



EASTERN MICHIGAN UNIVERSITY

Department of Economics

DIVERSITY AND
INCLUSION
IN STEM DEGREES

APRIL 1, 2022

STATUS OF WOMEN AND MINORITIES IN ECONOMICS

- It is well documented that women and minorities are not well represented in Economics.
- Professional organizations such as American Economic Association(AEA) established standing committees to address the lack of diversity and equity within the field:
 - [Committee on the Status of Women in the Economics Profession](#)
 - [Committee on the Status of Minority Groups in the Economics Profession](#)
 - [Committee on Equity, Diversity, and Professional Conduct](#)
- Furthermore, they develop programs targeting these populations:
 - AEA Award for Outstanding Achievement in Diversity and Inclusion
 - Departmental Seed Grants for Innovation in Diversity and Inclusion
 - Underrepresented Minority Travel Grants
 - CeMENT Mentoring Workshops
 - AEA Summer and Scholarship Programs



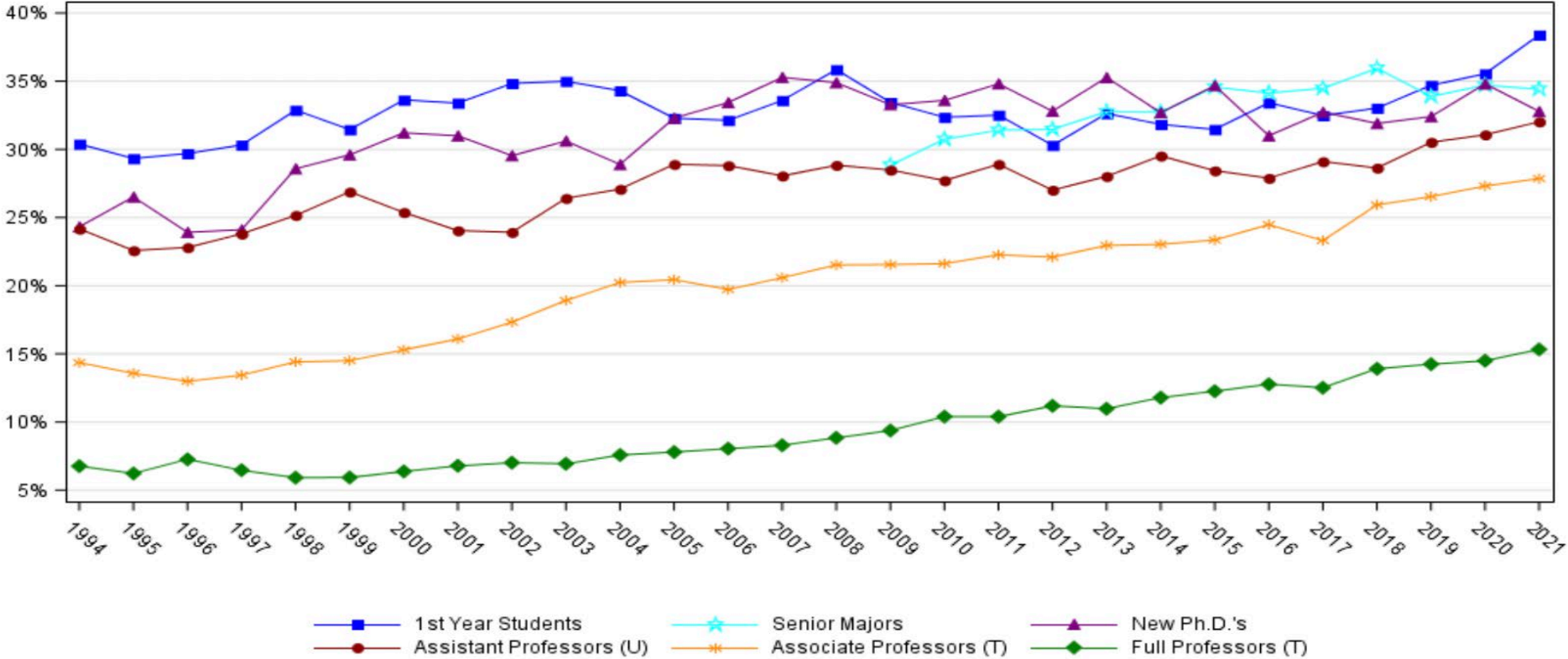
STATUS OF WOMEN IN ECONOMICS

- The share of women entering PhD programs has increased each of the last three years, reaching 38.4% in 2021.
- In 2021 new doctorates were 32.8% female, falling to 32.6% for assistant professors, to 28.1% for tenured associate professors, and 15.5% for full professors.
- The share of women among undergraduate economics majors at these same schools has increased (from 32.1% in 1998 to 34.7% in 2021), but is still well below parity, and does not approach the 55% share of women in the undergraduate population.



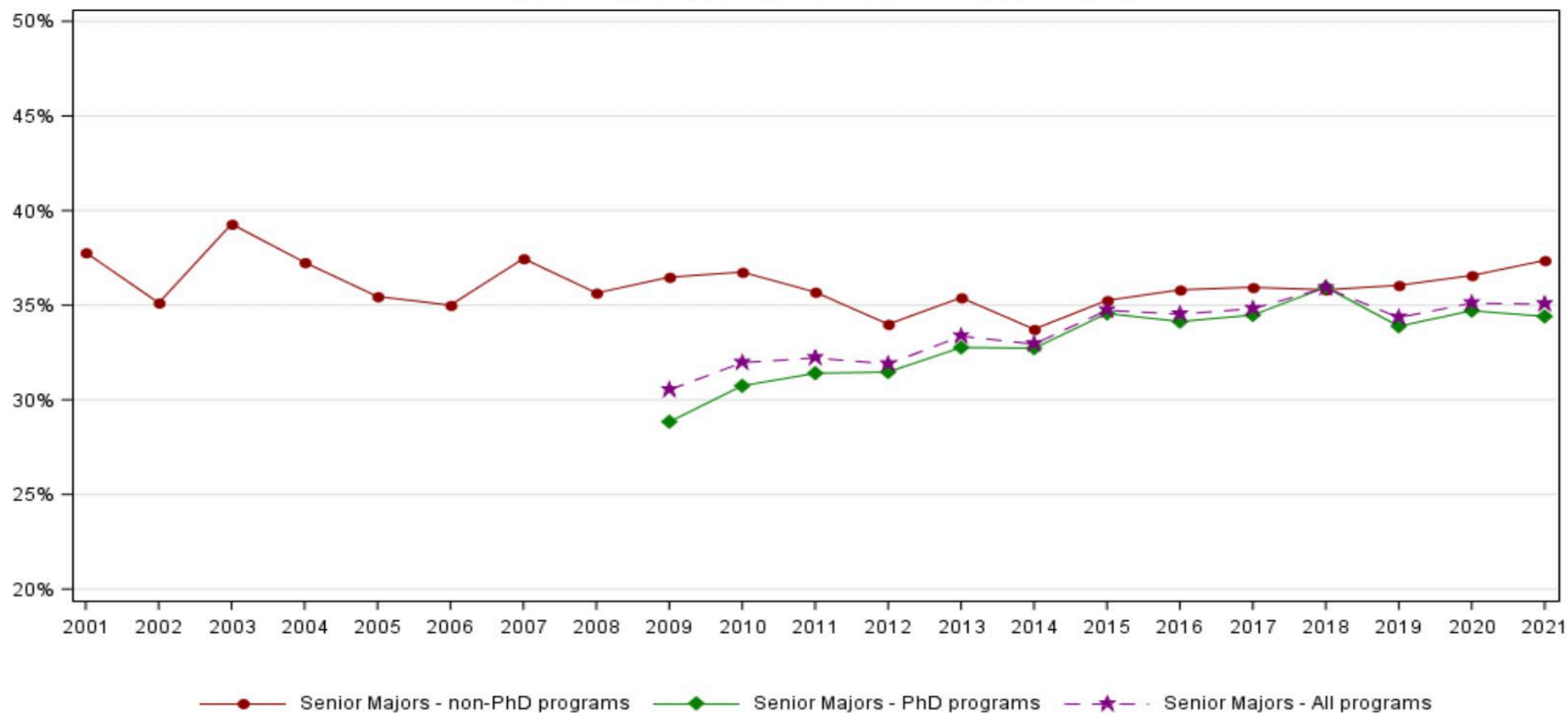
STATUS OF WOMEN IN ECONOMICS

Figure 1. Pipeline for Departments with Doctoral Programs:
Percent of Doctoral Students and Faculty who are Women, 1994-2021



STATUS OF WOMEN IN ECONOMICS

Figure 5: Undergraduate senior economics majors



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



STATUS OF MINORITIES IN ECONOMICS

Table 1: Degrees Awarded in Economics in the Academic Year 2019-2020

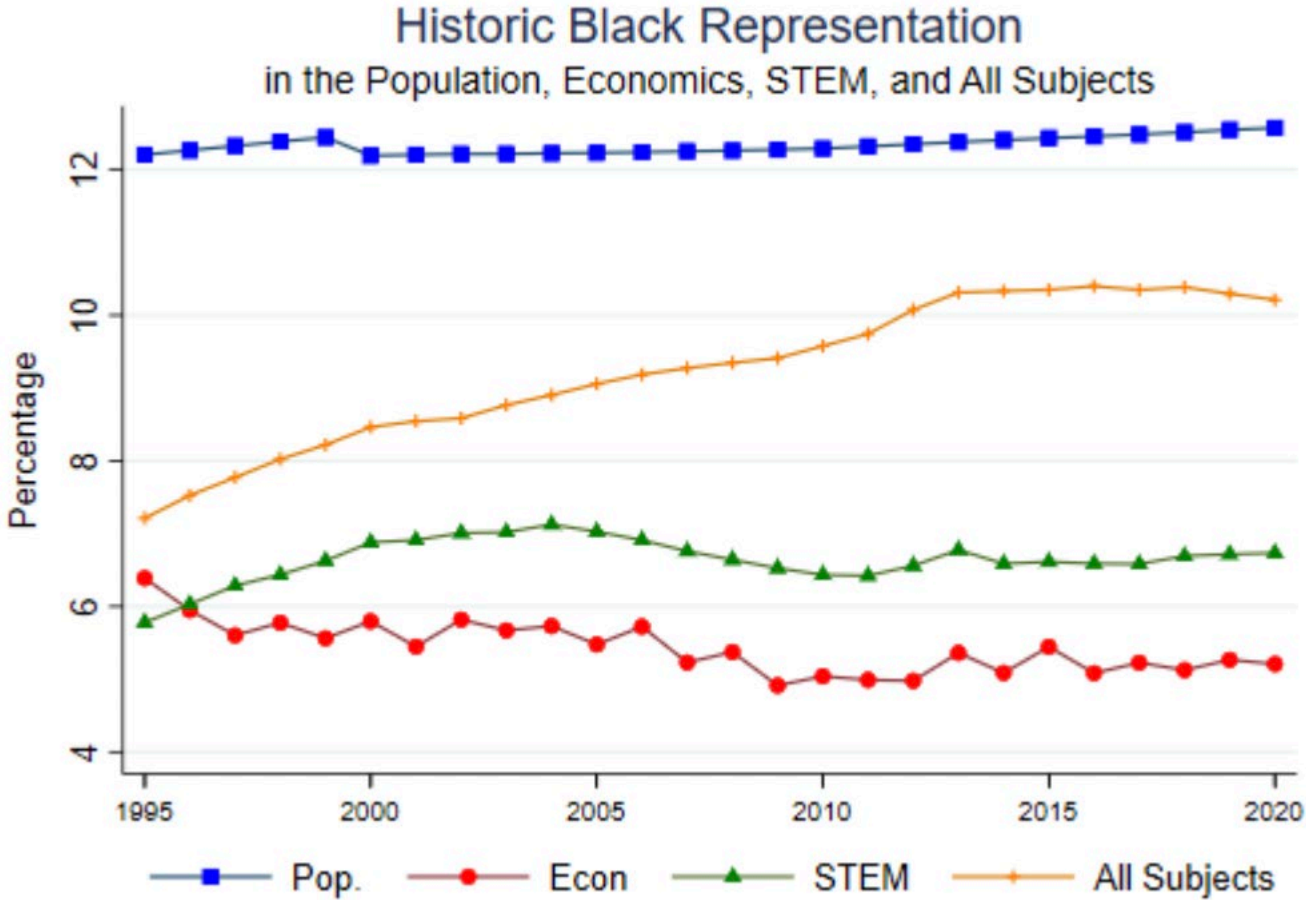
Award Level	Grand Total	U.S. Citizen and Permanent Resident Total	American Indian or Alaskan Native		Black / African American		Hispanic or Latino		All Minorities	
			Total	%	Total	%	Total	%	Total	%
BA	40046	31931	69	0.22	1653	5.18	3965	12.42	5687	17.81
MA	4493	1989	3	0.15	118	5.93	207	10.41	328	16.49
PhD	1219	464	2	0.43	20	4.31	32	6.90	54	11.64
All	45758	34384	74	0.22	1791	5.21	4204	12.23	6069	17.65

Table 2: Degrees Awarded to Minority Students in Science, Technology, Engineering and Math (STEM) Subjects in 2019-2020

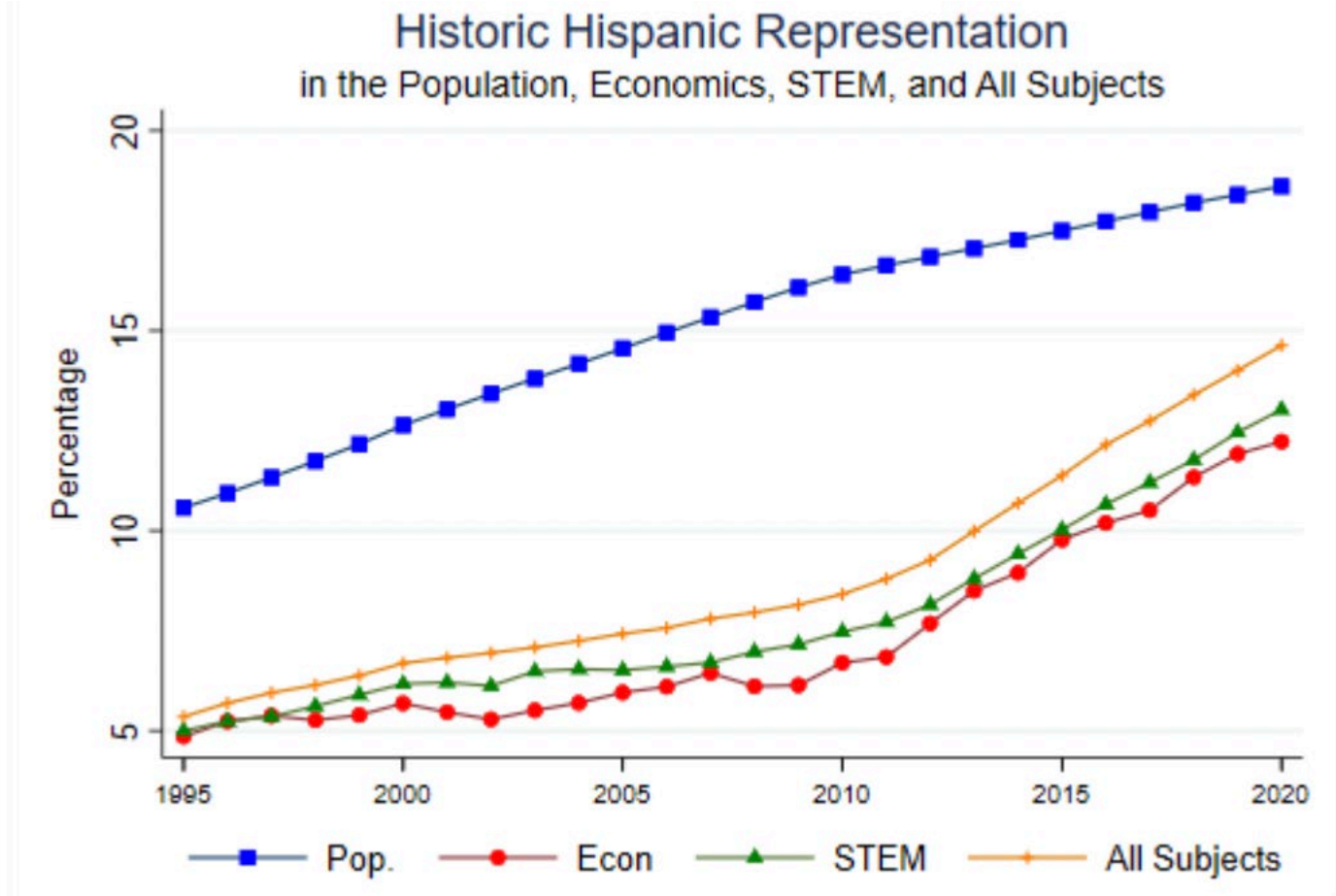
Award Level	Grand Total	U.S. Citizen and Permanent Resident Total	American Indian or Alaskan Native		Black / African American		Hispanic or Latino		All Minorities	
			Total	%	Total	%	Total	%	Total	%
BA	548106	499141	1664	0.33	32530	6.52	69363	13.90	103557	20.75
MA	201625	114959	349	0.30	9292	8.08	11694	10.17	21335	18.56
PhD	33657	18382	44	0.24	771	4.19	1332	7.25	2147	11.68
All	783388	632482	2057	0.33	42593	6.73	82389	13.03	127039	20.09



STATUS OF MINORITIES IN ECONOMICS



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STEM DEGREES IN ECONOMICS AT EMU

- MS in Applied Econometrics
 - The department has recently revised its master's program to receive STEM designation in 2019
- BS in Quantitative Economics
 - The department launched a new STEM-designated program in 2020.
- Combined BS+MS in Quantitative Economics
 - The department has just married these BS and MA, a combined STEM-designated program, in which students can complete both degrees in 5 years.



DIVERSITY IN ECONOMICS AT EMU

- Department of Economics is no different in terms of lack of diversity in the field.
 - Only 35% of majors (40% of graduate) in Economics are female.
 - Department has not collected data on racial/ethnic background of students.
- The story is a bit different for STEM degrees. Females in our STEM degrees dominate in our department. 78% of our undergraduate STEM degree 55% of graduate degrees are sought by females.



INITIATIVES FOR DIVERSITY AND INCLUSION IN ECONOMICS AT EMU

- STEM in Economics Scholarships: The department launched 2 scholarships specifically for students in STEM designated programs.
 - Given the interest of females these scholarships became instruments for the department to recruit diverse group of students.
- Coincidentally, the department supported the launch of Women in Economics Club, mentored by female faculty members in 2019.
 - Female students get mentoring from female faculty strengthen the bond between female students to the department
 - This club, in collaboration with Omicron Delta Epsilon: Honorary Society in Economics, received a grant to offer a scholarship for their members.
 - The inaugural president of the club won the Student Leadership Award of ODE.
- Department also takes pride in offering free tutoring to students taking introductory economics courses. Our tutors are graduate students, many of them are in our STEM degree. Tutoring by our students improve the student-student interaction in the department.

