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# Committee on the Status of Women in the Economics Profession (CSWEP) Annual Survey of U.S. Economics Departments, United States, 1994-2020

*American Economic Association. Committee on the Status of Women in the Economics Profession*

Survey Report 2019

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# IV. Status of Women in the Economics Profession[1]

## A. Women's Status in the Economics Profession: Summary

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. This report presents the results of the 2019 CSWEP survey. It compares the top ranked economics departments – which produce the vast majority of faculty in PhD granting departments – to all PhD and non-PhD granting departments. It also examines gender differences in outcomes in the PhD job market and progress (and attrition) of women through the academic ranks. 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 (Table 1). The increased entry of women into economics in the late twentieth century is now reflected in later stages of the academic pipeline; in 2019, women made up 14.5% of full professors and 25.8% of associates (in PhD granting departments). Despite this progress, there are still more women in non-tenure track positions (276) in PhD-granting economics departments than either full (234) or associate (180) professors (Table 1). Moreover, progress at increasing the flow of women *into* the pipeline stopped earlier in the century. The female share of assistant professors, now at 30.3%, and of the entering cohort of PhD students, at 34.7%, plateaued around 2005 (Table 1). The share of women among undergraduate economics majors at these same schools has increased (from 30.0% in 1998 to 33.5% in 2019), but is still well below parity, and does not approach the 55% share of women in the undergraduate population.[2]

One sign of progress in 2019 is that a record nine top twenty departments have first year classes that are at least 40% female (Table 7). On a more sanguine note, the pipeline for women in academic departments seems to have gotten leakier. CSWEP's model has long shown that women complete their PhDs and enter into assistant professor positions at proportions roughly equal proportions to their share as new graduate students for each cohort. Women have been less likely to transition to tenured associate or full professors, creating a leaky pipeline. While women continue to complete their PhDs at the same rate as men (Figure 3), they have disproportionately exited (or perhaps never entered) the assistant professor ranks prior to coming up for tenure (Figure 4). This new leakage emerged after

[1] This survey report is written by Margaret Levenstein, CSWEP Associate Chair and Survey Director. We gratefully acknowledge the assistance of Dawn Zinsser in the administration and analysis of the survey.
[2] According to the National Center for Science and Engineering Statistics report on *Women, Minorities, and Persons with Disabilities in Science and Engineering*, 55% of full-time undergraduates are female.

2004, at the same time that women's entry into PhD programs stopped increasing, suggesting that there may be a common underlying cause.

## B. The CSWEP Annual Surveys, 1972-2019

In fall 2019 CSWEP surveyed 126 doctoral departments and 112 non-doctoral departments. This report analyzes the responses provided by all 126 doctoral and 104 non-doctoral departments.[3] 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 our 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 the survey are accessible as ICPSR study 37118 at https://doi.org/10.3886/ICPSR37118.v2.[4]

## C. 2019 Survey Results

In 2019 the share of full professors in PhD-granting economics departments who are women reached an all-time high at 14.5% (Table 1, Figure 1). In most other categories, the share of women in PhD granting departments is essentially flat. The share of new PhDs granted (32.2%) is exactly the same as the average for the previous decade. The share of the incoming cohort of PhD students increased from 33.2% in 2018 to 34.7% in 2019. The total number of women entering PhD programs in 2019 bounced back from its very low level in 2018, increasing from 474 to 540, suggesting that the increase in women entering PhD programs was concomitant with an overall increase in new PhD students. This appears to be similar to a pattern in the early 2000s, when small increases in the share of women in the profession occurred along with increases in the total number of incoming students (Table 1). The proportion of assistant professors who are women increased slightly, from 28.4% in 2018 to 30.3% in 2019. Women make up less than a quarter of all faculty in PhD-granting departments, and over a quarter of all female faculty in PhD-granting departments are in non-tenure track positions. In top departments, almost half of all female faculty are in non-tenure track positions.

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 similar pattern. In

[3] We handle missing data as follows. 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 and the American Economic Association for sharing the UAQ data with us.
[4] Aggregate time series data are publicly available. Department-level panel data are available with a restricted data use agreement. The data are updated annually.

2019, the top 20 departments increased the representation of women very slightly in most dimensions. The share of full professors, assistant professors, and entering PhD students increased slightly (Tables 2a and 2b). The share of women among PhDs granted increased substantially, as did, interestingly, the share of non-tenure track instructors. The stagnation of the last 15 years is now showing up as a declining share of associate professors who are female. Older cohorts are continuing to increase women's share at the full professor rank, but they are not being replaced in equal numbers. One sign of progress is that both the top 10 and the top 20 increased both the share and the number of women in the entering PhD class. Women make up 32.1% of new students in top ten departments, the highest fraction ever.

Turning to an examination of non-doctoral departments, Figure 2 and Table 3 show a similar pattern to that observed in PhD-granting departments.[5] The share of faculty who are women is higher than in PhD-granting departments, at every level of the professoriate, but there has been remarkably little change in this century. In general, the share female falls as the research intensity of the department increases (e.g., from top 20 to top ten). The one exception is among undergraduates. In the top ten departments, women made up 37.9% of senior majors in 2019; 37.8% of majors in the top 20; 33.8% in all PhD granting departments; and 35.4% in non-doctoral departments (Tables 1, 2, and 3). Both doctoral and non-doctoral programs rely on women to teach, with women making up 37.6% of all non-tenure track faculty in the former and 34.9% in non-doctoral departments.

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 2019 new doctorates were 32.3% female, falling to 30.3% for assistant professors, to 25.9% for tenured associate professors, and 14.6% for full professors. This pattern has been characterized as a "leaky pipeline." Our reliance on this leaky pipeline for incremental progress in women's representation in the profession depends on continued growth in entry, which no longer appears to be forthcoming. To the contrary, the pipeline seems to leak earlier in the academic pipeline, as the share of assistant professors who are female is no longer tracking those who complete their PhDs.

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). 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. Figure 3 shows that the proportion of women receiving their PhDs has been almost exactly the same as the proportion of women entering PhD programs six years prior. There does not appear to be excess attrition of women in graduate school. However, there is evidence of attrition from graduate school into academia and during the

[5] 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 masters. Figure 2 and Table 3 use a consistent panel of departments over time.

academic probationary period: women's share of assistant professors is considerably smaller than would be predicted from the number receiving PhDs seven years earlier (Figure 3). This same pattern is reproduced in Figure 4, as the share female receiving the PhD diverges from the share of assistant professors for the cohorts of women who finished their degrees in 2004 and later. The pipeline has gotten leakier for younger women in the last decade. Figure 4 demonstrates as well the continuing excess attrition as women move (or don't) through the ranks. The female share of associate professors is consistently about 5% lower than the share who were assistant professors seven years earlier.

Figure 5 shows the trend for women undergraduate senior majors (for PhD and non-PhD granting departments) over time. The female share is somewhat higher in non-PhD departments than in PhD-granting departments, but they have converged in recent years. Unfortunately, they have converged at around 35%, the maximum reached by PhD-granting departments, well below the 40% reached by undergrad-focused schools earlier in the century. The share female fell in 2019, perhaps as a result of the negative publicity received by the discipline in the last year.

Tables 4, 5, and 6 provide snapshots of the job market experiences of women from different types of PhD programs. Table 4 reports that women made up over 35% of job candidates from the top 20 schools last year. They made up larger fractions of academic placements in PhD-granting departments, perhaps reflecting the increased attention given to the status of women in the economics profession over the last year.[6] Note that this placement was not as assistant professors in top 20 departments, which did not show much of an increase in 2019 (Table 2b). Instead, there was a large increase in the number of women in non-tenure track positions in Top 20 departments. Consistent with a recent Brookings report on *Gender and Racial Diversity of Federal Government Economists,* women were disproportionately placing in the public and private sectors.[7] Women's representation in foreign job placements was similar to prior years. Table 5 presents the share female and outcomes for job market candidates in PhD-granting departments outside the top 20. Just under 35% of job market candidates from these departments were female. Table 6 presents placement data slightly differently, showing where last year's job market candidates placed, by the rank of the originating department. Unlike in prior years, women job candidates, especially those in top 10 schools, were more likely than men on the job market to take positions in PhD-granting institutions. This seems to represent a shift from other academic jobs, not from non-academic to academic positions.

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[6] See, for example, Alice Wu, "Gender Bias in Rumors Among Professionals: An Identity-based Interpretation" *Review of Economics and Statistics,* forthcoming; Alice Wu, "Gendered Language on the Economics Job Market Rumors Forum" *AEA Papers and* Proceedings,108: 175-79 (2018); Alice Wu, "Gender Stereotyping in Academia: Evidence from Economics Job Market Rumors Forum." (Undergraduate Thesis, UC Berkeley, 2017); Justin Wolfers, "Why Women's Voices are Scarce in Economics" *New York Times* February 2, 2018; and "Economics is Uncovering its Gender Problem" *The Economist* March 21, 2019, available at https://www.economist.com/leaders/2019/03/21/economics-is-uncovering-its-gender-problem.

[7] David Wessel, Louis Sheiner, and Michael Ng, Hutchins Center on Fiscal and Monetary Policy report, September 2019, available at https://www.brookings.edu/research/gender-and-racial-diversity/.

Women's representation in economics seemed to have peaked at the beginning of the turn of this century, with little improvement in new entrants to doctoral programs or the professoriate (Figure 1). For the top 20 programs, the share was flat or even slightly downward over the last twenty years. In 2019 the share of women in the top 20 programs increased, and nine programs have first year classes that are over 40% female (Table 7). This suggests that it is possible for the economics profession to change, and hopefully represents an inflection point toward a more inclusive and egalitarian profession.

## D. Conclusions

This report is unsurprisingly similar to those of previous years, showing stagnation in the representation of women either entering the economics profession or advancing from untenured assistant to tenured associate professor. There seems to be increasing attrition of women as assistant professors. Women make up a larger share of undergraduate majors, though those numbers do not approach parity and are not increasing over time. Women are over-represented in non-tenure-track teaching jobs. Almost 40% of the female faculty in top 20 economics departments are in non-tenure track teaching positions. This may play a role in shaping how undergraduate women view the economics profession. 2019 did see a slight uptick in the female share of the incoming PhD class, the area where rapid change is most possible. Hopefully this is the beginning of a shift in the inclusiveness of the field.

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 will be updated annually.

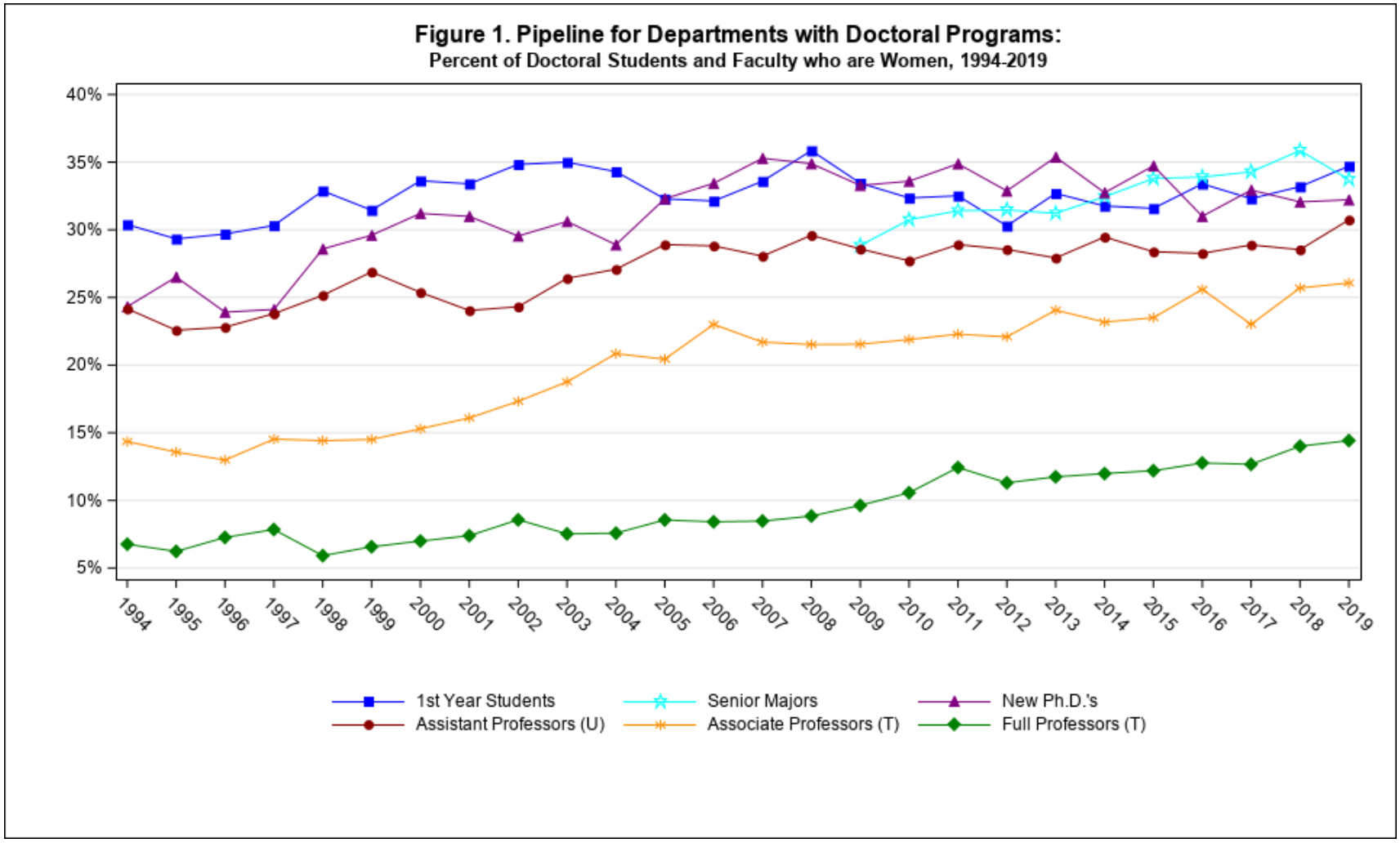


Figure 1. Pipeline for Departments with Doctoral Programs:
Percent of Doctoral Students and Faculty who are Women, 1994-2019
40%
35%
30%
25%
20%
15%
10%
5%
1994
1995
1996
1997
1998
1999
2000
2001
2002
2003
2004
2005
2006
2007
2008
2009
2010
2011
2012
2013
2014
2015
2016
2017
2018
2019
1st Year Students
Senior Majors
New Ph.D.'s
Assistant Professors (U)
Associate Professors (T)
Full Professors (T)

**Figure 2. Pipeline for Departments without Doctoral Programs:**
**Percent of Students and Faculty who are Women, 2006-2019**

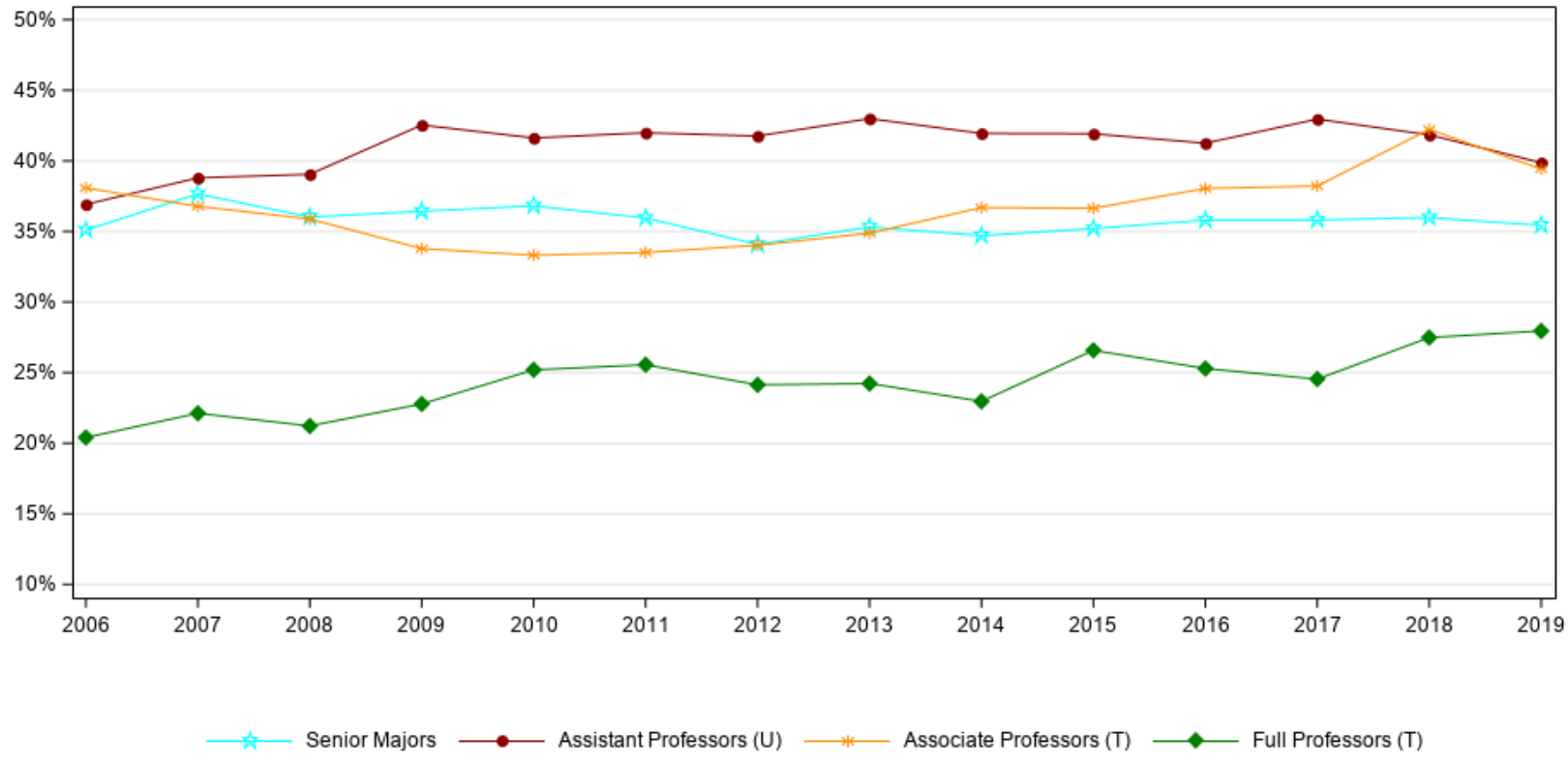


**Figure 3. Lock-Step Model: Percentage of women, by entering PhD cohorts:**
**Matriculation, graduation and entry into first-year assistant professorship**

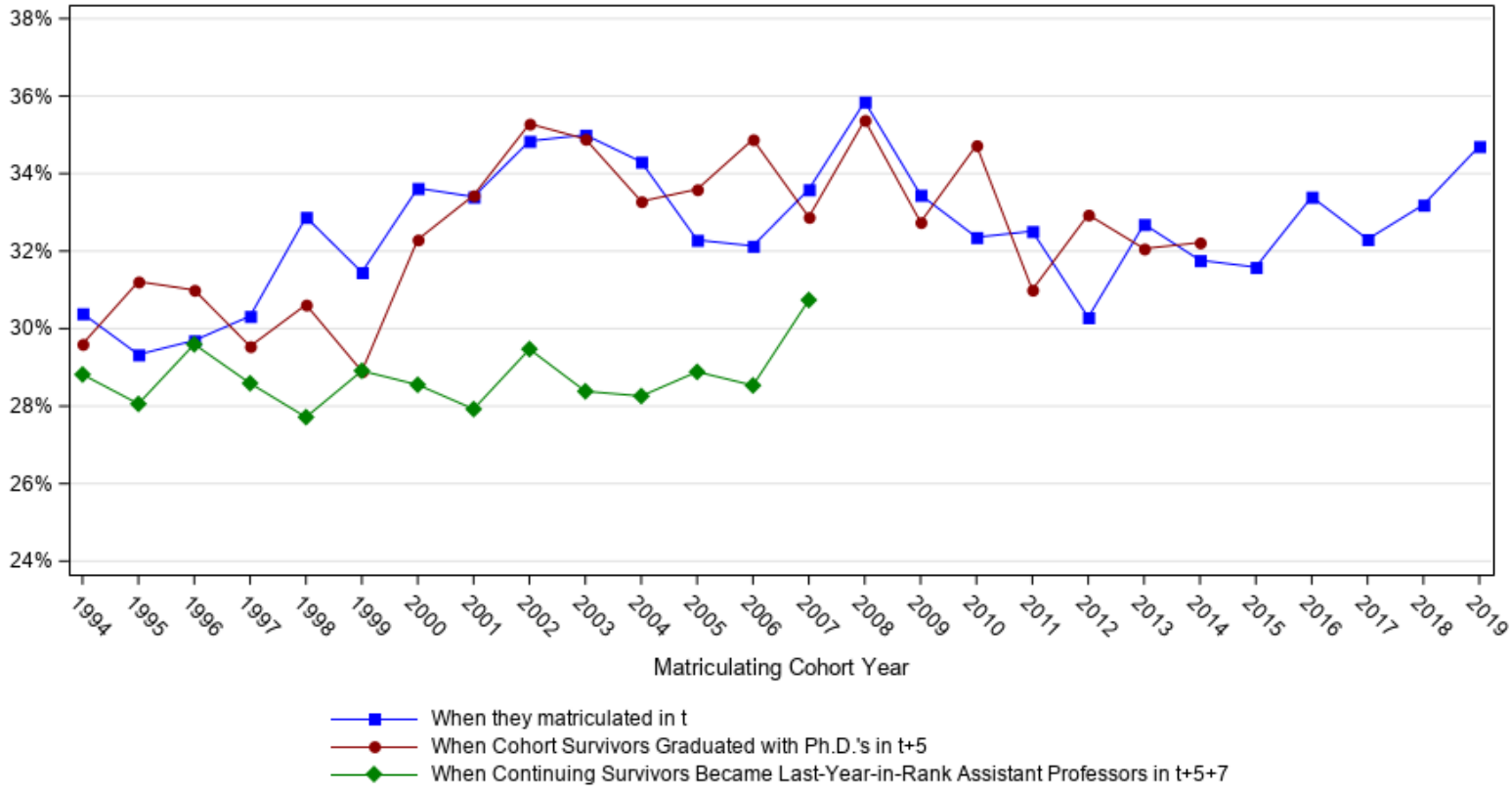


**Figure 4. Lock-Step Model: Percentage of women, by receiving-PhD cohort:**
**Graduation, last year-in-rank assistant professorship, and last year-in-rank associate professors**

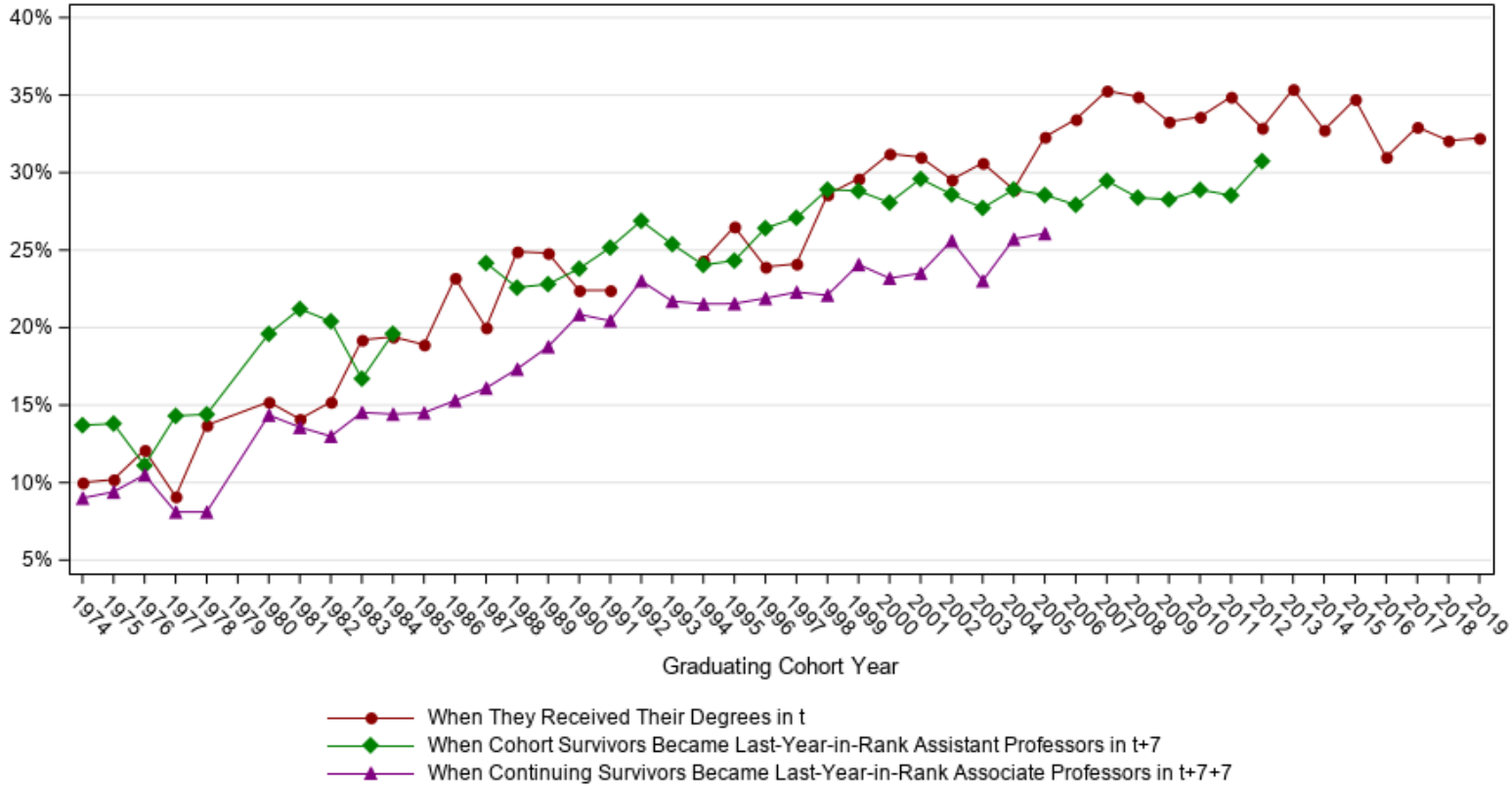
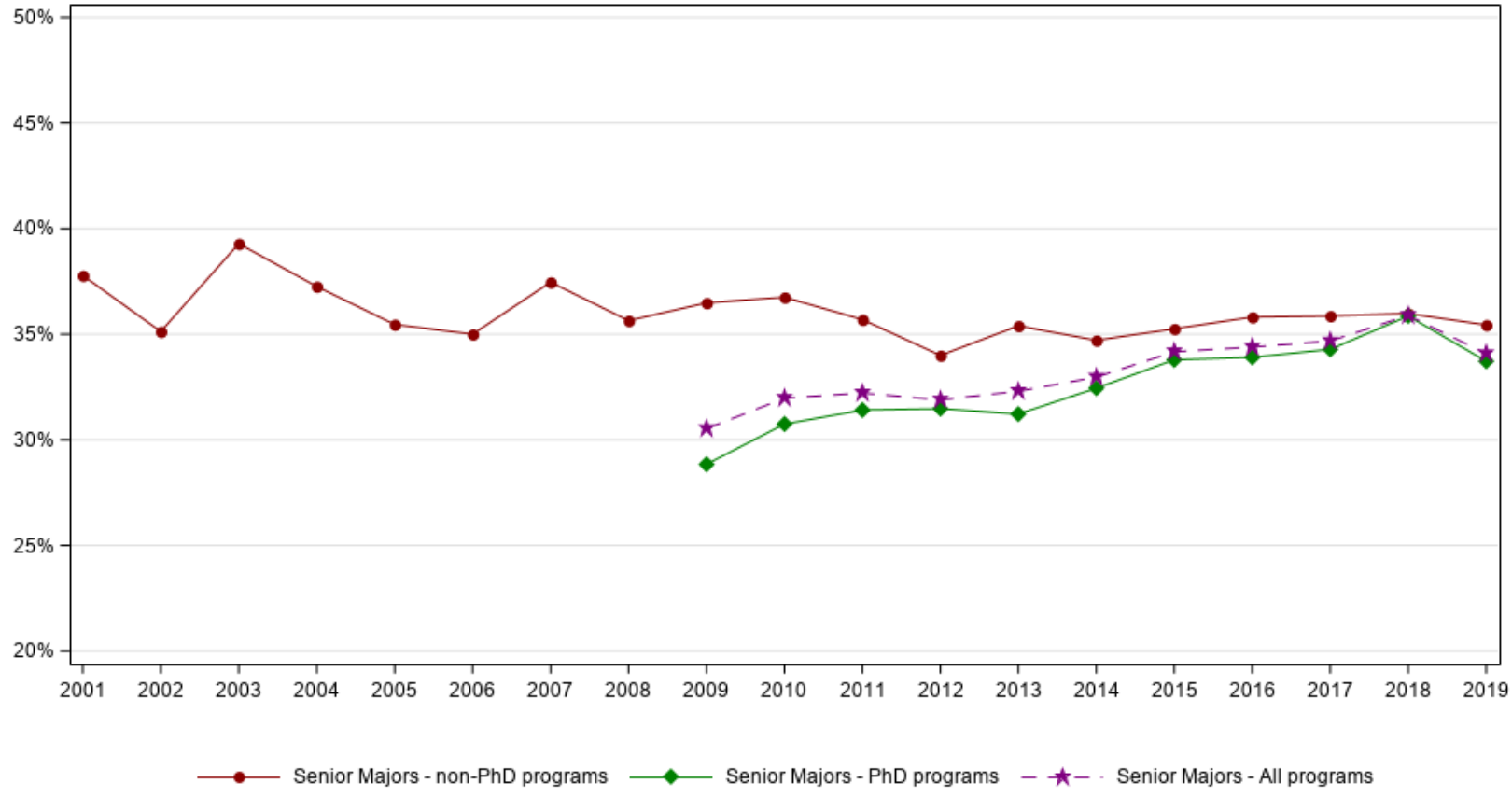


**Figure 5: Undergraduate senior economics majors**




**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 | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Faculty** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Full Professor** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Percent** | 6.9% | 6.1% | 7.1% | 8.2% | 6.0% | 6.6% | 6.8% | 7.1% | 8.1% | 7.2% | 7.2% | 8.4% | 8.1% | 8.1% | 8.5% | 9.6% | 10.6% | 12.7% | 12.5% | 11.8% | 12.1% | 12.3% | 12.9% | 12.7% | 14.0% | 14.5% |
| **Number** | 80.0 | 91.5 | 101.0 | 125.0 | 87.0 | 98.9 | 102.1 | 111.5 | 130.2 | 111.5 | 114.0 | 127.9 | 125.4 | 127.5 | 136.5 | 152.0 | 171.3 | 193.0 | 195.7 | 183.0 | 190.3 | 195.7 | 204.0 | 194.0 | 219.0 | 234.0 |
| **Associate Professor** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Percent** | 13.9% | 13.1% | 13.2% | 14.2% | 14.1 | 14.1 | 14.5 | 16.0 | 16.5% | 19.4% | 20.1% | 20.6% | 22.9% | 21.9% | 22.5% | 21.8% | 22.7% | 22.6% | 22.7% | 24.1% | 23.1% | 23.8% | 26.1% | 23.2% | 25.8% | 25.8% |
| **Number** | 61.0 | 81.5 | 76.0 | 84.2 | 84.5 | 83.4 | 83.6 | 93.1 | 93.0 | 108.4 | 114.8 | 111.7 | 126.1 | 123.3 | 131.5 | 129.5 | 137.8 | 135.1 | 134.9 | 145.5 | 151.0 | 156.0 | 179.0 | 154.0 | 170.0 | 179.5 |
| **Assistant Professor** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Percent** | 24.9% | 22.7% | 22.5% | 24.1% | 24.5 | 25.7 | 24.3 | 23.1 | 24.4% | 27.2% | 27.3% | 29.7% | 28.9% | 27.7% | 29.5% | 28.0% | 27.6% | 29.1% | 28.7% | 27.4% | 29.0% | 28.2% | 28.3% | 28.6% | 28.4% | 30.3% |
| **Number** | 126.3 | 146.0 | 133.8 | 142.8 | 140.9 | 152.7 | 148.2 | 149.8 | 152.9 | 187.2 | 188.9 | 208.4 | 205.0 | 212.5 | 230.6 | 212.5 | 211.6 | 212.4 | 224.2 | 208.5 | 228.7 | 233.8 | 236.0 | 241.0 | 233.0 | 247.0 |
| **All Tenure Track (Subtotal)** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Percent** | 12.7% | 11.5% | 12.0% | 12.9% | 11.9 | 12.5 | 12.5 | 12.7 | 13.4% | 14.5% | 14.7% | 16.2% | 16.3% | 15.9% | 16.8% | 16.8% | 17.4% | 18.9% | 18.9% | 18.4% | 18.9% | 19.0% | 19.9% | 19.4% | 20.5% | 21.2% |
| **Number** | 267.3 | 319.0 | 310.8 | 352.1 | 312.4 | 335.0 | 333.9 | 354.4 | 376.2 | 407.1 | 417.6 | 448.0 | 456.5 | 463.3 | 498.6 | 494.0 | 520.8 | 540.5 | 554.8 | 537.0 | 570.0 | 585.5 | 619.0 | 589.0 | 622.0 | 660.5 |
| **All Non-Tenure Track** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Percent** | 29.6% | 24.3% | 35.5% | 43.4% | 30.5 | 29.4 | 31.3 | 29.7 | 33.0% | 32.3% | 31.2% | 35.7% | 33.3% | 33.3% | 32.5% | 34.8% | 33.0% | 33.2% | 38.8% | 35.2% | 37.8% | 34.8% | 35.2% | 35.0% | 37.0% | 37.6% |
| **Number** | 29.0 | 37.0 | 37.0 | 53.9 | 62.0 | 79.3 | 120.8 | 97.1 | 95.9 | 130.1 | 149.5 | 138.1 | 154.9 | 181.1 | 183.0 | 196.9 | 229.3 | 224.3 | 214.7 | 181.5 | 223.3 | 296.7 | 312.0 | 320.0 | 233.0 | 276.3 |
| **All Faculty** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Percent** | 13.5% | 12.2% | 12.9% | 14.3% | 13.2 | 14.1 | 14.8 | 14.4 | 15.3% | 16.7% | 17.1% | 18.6% | 18.7% | 18.7% | 19.3% | 19.7% | 20.3% | 21.7% | 22.0% | 20.9% | 22.0% | 22.4% | 23.3% | 23.1% | 23.3% | 24.3% |
| **Number** | 296.3 | 356.0 | 347.7 | 406.0 | 374.4 | 414.3 | 454.7 | 451.5 | 472.1 | 537.1 | 567.1 | 586.1 | 611.4 | 644.3 | 681.6 | 690.9 | 750.1 | 764.8 | 769.4 | 718.5 | 793.3 | 882.2 | 931.0 | 909.0 | 855.0 | 936.8 |
| **Ph.D. Students** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Ph.D. Granted** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Percent** | 24.3% | 26.5% | 23.9% | 24.1% | 28.6 | 29.6 | 31.2 | 31.0 | 29.5% | 30.6% | 28.9% | 32.3% | 33.4% | 35.3% | 34.9% | 33.3% | 33.6% | 34.9% | 32.9% | 35.4% | 32.7% | 34.7% | 31.0% | 32.9% | 32.1% | 32.2% |
| **Number** | 180.0 | 230.5 | 219.2 | 226.2 | 259.0 | 262.2 | 274.6 | 285.9 | 247.9 | 290.2 | 313.6 | 323.8 | 335.1 | 368.0 | 432.9 | 364.2 | 338.3 | 350.0 | 352.8 | 392.2 | 358.7 | 404.8 | 372.0 | 361.0 | 370.0 | 347.0 |
| **ABD** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Percent** | 27.3% | 26.4% | 27.9% | 28.1% | 28.2 | 30.6 | 31.2 | 31.7 | 31.8% | 34.5% | 33.3% | 34.2% | 34.0% | 33.7% | 34.1% | 33.9% | 34.1% | 34.5% | 32.7% | 32.1% | 32.2% | 31.7% | 31.7% | 33.0% | 32.8% | 32.9% |
| **Number** | 689.0 | 309.5 | 763.7 | 826.7 | 792.2 | 835.9 | 838.8 | 841.8 | 943.2 | 1117.4 | 1221.1 | 1230.3 | 1225.3 | 1305.0 | 1280.2 | 1298.9 | 1366.9 | 1329.7 | 1313.0 | 1227.5 | 1346.0 | 1324.5 | 1430.0 | 1469.0 | 1469.0 | 1450.0 |
| **First Year** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Percent** | 30.4% | 29.3% | 29.7% | 30.3% | 32.9 | 31.5 | 33.6 | 33.4 | 34.8% | 35.0% | 34.3% | 32.3% | 32.1% | 33.6% | 35.9% | 33.4% | 32.4% | 32.5% | 30.3% | 32.7% | 31.8% | 31.6% | 33.4% | 32.3% | 33.2% | 34.7% |
| **Number** | 404.5 | 469.0 | 454.2 | 454.0 | 471.9 | 479.6 | 504.6 | 552.3 | 582.6 | 620.0 | 587.3 | 542.3 | 533.8 | 558.4 | 603.3 | 597.0 | 569.5 | 541.5 | 472.5 | 479.0 | 504.0 | 500.0 | 517.0 | 492.0 | 474.0 | 540.0 |
| **Undergraduate Economics Majors Graduated** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Percent** | missing | 30.6% | 33.0% | 32.5% | 32.0 | 30.6 | 32.0 | 32.6 | 33.3% | 32.8% | 32.4% | 31.6% | 31.3% | 30.2% | 30.9% | 30.3% | 30.3% | 30.7% | 30.4% | 32.1% | 33.6% | 33.2% | 32.9% | 34.1% | 34.1% | 33.5% |
| **Number** | missing | 5818 | 8714 | 8757 | 7755 | 7811 | 1018 | 1132 | 13725 | 15762 | 15691 | 16687 | 16427 | 16259 | 15636 | 19067 | 19840 | 20078 | 20175 | 17851 | 20867 | 23376 | 22380 | 22793 | 23902 | 24638 |
| **Undergraduate Senior Majors*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Percent** | missing | missing | missing | missing | missin | missin | missin | missin | missing | missing | missing | missing | missing | missing | missing | 28.8% | 30.7% | 31.4% | 31.5% | 31.2% | 32.4% | 33.8% | 33.9% | 34.3% | 35.9% | 33.7% |
| **Number** | missing | missing | missing | missing | missin | missin | missin | missin | missing | missing | missing | missing | missing | missing | missing | 20215 | 23290 | 26169 | 29245 | 14882 | 19510 | 18579 | 19908 | 20699 | 21872 | 23239 |

*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 2019 survey.

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

| | *All Top 10 Schools* | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | *1994* | *1995* | *1996* | *1997* | *1998* | *1999* | *2000* | *2001* | *2002* | *2003* | *2004* | *2005* | *2006* | *2007* | *2008* | *2009* | *2010* | *2011* | *2012* | *2013* | *2014* | *2015* | *2016* | *2017* | *2018* | *2019* |
| ***Faculty*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***Full Professor*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | 4.1% | 4.3% | 5.6% | 4.9% | 6.2% | 6.3% | 8.2% | 8.3% | 7.8% | 7.1% | 8.6% | 8.8% | 8.7% | 8.8% | 8.0% | 8.7% | 9.6% | 10.0% | 9.2% | 9.6% | 9.7% | 9.6% | 9.2% | 9.1% | 11.3% | 12.2% |
| *Number* | 9.0 | 10.0 | 13.0 | 11.0 | 15.0 | 15.5 | 19.0 | 20.0 | 23.0 | 18.0 | 22.0 | 21.0 | 22.0 | 24.0 | 23.0 | 25.0 | 28.0 | 26.0 | 27.0 | 28.0 | 27.0 | 27.0 | 26.0 | 27.0 | 33.0 | 39.0 |
| ***Associate Professor*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | 11.8% | 13.9% | 11.8% | 12.7% | 20.0% | 25.9% | 20.4% | 13.6% | 19.4% | 18.5% | 15.1% | 21.1% | 12.3% | 15.2% | 24.7% | 20.0% | 20.0% | 19.6% | 25.9% | 23.3% | 21.9% | 25.0% | 28.9% | 30.8% | 26.3% | 21.2% |
| *Number* | 4.0 | 5.0 | 3.7 | 5.3 | 6.0 | 7.0 | 5.5 | 4.0 | 6.0 | 5.0 | 4.0 | 6.0 | 4.0 | 5.0 | 9.0 | 6.0 | 7.0 | 9.0 | 7.0 | 7.0 | 7.0 | 8.0 | 13.0 | 12.0 | 10.0 | 7.0 |
| ***Assistant Professor*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | 22.1% | 20.4% | 18.7% | 20.4% | 16.7% | 18.7% | 18.3% | 19.3% | 17.1% | 20.2% | 19.1% | 22.5% | 25.2% | 26.2% | 26.7% | 26.1% | 22.6% | 20.9% | 19.4% | 17.0% | 20.0% | 21.6% | 18.0% | 20.2% | 17.9% | 19.8% |
| *Number* | 21.0 | 22.0 | 19.7 | 20.3 | 16.0 | 20.0 | 20.5 | 21.5 | 19.0 | 21.0 | 20.5 | 24.0 | 26.0 | 27.0 | 27.0 | 24.0 | 21.0 | 18.0 | 18.0 | 15.0 | 18.0 | 21.0 | 18.0 | 22.0 | 17.0 | 19.0 |
| ***All Tenure Track*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | 9.7% | 9.8% | 9.9% | 10.1% | 10.1% | 11.1% | 12.1% | 11.9% | 11.0% | 11.5% | 11.9% | 13.6% | 13.4% | 13.7% | 13.9% | 13.4% | 13.3% | 13.5% | 12.6% | 12.2% | 13.0% | 13.6% | 13.3% | 13.7% | 14.1% | 14.5% |
| *Number* | 34.0 | 37.0 | 36.3 | 36.7 | 37.0 | 42.5 | 45.0 | 45.5 | 48.0 | 44.0 | 46.5 | 51.0 | 52.0 | 56.0 | 59.0 | 55.0 | 56.0 | 53.0 | 52.0 | 50.0 | 52.0 | 56.0 | 57.0 | 61.0 | 60.0 | 65.0 |
| ***All Non-Tenure Track*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | 33.3% | 17.4% | 48.6% | 39.6% | 27.2% | 29.1% | 27.7% | 28.6% | 44.4% | 33.3% | 28.6% | 55.0% | 34.4% | 48.6% | 39.4% | 42.2% | 34.0% | 23.1% | 40.8% | 35.2% | 33.9% | 44.3% | 39.3% | 33.3% | 34.4% | 35.7% |
| *Number* | 4.0 | 4.0 | 6.0 | 7.0 | 6.2 | 8.8 | 9.0 | 6.0 | 8.0 | 14.0 | 12.0 | 22.0 | 11.0 | 17.0 | 14.0 | 19.0 | 17.0 | 30.0 | 20.0 | 19.0 | 20.0 | 43.0 | 35.0 | 29.0 | 22.0 | 30.3 |
| ***All Faculty*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | 10.5% | 10.3% | 11.2% | 11.4% | 11.1% | 12.4% | 13.4% | 12.8% | 12.4% | 13.6% | 13.6% | 17.6% | 14.9% | 16.4% | 15.9% | 16.3% | 15.5% | 15.9% | 15.6% | 14.8% | 15.7% | 19.5% | 17.8% | 16.9% | 16.8% | 17.9% |
| *Number* | 38.0 | 41.0 | 42.3 | 43.7 | 43.2 | 51.3 | 54.0 | 51.5 | 56.0 | 58.0 | 58.5 | 73.0 | 63.0 | 73.0 | 73.0 | 74.0 | 73.0 | 83.0 | 72.0 | 69.0 | 72.0 | 99.0 | 92.0 | 90.0 | 82.0 | 95.3 |
| ***Ph.D. Students*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***Ph.D. Granted*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | 24.4% | 31.3% | 22.7% | 20.1% | 25.7% | 22.7% | 23.0% | 27.2% | 25.5% | 26.1% | 27.0% | 31.6% | 29.6% | 28.7% | 31.2% | 24.0% | 24.7% | 25.3% | 28.2% | 31.3% | 25.9% | 25.9% | 26.4% | 28.4% | 23.6% | 29.9% |
| *Number* | 42.0 | 68.0 | 50.0 | 45.0 | 56.5 | 43.0 | 48.5 | 54.0 | 53.0 | 49.0 | 55.0 | 71.0 | 58.0 | 52.0 | 64.0 | 52.0 | 46.0 | 50.0 | 58.0 | 67.0 | 51.0 | 52.0 | 58.0 | 57.0 | 49.0 | 64.0 |
| ***ABD*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | 22.2% | 22.1% | 25.0% | 22.2% | 21.8% | 23.6% | 24.5% | 25.7% | 26.3% | 32.3% | 27.8% | 27.0% | 27.2% | 26.0% | 25.0% | 29.1% | 25.1% | 26.6% | 24.6% | 30.4% | 25.4% | 25.1% | 25.4% | 24.6% | 26.9% | 25.2% |
| *Number* | 150.0 | 57.0 | 182.0 | 150.0 | 173.3 | 185.0 | 176.3 | 167.5 | 218.0 | 256.0 | 231.0 | 245.0 | 251.0 | 218.0 | 209.0 | 231.0 | 221.0 | 226.0 | 207.0 | 255.0 | 217.0 | 225.0 | 247.0 | 221.0 | 264.0 | 234.0 |
| ***First Year*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | 18.1% | 22.5% | 23.8% | 33.6% | 28.7% | 27.0% | 29.9% | 27.8% | 27.0% | 23.3% | 25.7% | 27.7% | 24.6% | 30.0% | 24.4% | 23.7% | 23.7% | 28.1% | 22.1% | 27.9% | 24.0% | 23.9% | 29.8% | 25.8% | 26.1% | 32.1% |
| *Number* | 42.0 | 67.0 | 76.3 | 91.7 | 75.7 | 78.8 | 70.0 | 65.0 | 73.0 | 59.0 | 61.0 | 83.0 | 58.0 | 73.0 | 58.0 | 59.0 | 59.0 | 71.0 | 58.0 | 65.0 | 62.0 | 52.0 | 68.0 | 66.0 | 59.0 | 71.0 |
| ***Undergraduate Economics Majors*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | missing | 30.8% | 31.8% | 30.7% | 33.0% | 32.2% | 34.8% | 34.4% | 36.2% | 34.9% | 36.8% | 35.9% | 35.6% | 35.4% | 34.7% | 35.7% | 36.5% | 36.1% | 34.6% | 39.6% | 37.2% | 36.9% | 36.6% | 40.7% | 36.3% | 37.8% |
| *Number* | missing | 348 | 378 | 390 | 647 | 558 | 740 | 688 | 707 | 752 | 817 | 874 | 743 | 697 | 564 | 834 | 770 | 822 | 729 | 866 | 849 | 895 | 832 | 924 | 866 | 923 |
| ***Undergraduate Senior Majors**** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | 37.9% | 38.7% | 39.2% | 39.2% | 31.7% | 37.3% | 36.4% | 36.5% | 39.0% | 40.3% | 37.9% |
| *Number* | missing | Missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | 662 | 958 | 1249 | 999 | 311 | 780 | 715 | 780 | 841 | 787 | 851 |

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

| | All Top 20 Schools | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | *1994* | *1995* | *1996* | *1997* | *1998* | *1999* | *2000* | *2001* | *2002* | *2003* | *2004* | *2005* | *2006* | *2007* | *2008* | *2009* | *2010* | *2011* | *2012* | *2013* | *2014* | *2015* | *2016* | *2017* | *2018* | *2019* |
| ***Faculty*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***Full Professor*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | 4.0% | 3.7% | 4.6% | 5.1% | 6.7% | 5.6% | 7.1% | 6.9% | 10.2% | 6.6% | 7.9% | 7.8% | 7.9% | 8.5% | 8.5% | 8.3% | 9.2% | 13.1% | 8.5% | 9.6% | 10.0% | 10.1% | 11.3% | 10.2% | 11.9% | 13.0% |
| *Number* | 16.0 | 15.0 | 18.0 | 20.0 | 27.0 | 25.5 | 30.5 | 33.0 | 51.0 | 30.0 | 37.0 | 36.0 | 36.5 | 42.0 | 42.0 | 40.0 | 46.0 | 59.0 | 41.0 | 49.0 | 49.0 | 50.0 | 58.0 | 53.0 | 62.0 | 72.0 |
| ***Associate Professor*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | 9.9% | 11.4% | 13.3% | 12.9% | 14.4% | 17.6% | 16.4% | 14.0% | 16.9% | 18.6% | 15.0% | 18.7% | 14.8% | 13.9% | 21.2% | 19.3% | 23.7% | 25.5% | 22.1% | 19.1% | 20.4% | 19.6% | 20.2% | 20.6% | 20.6% | 17.3% |
| *Number* | 8.0 | 10.0 | 10.7 | 10.3 | 10.0 | 13.0 | 11.0 | 10.0 | 10.0 | 11.0 | 8.0 | 10.0 | 10.0 | 11.0 | 19.0 | 16.0 | 22.0 | 25.0 | 17.0 | 17.0 | 19.0 | 19.0 | 22.0 | 20.0 | 20.0 | 16.5 |
| ***Assistant Professor*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | 20.8% | 18.5% | 16.5% | 16.3% | 17.6% | 19.1% | 17.0% | 18.5% | 19.9% | 23.4% | 22.6% | 26.2% | 25.3% | 24.0% | 26.9% | 23.5% | 21.9% | 22.3% | 20.0% | 18.7% | 21.3% | 21.5% | 21.2% | 20.7% | 21.5% | 22.7% |
| *Number* | 35.0 | 33.0 | 29.7 | 29.3 | 29.5 | 36.5 | 33.5 | 38.5 | 38.0 | 47.0 | 45.5 | 53.0 | 50.5 | 53.0 | 58.0 | 48.0 | 48.0 | 45.0 | 41.0 | 37.0 | 43.0 | 44.0 | 44.0 | 43.0 | 45.0 | 44.0 |
| ***All Tenure Track*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | 9.1% | 8.7% | 8.9% | 9.1% | 10.3% | 10.4% | 10.8% | 10.7% | 13.2% | 12.3% | 12.5% | 13.8% | 13.3% | 13.4% | 14.8% | 13.5% | 14.3% | 17.2% | 13.0% | 12.9% | 14.1% | 14.2% | 14.9% | 14.0% | 15.4% | 15.7% |
| *Number* | 59.0 | 58.0 | 58.3 | 59.7 | 66.5 | 75.0 | 75.0 | 81.5 | 99.0 | 88.0 | 90.5 | 99.0 | 97.0 | 106.0 | 119.0 | 104.0 | 116.0 | 129.0 | 99.0 | 103.0 | 111.0 | 113.0 | 124.0 | 116.0 | 127.0 | 132.5 |
| ***All Non-Tenure Track*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | 34.6% | 18.6% | 53.4% | 42.4% | 32.1% | 28.4% | 35.6% | 27.0% | 38.3% | 38.4% | 39.3% | 54.5% | 36.2% | 38.9% | 30.0% | 37.5% | 36.4% | 28.5% | 39.1% | 38.9% | 39.6% | 42.8% | 39.3% | 38.2% | 33.1% | 38.0% |
| *Number* | 9.0 | 11.0 | 13.0 | 13.0 | 10.2 | 16.8 | 28.5 | 10.0 | 18.0 | 28.0 | 26.5 | 36.0 | 23.3 | 37.0 | 48.5 | 39.0 | 44.0 | 51.0 | 50.0 | 44.0 | 57.0 | 83.0 | 70.0 | 72.0 | 48.0 | 67.3 |
| ***All Faculty*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | 10.1% | 9.5% | 10.5% | 10.6% | 11.4% | 11.8% | 13.4% | 11.5% | 14.7% | 14.7% | 14.8% | 17.3% | 15.2% | 16.1% | 17.4% | 16.3% | 17.1% | 19.3% | 16.7% | 16.1% | 18.1% | 19.8% | 19.2% | 18.5% | 18.0% | 19.6% |
| *Number* | 68.0 | 69.0 | 71.3 | 72.7 | 76.7 | 91.8 | 103.5 | 91.5 | 117.0 | 116.0 | 117.0 | 135.0 | 120.3 | 143.0 | 167.5 | 143.0 | 160.0 | 180.0 | 149.0 | 147.0 | 168.0 | 196.0 | 194.0 | 188.0 | 175.0 | 199.8 |
| ***Ph.D. Students*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***Ph.D. Granted*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | 25.5% | 29.6% | 22.7% | 22.1% | 25.0% | 24.0% | 24.4% | 26.1% | 24.9% | 26.1% | 28.0% | 31.6% | 31.1% | 30.5% | 31.0% | 26.8% | 28.1% | 27.8% | 27.3% | 33.2% | 29.3% | 28.4% | 26.2% | 26.9% | 25.3% | 32.0% |
| *Number* | 77.0 | 98.0 | 82.0 | 80.0 | 89.5 | 76.0 | 81.0 | 90.0 | 84.0 | 86.0 | 92.0 | 118.0 | 109.5 | 105.0 | 115.0 | 101.0 | 92.0 | 96.0 | 99.0 | 124.0 | 102.0 | 110.0 | 112.0 | 98.0 | 98.0 | 123.0 |
| ***ABD*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | 23.0% | 21.8% | 25.6% | 23.2% | 24.0% | 25.6% | 26.5% | 27.5% | 27.5% | 33.0% | 30.1% | 29.3% | 29.3% | 27.6% | 27.7% | 28.9% | 27.0% | 29.5% | 27.9% | 30.3% | 26.5% | 25.7% | 26.7% | 27.0% | 27.3% | 25.9% |
| *Number* | 232.0 | 80.0 | 303.5 | 260.0 | 278.3 | 286.6 | 288.4 | 290.3 | 343.5 | 384.0 | 444.5 | 418.0 | 401.0 | 388.0 | 355.0 | 404.5 | 395.0 | 438.0 | 415.0 | 444.0 | 427.0 | 390.0 | 451.0 | 444.0 | 447.0 | 396.0 |
| ***First Year*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | 21.4% | 27.4% | 24.7% | 29.9% | 30.2% | 28.1% | 29.6% | 27.4% | 31.1% | 29.4% | 28.1% | 27.3% | 27.2% | 29.9% | 30.1% | 27.9% | 25.1% | 27.8% | 27.3% | 28.4% | 27.4% | 24.9% | 29.5% | 26.0% | 29.9% | 32.5% |
| *Number* | 93.0 | 132.0 | 128.8 | 142.7 | 141.2 | 143.3 | 134.0 | 138.0 | 156.0 | 145.0 | 133.0 | 132.0 | 126.0 | 141.0 | 139.0 | 129.0 | 122.0 | 132.0 | 124.0 | 121.0 | 123.0 | 112.0 | 130.0 | 116.0 | 126.0 | 167.0 |
| ***Undergraduate Economics Majors*** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | missing | 32.1% | 31.6% | 33.0% | 33.6% | 32.6% | 33.4% | 34.3% | 35.3% | 35.3% | 36.1% | 36.2% | 35.9% | 34.2% | 34.8% | 35.0% | 35.5% | 36.2% | 36.2% | 39.3% | 37.4% | 37.2% | 37.6% | 39.2% | 37.0% | 37.2% |
| *Number* | missing | 821 | 769 | 1009 | 1259 | 1061 | 1313 | 1461 | 1718 | 1925 | 1961 | 2136 | 1841 | 1666 | 1554 | 2000 | 1970 | 2114 | 2077 | 2241 | 2290 | 2494 | 2427 | 2446 | 2431 | 2282 |
| ***Undergraduate Senior Majors**** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *Percent* | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | 34.0% | 35.2% | 38.1% | 37.3% | 37.6% | 37.7% | 37.1% | 38.7% | 38.1% | 38.8% | 37.8% |
| *Number* | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | missing | 1588 | 2164 | 3004 | 2548 | 1505 | 2319 | 1674 | 1817 | 1994 | 2202 | 2126 |

## *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 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| ***Faculty*** | | | | | | | | | | | | | | |
| ***Full Professor*** | | | | | | | | | | | | | | |
| *Percent* | 19.8% | 21.8% | 20.3% | 22.2% | 25.2% | 25.0% | 23.5% | 23.9% | 23.1% | 25.4% | 25.2% | 24.2% | 27.8% | 28.0% |
| *Number* | 88.7 | 100.7 | 106.1 | 109.4 | 125.1 | 121.4 | 112.1 | 113.3 | 109.5 | 122.0 | 118.0 | 114.0 | 127.5 | 130.4 |
| ***Associate Professor*** | | | | | | | | | | | | | | |
| *Percent* | 35.5% | 34.2% | 34.4% | 32.9% | 32.5% | 31.2% | 32.7% | 35.5% | 35.8% | 36.7% | 38.5% | 38.7% | 42.3% | 40.1% |
| *Number* | 97.9 | 94.1 | 105.5 | 101.7 | 102.2 | 95.3 | 93.5 | 99.0 | 105.0 | 104.5 | 108.0 | 110.0 | 112.0 | 117.1 |
| ***Assistant Professor*** | | | | | | | | | | | | | | |
| *Percent* | 35.2% | 37.8% | 37.2% | 40.7% | 40.1% | 41.4% | 41.0% | 39.8% | 41.0% | 41.8% | 40.3% | 42.0% | 41.3% | 39.6% |
| *Number* | 95.4 | 109.1 | 117.2 | 117.5 | 121.5 | 121.7 | 119.8 | 116.2 | 121.4 | 131.3 | 129.9 | 133.0 | 135.0 | 134.6 |
| ***All Tenure Track (Subtotal)*** | | | | | | | | | | | | | | |
| *Percent* | 28.4% | 29.6% | 28.7% | 30.2% | 31.3% | 31.2% | 30.8% | 31.4% | 31.6% | 33.1% | 33.2% | 33.3% | 35.7% | 34.8% |
| *Number* | 282.0 | 303.9 | 328.8 | 328.6 | 348.8 | 338.3 | 325.4 | 328.4 | 335.9 | 357.8 | 355.9 | 357.0 | 374.5 | 382.2 |
| ***All Non-Tenure Track*** | | | | | | | | | | | | | | |
| *Percent* | 34.5% | 34.7% | 36.8% | 30.6% | 37.2% | 36.2% | 33.0% | 36.5% | 36.0% | 36.3% | 33.8% | 31.8% | 28.5% | 34.9% |
| *Number* | 86.6 | 90.4 | 103.8 | 86.7 | 92.9 | 92.2 | 102.4 | 64.3 | 85.0 | 138.0 | 109.5 | 93.0 | 47.0 | 79.9 |
| ***All Faculty*** | | | | | | | | | | | | | | |
| *Percent* | 29.6% | 30.6% | 30.3% | 30.2% | 32.4% | 32.1% | 31.3% | 32.1% | 32.4% | 34.0% | 33.4% | 33.0% | 34.7% | 34.8% |
| *Number* | 368.7 | 394.4 | 432.6 | 415.3 | 441.7 | 430.5 | 427.9 | 392.7 | 420.9 | 495.8 | 465.4 | 450.0 | 421.5 | 462.1 |
| ***Students*** | | | | | | | | | | | | | | |
| ***Undergraduate Economics Majors Graduated*** | | | | | | | | | | | | | | |
| *Percent* | 34.4% | 33.2% | 33.9% | 35.8% | 35.5% | 34.4% | 34.2% | 34.4% | 34.0% | 33.6% | 36.0% | 35.9% | 35.3% | 35.1% |
| *Number* | 1460. | 1598. | 1801. | 1875. | 1698. | 1659. | 1565. | 1508. | 1873. | 1999. | 2272. | 2188. | 2300. | 2152.5 |
| ***Undergraduate Senior Majors*** | | | | | | | | | | | | | | |
| *Percent* | 35.1% | 37.7% | 36.0% | 36.4% | 36.8% | 35.9% | 34.1% | 35.3% | 34.7% | 35.2% | 35.8% | 35.8% | 36.0% | 35.4% |
| *Number* | 1627. | 1865. | 1828. | 1951. | 2098. | 2025. | 1893. | 1682. | 1964. | 2212. | 2326. | 2387. | 2246. | 2144.5 |
| ***M.A. Students Graduated*** | | | | | | | | | | | | | | |
| *Percent* | 38.0% | 43.9% | 32.1% | 39.4% | 34.9% | 39.4% | 38.0% | 37.1% | 39.9% | 41.2% | 42.0% | 41.7% | 47.6% | 38.6% |
| *Number* | 23.0 | 59.5 | 76.7 | 87.3 | 81.8 | 68.4 | 65.3 | 57.0 | 65.0 | 56.0 | 47.0 | 48.0 | 39.0 | 72.9 |
| ***M.A. Students Expected to Graduate*** | | | | | | | | | | | | | | |
| *Percent* | missing | missing | missing | missing | missing | missing | missing | 46.7% | 40.1% | 32.3% | 44.3% | 41.7% | 42.0% | 35.2% |
| *Number* | missing | missing | missing | missing | missing | missing | missing | 56.0 | 68.5 | 36.7 | 49.3 | 50.0 | 34.0 | 63.0 |
| ***N departments*** | | | | | | | | | | | | | | |
| *Number* | 106.0 | 106.0 | 107.0 | 107.0 | 110.0 | 110.0 | 110.0 | 111.0 | 111.0 | 111.0 | 112.0 | 112.0 | 112.0 | 112.0 |

**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 | | | | | | | All Top 20 Schools | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 1994-1997 | 1998-2002 | 2003-2007 | 2008-2012 | 2013-2017 | 2018 | 2019 | 1994-1997 | 1998-2002 | 2003-2007 | 2008-2012 | 2013-2017 | 2018 | 2019 |
| **U.S.-based, All Types** | | | | | | | | | | | | | | |
| Percent | 24.9% | 29.7% | 30.1% | 26.2% | 27.7% | 20.7% | 37.7% | 26.7% | 29.1% | 31.6% | 29.3% | 28.3% | 23.8% | 35.6% |
| Number | 35.8 | 39.1 | 45.3 | 35.6 | 38.2 | 31.0 | 52.0 | 58.9 | 59.9 | 80.0 | 66.1 | 71.0 | 64.0 | 88.0 |
| **Faculty, PhD Granting Department** | | | | | | | | | | | | | | |
| Percent | 22.1% | 25.9% | 29.8% | 24.5% | 28.0% | 17.6% | 42.6% | 24.0% | 26.3% | 30.9% | 27.8% | 27.3% | 20.2% | 40.9% |
| Number | 16.0 | 18.9 | 26.8 | 17.8 | 19.4 | 13.0 | 29.0 | 27.0 | 29.5 | 44.4 | 33.2 | 29.4 | 22.0 | 38.0 |
| **Faculty, Non-PhD Granting Department** | | | | | | | | | | | | | | |
| Percent | 42.1% | 50.1% | 26.5% | 35.1% | 34.4% | 14.3% | 0.0% | 41.8% | 50.2% | 30.8% | 41.2% | 33.0% | 14.3% | 28.6% |
| Number | 6.8 | 5.3 | 2.4 | 2.5 | 2.0 | 1.0 | 0.0 | 8.8 | 7.3 | 6.6 | 6.9 | 6.0 | 1.0 | 4.0 |
| **Non-Faculty, Any Academic Department** | | | | | | | | | | | | | | |
| Percent | missing | missing | missing | missing | 35.4% | 26.7% | 28.6% | missing | missing | missing | missing | 28.9% | 28.6% | 19.2% |
| Number | missing | missing | missing | missing | 3.4 | 4.0 | 2.0 | missing | missing | missing | missing | 6.0 | 8.0 | 5.0 |
| **Public Sector** | | | | | | | | | | | | | | |
| Percent | 24.1% | 30.3% | 31.4% | 29.9% | 27.2% | 10.0% | 36.4% | 28.3% | 28.8% | 33.6% | 28.9% | 26.4% | 23.1% | 37.5% |
| Number | 6.5 | 8.5 | 7.3 | 6.9 | 4.6 | 1.0 | 8.0 | 12.3 | 12.9 | 14.2 | 11.5 | 9.8 | 9.0 | 15.0 |
| **Private Sector** | | | | | | | | | | | | | | |
| Percent | 22.4% | 30.8% | 28.6% | 24.1% | 25.7% | 27.3% | 34.2% | 25.2% | 28.9% | 31.7% | 28.5% | 29.7% | 27.9% | 35.1% |
| Number | 6.5 | 6.4 | 8.8 | 8.4 | 8.8 | 12.0 | 13.0 | 10.9 | 10.2 | 14.8 | 14.5 | 19.8 | 24.0 | 26.0 |
| **Foreign-based, All Types** | | | | | | | | | | | | | | |
| Percent | 17.8% | 14.5% | 23.1% | 22.9% | 20.2% | 27.7% | 24.2% | 17.8% | 19.6% | 22.7% | 24.4% | 24.8% | 26.7% | 28.8% |
| Number | 5.8 | 4.3 | 9.1 | 12.3 | 8.4 | 13.0 | 15.0 | 10.8 | 11.2 | 18.4 | 26.8 | 22.0 | 28.0 | 34.0 |
| **Academic** | | | | | | | | | | | | | | |
| Percent | 24.5% | 13.4% | 25.3% | 23.0% | 23.1% | 27.3% | 25.0% | 19.8% | 19.9% | 25.2% | 22.3% | 26.5% | 26.7% | 32.2% |
| Number | 5.3 | 3.0 | 7.1 | 9.3 | 6.8 | 9.0 | 11.0 | 8.5 | 8.2 | 13.6 | 17.7 | 16.8 | 20.0 | 28.0 |
| **Non-Academic** | | | | | | | | | | | | | | |
| Percent | 6.1% | 17.7% | 18.1% | 22.6% | 11.6% | 28.6% | 22.2% | 13.2% | 17.7% | 17.6% | 29.6% | 20.6% | 26.7% | 19.4% |
| Number | 0.5 | 1.3 | 2.0 | 3.1 | 1.6 | 4.0 | 4.0 | 2.3 | 3.0 | 4.8 | 9.1 | 5.2 | 8.0 | 6.0 |
| **Unknown Placement** | | | | | | | | | | | | | | |
| Percent | missing | missing | missing | missing | missing | missing | 100.0% | missing | missing | missing | missing | missing | missing | 33.3% |
| Number | missing | missing | missing | missing | missing | missing | 1.0 | missing | missing | missing | missing | missing | missing | 1.0 |
| **No Placement** | | | | | | | | | | | | | | |
| Percent | 19.6% | 31.7% | 6.7% | 0.0% | 6.7% | 50.0% | 0.0% | 18.5% | 34.7% | 23.4% | 18.1% | 25.7% | 50.0% | 33.3% |
| Number | 6.5 | 2.5 | 0.6 | 0.0 | 0.2 | 1.0 | 0.0 | 9.0 | 4.0 | 3.5 | 1.2 | 0.8 | 2.0 | 2.0 |
| **Total on the Market** | | | | | | | | | | | | | | |
| Percent | 23.3% | 27.1% | 28.0% | 24.8% | 25.9% | 22.6% | 33.3% | 24.1% | 27.2% | 29.4% | 27.5% | 27.4% | 24.9% | 33.4% |
| Number | 48.0 | 45.9 | 55.0 | 47.9 | 46.8 | 45.0 | 68.0 | 78.6 | 75.1 | 101.9 | 94.1 | 93.8 | 94.0 | 125.0 |

***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* |
| ***U.S.-based, All Types*** | | | | | | | |
| *Percent* | 28.9% | 32.6% | 34.7% | 39.5% | 37.5% | 36.8% | 34.7% |
| *Number* | 80.5 | 75.5 | 111.0 | 153.2 | 169.2 | 174.0 | 160.0 |
| ***Faculty, PhD Granting Department*** | | | | | | | |
| *Percent* | 31.1% | 29.2% | 30.6% | 36.7% | 33.2% | 39.0% | 36.9% |
| *Number* | 26.0 | 21.3 | 35.4 | 48.6 | 36.0 | 30.0 | 31.0 |
| ***Faculty, Non-PhD Granting Department*** | | | | | | | |
| *Percent* | 28.3% | 36.5% | 41.0% | 39.3% | 38.3% | 35.7% | 35.7% |
| *Number* | 26.0 | 19.3 | 35.2 | 46.4 | 48.0 | 50.0 | 41.0 |
| ***Non-Faculty, Any Academic Department*** | | | | | | | |
| *Percent* | missing | missing | missing | missing | 30.7% | 41.4% | 34.8% |
| *Number* | missing | missing | missing | missing | 15.2 | 29.0 | 23.0 |
| ***Public Sector*** | | | | | | | |
| *Percent* | 30.1% | 33.9% | 34.2% | 36.4% | 35.5% | 28.0% | 31.1% |
| *Number* | 16.3 | 18.0 | 18.0 | 24.2 | 22.4 | 14.0 | 19.0 |
| ***Private Sector*** | | | | | | | |
| *Percent* | 24.6% | 32.9% | 33.5% | 48.5% | 45.2% | 37.5% | 34.1% |
| *Number* | 12.3 | 17.0 | 22.4 | 34.0 | 47.6 | 51.0 | 46.0 |
| ***Foreign-based, All Types*** | | | | | | | |
| *Percent* | 17.9% | 25.4% | 25.1% | 29.5% | 31.8% | 29.3% | 24.6% |
| *Number* | 21.5 | 17.3 | 26.8 | 50.0 | 57.4 | 66.0 | 42.0 |
| ***Academic*** | | | | | | | |
| *Percent* | 21.5% | 30.8% | 28.7% | 31.7% | 34.5% | 30.6% | 26.0% |
| *Number* | 16.0 | 12.0 | 17.4 | 32.4 | 42.2 | 49.0 | 33.0 |
| ***Non-Academic*** | | | | | | | |
| *Percent* | 12.1% | 19.0% | 20.3% | 26.1% | 26.1% | 26.2% | 20.5% |
| *Number* | 5.5 | 5.3 | 9.4 | 17.6 | 15.2 | 17.0 | 9.0 |
| ***Unknown Placement*** | | | | | | | |
| *Percent* | missing | missing | missing | missing | missing | missing | 7.7% |
| *Number* | missing | missing | missing | missing | missing | missing | 1.0 |
| ***No Placement*** | | | | | | | |
| *Percent* | 21.1% | 26.4% | 33.6% | 36.8% | 43.1% | 53.7% | 35.9% |
| *Number* | 18.5 | 8.3 | 13.4 | 26.0 | 15.2 | 51.0 | 14.0 |
| ***Total on the Market*** | | | | | | | |
| *Percent* | 24.7% | 30.4% | 32.3% | 36.6% | 36.2% | 36.7% | 31.7% |
| *Number* | 120.5 | 101.0 | 151.2 | 229.2 | 241.8 | 291.0 | 217.0 |

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

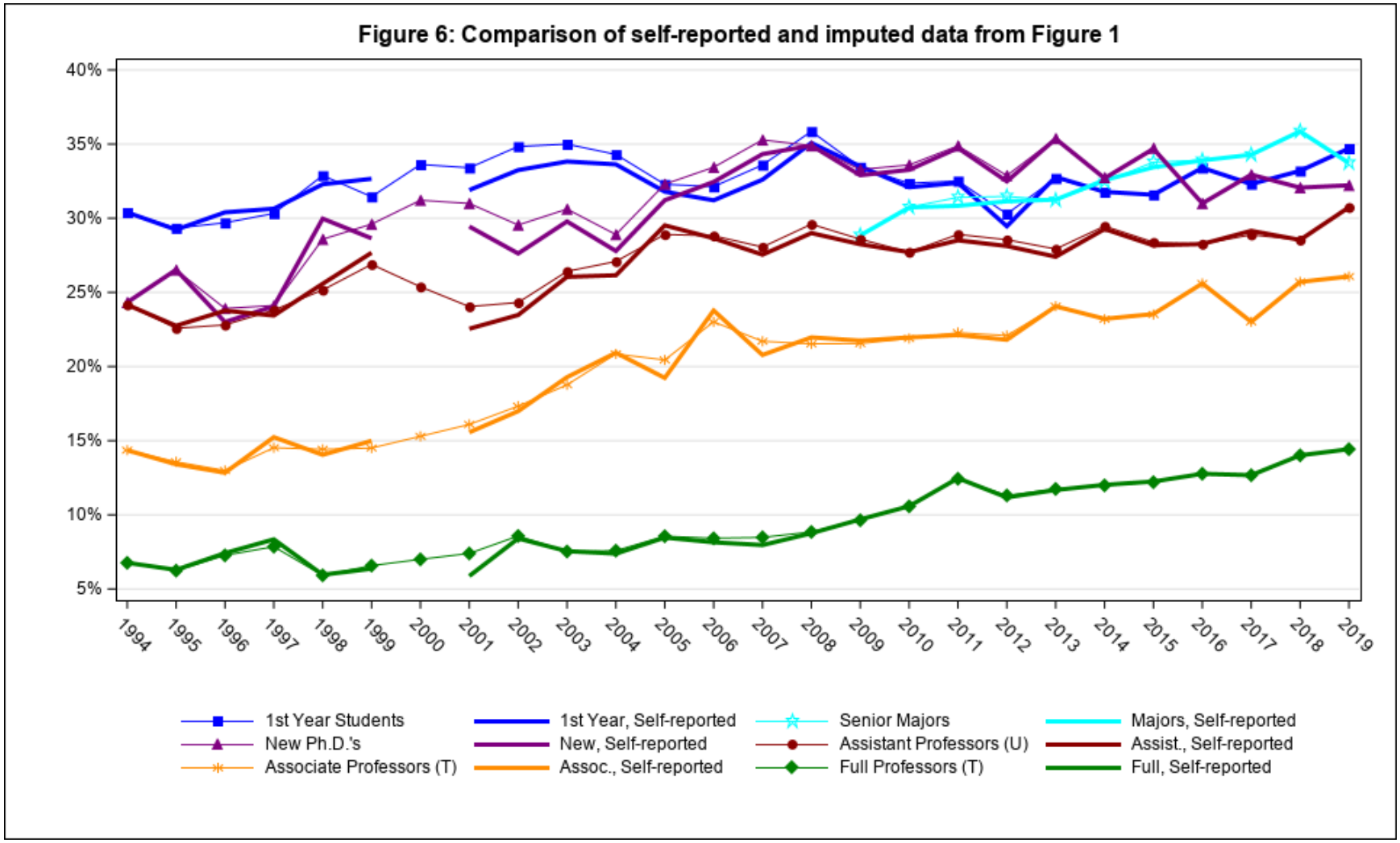
| *2018-2019* | *Top 10* | | *Top 11-20* | | *All Others* | |
|---|---|---|---|---|---|---|
| | *Women* | *Men* | *Women* | *Men* | *Women* | *Men* |
| ***U.S.-based, All Types (Share of all individuals by gender)*** | **76.5%** | **63.2%** | **63.2%** | **64.6%** | **73.7%** | **64.5%** |
| *Faculty, PhD Granting Department* | 55.8% | 45.3% | 25.0% | 21.9% | 19.4% | 17.6% |
| *Faculty, Non-PhD Granting Department* | 0.0% | 3.5% | 11.1% | 9.6% | 25.6% | 24.6% |
| *Non-Faculty, Any Academic Department* | 3.8% | 5.8% | 8.3% | 21.9% | 14.4% | 14.3% |
| *Public Sector* | 15.4% | 16.3% | 19.4% | 15.1% | 11.9% | 14.0% |
| *Private Sector* | 25.0% | 29.1% | 36.1% | 31.5% | 28.7% | 29.6% |
| ***Foreign-based, All Types (Share of all individuals by gender)*** | **22.1%** | **34.6%** | **33.3%** | **32.7%** | **19.4%** | **27.6%** |
| *Academic* | 73.3% | 70.2% | 89.5% | 70.3% | 78.6% | 72.9% |
| *Non-Academic* | 26.7% | 29.8% | 10.5% | 29.7% | 21.4% | 27.1% |
| ***Unknown Placement (Share of all individuals by gender)*** | **1.5%** | **0.0%** | **0.0%** | **1.8%** | **0.5%** | **2.6%** |
| ***No Placement (Share of all individuals by gender)*** | **0.0%** | **2.2%** | **3.5%** | **0.9%** | **6.5%** | **5.4%** |
| ***Total on the Market*** | **68** | **136** | **57** | **113** | **217** | **467** |

***Table 7. Distribution of Top 20 Departments by Female Share of First Year PhD class, 2014-2018***

| | *Number of Programs* | | | | | |
|---|---|---|---|---|---|---|
| | *2014* | *2015* | *2016* | *2017* | *2018* | *2019* |
| *Share of women in 1st year PhD class* | | | | | | |
| *40% or above* | 2 | 3 | 6 | 2 | 7 | 9 |
| *35-39%* | 1 | 0 | 1 | 1 | 0 | 0 |
| *30-34%* | 5 | 2 | 2 | 8 | 2 | 5 |
| *25-29%* | 6 | 6 | 5 | 1 | 3 | 5 |
| *20-24%* | 2 | 6 | 3 | 3 | 3 | 0 |
| *Below 20%* | 5 | 4 | 4 | 6 | 6 | 2 |

**Note to Table 7: This table classifies departments by the share of women in their entering class. 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



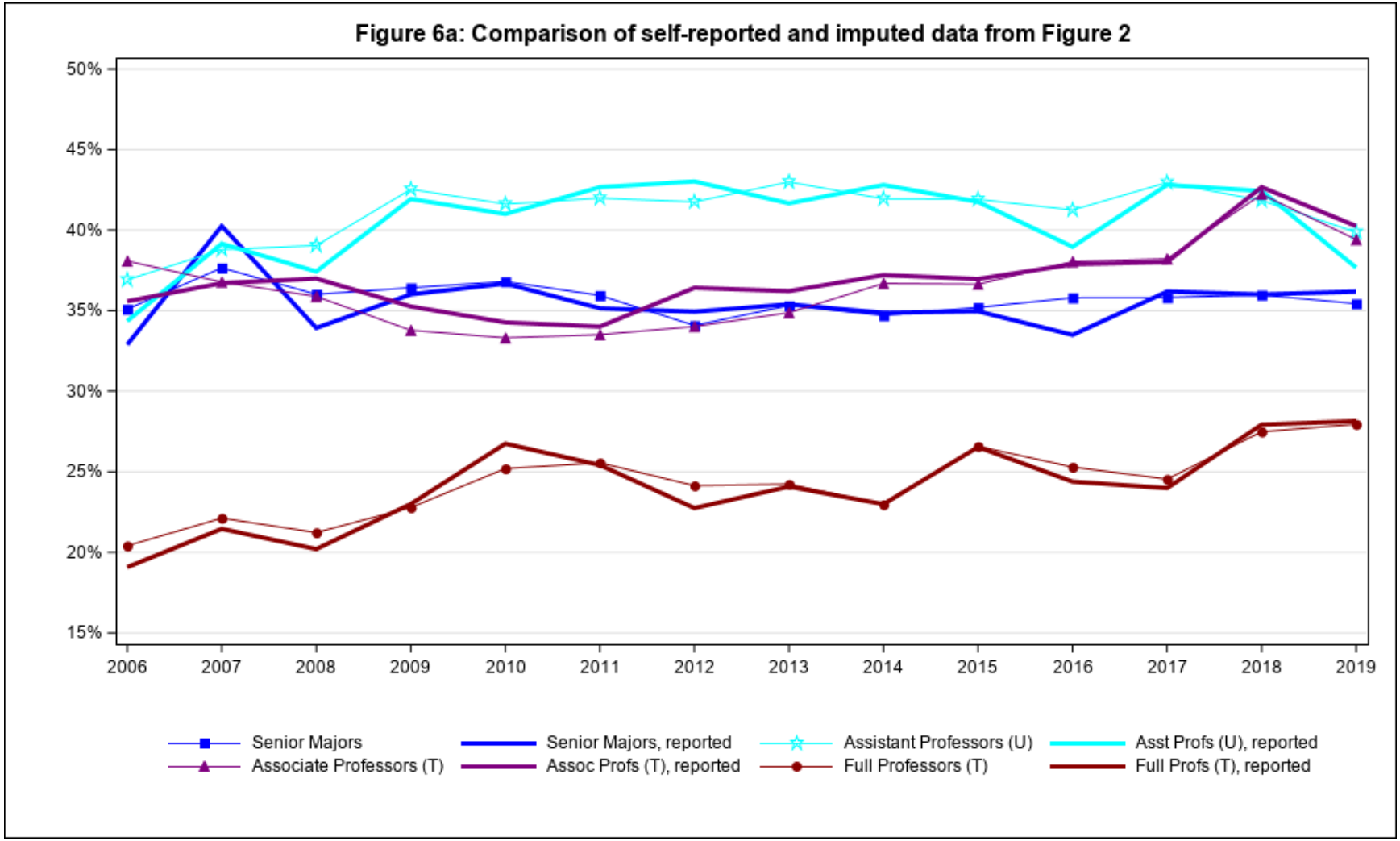


Figure 6a: Comparison of self-reported and imputed data from Figure 2
50%
45%
40%
35%
30%
25%
20%
15%
2006
2007
2008
2009
2010
2011
2012
2013
2014
2015
2016
2017
2018
2019
Senior Majors
Associate Professors (T)
Senior Majors, reported
Assoc Profs (T), reported
Assistant Professors (U)
Full Professors (T)
Asst Profs (U), reported
Full Profs (T), reported

*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** |
| **With Doctoral Programs** | | | | | | | | | | | | | | | | | | | |
| **Number responded CSWEP** | 68 | 77 | 92 | 98 | 91 | 93 | 100 | 110 | 120 | 122 | 122 | 117 | 122 | 124 | 124 | 126 | 126 | 126 | 126 |
| **Number of programs (analysis)** | 121 | 122 | 122 | 123 | 123 | 124 | 124 | 124 | 124 | 126 | 126 | 126 | 127 | 127 | 127 | 126 | 126 | 126 | 126 |
| **Without Doctoral Programs** | | | | | | | | | | | | | | | | | | | |
| **Number responded CSWEP** | 49 | 33 | 49 | 61 | 65 | 69 | 63 | 71 | 66 | 80 | 82 | 62 | 101 | 104 | 107 | 84 | 109 | 108 | 104 |
| **Number of programs (analysis)** | 89 | 92 | 96 | 102 | 106 | 106 | 106 | 107 | 107 | 110 | 110 | 110 | 111 | 111 | 111 | 112 | 112 | 112 | 112 |

**Notes: Any non-respondents are imputed, with UAQ if they responded to that survey, and then with linear interpolation for any remaining non-responding years.*