

The Evolution of Princeton's Faculty in Public and International Affairs, 1960-2021

R. Douglas Arnold

November 2022

Princeton's School of Public and International Affairs (SPIA) hosts a large, distinguished, and diverse faculty. In fall 2021, the faculty numbered 89, including 64 full professors, 6 tenured associates, and 19 assistant professors. All but one (a demographer) were jointly appointed with one of 12 disciplinary departments.¹

How did Princeton build such a large and distinguished faculty? Why did it once embrace and then discard School-only appointments as a strategy for faculty building, especially given the prominence of such appointments in other policy schools? Why did economists and political scientists dominate faculty appointments for so long, before eventually making room for scholars from sociology, psychology, history, and the natural sciences?

The history of faculty building in the School is relatively short—six decades. In 1960, the year before the transformative Robertson gift, the School was a cooperative enterprise managed by a faculty committee drawn from four departments: economics, history, politics, and sociology. That year, the School directly employed just three faculty, all tenured.² The other faculty listed on the School's masthead—13 tenured, 4 untenured—were borrowed, as need be, from economics (7), history (5), politics (3), sociology (1), and philosophy (1).

The Robertson gift changed all this. Soon the School was acquiring its own faculty, sometimes offering joint appointments to faculty in adjacent departments, sometimes working with those same departments to hire new joint appointees, and sometimes hiring School-only faculty. At first, the existing interdepartmental committee made personnel decisions. Before long, the School's tenured faculty became the governing body.

This essay offers both systematic data and a personal interpretation.³ The data draw from the School's faculty mastheads published each fall from 1960 to 2021. The interpretation is from the perspective of someone who participated actively in faculty decision making for 42 of these 61

¹ The other 88 were jointly appointed with politics (33), economics (23), sociology (12), psychology (7), history (4), ecology and evolutionary biology (3), astrophysics (1), computer science (1), geosciences (1), civil and environmental engineering (1), mechanical and aerospace engineering (1), and human values (1).

² Frederick Dunn (law), William Lockwood (Asian affairs), and Harold Stein (public administration).

³ Previous accounts of SPIA's history largely ignore faculty building. See, for example, Barton Gellman and Beth English, *In the Nation's Service: Seventy-Five Years at the Woodrow Wilson School* (Princeton University, 2005) and Robert K. Durkee, *The New Princeton Companion* (Princeton University Press, 2022), pp. 394-398.

years (1977 to 2019).

Six Consequential Years

Soon after the arrival of the Robertson gift, the School began hiring its own faculty, usually joint with a disciplinary department.

The core of the School's faculty was assembled in six years. The 1966 masthead lists 20 tenured faculty—all joint appointees—shared with economics (10), politics (7), history (2), and sociology (1).

Eleven of the tenured faculty were lateral hires. Nine had been members of the faculty committee that managed the School before the Robertson gift.⁴ What changed was that they acquired formal continuing appointments in the School. Two department-only economists also became joint appointees, one a future president (William Bowen), the other a future dean of the faculty (Richard Lester).

Nine external hires included the political scientists Rowland Egger, Richard Falk, Duane Lockard, Herman Somers, and Richard Ullman, and the economists Charles Berry, Shane Hunt, Arthur Lewis, and Albert Rees. Another outside hire, the economist Richard Musgrave, was the first to arrive (1961) and the first to depart (1965).

Three things stand out. First, tenured faculty were the clear priority. The School hired only three assistant professors in the first six years, all joint with politics (Michael Danielson, Jameson Doig, Robert Gilpin). Tenured faculty were essential for the School to manage its own affairs.

Second, hiring was concentrated in politics and economics, creating a balance of 10 in each discipline. The two historians and the sociologist were carryovers from the interdepartmental committee that once managed the School.

Third, disciplinary scholars were the norm. In the first six years, the School hired only one School-only professor, John Corson (1962), a practitioner with extensive experience in government, journalism, and consulting, who departed after four years. Of the three School-only faculty listed on the 1960 masthead, one became joint with politics (Lockwood), one retired (Dunn), and one died (Stein).

Long-Term Trends

The School hired 281 faculty over these six decades, including 159 assistant professors and 122 tenured faculty.⁵ Among the tenured additions, 37 were lateral hires from other departments and

⁴ Lester Chandler, Ansley Coale, Klaus Knorr, Gardner Patterson (economics); Robert Lively and Joseph Strayer (history); Marion Levy (sociology); Marver Bernstein (politics); and William Lockwood (SPIA). Technically, Lockwood was a lateral appointment for the politics department, since he was a School-only appointee from 1946 to 1961, and then a joint appointee with politics from 1961 to 1971.

⁵ These 281 hires include four people that the School hired twice (Michael Doyle, John Ikenberry, John Londregan, and Richard Ullman).

85 were external hires. The School also promoted 48 assistant professors to tenure.

Figure 1 displays the growth of the School's faculty from 1960 to 2021. With the exception of the ramp-up in the first decade, faculty growth has been essentially linear in the long-term.

Figure 2 shows how joint appointments with economics and politics dominated the School's faculty for nearly four decades. Beginning in the late 1990s, joint appointments with other departments took off. Meanwhile, School-only appointments disappeared in the 1960s, reappeared in the 1970s, reaching a peak of nine, before declining to just one today.

Figure 3 displays joint appointments with departments other than economics and politics. Note how disciplinary diversification arrived in waves, first sociology, then psychology, then the natural sciences, and finally history.

School-Only Appointments

School-only appointments, which had disappeared by 1966, gradually reappeared. The School made 25 such appointments between 1968 and 2005 (10 tenured and 15 untenured).⁶ These appointments appeared in five clusters.⁷

One cluster contained eight School-only political scientists. The School hired six School-only political scientists in 1977 and 1979. Before this, the School hired only one; subsequently, it hired only one. So, hiring six in two years was a big departure.

A likely reason for the departure was that the School was in better financial condition than the rest of the University, all courtesy of the Robertson gift. The School could afford to do things that the politics department could not. A second reason was that the School and the department had different priorities. The School had a much greater appetite for urban politics and international politics than did the department. For a while, they went their separate ways.

A second cluster began in 1977 when the urban planning program moved from the School of Architecture and Urban Planning to SPIA. The impetus for the move was that the program's leader, Julian Wolpert, a distinguished geographer, was considering an outside offer. The Dean of the Faculty, noting that Wolpert was the only social scientist at Princeton who was a member of the National Academy of Sciences, was determined to keep him. The decanal solution was to move Wolpert, the planning program, and two other FTEs from the School of Architecture to SPIA.

Over the next two decades, the School filled those FTEs by hiring five School-only assistant professors. They were School-only appointments because there were no disciplinary departments at Princeton for faculty in planning. After Wolpert's retirement in 2005, the planning program

⁶ My discussion focuses on faculty who were initially hired in School-only positions. Four tenured scholars—one in economics (Klaus Knorr) and three in politics (Edward Tufte, Richard Ullman, Sylvester Whitaker)—gave up their disciplinary appointments after several years to serve exclusively in the School.

⁷ Two School-only junior appointments were outliers: a specialist in Asian affairs, who was writing a book about the war in Vietnam (1969), and a spousal hire (1981).

Figure 1. Total SPIA Faculty, 1960-2021

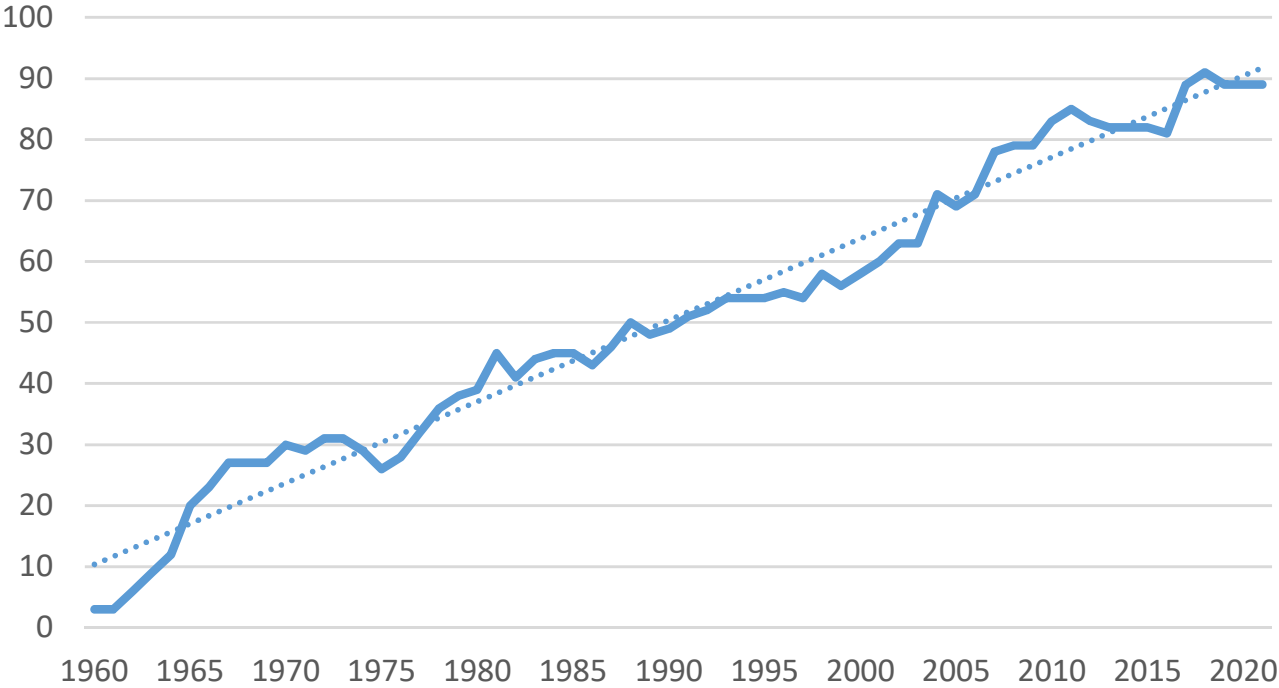


Figure 2. SPIA Faculty by Department, 1960-2021

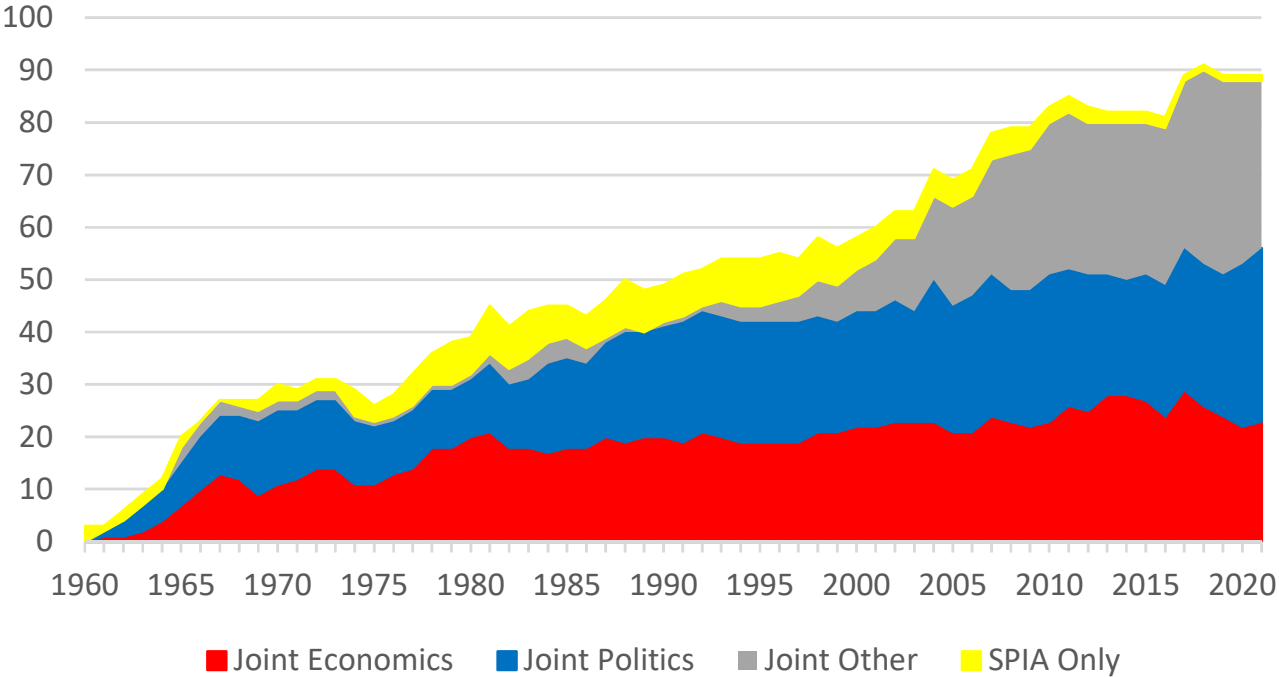
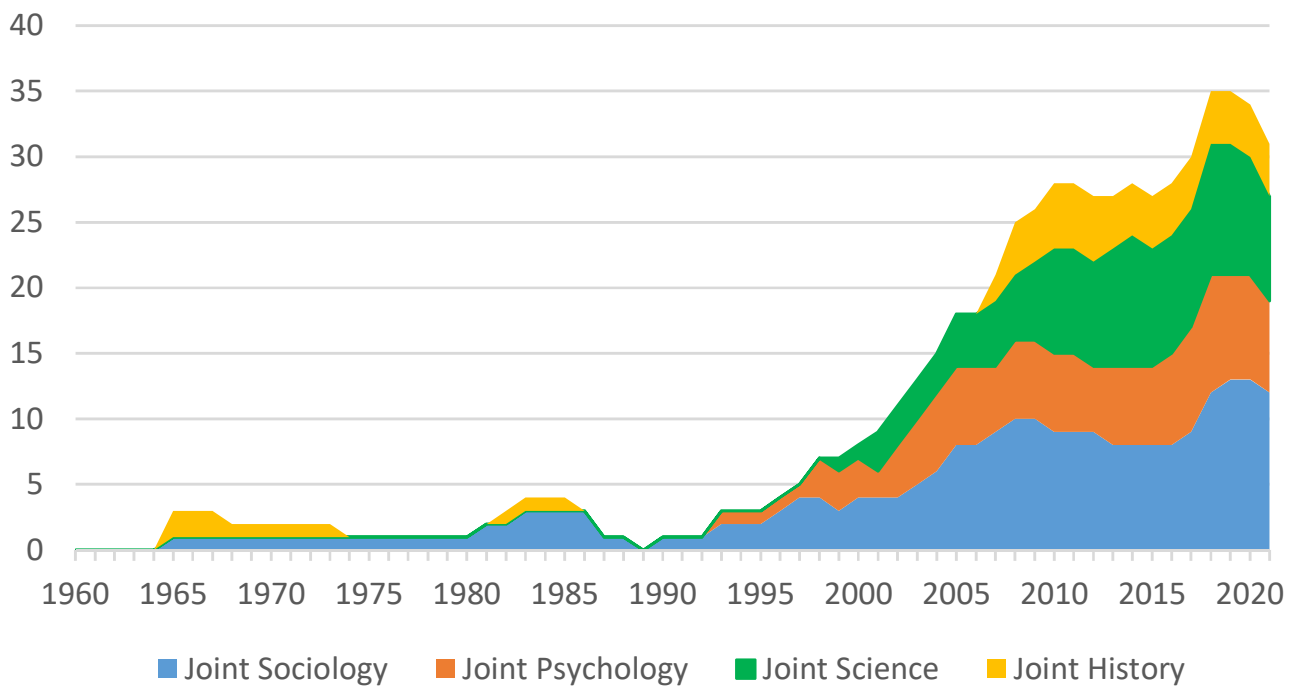


Figure 3. SPIA Faculty in Other Departments, 1960-2021



continued with visiting faculty. In 2017, the faculty voted to terminate the program, accepting the argument that the School should not offer programs in fields that lacked tenured faculty. The School continues to offer a certificate program in urban policy.

A third cluster emerged to support the Office of Population Research (OPR). Although OPR was formally part of the School, most of its faculty had been appointed in the departments of sociology or economics. As those departments lost interest in demography, the School made three tenured School-only appointments: Noreen Goldman (1987), Anne Pebley (1988), and Burton Singer (1994). Eventually the sociology department renewed its interest in demography and the School switched from making School-only appointments to making joint appointments with sociology.

A fourth cluster emerged to hire natural scientists doing policy work, including Harold Feiveson (1974), Frank Von Hippel (1983), Daniel Kammen (1993), and Denise Mauzerall (1999). The argument then was that there was little overlap between scholars who were attractive to science departments and those who were doing policy work. Later experience demonstrated that this was not true.

A fifth departure was to two hire practitioners with extensive government experience into the tenured ranks: Paul Ylvisaker (1970-1972) and Paul Volcker (1988-1997). The Volcker appointment was controversial. Although no one doubted his leadership and policy accomplishments, few believed the School should grant tenure for anything but scholarly contributions. The faculty approved the appointment, but with talk of “never again.”

The final nail in the coffin for School-only appointments was the arrival of a new dean, Anne-Marie Slaughter, who believed in them. At her first faculty meeting (2002), she set out an agenda that included increasing the number of School-only appointments. No one spoke in favor. She raised the issue again at a faculty retreat in 2005. The best the faculty would do was to agree that such appointments should be “legal, available, and rare.” Since then, rare has meant zero.

Curricular Needs

Why did the School appoint mostly economists and political scientists for four decades, before eventually making room for sociologists, psychologists, natural scientists, and historians?

This pattern might seem puzzling, since the School began in 1930 as a cooperative enterprise, involving faculty from four departments: economics, politics, history, and sociology. Moreover, two historians (Robert Lively and Joseph Strayer) and one sociologist (Marion Levy) formally joined the School’s tenured faculty in 1965, after years sitting on the interdepartmental committee that managed School affairs. Why didn’t they push to hire others from their disciplines? Why didn’t the School replace them when they retired or resigned?

The original four-department agreement was designed for the School’s undergraduate program (established in 1930). In that program, School concentrators, capped at 50, did their course work in the disciplinary departments while doing their independent work in the School. Indeed, the School offered no undergraduate courses during its first half century. It offered only policy conferences and task forces for junior independent work and occasional seminars for seniors writing theses.

Moreover, the Robertson gift was reserved exclusively for the graduate program (established in 1948). Although the new funds could support faculty expansion, the new faculty had to teach in the graduate program. And the graduate curriculum was designed heavily around economics and politics, not just in the core first-year curriculum, but also in the four fields of concentration: international relations, international development, urban policy, and economics and public policy.

So, it was the graduate curriculum that drove faculty hiring for three decades. When search committees occasionally proposed appointing faculty in other disciplines, they argued how the new hires would contribute to the graduate program. Demographers, for example, were mentioned as excellent candidates for teaching the required courses in statistics.

Eventually, the undergraduate program became a second engine of growth. That began when Donald Stokes, dean from 1974 to 1992, raised funds in the early 1980s to expand the undergraduate program. The expansion was three-fold. First, the School created policy-related courses that were open to all undergraduates. The aim was not to duplicate what the disciplinary departments were offering but to mount interdisciplinary courses such as ethics and public policy. Second, the School began to hire faculty in disciplines other than economics and politics. Third, the School increased, in stages, the number of undergraduates allowed to concentrate in the School. It finally eliminated the cap in 2012.

Disciplinary Diversification

The first efforts at faculty diversification were in sociology. In the early decades, all joint appointments with sociology were connected to the School's Office of Population Research (OPR), including Michael White (1981), Jane Menken (1982), Sara McLanahan (1990), Deanna Pagnini (1993), Joshua Goldstein (1996), Marta Tienda (1997), Elizabeth Armstrong (2000), and Douglas Massey (2003). Diversification *among* sociologists occurred with the arrival of Kim Scheppele (2005), to direct the School's Law and Public Affairs program, and the granting of joint appointments to long-time department members, Paul Starr (2005), to fill the School's media chair, and Miguel Centeno (2007). After that, joint appointments with sociology became common, some connected with OPR, some not.

The first joint appointment with psychology was unplanned. The psychology department, which was working to hire Daniel Kahneman and Anne Treisman (a married couple), asked if the School was interested in offering a joint appointment to Kahneman. Never has faculty agreement been so rapid or enthusiastic. Kahneman joined the School faculty in 1993, and soon established his popular course on the psychology of decision making.

Two years later, a new dean, Michael Rothschild, commissioned an outside review of the MPA program, chaired by Robert Putnam from Harvard. Among other things, the Putnam committee recommended the School enrich the MPA curriculum with additional theoretical approaches beyond economics and politics. After much discussion, the School decided to add a new course on psychology for policy analysis to the required first-year MPA curriculum. It also committed to hiring additional faculty to staff this and other courses in psychology and public affairs. Lateral senior appointments soon followed for Eldar Shafir (1998) and John Darley (2002), and junior appointments for Penny Visser (1998), Alexander Todorov (2002), Emily Pronin (2003),

and Daniel Oppenheimer (2004).

The School struggled with how to hire faculty with expertise in science and engineering. As previously discussed, the first four hires were School-only appointments. Indeed, the first two hires were people already on campus—Harold Feiveson (1974) and Frank Von Hippel (1983)—two physicists who in 1974 founded the program on science and global security, then located in Princeton’s engineering school. The next two hires were Daniel Kammen (1993), a physicist studying energy policy, and Denise Mauzerall, a chemist studying environmental policy (1999).

Dean Rothschild was determined to make joint appointments the norm for natural scientists. Three appointments set the new course: a lateral appointment for Lee Silver (1999), already tenured in molecular biology, but with interests in human genetics and public policy; and new senior appointments for Michael Oppenheimer (2001), joint with geosciences, and David Wilcove (2001), joint with ecology and evolutionary biology. Later Mauzerall’s appointment was made joint with civil and environmental engineering (2010), and the School hired seven additional scientists, joint with astrophysics (2005), computer science (2007, 2018), ecology and evolutionary biology (2009, 2013), mechanical and aerospace engineering (2010), and molecular biology (2014).

The first historian appointed was Stanley Katz, who joined the history department in 1978, became joint with the School in 1982, and left the University in 1986 to lead the American Council of Learned Societies.⁸ The return of historians to the School, a priority for Dean Slaughter, included two lateral senior appointments, Harold James (2007) and Stephen Kotkin (2008), two outside senior hires, Julian Zelizer (2007) and Keith Wailoo (2010), and one outside junior hire, Bradley Simpson (2008).

One last diversification was a consequence of the School creating a program in law and public affairs. The first outside director, Christopher Eisgruber (2001), was appointed jointly with the center for human values, as was the second, Kim Scheppele (2005), before she was also appointed jointly in sociology. A third joint appointee with the center was Marc Fleurbaey (2011), who occupied a chair in economics and humanistic studies.

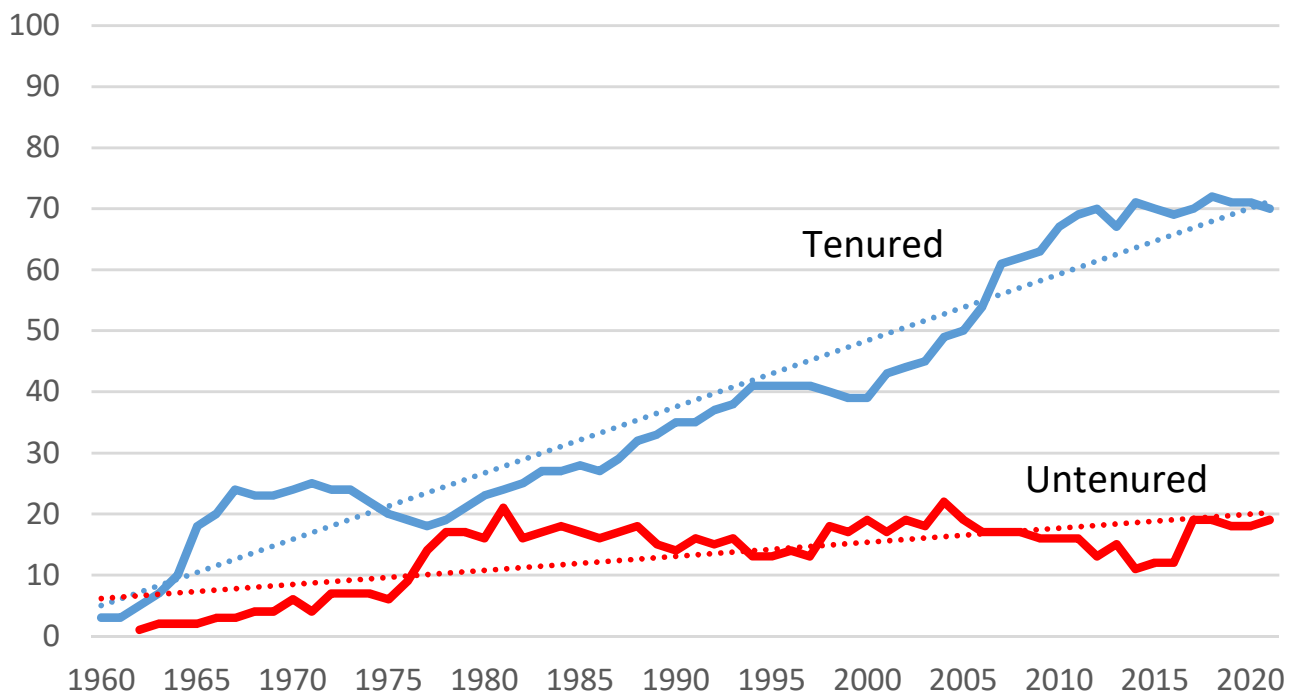
Tenured and Untenured Faculty

Figure 4 displays faculty growth separately for tenured and untenured faculty. Notice that tenured faculty reached a local peak of 25 in 1971, and then declined to 18 in 1977. What was noteworthy was not so much that tenured faculty were leaving—that is common—but that the School replaced them with untenured faculty. Assistant professors increased from 4 in 1971 to 21 in 1981.

Some might think that these changes were the result of a reasoned debate about the proper balance between tenured and untenured scholars. They were not. The changes were driven by financial realities.

⁸ Katz returned to the School in 1997 as lecturer with the rank of professor.

Figure 4. SPIA Faculty by Rank, 1960-2021



It took a new word—stagflation—to describe the simultaneous high inflation and low growth that infected the national economy. Four recessions occurred between 1970 and 1982; annual price inflation averaged 8 percent over the same period. This was a horrible period for American colleges and universities. Princeton was no exception.

The University trimmed its sails by making it difficult to hire tenured faculty. Departments were given strict quotas for new tenured faculty, whether as outside hires or by promotion. The University and the School hired many assistant professors in the 1970s because junior faculty were cheap and required no long-term commitments. Growth in the tenured faculty resumed in the 1980s.

Junior Appointments

Ordinarily, the School and its neighboring departments devote enormous effort to hiring assistant professors. The aim is to find creative and accomplished scholars who will contribute both to the School and to the appropriate disciplinary departments, and who are expected to have strong cases for tenure in six years. Search committees base their forecasts on the quality of candidates' dissertation chapters and on their performance in job talks, usually under intense questioning.

As Table 1 shows, the School hired 159 assistant professors in the past six decades. Most were joint with economics (41 percent) or politics (38 percent). The others were joint with sociology (4 percent), psychology (4 percent), science (2 percent), or history (1 percent). School-only appointments accounted for the rest (9 percent).

At tenure time, committees ask several questions. How much has a young scholar published? How creative are the scholarly contributions? And how do outside experts evaluate those scholarly contributions? The School and the department usually write five to eight outside experts for their confidential evaluations. If the tenured faculties in the School and department favor promotion, the Dean of the Faculty writes for another five to ten outside letters.

How successful is the School in promoting and retaining these young scholars? For this question, I focus on the 138 assistant professors hired before 2015. (Most of the rest are still assistant professors.) As Table 1 shows, 34 percent of them joined the tenured ranks. Among the rest: some were never considered for tenure because they left for other opportunities; some were considered and denied; some were promoted but left for tenured positions elsewhere.

The School promoted 17 of 58 economists to tenure (29 percent) and 20 of 51 political scientists (39 percent). In the other four disciplines, where 14 assistants were hired and 9 promoted, the rates ranged from zero (one candidate in history) to 100 percent (three candidates in science). The School also promoted one assistant professor (an economist) from the post-2014 cohort.

The genuine outlier is for School-only appointments, where the School promoted only 1 of 15 assistant professors (7 percent). At Princeton, which prides itself on carefully selecting assistant professors, this is a shockingly low rate. One plausible explanation is that when the School hired alone it was less careful than when it hired jointly. Perhaps a department faculty, filled with disciplinary specialists, provided more of a brake on weak appointments than did a School faculty composed mostly of specialists from other disciplines. A second explanation is that the

Table 1. SPIA Junior Appointments, 1961-2021

	Full Period: 1961-2021		Partial Period: 1961-2014		
	Number Hired	Share of Total	Number Hired	Promoted to Tenure	Promotion and Retention Rate
Joint with					
Economics	65	41%	58	17	29%
Politics	61	38%	51	20	39%
Sociology	7	4%	5	2	40%
Psychology	7	4%	6	5	83%
Science	3	2%	2	2	100%
History	1	1%	1	0	0%
SPIA only	15	9%	15	1	7%
Total	159		138	47	34%
Economics (post 2014)				1	
Total				48	
Started at SPIA in					
1960s	10	6%	10	5	50%
1970s	27	17%	27	3	11%
1980s	31	19%	31	11	35%
1990s	27	17%	27	8	30%
2000s	33	21%	33	14	42%
2010-2021	31	19%	10	6	60%
Total	159		138	47	34%
Hired post 2014				1	
Total				48	

School regularly used “urgent teaching needs” to justify School-only hires, without considering that teaching needs play no role at tenure time. Whatever the cause, the School eventually stopped hiring School-only assistant professors.

Table 1 also highlights junior faculty hiring and promotion by decade. The 1970s were the clear outlier. The School promoted only 3 of 27 assistant professors hired during this decade (11 percent), including 2 of 7 political scientists (29 percent), 1 of 15 economists (7 percent), and 0 of 5 School-only hires.

Before looking at the data, one might have imagined that the School would have been especially careful in hiring during times of financial stress because hiring was so restricted. But the data suggest that the School was *not* careful. Perhaps one reason was that so much hiring needed to be done. The School hired three times as many assistant professors in the 1970s as it had in the 1960s. Another reason was that the restriction was on hiring *tenured* faculty. So, there were fewer and fewer faculty to do the careful searching.

Lateral Senior Appointments

The easiest way for the School to hire tenured faculty is to make joint appointments for faculty who are already tenured in one of Princeton’s disciplinary departments. As Table 2 shows, the School has made 37 lateral appointments of this type, including 13 in the first decade after the Robertson gift. After that, lateral appointments were less common, averaging one appointment every two years.

Dean Stokes was largely opposed to lateral appointments, allowing only three during his 18 years at the helm: Jane Menken, Stanley Katz, and Julian Wolpert (all discussed above). Since the School was richer than the departments, Stokes knew that many faculty in neighboring departments craved joint appointments. Rather than picking and choosing among the eager, he preferred making ad hoc arrangements with individual faculty members, exchanging summer salary or research money for their participation in the School’s teaching programs.

His successors, Henry Bienen (2.5 years) and Michael Rothschild (6.5 years), had similar views. There were no lateral appointments under Bienen and only three under Rothschild, all three designed to advance the School’s new priorities in psychology and the sciences. Their three successors were much more welcoming to lateral hires, with eight under Anne-Marie Slaughter (6.5 years), three under Christina Paxson (3 years), and five under Cecilia Rouse (8.5 years).⁹

As the bottom of Table 2 shows, 21 of these lateral appointments started as assistant professors in one of Princeton’s disciplinary departments, earned tenure there, and later acquired joint appointments with the School. If one combines those 21 lateral hires with the 48 School promotions, one learns that 69 of the 170 tenured faculty in the School (41 percent) began their Princeton careers as assistant professors.

⁹ The most recent lateral appointment (post Rouse) was Amaney Jamal, previously tenured in politics, who became a joint appointee when President Eisgruber appointed her dean.

Table 2. SPIA Tenured Appointments, 1961-2021

Joint with	Appointment Origin			Total	Share
	Promotion	Lateral	External		
Economics	18	10	28	56	33%
Politics	20	7	27	54	32%
Sociology	2	6	10	18	11%
Psychology	5	5	2	12	7%
Science	2	3	4	9	5%
History	0	5	2	7	4%
Human Values	0	0	2	2	1%
SPIA only	1	1	10	12	7%
	48	37	85	170	
Started at SPIA					
1960s	5	13	15	33	19%
1970s	3	2	7	12	7%
1980s	11	2	11	24	14%
1990s	8	2	9	19	11%
2000s	14	9	25	48	28%
2010 to 2021	7	9	18	34	20%
	48	37	85	170	
Started at Princeton					
Untenured	48	21	0	69	41%
Tenured	0	16	85	101	59%
	48	37	85	170	

Outside Senior Appointments

As Table 2 shows, the School hired 85 outside senior scholars over the past six decades, including 10 School-only appointments, and 75 joint appointments with nine departments: economics (28), politics (27), sociology (10), psychology (2), history (2), human values (2), ecology and evolutionary biology (2), astrophysics (1), and geosciences (1).

Sometimes the ball for senior hiring starts in the School's court, as it seeks to deepen its bench in existing subfields or expand its faculty into new fields. Sometimes the ball starts in the disciplinary departments. The latter is true especially for the two largest departments—economics and politics—where roughly half their faculty are joint with the School, and where annual joint searches are the norm.

Here is one example. The economists began to push for new senior hires in the late 1970s, in part to raise the department's profile and attract better Ph.D. students. Frustrated by the severe limits on faculty hiring throughout the University, they pressured the central administration to allow more senior hiring in the School, where the financial pressures were less severe. The pressure worked. Before long, Dean Stokes was arguing, "the School cannot be strong without a strong economics department." Soon the School and the department hired Angus Deaton, Avinash Dixit, and John Taylor, simultaneously strengthening both the School and the department.¹⁰

Several years later, it was the politics department that needed help. An outside review committee had concluded that the department could not flourish without making substantial investments in formal theory and quantitative analysis. But the department had neither the resources nor the will to make such appointments. Now it was the central administration pressuring the School to create new positions, and Dean Stokes arguing that "the School cannot be strong without a strong politics department." One year, the School funded two out of three senior offers for this initiative. When that package failed, it funded three out of four senior offers. The School and the department eventually hired two senior scholars (George Downs and Thomas Romer) and one junior scholar. These three appointments helped the department attract other department-only scholars in formal theory and quantitative analysis.

Collaborative hiring between the School and these two departments is now so routine that candidates sometimes visit campus without knowing whether their appointments would be joint with the School or department only. That is especially true for the annual junior search for economists.

Overall Patterns

Table 2 shows remarkable similarities between the way the School has hired tenured faculty jointly with the economics and politics departments over the past six decades. Economics has made 28 external hires, 10 lateral hires, and 18 promotions to tenure. Politics has made 27 external hires, 7 lateral hires, and 20 promotions to tenure. Together these two departments are responsible for two-third of all tenured hires.

¹⁰ Taylor departed for Stanford in 1984; Dixit became department-only in 1985.

The patterns among the other departments are less distinct. Sociology stands out for mostly building its tenured faculty with external senior hires (10) and lateral hires (6). The same pattern recurs for history, with two external senior hires and five lateral hires. Psychology is distinctive for hiring and promoting so many junior scholars (5).

Women

In 1972, the School hired its first female faculty member, Marguerite Barnett, as assistant professor of politics and public affairs. She joined 30 male colleagues. A half century later, 30 women were on the School's faculty, including 24 with tenure. How did the School achieve this transformation?

As Table 3 shows, the earliest efforts were focused on hiring and promoting assistant professors. The School hired five women as assistant professors in the decade after hiring Barnett and promoted one. It hired seven the following decade, promoting four; twelve the next decade, promoting four, ten the next decade, promoting four; and seven in the most recent period, promoting one (so far). Not surprisingly, most junior hires were joint with politics (18) and economics (14), with another six joint with sociology, psychology, and science. There were also four School-only appointments. In all, the School promoted 14 women to tenure, including six with politics, three with economics, two with psychology, one with sociology, one with a science department, and one School-only appointee.

Hiring women directly into the tenured ranks happened later. Two things are worth mentioning. First, the supply of accomplished senior women was very limited in the 1970s and 1980s. Most major economics and political science departments had none. Second, no one on the School faculty seemed much bothered by the lack of senior women. Here is one bit of evidence. The first woman to give a job talk for a senior position in the School was Martha Derthick, a political scientist and director of governmental studies at the Brookings Institution (1981). The principal problem was that she would have added little intellectual diversity to a School that already had three tenured political scientists working in her subfield. But Derthick was undeniably accomplished. Shortly after the School turned her down (hiring no one else), she was elected to the American Academy of Arts and Sciences.¹¹ At the time, only four of the School's 25 tenured faculty had been so honored—and none in her subfield.¹²

The next year (1982), the School hired its first senior woman by offering a joint appointment to Jane Menken, a full professor in sociology. Menken had been a member of OPR's research staff since 1969, and joined Princeton's sociology department in 1980. The School then hired two more women with tenure, Noreen Goldman (1987), a member of OPR's research staff since 1982, and Anne Pebley (1988), a member of OPR's research staff since 1979.¹³ All three were strong appointments. But it is puzzling that the School hired its first three tenured women exclusively from the Princeton community, just as it hired its first two natural scientists from the

¹¹ American Academy of Arts and Sciences, *Book of Members, 1780-2005* (Cambridge, MA, American Academy, 2006), p. 103.

¹² The four were Ansley Coale, Arthur Lewis, Donald Stokes, and Richard Ullman.

¹³ Menken is coded a lateral hire; Goldman and Pebley are coded external hires because they first earned tenure in the School.

Table 3. Women Faculty at SPIA, 1961-2021

Number of Women Hired

Started at SPIA	Assistant Professors	Appointment Origin for Tenured Faculty				Share
		Promotion	Lateral	External	Total	
1961-1972	1					
1973-1982	5	1	1		2	5%
1983-1992	7	4		3	7	18%
1993-2002	12	4		2	6	15%
2003-2012	10	4	3	6	13	33%
2013-2021	7 *	1	3	7	11	28%
Total	42	14	7	18	39	

Women as Percentage of All Hires

Started at SPIA	Assistant Professors	Appointment Origin for Tenured Faculty			
		Promotion	Lateral	External	Total
1961-1972	6%	0%	0%	0%	0%
1973-1982	17%	17%	33%	0%	13%
1983-1992	23%	36%	0%	23%	29%
1993-2002	40%	50%	0%	15%	25%
2003-2012	36%	29%	27%	26%	27%
2013-2021	27%	25%	50%	58%	50%

Number of Women Hired

Joint with	Assistant Professors	Promotion	Lateral	External	Total	Share
Economics	14	3		1	4	10%
Politics	18	6	1	6	13	33%
Sociology	2	1	2	8	11	28%
Psychology	3	2	3	1	6	15%
Science	1	1	1		2	5%
SPIA only	4	1		2	3	8%
Total	42	14	7	18	39	

Started at Princeton

Untenured	14	3	0	17	44%
Tenured	0	4	18	22	56%
	14	7	18	39	

* Six assistant professors in this cohort are still assistant professors.

very same community. The first three women hired from a different zip code were Sara McLanahan, joint with sociology (1990), Marta Tienda, joint with sociology (1997), and Anne-Marie Slaughter, joint with politics (2002).

By the new century, hiring women was no longer newsworthy. As the top of Table 3 shows, the School added 24 women to the tenured faculty in the last two decades—13 external hires, 6 lateral hires, and 5 by promotion. How can one explain this explosion? One hypothesis is that the switch from five consecutive male deans (1964-2002) to four consecutive female deans (2002-) matters.¹⁴ Another hypothesis is that the pools from which we hire faculty were finally diversifying. A third is that the explosion of hiring during this period was more general—women *and* men.

The middle of Table 3 provides evidence on these matters. Switching to women as a percentage of total hires controls for overall growth. Focusing on two adjacent decades reduces the impact of diversifying hiring pools. Comparing directly the last decade of male deans (Bienen and Rothschild) with the first decade of female deans (Slaughter and Paxson) allows us to examine the first hypothesis directly.¹⁵

The evidence that diversifying the School's leadership explains faculty diversification is very weak for the first decade (2003-2012). Women were 25 percent of tenured additions in the Bienen/Rothschild years and 27 percent in the Slaughter/Paxson years. To be sure, there were differences associated with the various routes to tenure. Although the School hired six outside women in the 2003-2012 period, compared with two in the 1993-2002 period, the percentages were much closer (26 vs 15 percent). The evidence on lateral hires was in the same direction (27 vs 0 percent). On the other hand, women hired as assistant professors during the Slaughter/Paxson years were 29 percent of eventual promotions, down from 50 percent in the Bienen/Rothschild years.¹⁶

The evidence is stronger for the most recent period (2013-2021) when Cecilia Rouse was dean. Women dominated both external hires (58 percent) and lateral hires (50 percent). On the other hand, women became even less common among assistant professors. Only 27 percent of recently hired assistant professors are women. And only 25 percent of promotions (so far) have been women.¹⁷ In all, women have been 50 percent of tenured additions.

¹⁴ The nine deans began their appointments as follows: Marver Bernstein (1964), John Lewis (1969), Donald Stokes (1974), Henry Bienen (1992), Michael Rothschild (1995), Anne Marie Slaughter (2002), Christina Paxson (2009), Cecilia Rouse (2012), and Amaney Jamal (2021).

¹⁵ The cut points for Table 3 were chosen carefully to coincide with transitions to new deans. Bienen started in 1992, so 1993 was the first year that could have reflected his actions. Slaughter started in 2002 and Rouse in 2012, so 2003 and 2013 were the first years that could have reflected their actions.

¹⁶ Recall that in this study assistant professors are assigned to the period when they are hired, not the period when they are promoted.

¹⁷ It is too soon to say anything definitive about the final period (2013-2021) because most assistant professors hired during this period are still assistant professors.

Distinction

In the first two years after the Robertson gift, the School hired Arthur Lewis, a development economist at the University of the West Indies; Richard Musgrave, a public finance scholar at Hopkins; and Robert Gilpin, a Berkeley graduate, who had just finished a dissertation on the politics of science. Years later, it was clear the School had hired academic stars. Lewis received the Nobel Prize in economics; Musgrave was hailed as a founder of modern public finance; Gilpin was one of his discipline's top experts on international politics.

How regularly did the School hire faculty who became academic stars? For that, we need a method for assessing the accomplishments of the 170 tenured faculty. We could use measures of distinction that are commonly used within particular disciplines. For example, the School is rightly proud that five School faculty—four economists and a psychologist—received Nobel Prizes in economics.¹⁸ Better yet would be a single measure that embraces all disciplines represented on the School faculty.

Here I adopt a simple metric for assessing distinction: whether an individual has been elected to the American Academy of Arts and Sciences (AAAS) or the National Academy of Sciences (NAS). The former includes scholars from every discipline represented on the School's faculty; the latter includes most disciplines. The metric's principal limitation is that election to the academies usually occurs later in life. So, it is a poor measure for faculty in their thirties and forties, and an imperfect measure for those in their fifties.

Table 4 shows that 72 of the 170 tenured faculty hired since 1961 have been elected to at least one of the academies (42 percent).¹⁹ The departmental breakdown is politics (24), economics (23), sociology (9), psychology (5), history (3), science (3), human values (1), and school-only (4). Election rates for joint appointments with politics and economics are almost equal (44 and 41 percent). Election rates for other departments range from 33 percent to 50 percent. Election rates for women are slightly higher than the rates for men (49 vs 40 percent).

One conclusion is that the School has been largely successful across the various disciplines in hiring faculty who are later recognized for their overall accomplishments. Star quality is not concentrated in just a few disciplines. Another conclusion is that the metric itself is a reasonable one; no discipline is shut out.

An easy way to employ star faculty is to hire faculty who are already stars. And the School does plenty of this—hiring senior faculty with long lists of accomplishments. Table 4 suggests that the School is getting better at hiring the most accomplished scholars. Only 27 percent of the 15 external hires in the 1960s were later elected to the academies, compared with 73 percent in the

¹⁸ Arthur Lewis (1979), Daniel Kahneman (2002), Paul Krugman (2008), Angus Deaton (2015), and Ben Bernanke (2022).

¹⁹ As of 2022, 69 faculty had been elected to AAAS, 21 to NAS, and 18 to both (so 72 had been elected to at least one). Among those 72 faculty, 22 were elected to their first academy before joining the School faculty, 36 were elected while active School faculty, and 14 were elected after leaving the School.

Table 4. SPIA Faculty Elected to AAAS or NAS

Joint with	Tenured Hires	Elected Members	Election Rate
Economics	56	23	41%
Politics	54	24	44%
Sociology	18	9	50%
Psychology	12	5	42%
Science	9	3	33%
History	7	3	43%
Human Values	2	1	50%
SPIA only	12	4	33%
Total	170	72	42%
Men	131	53	40%
Women	39	19	49%

Started at SPIA	Number of Tenured Faculty Elected			
	Appointment Origin			
	Promotion	Lateral	External	Total
1960s	1	5	4	10
1970s	1	1	2	4
1980s	5	2	8	15
1990s	3	1	9	13
2000s		4	16	20
2010 to 2021		5	5	10
Total Members	10	18	44	72

Started at Princeton

Untenured	10	10	0	20
Tenured	0	8	44	52
	10	18	44	72

Started at SPIA	Percentage of Tenured Faculty Elected			
	Appointment Origin			
	Promotion	Lateral	External	Total
1960s	20%	38%	27%	30%
1970s	33%	50%	29%	33%
1980s	45%	100%	73%	63%
1990s	38%	50%	100%	68%
2000s		44%	64%	42%
2010 to 2021		56%	28%	29%
1960-2021	21%	49%	52%	42%
1960-1999	37%	47%	55%	48%

1980s and 100 percent in the 1990s.²⁰ Put differently, Arthur Lewis and Richard Musgrave were outliers in their cohort; they would not have stood out three decades later.

A tougher way to employ star faculty is to hire assistant professors, often based on a few dissertation chapters, and then select the most promising assistants for tenure, often based on a single book or a handful of articles. Table 4 suggests that the School has hired plenty of stars this way (10 so far) and that it is getting better at this, too. Election rates for promoted faculty have risen from 20 percent for those hired in the 1960s, to 33 percent for those hired in the 1970s, and 45 percent for those hired in the 1980s.

Lateral hires have also enriched the School faculty. So far, 18 of the 37 tenured faculty who first gained tenure in another department have been elected to the academies (49 percent), including 10 who were originally hired as assistant professors.

Election to the academies is a lagging indicator. Assistant professors who were hired in the 1990s are still being elected, as are senior scholars who were hired in the two most recent decades. In short, it is too soon to employ this metric to determine how well the School has done with senior hiring in the two most recent decades, or with junior hiring in the three most recent decades.²¹

The first takeaway is that the School is getting better at recognizing and hiring promising and accomplished scholars. In the first two decades, the School hired some faculty who became academic stars, but they were the exception. By the 1980s and 1990s, hiring academic stars was the norm.

The second takeaway is that the School has achieved success with all three hiring modes—promotion, lateral hires, and external hires—and across all disciplines.

Conclusion

The Robertson gift transformed Princeton's School of Public and International Affairs from a small program managed by a small interdepartmental committee into an enormous enterprise managed by a dean and 70 tenured faculty.

The School struggled for several decades to find the best strategy for faculty building. The most consequential decision was made in the early 1960s—to make joint appointments with disciplinary departments rather than building a distinctive School-only faculty. Joint appointments were an easy choice for a School that began as a cooperative enterprise managed

²⁰ The academies elect more members today than they did six decades ago, so the comparison is slightly unfair to the 1960s cohort. AAAS elected, on average, 36 social scientists annually between 1990 and 2020, but only 23 social scientist annually between 1960 and 1989. Fortunately, this change has few effects beyond the 1960 cohort. Among the 69 School faculty elected to AAAS, 58 were elected after 1989.

²¹ Among the 11 faculty elected to AAAS in the last five years (2017-2021), four started in the School as assistant professors, two started as assistant professors in neighboring departments, and five were external hires. Three of the 11 faculty were elected after they left the School for greener pastures (Berkeley, Brown, Harvard).

by faculty from four disciplinary departments. This choice also allowed those who had long managed the School to join the School faculty while also retaining their departmental appointments.

Once the School started down the joint-appointment path, there was no turning back. When the School occasionally made School-only appointments, they were usually couched as exceptions. OPR needed help. URP needed help. The science departments were not interested in hiring faculty doing science policy. Eventually, the School stopped making exceptions. In part, this reflected the dismal promotion rate for School-only assistant professors. In part, it reflected the discovery that the science departments were willing to join the School in hiring faculty. In part, it reflected a decision to stop hiring tenure-track faculty for the urban planning program.

The School also struggled to recognize and hire the most promising and accomplished scholars. It took a while for the School to realize that it could not attract the best scholars unless the neighboring departments were also first rate. First-rate scholars did not want to join the School unless they were also joining top departments. By helping to make economics, politics, and sociology first-rate departments, the School increased its own ability to hire stellar faculty.

Few universities have followed Princeton's model for faculty building in their own policy schools. One notable exception is Yale's new Jackson School of Global Affairs. In fall 2022, it opened with 14 tenured faculty. All have joint appointments with disciplinary departments, including economics (6), history (4), political science (3), and anthropology (1).

SPIA Tenured Faculty, 1960-2021

	Last	First	Joint	Start Univ.	Start Schl.	Ten. Schl.	End Schl.	AAAS	NAS	Start Schl.	U Jr.	S Jr.	W
~	Lockwood	William	~	1946	1946	1949	1971			~			
~	Dunn	Frederick	~	1951	1951	1951	1961			~			
~	Stein	Harold	~	1958	1958	1958	1966			~			
1	Musgrave	Richard	ECO	1961	1961	1961	1965	1961	1986	Sr.			
2	Corson	John	~	1962	1962	1962	1966			Sr.			
3	Danielson	Michael	POL	1962	1962	1967	2005			Jr.	1	1	
4	Falk	Richard	POL	1962	1962	1962	2001			Sr.			
5	Gilpin	Robert	POL	1962	1962	1967	1998	1987		Jr.	1	1	
6	Lewis	Arthur	ECO	1963	1963	1963	1983	1962		Sr.			
7	Somers	Herman	POL	1963	1963	1963	1979			Sr.			
8	Coale	Ansley	ECO	1947	1964	1964	1986	1970	1973	Lat.	1		
9	Knorr	Klaus	ECO	1951	1964	1964	1979			Lat.			
10	Egger	Rowland	POL	1964	1964	1964	1972			Sr.			
11	Strayer	Joseph	HIS	1936	1965	1965	1974	1954		Lat.	1		
12	Levy	Marion	SOC	1947	1965	1965	1989			Lat.	1		
13	Bernstein	Marver	POL	1948	1965	1965	1972	1970		Lat.	1		
14	Lively	Robert	HIS	1949	1965	1965	1968			Lat.	1		
15	Patterson	Gardner	ECO	1949	1965	1965	1970			Lat.			
16	Chandler	Lester	ECO	1950	1965	1965	1969			Lat.			
17	Bowen	William	ECO	1958	1965	1965	1988	1973		Lat.	1		
18	Berry	Charles	ECO	1965	1965	1965	1995			Sr.			
19	Lockard	Duane	POL	1965	1965	1965	1968			Sr.			
20	Ullman	Richard	POL	1965	1965	1965	1977	1974		Sr.			
21	Lester	Richard	ECO	1945	1966	1966	1969			Lat.			
22	Doig	Jameson	POL	1961	1966	1967	2004			Jr.	1	1	
23	Hunt	Shane	ECO	1966	1966	1966	1975			Sr.			
24	Rees	Albert	ECO	1966	1966	1966	1969	1976		Sr.			
25	Branson	William	ECO	1967	1967	1969	2000			Jr.	1	1	
26	Frank	Charles	ECO	1967	1967	1967	1974			Sr.			
27	Harbison	Frederick	ECO	1955	1968	1968	1976			Lat.			
28	Reinhardt	Uwe	ECO	1967	1968	1974	2018			Jr.	1	1	
29	Garvey	Gerald	POL	1968	1968	1968	1972			Sr.			
30	Bienen	Henry	POL	1966	1969	1969	1995	1998		Lat.	1		
31	Lewis	John	ECO	1969	1969	1969	1991			Sr.			
32	Whitaker	Sylvester	POL	1969	1969	1969	1975			Sr.			
33	Mills	Edwin	ECO	1970	1970	1970	1974			Sr.			
34	Ylvisaker	Paul	~	1970	1970	1970	1972			Sr.			
35	Bradford	David	ECO	1966	1971	1971	2005			Lat.	1		
36	Tufte	Edward	POL	1967	1972	1972	1977			Lat.	1		
37	White	Lynn	POL	1973	1973	1979	2011			Jr.	1	1	
38	Stokes	Donald	POL	1974	1974	1974	1997	1977		Sr.			
39	Wolpert	Julian.	~	1973	1977	1977	2005		1977	Lat.			
40	Arnold	R. Douglas	POL	1977	1977	1983	2019	2002		Jr.	1	1	

SPIA Tenured Faculty, 1960-2021

41	Trussell	James	ECO	1975	1978	1980	2015			Jr.	1	1	
42	Willig	Robert	ECO	1978	1978	1978	2016			Sr.			
43	Nathan	Richard	~	1979	1979	1979	1989			Sr.			
44	Ullman	Richard	~	1979	1979	1979	2002	~		Sr.			
45	Waterbury	John	POL	1979	1979	1979	1998	2007		Sr.			
46	Dixit	Avinash	ECO	1980	1980	1980	1985		2005	Sr.			
47	Grossman	Gene	ECO	1980	1980	1985		1997		Jr.	1	1	
48	Shapiro	Carl	ECO	1980	1980	1987	1993			Jr.	1	1	
49	Taylor	John	ECO	1980	1980	1980	1984	1993		Sr.			
50	Hochschild	Jennifer	POL	1981	1981	1986	2001	1996		Jr.	1	1	1
51	Katz	Stanley	HIS	1978	1982	1982	1986	1991		Lat.			
52	Menken	Jane	SOC	1980	1982	1982	1987	1990	1989	Lat.			1
53	von Hippel	Frank	~	1975	1983	1983	2013			Sr.			
54	Calder	Kent	POL	1983	1983	1989	2003			Jr.	1	1	
55	Deaton	Angus	ECO	1983	1983	1983	2016	1992	2015	Sr.			
56	Kohli	Atul	POL	1983	1983	1989				Jr.	1	1	
57	Bernanke	Ben	ECO	1985	1985	1985	2002	2001	2021	Sr.			
58	DiIulio	John	POL	1986	1986	1989	1999			Jr.	1	1	
59	Paxson	Christina	ECO	1986	1986	1994	2012	2017		Jr.	1	1	1
60	Goldman	Noreen	~	1982	1987	1987				Sr.			1
61	Campbell	John	ECO	1987	1987	1989	1994	2000		Jr.	1	1	
62	Downs	George	POL	1987	1987	1987	1998	2014		Sr.			
63	Doyle	Michael	POL	1987	1987	1987	2003	2001		Sr.			
64	Friedberg	Aaron	POL	1987	1987	1993				Jr.	1	1	
65	Krueger	Alan	ECO	1987	1987	1992	2019	2002		Jr.	1	1	
66	Shapiro	Harold	ECO	1987	1987	1987		1990		Sr.			
67	Herbst	Jeffrey	POL	1988	1988	1994	2005			Jr.	1	1	
68	Pebley	Anne	~	1988	1988	1988	1993			Sr.			1
69	Volcker	Paul	~	1988	1988	1988	1997	1992		Sr.			
70	McLanahan	Sara	SOC	1990	1990	1990	2021	2019	2011	Sr.			1
71	Swain	Carol	POL	1990	1990	1994	1999			Jr.	1	1	1
72	Bartels	Larry	POL	1991	1991	1991	2011	1995	2012	Sr.			
73	Case	Anne	ECO	1991	1991	1997	2017	2017	2020	Jr.	1	1	1
74	Romer	Thomas	POL	1991	1991	1991	2018	2011		Sr.			
75	Rogoff	Kenneth	ECO	1992	1992	1992	2000	2001	2010	Sr.			
76	Rouse	Cecilia	ECO	1992	1992	1998				Jr.	1	1	1
77	Kahneman	Daniel	PSY	1993	1993	1993	2007	1993	2001	Sr.			
78	Singer	Burton	~	1994	1994	1994	2009		1994	Sr.			
79	Rothschild	Michael	ECO	1995	1995	1995	2009	1994		Sr.			
80	Watson	Mark	ECO	1995	1995	1995		2005		Sr.			
81	Goldstein	Joshua	SOC	1996	1996	2002	2008	2017		Jr.	1	1	
82	Tienda	Marta	SOC	1997	1997	1997	2021	1993		Sr.			1
83	Shafir	Eldar	PSY	1989	1998	1998		2017		Lat.	1		
84	Mauzerall	Denise	~	1998	1998	2006				Jr.	1	1	1
85	Yashar	Deborah	POL	1998	1998	2003		2021		Jr.	1	1	1

SPIA Tenured Faculty, 1960-2021

86	Silver	Lee	MB	1984	1999	1999	2015			Lat.	1		
87	Bass	Gary	POL	1999	1999	2005				Jr.	1	1	
88	Parker	Johnathan	ECO	1999	1999	2006	2007			Jr.	1	1	
89	Armstrong	Elizabeth	SOC	2000	2000	2007				Jr.	1	1	1
90	Benabou	Roland	ECO	2000	2000	2000		2011		Sr.			
91	Krugman	Paul	ECO	2000	2000	2000	2015	1992		Sr.			
92	Eisgruber	Christopher	CHV	2001	2001	2001		2014		Sr.			
93	Londregan	John	POL	2001	2001	2001				Sr.			
94	McCarty	Nolan	POL	2001	2001	2001		2010		Sr.			
95	Oppenheimer	Michael	GEO	2001	2001	2001				Sr.			
96	Wilcove	David	EEB	2001	2001	2001				Sr.			
97	Darley	John	PSY	1968	2002	2002	2012	2005		Lat.	1		
98	Davis	Christina	POL	2002	2002	2009	2019			Jr.	1	1	1
99	Slaughter	Anne-Marie	POL	2002	2002	2002	2013	2002		Sr.			1
100	Todorov	Alexander	PSY	2002	2002	2008	2012			Jr.	1	1	
101	Christensen	Thomas	POL	2003	2003	2003	2019			Sr.			
102	Massey	Douglas	SOC	2003	2003	2003		1995	1998	Sr.			
103	Pop-Eleches	Grigore	POL	2003	2003	2011				Jr.	1	1	
104	Pronin	Emily	PSY	2003	2003	2009				Jr.	1	1	1
105	Cameron	Charles	POL	2004	2004	2004		2014		Sr.			
106	Ikenberry	John	POL	2004	2004	2004		2016		Sr.			
107	Milner	Helen	POL	2004	2004	2004		2000	2019	Sr.			1
108	Newman	Katherine	SOC	2004	2004	2004	2010	2011		Sr.			1
109	Oppenheimer	Daniel	PSY	2004	2004	2010	2012			Jr.	1	1	
110	Prior	Markus	POL	2004	2004	2010				Jr.	1	1	
111	Widner	Jennifer	POL	2004	2004	2004				Sr.			1
112	Starr	Paul	SOC	1986	2005	2005				Lat.			
113	Canes-Wrone	Brandice	POL	2005	2005	2005		2016		Sr.			1
114	Chyba	Christopher	AST	2005	2005	2005				Sr.			
115	Keohane	Robert	~	2005	2005	2005	2017	1983	2005	Sr.			
116	Rossi-Hansberg	Esteban	ECO	2005	2005	2007	2021			Jr.	1	1	
117	Scheppele	Kim	SOC	2005	2005	2005		2016		Sr.			1
118	Boix	Carles	POL	2006	2006	2006		2010		Sr.			
119	Melitz	Marc	ECO	2006	2006	2006	2009	2017		Sr.			
120	Blinder	Alan	ECO	1971	2007	2007		1991		Lat.	1		
121	James	Harold	HIS	1986	2007	2007				Lat.	1		
122	Centeno	Miguel	SOC	1990	2007	2007				Lat.	1		
123	Felten	Edward	COS	1993	2007	2007	2021	2011		Lat.	1		
124	Moravcsik	Andrew	POL	2004	2007	2007				Lat.			
125	Chassang	Sylvain	ECO	2007	2007	2012	2016			Jr.	1	1	
126	Dancygier	Rafaela	POL	2007	2007	2016				Jr.	1	1	1
127	Lee	David	ECO	2007	2007	2007				Sr.			
128	Zelizer	Julian	HIS	2007	2007	2007				Sr.			
129	Kotkin	Stephen	HIS	1989	2008	2008				Lat.	1		
130	De Loecker	Jan	ECO	2008	2008	2014	2017			Jr.	1	1	

SPIA Tenured Faculty, 1960-2021

131	Shapiro	Jacob	POL	2008	2008	2014				Jr.	1	1	
132	DiMaggio	Paul	SOC	1992	2009	2009	2016	2009		Lat.			
133	Grenfell	Bryan	EEB	2009	2009	2009		2006		Sr.			
134	Mas	Alexandre	ECO	2009	2009	2009				Sr.			
135	Paluck	Elizabeth	PSY	2009	2009	2014				Jr.	1	1	1
136	Yarhi-Milo	Keren	POL	2009	2009	2018	2019			Jr.	1	1	1
137	Glaser	Alexander	MAE	2010	2010	2016				Jr.	1	1	
138	Itskhoki	Oleg	ECO	2010	2010	2015	2020			Jr.	1	1	
139	Redding	Stephen	ECO	2010	2010	2010				Sr.			
140	Wailoo	Keith	HIS	2010	2010	2010		2021		Sr.			
141	Currie	Janet	ECO	2011	2011	2011		2014	2019	Sr.			1
142	Fleurbaey	Marc	CHV	2011	2011	2011	2020			Sr.			
143	Moll	Benjamin	ECO	2011	2011	2017	2020			Jr.	1	1	
144	Rogerson	Richard	ECO	2011	2011	2011				Sr.			
145	Prentice	Deborah	PSY	1988	2012	2012	2019			Lat.	1		1
146	Fiske	Susan	PSY	2000	2012	2012		2005	2013	Lat.			1
147	Pager	Deveh	SOC	2004	2012	2012	2013			Lat.	1		1
148	Mian	Atif	ECO	2012	2012	2012				Sr.			
149	Coman	Alin	PSY	2013	2013	2019				Jr.	1	1	
150	Metcalf	Jessica	EEB	2013	2013	2020				Jr.	1	1	1
151	Morales	Eduardo	ECO	2013	2013	2020				Jr.	1	1	
152	Tilghman	Shirley	MB	1986	2014	2014	2020	1990	1996	Lat.			1
153	Wantchekon	Leonard	POL	2011	2015	2015		2013		Lat.			
154	Weber	Elke	PSY	2016	2016	2016		2016	2020	Sr.			1
155	Jennings	Jennifer	SOC	2017	2017	2017				Sr.			1
156	Kleven	Henrik	ECO	2017	2017	2017				Sr.			
157	Ortoleva	Pietro	ECO	2017	2017	2017				Sr.			
158	Gilens	Martin	POL	2003	2018	2018	2018	2015		Lat.			
159	Sinclair	Stacey	PSY	2008	2018	2018				Lat.			1
160	Edin	Kathryn	SOC	2018	2018	2018		2019	2014	Sr.			1
161	Mojola	Sanyu	SOC	2018	2018	2018				Sr.			1
162	Vreeland	James	POL	2018	2018	2018				Sr.			
163	Zidar	Owen	ECO	2018	2018	2019				Jr.	1	1	
164	Lee	Frances	POL	2019	2019	2019		2019		Sr.			1
165	Sharkey	Patrick	SOC	2019	2019	2019				Sr.			
166	Mosley	Layna	POL	2020	2020	2020				Sr.			1
167	White	Ismail	POL	2020	2020	2020				Sr.			
168	Jamal	Amaney	POL	2003	2021	2021		2020		Lat.	1		1
169	Fujiwara	Thomas	ECO	2011	2021	2021				Lat.	1		
170	Garip	Filiz	SOC	2021	2021	2021				Sr.			1

Sources: Faculty Mastheads, School of Public and International Affairs, 1960-2021; American Academy of Arts and Sciences (<https://www.amacad.org/directory>); National Academy of Sciences (<http://www.nasonline.org/member-directory/>). The table is rank-ordered by the year that someone joined the School faculty.

SPIA Junior Faculty, 1960-2021

	Last	First	Joint	Start Univ.	Start Schl.	Ten. Schl.	End Schl.	Years Jr.	Years Sr.	W
1	Danielson	Michael	POL	1962	1962	1967	2005	5	38	
2	Gilpin	Robert	POL	1962	1962	1967	1998	5	31	
3	Doig	Jameson	POL	1961	1966	1967	2004	1	37	
4	Branson	William	ECO	1967	1967	1969	2000	2	31	
5	Davies	Clarence	POL	1967	1967		1970	3		
6	Heinberg	John	ECO	1967	1967		1969	2		
7	Lyke	Robert	~	1968	1968		1975	7		
8	Reinhardt	Uwe	ECO	1967	1968	1974	2018	6	44	
9	McAlister	John	~	1969	1969		1971	2		
10	Orfield	Gary	POL	1969	1969		1974	5		
11	Morse	Edward	POL	1970	1970		1975	5		
12	Portes	Richard	ECO	1970	1970		1972	2		
13	Westphal	Larry	ECO	1970	1970		1972	2		
14	Barnett	Marguerite	POL	1972	1972		1976	4		1
15	Kagay	Michael	POL	1972	1972		1977	5		
16	Ohls	James	ECO	1972	1972		1975	3		
17	White	Lynn	POL	1973	1973	1979	2011	6	32	
18	Feiveson	Harold	~	1974	1974		1980	6		
19	Nishimizu	Mieko	ECO	1975	1975		1980	5		1
20	Rosen	Kenneth	ECO	1975	1975		1979	4		
21	Buiter	Willem	ECO	1976	1976		1979	3		
22	Dervis	Kemal	ECO	1976	1976		1978	2		
23	Gersovitz	Mark	ECO	1976	1976		1982	6		
24	Rich	Robert	POL	1976	1976		1982	6		
25	Arnold	R. Douglas	POL	1977	1977	1983	2019	6	36	
26	Doyle	Michael	~	1977	1977		1984	7		
27	Kahler	Miles	~	1977	1977		1982	5		
28	Nelson	Barbara	~	1977	1977		1984	7		1
29	Reimers	Cordelia	ECO	1977	1977		1982	5		1
30	Webman	Jerry	POL	1977	1977		1983	6		
31	Brown	Bryan	ECO	1978	1978		1983	5		
32	Fullerton	Don	ECO	1978	1978		1984	6		
33	Hill	Raymond	ECO	1978	1978		1982	4		
34	Page	John	ECO	1978	1978		1981	3		
35	Trussell	James	ECO	1975	1978	1980	2015	2	35	
36	de Macedo	Jorge	ECO	1979	1979		1986	7		
37	Moore	Richard	~	1979	1979		1986	7		
38	Grossman	Gene	ECO	1980	1980	1985		5	37+	
39	Shapiro	Carl	ECO	1980	1980	1987	1993	7	6	
40	Carnes	Joseph	POL	1981	1981		1986	5		
41	Hannaway	Jane	~	1981	1981		1988	7		1
42	Hochschild	Jennifer	POL	1981	1981	1986	2001	5	15	1
43	Kyle	Albert	ECO	1981	1981		1988	7		
44	Lim	Gil	~	1981	1981		1985	4		

SPIA Junior Faculty, 1960-2021

45	White	Michael	SOC	1981	1981		1987	6		
46	Blank	Rebecca	ECO	1983	1983		1989	6		1
47	Calder	Kent	POL	1983	1983	1989	2003	6	14	
48	Kohli	Atul	POL	1983	1983	1989		6	33+	
49	West	Kenneth	ECO	1983	1983		1989	6		
50	Ikenberry	John	POL	1984	1984		1992	8		
51	Posen	Barry	POL	1984	1984		1986	2		
52	VanDoren	Peter	POL	1984	1984		1991	7		
53	Walt	Stephen	POL	1984	1984		1989	5		
54	Romer	Christina	ECO	1985	1985		1988	3		1
55	DiIulio	John	POL	1986	1986	1989	1999	3	10	
56	Hines	James	ECO	1986	1986		1991	5		
57	Hughes	Mark	~	1986	1986		1992	6		
58	Paxson	Christina	ECO	1986	1986	1994	2012	8	18	1
59	Campbell	John	ECO	1987	1987	1989	1994	2	5	
60	Friedberg	Aaron	POL	1987	1987	1993		6	29+	
61	Krueger	Alan	ECO	1987	1987	1992	2019	5	27	
62	Nadelmann	Ethan	POL	1987	1987		1994	7		
63	Herbst	Jeffrey	POL	1988	1988	1994	2005	6	11	
64	Korenman	Sanders	ECO	1988	1988		1993	5		
65	Waldorf	Brigitte	~	1988	1988		1990	2		1
66	Besley	Tim	ECO	1989	1989		1995	6		
67	Donaldson	Glen	ECO	1989	1989		1993	4		
68	Ghosh	Atish	ECO	1989	1989		1996	7		
69	Swain	Carol	POL	1990	1990	1994	1999	4	5	1
70	Andrews	Clinton	~	1991	1991		1997	6		
71	Case	Anne	ECO	1991	1991	1997	2017	6	20	1
72	Londregan	John	POL	1991	1991		1996	5		
73	Pesenti	Paolo	ECO	1991	1991		1999	8		
74	Levy	Marc	POL	1992	1992		1995	3		
75	Rouse	Cecilia	ECO	1992	1992	1998		6	24+	1
76	Hanratty	Maria	ECO	1993	1993		1998	5		1
77	Haughwout	Andrew	~	1993	1993		2000	7		
78	Kammen	Daniel	~	1993	1993		1999	6		
79	Pagnini	Deanna	SOC	1993	1993		1999	6		1
80	McNamara	Kathleen	POL	1994	1994		2003	9		1
81	Stoner-Weiss	Kathryn	POL	1995	1995		2003	8		1
82	Goldstein	Joshua	SOC	1996	1996	2002	2008	6	6	
83	Morgan	John	ECO	1996	1996		2002	6		
84	Oliver	Eric	POL	1996	1996		2002	6		
85	Schultz	Kenneth	POL	1996	1996		2001	5		
86	Lewis	Jeffrey	POL	1997	1997		2001	4		
87	Bertrand	Marianne	ECO	1998	1998		2000	2		1
88	Eaton	Kent	POL	1998	1998		2005	7		
89	Hsieh	Chang-Tai	ECO	1998	1998		2003	5		
90	Kling	Jeffrey	ECO	1998	1998		2005	7		

SPIA Junior Faculty, 1960-2021

91	Mauzerall	Denise	~	1998	1998	2006		8	16+	1
92	Visser	Penny	PSY	1998	1998		2001	3		1
93	Yashar	Deborah	POL	1998	1998	2003		5	19+	1
94	Bass	Gary	POL	1999	1999	2005		6	17+	
95	Parker	Jonathan	ECO	1999	1999	2006	2007	7	1	
96	Armstrong	Elizabeth	SOC	2000	2000	2007		7	15+	1
97	Rey	Helene	ECO	2000	2000		2007	7		1
98	Thun	Eric	POL	2000	2000		2005	5		
99	Tucker	Joshua	POL	2000	2000		2007	7		
100	Lorenzoni	Guido	ECO	2001	2001		2004	3		
101	Davis	Christina	POL	2002	2002	2009	2019	7	10	1
102	Karlan	Dean	POL	2002	2002		2006	4		
103	Lewis	David	POL	2002	2002		2008	6		
104	Lleras-Muney	Adriana	ECO	2002	2002		2008	6		1
105	Todorov	Alexander	PSY	2002	2002	2008	2012	6	4	
106	Pop-Eleches	Grigore	POL	2003	2003	2011		8	11+	
107	Pronin	Emily	PSY	2003	2003	2009		6	13+	1
108	Rothstein	Jesse	ECO	2003	2003		2009	6		
109	Lyall	Jason	POL	2004	2004		2009	5		
110	Oppenheimer	Daniel	PSY	2004	2004	2010	2012	6	2	
111	Prior	Markus	POL	2004	2004	2010		6	12+	
112	Reis	Ricardo	ECO	2004	2004		2008	4		
113	Trounstine	Jessica	POL	2004	2004		2009	5		1
114	Rossi-Hansberg	Esteban	ECO	2005	2005	2007	2021	2	14	
115	Hafner-Burton	Emily	POL	2006	2006		2009	3		1
116	Chassang	Sylvain	ECO	2007	2007	2012	2016	5	4	
117	Dancygier	Rafaela	POL	2007	2007	2016		9	6+	1
118	Kuziemko	Ilyana	ECO	2007	2007		2012	5		1
119	Schulhofer-Wohl	Samuel	ECO	2007	2007		2010	3		
120	De Loecker	Jan	ECO	2008	2008	2014	2017	6	3	
121	Dinkelman	Taryn	ECO	2008	2008		2010	2		1
122	Lerman	Amy	POL	2008	2008		2013	5		1
123	Renier	Georges	SOC	2008	2008		2012	4		
124	Shapiro	Jacob	POL	2008	2008	2014		6	8+	
125	Simpson	Bradley	HIS	2008	2008		2013	5		
126	Campello	Daniela	POL	2009	2009		2013	4		1
127	Paluck	Elizabeth	PSY	2009	2009	2014		5	8+	1
128	Yarhi-Milo	Keren	POL	2009	2009	2018	2019	9	1	1
129	Glaser	Alexander	MAE	2010	2010	2016		6	6+	
130	Hirsch	Alexander	POL	2010	2010		2013	3		
131	Itskhoki	Oleg	ECO	2010	2010	2015	2020	5	5	
132	Moll	Benjamin	ECO	2011	2011	2017	2020	6	3	
133	Vogl	Tom	ECO	2011	2011		2018	7		
134	Coman	Alin	PSY	2013	2013	2019		6	3+	
135	Dobbie	Will	ECO	2013	2013		2019	6		
136	Kolesár	Michal	ECO	2013	2013		2018	5		

SPIA Junior Faculty, 1960-2021

137	Metcalf	Jessica	EEB	2013	2013	2020	7	2+	1
138	Morales	Eduardo	ECO	2013	2013	2020	7	2+	
139	Neilson	Christopher	ECO	2015	2015		7+		
140	Truex	Rory	POL	2015	2015		7+		
141	Goldstein	Adam	SOC	2016	2016		6+		
142	Lee	Melissa	POL	2016	2016		6+		1
143	Guess	Andy	POL	2017	2017		5+		
144	Haushofer	Johannes	PSY	2017	2017	2021	4		
145	Jarosch	Gregor	ECO	2017	2017		5+		
146	Kapor	Adam	ECO	2017	2017		5+		
147	Mummolo	Jonathan	POL	2017	2017		5+		
148	Silver	David	ECO	2017	2017		5+		
149	Sviatschi	Maria	ECO	2017	2017		5+		1
150	Hendi	Arun	SOC	2018	2018		4+		
151	Kirkland	Patricia	POL	2018	2018		4+		1
152	Mayer	Jonathan	COS	2018	2018		4+		
153	Zidar	Owen	ECO	2018	2018	2019	1	3+	
154	Perlman	Rebecca	POL	2019	2019		3+		1
155	Wiedemann	Andreas	POL	2019	2019		3+		
156	Li	Zhao	POL	2020	2020		2+		1
157	Tuñón	Guadalupe	POL	2020	2020		2+		1
158	Grigsby	John	ECO	2021	2021		1+		
159	Xu	Xu	POL	2021	2021		1+		

Sources: Faculty Mastheads, School of Public and International Affairs, 1960-2021. The table is rank-ordered by the year that someone joined the School faculty. The plus sign indicates current faculty in fall 2021.