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ICPSR 37118

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 2018

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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. In the next two decades, there was significant change. By 1994, the CSWEP survey of economics departments with doctoral programs found that women made up 30.4% of new PhD students, and 24.9% of assistant, 13.9% of associate, and 6.9% of full professors (Table 1). Over the next 15 years those increases gradually affected the academic pipeline, so that women now make up 14.3% 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 in PhD-granting economics departments than there are either full or associate professors (Table 1). Moreover, progress at increasing the flow of women *into* the pipeline has been limited. The female share of assistant professors, at 28.4%, and of the entering cohort of PhD students, at 33.2%, are just slightly above their 1994 levels (Table 1). The share of women among undergraduate economics majors at these same schools has increased (from 30.0% in 1998 to 34.1% in 2018), but is still well below parity, let alone the 55% share of women in the undergraduate population.[2] This report presents the results of the 2018 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.

B. The CSWEP Annual Surveys, 1972-2018

In fall 2018 CSWEP surveyed 126 doctoral departments and 128 non-doctoral departments. This report analyzes the responses provided by 126 doctoral and 110 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

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[1] This survey report is written by Margaret Levenstein, CSWEP Associate Chair and Survey Director. We gratefully acknowledge the assistance of Aneesa Buageila and 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.

[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. Appendix tables and 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.

universities that offer a Master's degree but not a PhD degree program in economics. We continue to harmonize and document the departmental-level data from the 1970s to the current period to improve our analysis of long-run trends in the profession. As a result of this work, we have produced department-level longitudinal reports for all responding PhD 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. 2018 Survey Results

In 2018 the share of full professors in PhD-granting economics departments who are women reached an all-time high at 14.3% (Table 1, Figure 1). In most other categories, the share of women in PhD granting departments is essentially flat or even declining. The share of new PhDs granted (32.1%) is below the average for the previous decade (33.6%). The share of the incoming cohort of PhD students increased very slightly from 32.3% in 2017 to 33.2% in 2018, but is below the levels maintained from 2001 to 2011. The total number of women entering PhD programs in 2018 was the lowest level in the 21st century (Table 1). The proportion of assistant professors who are women (28.4% in 2018) fell slightly from 2017 (28.6%) and is below the level reached a decade ago (29.4%). 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.

The situation is similar if one examines the 21 economics departments that make up the "top twenty." These departments produce the vast majority of faculty who teach in PhD-granting departments, so their behavior is an important determinant of the characteristics of the supply of economists to the profession. In 2018, the top 20 departments increased the representation of women very slightly in most dimensions. The share of full professors, associate professors, assistant professors, and entering PhD students increased slightly (Table 2). The share of women among PhDs granted, and, interestingly, non-tenure track instructors fell slightly. There was more progress in the schools ranked 10-20 than in the top ten, where the share of assistant professors and incoming PhD students actually fell in 2018. Women still make up less than 30% of incoming students (Table 2). The share of economics PhDs granted to women fell to the lowest level this century.

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

[4] Aggregate time series data are publicly available. Department-level panel data are available with a restricted data use agreement. The data will be updated annually.

[5] Unlike in previous years, here we report data on non-PhD departments only 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.

exception is among undergraduates. In the top ten departments, women made up 40.3% of senior majors in 2018; 38.8% of majors in the top 20; 35.9% in all PhD granting departments; and 36.0% in non-doctoral departments (Tables 1, 2, and 3). Both doctoral and non-doctoral programs rely on women to teach, with women making up 37.0% of all non-tenure track faculty in the former and 33.4% 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 2018 new doctorates were 32.1% female, falling to 28.4% for assistant professors, to 25.8% for tenured associate professors, and 14.3% 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 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 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.

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 about a quarter of job candidates from the top 20 schools last year. They made up smaller fractions of academic placements in both PhD and non-PhD granting departments. Women constituted disproportionately larger fractions of new economists who took jobs in the public and private sectors. Women's representation in foreign job placements was, if anything, higher than their placements in U.S. academic jobs, suggesting that the continued underrepresentation of women in US economics departments is not driven by changes in the international composition of students. Table 5 presents the share female and outcomes for job market candidates in PhD-granting departments outside the top 20. Fully 40% of job market candidates from these departments were female. This suggests a potential supply of female economists if schools are willing to look more broadly outside the elite departments.

Exclusionary hiring, by gender and by department status, may reinforce one another. Table 6 presents placement data slightly differently, showing where last year's job market candidates placed, by the rank of the originating department. Gender differences in placement are consistent across rank of the originating department, despite differences in placement outcomes. For example, men are more likely to place in a PhD-granting department whether their PhD is from a top ten department (43.8% of women and 55.2% of men), a top 11-20 department (29.6% versus 35.3%) or PhD program outside the top 20 (14.5% versus 15.5%).

The female share of the entering class of students in PhD programs overall has been flat over the last twenty years (Figure 1 and Table 7). For the top 20 programs, the share has been flat or even slightly downward over the last twenty years. 2018 shows a slight increase, and we can hope this is the beginning of a trend. Within the top 20, there is considerable variation in the share of females in the first PhD class across the 21 schools (Table 8). Over half of top 20 departments have student bodies that are over 70 percent male and over a quarter of top 20 departments are over 80% male. Note that while we are not breaking out the top ten, to protect the confidentiality of individual school data, this pattern is not different between the top ten and the schools ranked 11-20.

D. Conclusions

This report is depressingly similar to those of previous years. *There has been no progress in the representation of women either entering the economics profession or advancing from untenured assistant to tenured associate professor.* If anything, we see stagnation or decline in women entering economics at both the undergraduate and graduate level and increasing attrition of women as assistant professors. The most recent job market data shows that women are disproportionately likely to leave academia altogether. Women make up a larger share of undergraduate majors, though those numbers do not approach parity and are not increasing over time. Moreover, even though economics majors are more likely to be female in top ten PhD-producing economics departments, that experience does not appear to be creating a pipeline of young women entering economics. This lack of progress is particularly striking given the increasing representation of women in other STEM fields and in the college-going population overall. Finally, it is worth recognizing the high representation of women in non-tenure-track teaching jobs. Over a quarter 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.

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, 1994-2018

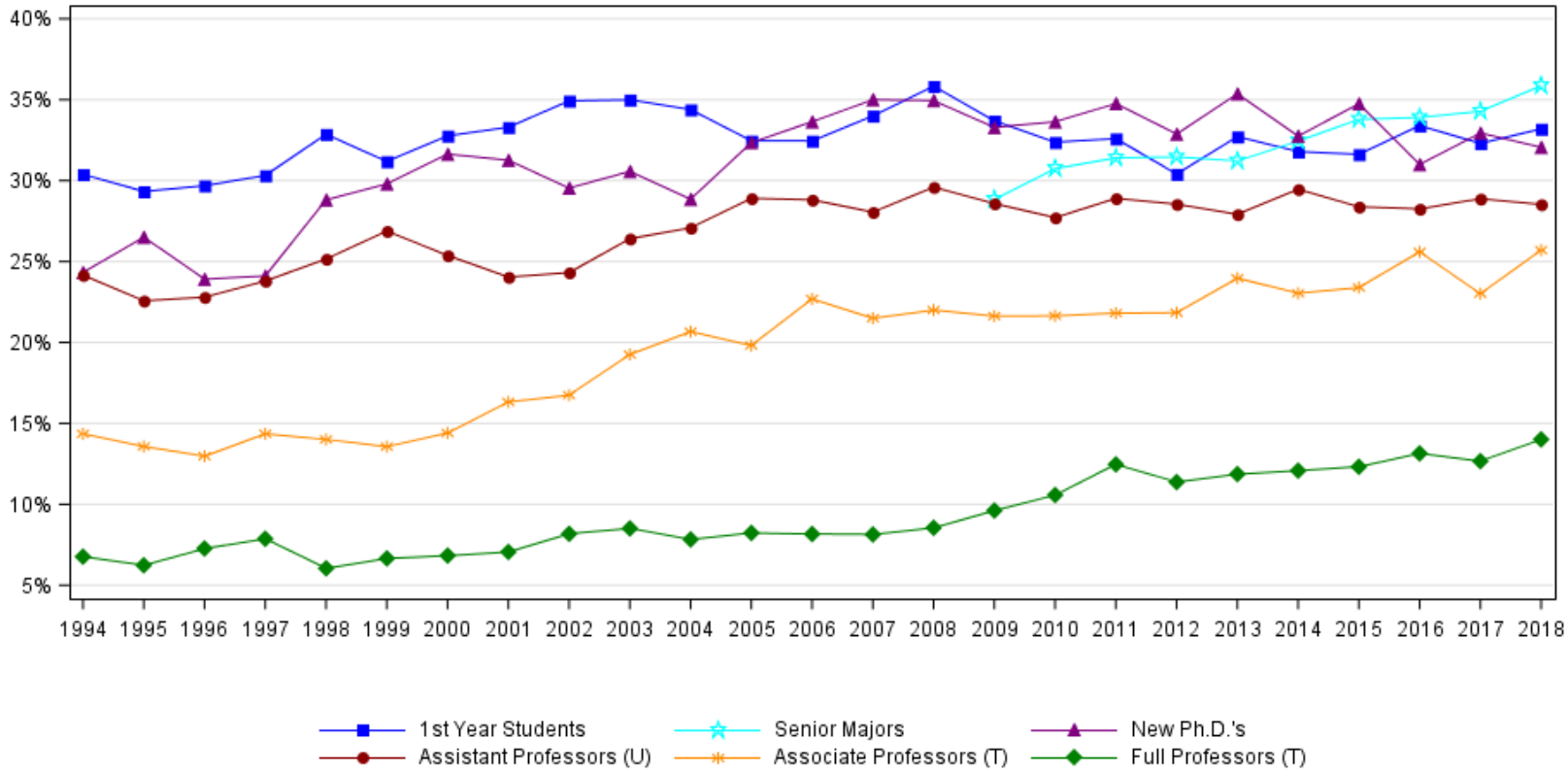


Figure 2. Pipeline for Departments without Doctoral Programs:
Percent of Students and Faculty who are Women, 2006-2018

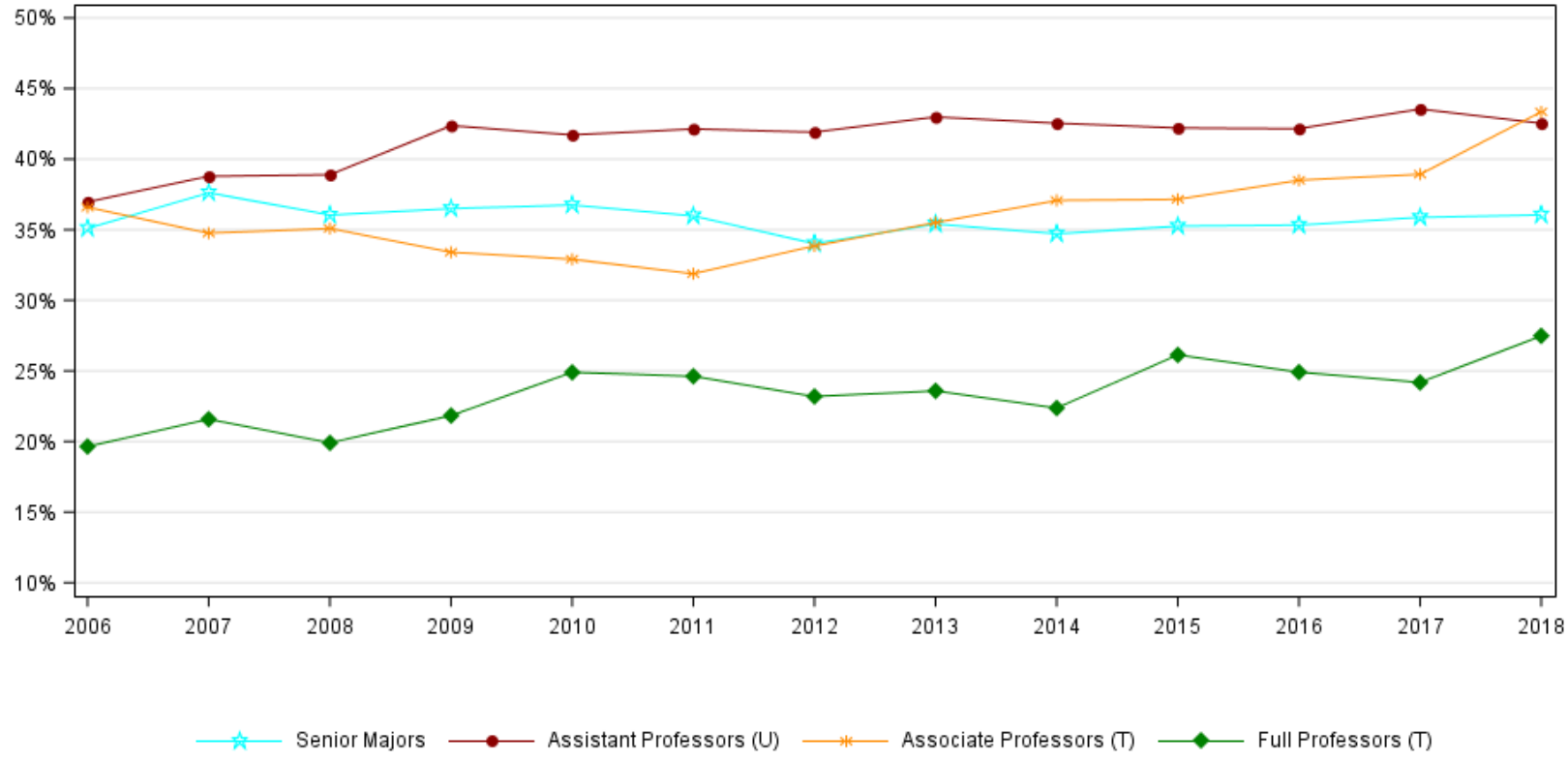


Figure 3. Lock-Step Model: Percentage of women, by entering PhD cohorts:
Matriculation, graduation and entry into first-year assistant professorship

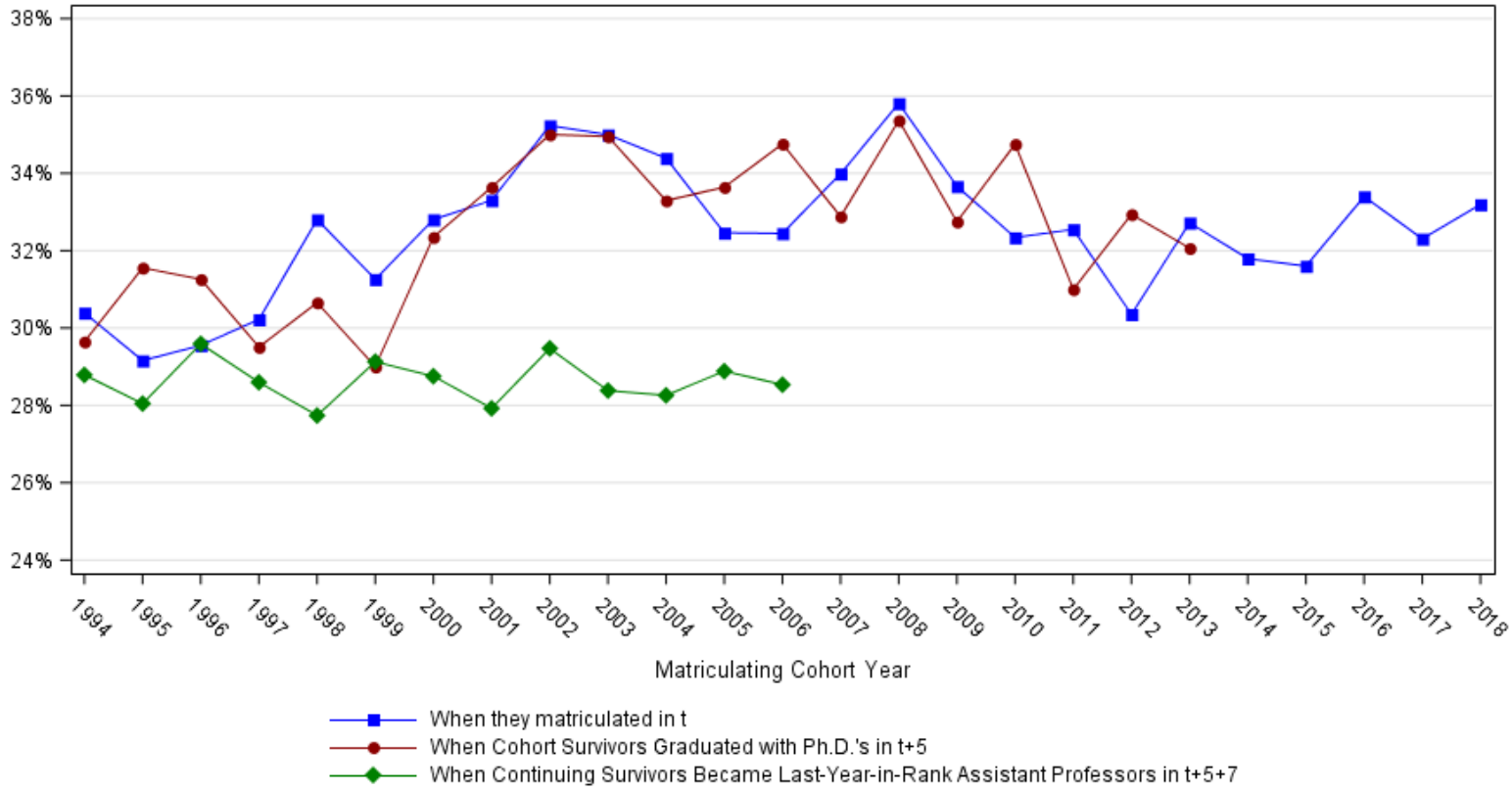


Figure 4. Lock-Step Model: Percentage of women, by receiving-PhD cohort:
Graduation, last year-in-rank assistant professorship, and last year-in-rank associate professors

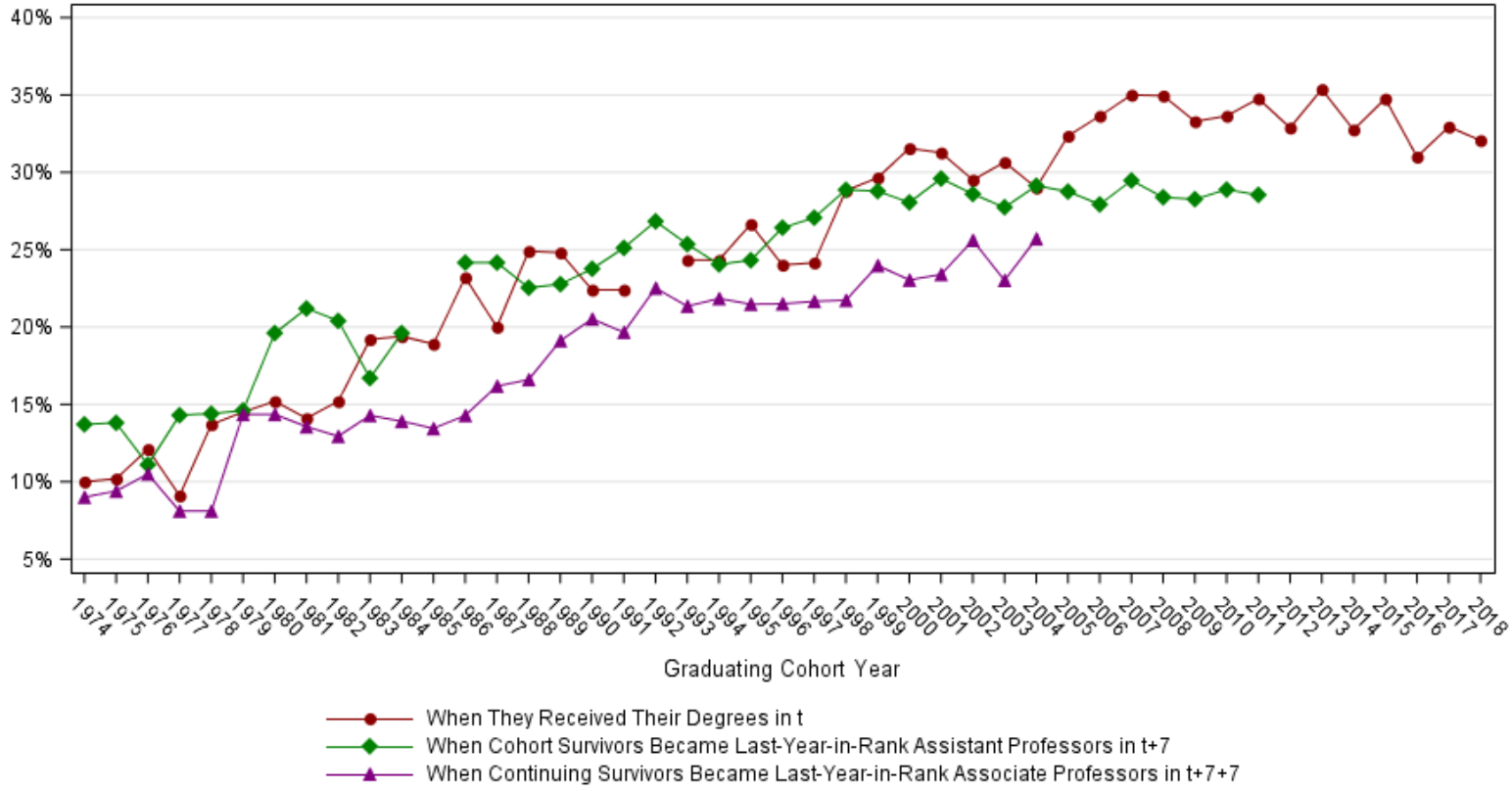


Table 1. The Pipeline for Departments with Doctoral Programs: Percent and Number of Doctoral Students and Faculty who are Women

	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
Faculty																									
Full Professor																									
Percent	6.9%	6.1%	7.1%	8.1%	5.9%	6.6%	6.8%	7.1%	8.1%	8.5%	7.8%	8.3%	8.1%	8.1%	8.5%	9.6%	10.5%	12.6%	12.5%	11.8%	12.1%	12.3%	13.2%	12.7%	14.3%
Number	80.0	92.5	101.7	125.3	87.0	98.9	102.1	111.5	130.2	135.5	125.0	127.9	125.4	127.5	136.5	152.0	171.3	193.0	195.7	183.0	190.3	195.7	210.0	194.0	223.0
Associate Professor																									
Percent	13.9%	13.1%	13.1%	14.1%	14.0%	14.0%	14.4%	15.9%	16.3%	19.3%	20.0%	20.5%	22.8%	21.8%	22.4%	21.6%	22.6%	22.5%	22.6%	24.1%	23.1%	23.8%	26.1%	23.2%	25.8%
Number	61.0	82.5	76.6	84.6	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
Assistant Professor																									
Percent	24.9%	22.7%	22.5%	24.0%	24.5%	25.6%	24.3%	23.1%	24.4%	27.2%	27.2%	29.6%	28.8%	27.7%	29.4%	28.0%	27.6%	29.3%	28.9%	27.4%	29.0%	28.2%	28.3%	28.6%	28.4%
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	205.2	212.9	231.2	213.3	212.6	215.4	227.2	208.5	228.7	233.8	236.0	241.0	233.0
All Tenure Track (Subtotal)																									
Percent	12.7%	11.5%	11.9%	12.9%	11.8%	12.4%	12.4%	12.6%	13.4%	15.2%	15.0%	16.1%	16.2%	15.9%	16.8%	16.8%	17.4%	18.9%	18.9%	18.4%	18.9%	19.0%	20.1%	19.4%	20.6%
Number	267.3	321.0	312.1	352.7	312.4	335.0	333.9	354.4	376.2	431.1	428.6	448.0	456.7	463.7	499.2	494.8	521.8	543.5	557.8	537.0	570.0	585.5	625.0	589.0	626.0
All Non-Tenure Track																									
Percent	29.6%	24.3%	35.5%	43.4%	30.5%	29.4%	31.3%	29.7%	33.0%	32.5%	31.4%	35.6%	33.2%	33.3%	32.4%	34.8%	33.0%	33.0%	38.5%	35.2%	37.8%	34.8%	35.2%	35.0%	37.0%
Number	29.0	37.0	37.0	53.9	62.0	79.3	120.8	97.1	95.9	132.1	151.5	138.1	155.1	181.5	183.6	197.7	230.3	224.3	214.7	181.5	223.3	296.7	312.0	320.0	233.0
All Faculty																									
Percent	13.5%	12.1%	12.8%	14.2%	13.1%	14.0%	14.8%	14.4%	15.2%	17.3%	17.3%	18.5%	18.6%	18.6%	19.3%	19.7%	20.3%	21.6%	22.0%	20.9%	22.0%	22.4%	23.5%	23.1%	23.4%
Number	296.3	358.0	349.0	406.6	374.4	414.3	454.7	451.5	472.1	563.1	580.1	586.1	611.8	645.1	682.8	692.5	752.1	767.8	772.4	718.5	793.3	882.2	937.0	909.0	859.0
Ph.D. Students																									
Ph.D. Granted																									
Percent	24.3%	26.6%	24.0%	24.2%	28.8%	29.6%	31.6%	31.3%	29.5%	30.7%	29.0%	32.4%	33.6%	35.0%	34.9%	33.3%	33.6%	34.8%	32.9%	35.4%	32.7%	34.8%	31.0%	32.9%	32.1%
Number	180.0	233.5	221.2	227.2	259.5	264.0	278.8	287.4	247.9	291.0	313.4	321.9	326.3	366.6	434.2	364.3	340.6	349.8	354.5	394.3	361.2	406.6	372.0	361.0	370.0
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%	34.2%	34.5%	32.7%	32.1%	32.2%	31.7%	31.7%	33.0%	32.8%
Number	689.0	312.5	767.0	830.4	796.2	837.9	839.8	841.8	947.2	1117.4	1221.6	1231.3	1226.5	1306.5	1281.9	1300.9	1369.2	1332.2	1315.7	1227.5	1346.0	1324.5	1430.0	1469.0	1469.0
First Year																									
Percent	30.4%	29.2%	29.6%	30.2%	32.8%	31.3%	32.8%	33.3%	35.2%	35.0%	34.4%	32.5%	32.4%	34.0%	35.8%	33.7%	32.3%	32.5%	30.4%	32.7%	31.8%	31.6%	33.4%	32.3%	33.2%
Number	404.5	470.0	455.2	455.0	473.0	480.9	503.7	553.3	584.1	620.0	587.8	543.4	539.3	566.0	603.7	604.9	570.8	548.6	477.9	479.5	504.7	499.8	517.0	492.0	474.0
Undergraduate Economics Majors Graduated																									
Percent	.	.	.	.	30.0%	30.9%	32.0%	32.5%	33.0%	32.8%	32.8%	31.8%	31.2%	30.1%	31.6%	30.3%	30.1%	30.7%	30.4%	32.0%	33.3%	33.2%	32.9%	34.1%	34.1%
Number	.	.	.	.	6309	7490	8222	8782	11022	13171	13608	14695	14909	14554	14703	18359	19186	19821	20564	17872	20532	23376	22380	22793	23902
Undergraduate Senior Majors*																									
Percent	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	28.8%	30.7%	31.0%	31.1%	31.2%	32.4%	33.8%	33.9%	34.3%	35.9%
Number	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	20215	23290	25596	27880	14882	19510	18579	19908	20699	21872

*Notes: Entry and exit change the population universe. Any known Ph.D. programs are considered members of the population. Any non-respondents are imputed first with UAQ survey responses and, if those are unavailable, with linear interpolation.

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

	All Top 10 Schools						*All Top 20 Schools*					
	1994-1997	*1998-2002*	*2003-2007*	*2008-2012*	*2013-2017*	*2018*	*1994-1997*	*1998-2002*	*2003-2007*	*2008-2012*	*2013-2017*	*2018*
Faculty												
Full Professor												
Percent	4.7%	7.4%	8.4%	9.1%	9.4%	11.3%	4.3%	7.3%	7.8%	9.5%	10.2%	11.9%
Number	10.8	18.5	21.4	25.8	27.0	33.0	17.3	33.4	36.3	45.6	51.8	62.0
Associate Professor												
Percent	12.5%	19.8%	16.4%	22.0%	26.0%	26.3%	11.9%	15.9%	16.2%	22.4%	20.0%	20.6%
Number	4.5	5.7	4.8	7.6	9.4	10.0	9.8	10.8	10.0	19.8	19.4	20.0
Assistant Professor												
Percent	20.4%	18.0%	22.7%	23.1%	19.4%	17.9%	18.0%	18.4%	24.3%	22.9%	20.7%	21.5%
Number	20.8	19.4	23.7	21.6	18.8	17.0	31.8	35.2	49.8	48.0	42.2	45.0
All Tenure Track (Subtotal)												
Percent	9.9%	11.3%	12.8%	13.3%	13.2%	14.1%	9.0%	11.1%	13.1%	14.5%	14.0%	15.4%
Number	36.0	43.6	49.9	55.0	55.2	60.0	58.8	79.4	96.1	113.4	113.4	127.0
All Non-Tenure Track												
Percent	34.7%	31.4%	40.0%	35.9%	37.2%	34.4%	37.3%	32.3%	41.5%	34.3%	39.8%	33.1%
Number	5.3	7.6	15.2	20.0	29.2	22.0	11.5	16.7	30.2	46.5	65.2	48.0
All Faculty												
Percent	10.8%	12.4%	15.2%	15.8%	16.9%	16.8%	10.2%	12.6%	15.6%	17.4%	18.3%	18.0%
Number	41.3	51.2	65.1	75.0	84.4	82.0	70.3	96.1	126.3	159.9	178.6	175.0
Ph.D. Students												
Ph.D. Granted												
Percent	24.6%	25.1%	28.6%	26.7%	27.6%	23.6%	25.0%	25.2%	29.5%	28.2%	28.8%	25.3%
Number	51.3	51.1	57.0	54.0	57.0	49.0	84.3	84.3	102.1	100.6	109.2	98.0
ABD												
Percent	22.9%	24.4%	28.0%	26.1%	26.2%	26.9%	23.4%	26.2%	29.9%	28.2%	27.2%	27.3%
Number	134.8	184.0	240.2	218.8	233.0	264.0	218.9	297.4	407.1	401.5	431.2	447.0
First Year												
Percent	24.5%	28.0%	26.3%	24.4%	26.3%	26.1%	25.8%	29.2%	28.4%	27.6%	27.3%	29.9%
Number	69.3	72.6	66.8	61.0	62.6	59.0	124.1	141.2	135.4	129.2	120.4	126.0
Undergraduate Economics Majors Graduated												
Percent	missing	37.3%	38.1%	37.3%	38.2%	36.3%	missing	34.8%	36.3%	36.0%	38.1%	37.0%
Number	missing	466.8	670.2	663.5	873.2	866.0	missing	987.4	1542.7	1847.9	2379.0	2431.0
Undergraduate Senior Majors*												
Percent	missing	missing	missing	38.7%	36.2%	40.3%	missing	missing	missing	36.1%	37.8%	38.8%
Number	missing	missing	missing	966.9	685.3	787.0	missing	missing	missing	2325.9	1861.6	2202.0

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

	2006	*2007*	*2008*	*2009*	*2010*	*2011*	*2012*	*2013*	*2014*	*2015*	*2016*	*2017*	*2018*
Faculty													
Full Professor													
Percent	19.4%	21.4%	19.7%	21.8%	24.7%	24.8%	23.2%	23.4%	22.9%	25.2%	24.9%	24.2%	27.8%
Number	90.5	102.3	106.5	110.3	126.6	125.4	115.1	115.3	112.5	125.0	121.0	118.0	131.4
Associate Professor													
Percent	35.8%	34.6%	34.5%	33.0%	32.7%	31.8%	33.3%	35.8%	36.0%	37.2%	38.8%	39.9%	44.7%
Number	101.3	97.9	110.5	105.3	107.5	101.3	99.5	105.0	111.0	110.5	114.0	118.0	122.9
Assistant Professor													
Percent	35.3%	37.7%	37.7%	40.7%	40.1%	42.1%	41.7%	40.2%	41.8%	42.4%	41.0%	42.5%	42.2%
Number	101.3	115.5	126.4	125.5	129.0	132.7	128.8	123.2	130.4	139.3	138.9	139.5	144.0
All Tenure Track (Subtotal)													
Percent	28.3%	29.6%	28.7%	30.1%	31.2%	31.6%	31.1%	31.5%	31.8%	33.4%	33.5%	33.8%	36.6%
Number	293.1	315.7	343.4	341.2	363.1	359.3	343.4	343.4	353.9	374.8	373.9	375.5	398.4
All Non-Tenure Track													
Percent	34.6%	34.9%	37.0%	29.6%	37.0%	35.7%	32.6%	36.2%	35.7%	36.0%	33.4%	32.4%	33.4%
Number	89.6	94.4	107.8	88.9	99.3	98.2	107.4	65.3	86.0	143.5	125.5	98.5	62.6
All Faculty													
Percent	29.6%	30.7%	30.4%	30.0%	32.3%	32.4%	31.4%	32.1%	32.5%	34.1%	33.4%	33.5%	36.1%
Number	382.7	410.1	451.2	430.1	462.3	457.5	450.9	408.7	439.9	518.3	499.4	474.0	461.0
Students													
Undergraduate Economics Majors Graduated													
Percent	35.3%	34.2%	34.3%	36.3%	35.7%	34.6%	34.1%	34.5%	35.0%	33.8%	35.9%	36.0%	35.5%
Number	1536.7	1661.6	1859.4	1954.8	1769.4	1729.5	1597.2	1559.0	1980.1	2106.3	2370.1	2246.3	2385.0
Undergraduate Senior Majors													
Percent	35.1%	37.6%	36.0%	36.5%	36.8%	36.0%	34.0%	35.4%	34.7%	35.3%	35.3%	35.9%	36.0%
Number	1672.2	1904.2	1873.6	2001.5	2146.6	2081.5	1938.9	1824.2	2021.1	2294.2	2451.9	2441.2	2283.8
M.A. Students Graduated													
Percent	34.9%	42.6%	33.4%	39.4%	35.0%	37.8%	38.7%	36.6%	39.6%	40.1%	40.9%	41.7%	47.2%
Number	15.0	25.1	50.5	65.2	64.5	52.1	72.1	58.0	71.0	63.0	54.0	48.0	44.4
M.A. Students Expected to Graduate													
Percent	missing	missing	missing	missing	missing	missing	missing	45.9%	40.3%	34.0%	44.6%	36.2%	36.5%
Number	missing	missing	missing	missing	missing	missing	missing	62.0	75.8	45.3	60.3	68.0	52.0
N respondents													
Number	112.0	112.0	113.0	113.0	116.0	116.0	116.0	117.0	117.0	117.0	118.0	118.0	118.0

**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*	*1994-1997*	*1998-2002*	*2003-2007*	*2008-2012*	*2013-2017*	*2018*
U.S.-based, All Types												
Percent	24.9%	29.7%	30.1%	26.2%	27.7%	21.4%	26.7%	29.1%	31.6%	29.3%	28.3%	24.8%
Number	35.8	39.1	45.3	35.6	38.2	29.7	58.9	59.9	80.0	66.1	71.0	60.1
Faculty, PhD Granting Department												
Percent	22.1%	25.9%	29.8%	24.5%	28.0%	17.6%	24.0%	26.3%	30.9%	27.8%	27.3%	20.2%
Number	16.0	18.9	26.8	17.8	19.4	13.0	27.0	29.5	44.4	33.2	29.4	22.0
Faculty, Non-PhD Granting Department												
Percent	42.1%	50.1%	26.5%	35.1%	34.4%	14.3%	41.8%	50.2%	30.8%	41.2%	33.0%	14.3%
Number	6.8	5.3	2.4	2.5	2.0	1.0	8.8	7.3	6.6	6.9	6.0	1.0
Non-Faculty, Any Academic Department												
Percent	missing	missing	missing	missing	35.4%	50.0%	missing	missing	missing	missing	28.9%	50.0%
Number	missing	missing	missing	missing	3.4	1.0	missing	missing	missing	missing	6.0	2.0
Public Sector												
Percent	24.1%	30.3%	31.4%	29.9%	27.2%	30.3%	28.3%	28.8%	33.6%	28.9%	26.4%	28.0%
Number	6.5	8.5	7.3	6.9	4.6	3.9	12.3	12.9	14.2	11.5	9.8	8.0
Private Sector												
Percent	22.4%	30.8%	28.6%	24.1%	25.7%	25.1%	25.2%	28.9%	31.7%	28.5%	29.7%	28.8%
Number	6.5	6.4	8.8	8.4	8.8	10.9	10.9	10.2	14.8	14.5	19.8	27.1
Foreign-based, All Types												
Percent	17.8%	14.5%	23.1%	22.9%	20.2%	15.3%	17.8%	19.6%	22.7%	24.4%	24.8%	23.9%
Number	5.8	4.3	9.1	12.3	8.4	6.0	10.8	11.2	18.4	26.8	22.0	18.1
Academic												
Percent	24.5%	13.4%	25.3%	23.0%	23.1%	17.7%	19.8%	19.9%	25.2%	22.3%	26.5%	23.7%
Number	5.3	3.0	7.1	9.3	6.8	5.0	8.5	8.2	13.6	17.7	16.8	13.3
Non-Academic												
Percent	6.1%	17.7%	18.1%	22.6%	11.6%	9.2%	13.2%	17.7%	17.6%	29.6%	20.6%	24.6%
Number	0.5	1.3	2.0	3.1	1.6	1.0	2.3	3.0	4.8	9.1	5.2	4.9
No Placement												
Percent	19.6%	31.7%	6.7%	0.0%	6.7%	33.3%	18.5%	34.7%	23.4%	18.1%	25.7%	34.6%
Number	6.5	2.5	0.6	0.0	0.2	0.4	9.0	4.0	3.5	1.2	0.8	1.3
Total on the Market												
Percent	23.3%	27.1%	28.0%	24.8%	25.9%	20.1%	24.1%	27.2%	29.4%	27.5%	27.4%	24.7%
Number	48.0	45.9	55.0	47.9	46.8	36.1	78.6	75.1	101.9	94.1	93.8	79.6

*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*
U.S.-based, All Types						
Percent	29.1%	33.3%	35.6%	38.8%	37.6%	41.2%
Number	91.2	121.1	170.1	210.8	171.1	206.3
Faculty, PhD Granting Department						
Percent	31.1%	30.1%	31.7%	36.8%	33.3%	39.0%
Number	28.2	32.7	50.9	65.7	36.5	30.0
Faculty, Non-PhD Granting Department						
Percent	28.5%	35.7%	41.1%	38.9%	38.6%	35.7%
Number	29.4	34.0	58.0	62.7	49.0	50.0
Non-Faculty, Any Academic Department						
Percent	missing	missing	missing	missing	30.8%	53.7%
Number	missing	missing	missing	missing	15.4	51.0
Public Sector						
Percent	30.6%	35.5%	36.5%	36.9%	35.5%	37.9%
Number	18.9	27.0	28.8	37.1	22.5	25.2
Private Sector						
Percent	24.9%	33.0%	33.2%	44.4%	45.1%	40.8%
Number	14.6	27.4	32.4	45.3	47.7	50.1
Foreign-based, All Types						
Percent	17.7%	27.3%	26.5%	30.2%	32.0%	36.3%
Number	23.8	30.5	42.9	69.2	58.2	64.7
Academic						
Percent	21.1%	30.7%	29.9%	32.4%	34.6%	39.6%
Number	17.6	19.1	27.0	44.1	42.8	46.7
Non-Academic						
Percent	12.1%	22.9%	22.3%	26.9%	26.3%	29.9%
Number	6.2	11.4	16.0	25.0	15.4	18.0
No Placement						
Percent	21.7%	26.0%	35.3%	37.1%	42.7%	52.2%
Number	21.1	13.8	19.7	35.6	15.3	15.6
Total on the Market						
Percent	24.9%	31.2%	33.4%	36.4%	36.3%	40.4%
Number	136.0	165.4	232.8	315.5	244.6	286.7

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

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

2017-2018	*Top 10*		*Top 11-20*		*All Others*	
	Women	*Men*	*Women*	*Men*	*Women*	*Men*
U.S.-based, All Types						
(Share of all individuals by gender)	**82.2%**	**75.9%**	**70.1%**	**71.9%**	**72.0%**	**68.1%**
Faculty, PhD Granting Department	43.8%	55.2%	29.6%	35.3%	14.5%	15.4%
Faculty, Non-PhD Granting Department	3.4%	5.4%	0.0%	0.0%	24.2%	29.5%
Non-Faculty, Any Academic Department	3.4%	0.9%	3.3%	1.4%	24.7%	14.4%
Public Sector	13.0%	8.7%	13.6%	16.3%	12.2%	15.0%
Private Sector	36.5%	29.8%	53.5%	47.1%	24.3%	25.8%
Foreign-based, All Types						
(Share of all individuals by gender)	**16.6%**	**23.4%**	**28.0%**	**26.2%**	**22.6%**	**27.4%**
Academic	83.3%	68.2%	68.2%	74.5%	72.1%	62.7%
Non-Academic	16.7%	31.8%	31.8%	25.5%	27.9%	37.3%
No Placement						
(Share of all individuals by gender)	**1.2%**	**0.7%**	**2.0%**	**1.9%**	**5.5%**	**4.5%**
Total on the Market	**36**	**146**	**43**	**103**	**287**	**449**

Table 7. Share of Women in First Year Class in PhD programs - Five-year Averages

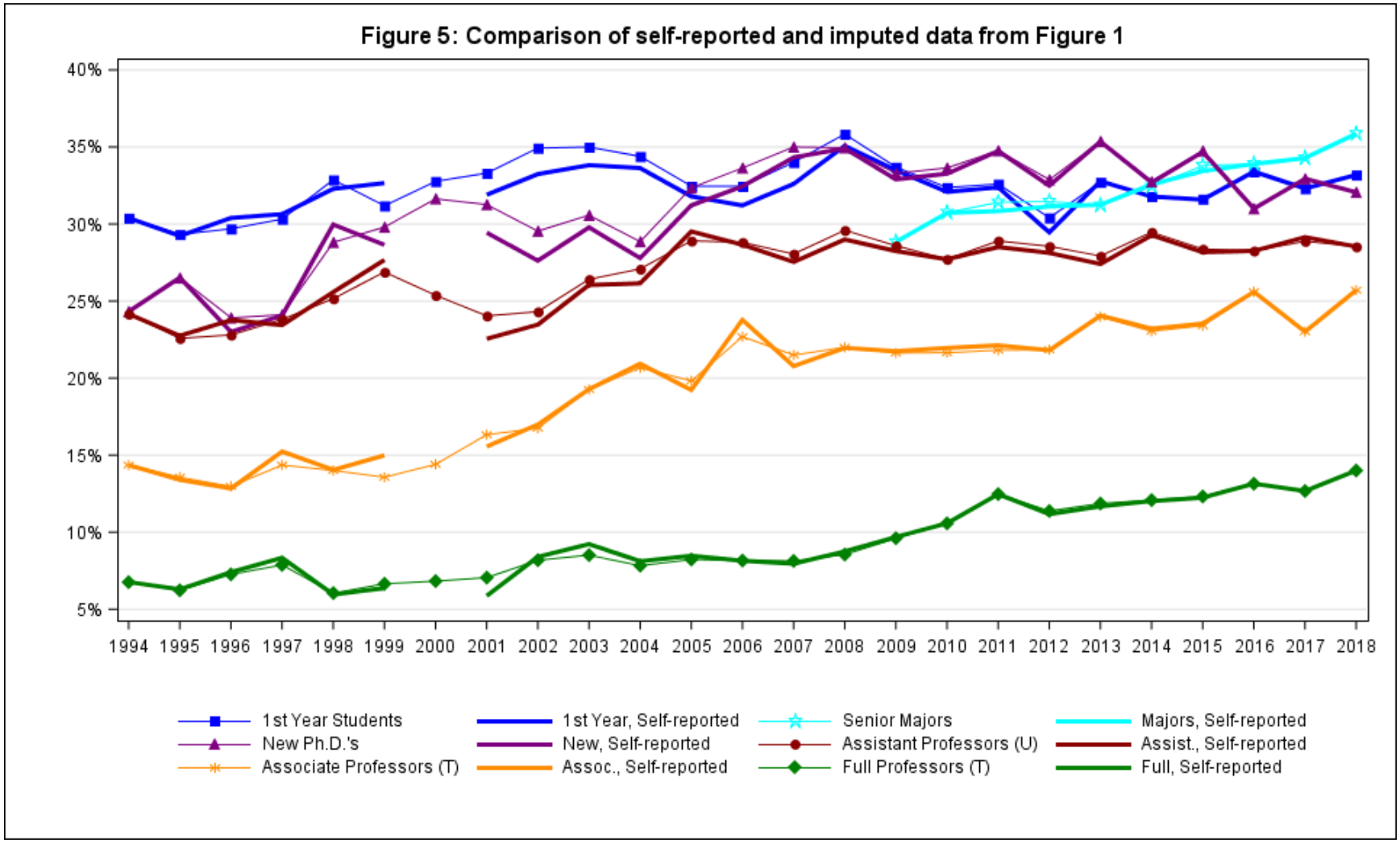
	1994-1997	*1998-2002*	*2003-2007*	*2008-2012*	*2013-2017*	*2018*
All Ph.D. Programs	30.3%	34.1%	35.1%	34.9%	34.5%	33.5%
Top 20 programs	26.2%	28.8%	28.8%	27.9%	27.8%	30.7%

Table 8. Distribution of Top 20 Departments by Female Share of First Year PhD class, 2014-2018

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

**Note to Table 8: This table classifies departments by the unweighted average share of women in their entering class over the period 2014-2018. 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



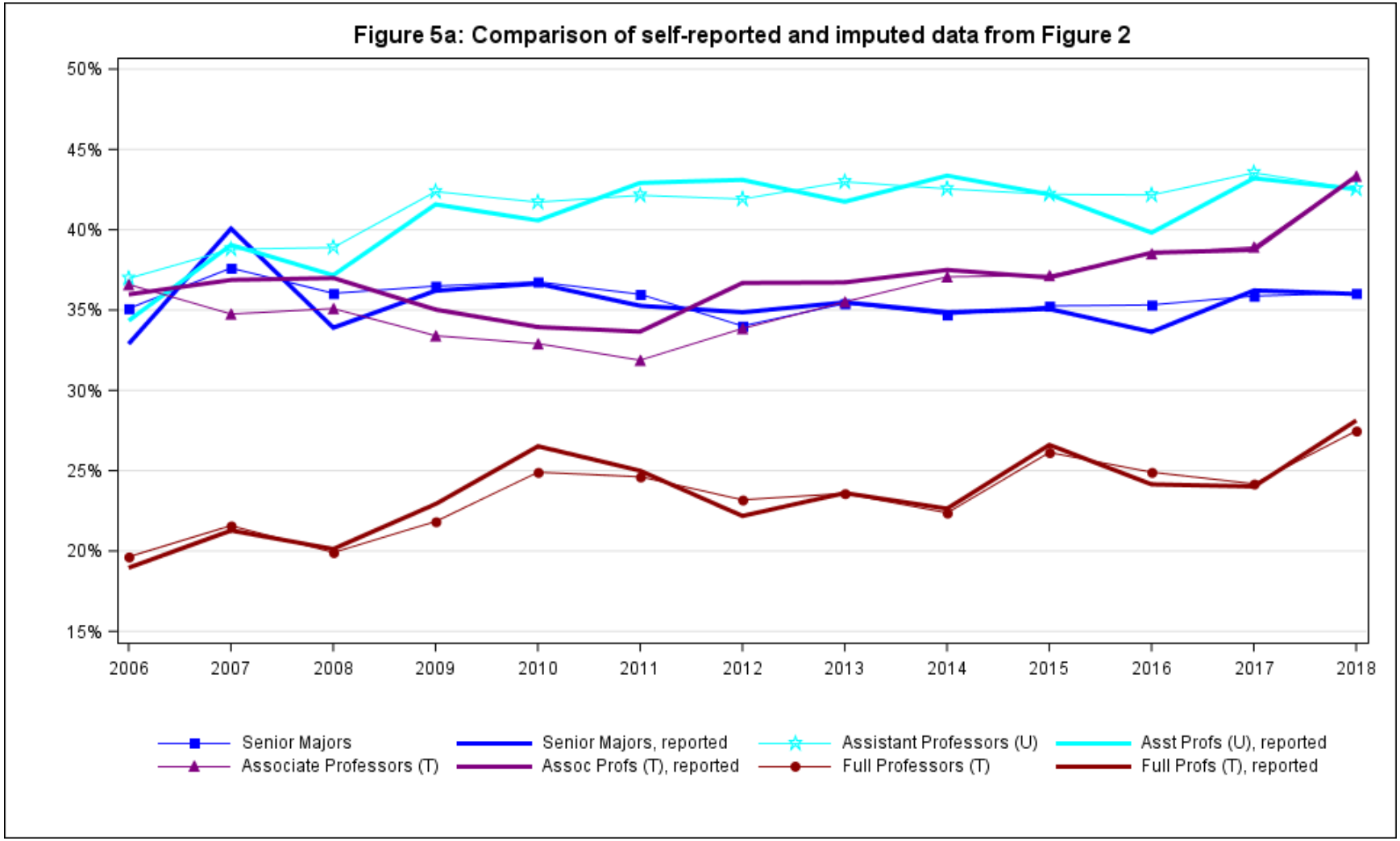


Figure 5a: Comparison of self-reported and imputed data from Figure 2
50%
45%
40%
35%
30%
25%
20%
15%
2006
2007
2008
2009
2010
2011
2012
2013
2014
2015
2016
2017
2018
Senior Majors
Senior Majors, reported
Assistant Professors (U)
Asst Profs (U), reported
Associate Professors (T)
Assoc Profs (T), reported
Full Professors (T)
Full Profs (T), reported

Table 9. Number of Economics Departments, 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**
With Doctoral Programs																		
Number responded CSWEP	69	78	93	98	92	93	100	109	120	123	123	117	122	124	124	126	126	126
Number of programs (UAQ or CSWEP)	96	105	107	107	101	110	108	120	124	125	124	122	125	126	127	126	126	126
Number of programs (analysis)	122	123	123	124	124	125	125	125	125	127	127	127	127	127	127	126	126	126
Without Doctoral Programs																		
Number responded CSWEP	52	35	51	64	66	70	65	69	65	79	85	65	107	110	111	90	114	110
Number of programs (UAQ or CSWEP)	74	66	77	80	81	81	82	96	95	94	97	90	111	114	114	105	117	110
Number of programs (analysis)	94	98	102	108	112	112	112	113	113	116	116	116	117	117	117	118	118	118

**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.*