sc.edu](mailto:odozturk@moore.sc.edu)

**Francisca Antman, Western Representative**  
Professor  
University of Colorado  
Campus Box 256  
Boulder, CO 80309  
[Francisca.Antman@Colorado.edu](mailto:Francisca.Antman@Colorado.edu)

**Sarah Reber, DC Representative**  
Cabot Family Chair  
Senior Fellow in Economic Studies  
Brookings Institution  
1775 Massachusetts Drive NW  
Washington DC 20036  
[sreber@brookings.edu](mailto:sreber@brookings.edu)

**Ina Ganguli, At-Large**  
Associate Professor  
University of Massachusetts Amherst  
304 Crotty Hall  
Amherst, MA 01002  
[iganguli@econs.umass.edu](mailto:iganguli@econs.umass.edu)

**Anna Paulson, At-Large**  
Executive Vice President and Director of Research  
Federal Reserve Bank of Chicago  
230 South LaSalle Street  
Chicago, IL 60604  
[Anna.paulson@chi.frb.org](mailto:Anna.paulson@chi.frb.org)

**Marionette Holmes, At-Large**

Associate Professor and Chair of Economics  
Spelman College  
350 Spelman Lane  
Atlanta, Georgia 30314  
[MHolmes@spelman.edu](mailto:MHolmes@spelman.edu)

**Rohan Williamson, At-Large**

Professor of Finance and the Bolton Sullivan and Thomas A. Dean Chair of International Business  
Georgetown University, McDonough School of Business  
Washington, DC 20057  
[Rohan.williamson@georgetown.edu](mailto:Rohan.williamson@georgetown.edu)

**Jessica Holmes, Ex-Officio, CeMENT Director**

Professor of Economics  
Middlebury College  
303 College Street  
Middlebury, VT 05753  
[jholmes@middlebury.edu](mailto:jholmes@middlebury.edu)

**Lori Beaman, Ex-Officio, CeMENT Director**

Professor, Department of Economics  
Northwestern University  
2211 Campus Drive, Rm 3377  
Evanston, Illinois 60208  
[l-beaman@northwestern.edu](mailto:l-beaman@northwestern.edu)