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CWAE newsletter

September, 1986

WAITE MEMORIAL BOOK COLLECTION
DEPARTMENT OF AGRICULTURAL AND APPLIED ECONOMICS
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WOMEN IN AGRICULTURAL ECONOMICS: RANK AND ADVANCEMENT REVISITED

Excerpts of a paper by Linda K. Lee and Susan E. Offutt
reporting a survey of 38 Ph.D. granting academic institutions and the ERS

Academia

As of January 1, 1986, 46 women and 994 men were employed by Ph.D. granting agricultural economics departments. Thus, women currently constitute about 4 percent of the academic sample. Of those 46 women, 59 percent are untenured assistant professors. Only 17 percent of men are in that same category.

There are four women in the sample who are tenured full professors, representing 9 percent of the academic women. In contrast, 53 percent of the men in academia have the rank of tenured full professor. It should be noted that examination of the survey responses indicated that 3 out of the 4 women identified as full professors have joint appointments with other departments. The percentage of both men and women at the associate level with tenure is close to 25 percent.

The distribution of women in academic jobs is concentrated among a small number of schools. Nine of the 38 responding departments, or 24 percent of the total, employ 65 percent of the academic women. (These nine departments are located at the University of California-Berkeley, Cornell, University of Florida, University of Illinois, Michigan State University, University of Minnesota, Purdue University, Stanford, and the University of Wisconsin.) Three institutions alone employ 30 percent of the women. (The three largest employers of women among agricultural economics departments are the University of Illinois, University of Minnesota, and Stanford.) About one-third of the departments employ no women.

Government

Women constitute 18 percent of the ERS agricultural economists. Women in ERS, like academic women, are concentrated in entry level or lower ranking positions. Seventy-six percent of the men and 26 percent of the women in ERS are classified in GM 13-15 grades. The average grade for male agricultural economists is 12.9, more than a step higher than the 11.5 average grade for women.

Advancement

Hiring

While women represent 9 percent of the total employment sample, they were 22 percent of new hires. However, women have few opportunities to enter the job market above the entry level position. In the academic sector, all hires of women were at the assistant professor level, compared to

67 percent of males hired. Within ERS the pattern is similar. Only one woman was hired above a GS-12 level (an entry level Ph.D. grade) compared to 18 percent of males hired.

In academia, 17 percent of assistant professors hired were women. This is a higher percentage than the 13 percent of assistant professors that women currently represent.

Promotions

The promotions data indicate that promotions were slightly more frequent for women than men in 1985. Approximately 16 percent of the women and 6 percent of the men received promotions in 1985. In academia, 9 percent of the women and 5 percent of the men received promotions. During this same time period, 20 percent of women and 11 percent of the men in ERS were promoted. Within ERS, however, the majority of promotions occurred to the GS-12 level and below for women but to the GM-13 level and above for men. Promotions tend to be more frequent at the lower ranking positions where women are concentrated, both in government and in academia.



More Sylvia by Nicole Hollander

FROM THE CWAE CHAIR

by Mary Ahearn

The past year has been an active one for CWAE, culminating in the activities at the meetings in Reno. The CWAE-proposed Invited Papers, a report on the status of women in agricultural economics, and the Career Development Conference all contributed to the very visible presence of CWAE at the meetings. The newsletters and the roster of women in agricultural economics continued to be important products of CWAE. Linda Lee and those who contributed to all the year's accomplishments are to be commended.

The new steering committee members this year are Edna Loehman (vice-chair), Susan Offutt, and Margo Ogus. The continuing members are Helen Jensen, Linda Lee, Deb Brown (newsletter editor), and an AAEA Board-appointed representative. The activities CWAE pursues this year are a function not only of the steering committee's time and interests but, most importantly of the full Committee's involvement in CWAE's subcommittees. Fall is a critical time for planning those activities. Contact me as soon as possible if you are interested in becoming active or if you would like more information on any of the following subcommittees: Professional

Activities, Employment, Membership, Newsletter, Research, Finance, and Long-Run Planning.

CWAE's major funder to date has been the Farm Foundation, and we gratefully acknowledge their support. However, the Farm Foundation's mission is to provide seed money to worthy organizations. Since CWAE is no longer a fledgling (we are over 5 years old) the Farm Foundation's support will end this year. John Lee, administrator of the Economic Research Service, USDA has generously agreed to fund the production and distribution of our newsletter. The newsletter is our major expense, so our current financial position is no longer as tenuous as it was two months ago. This support is the latest of the many ways in which Dr. Lee and ERS have supported CWAE throughout its existence.

The annual business meeting was held Tuesday afternoon in Reno. This meeting is the only opportunity we have as a group to meet face-to-face. The major topics discussed were:

- * Our role in organizing future career development conferences: frequency, scope, cooperation with the AAEA Professional Activities and Employment Committees, coverage of opportunities in the private sector
- * Current and future reports on the status of women in agricultural economics
- * The importance of increasing the participation of women faculty in CWAE subcommittees
- * The need and role of an active student subcommittee
- * Advantages and disadvantages of establishing local chapters of CWAE
- * Activities at the 1987 Michigan State meetings: No-host cocktail reception on Monday, Monday lunch with speaker, business meeting, career development.

AAEA/CWAE CAREER DEVELOPMENT CONFERENCE AT RENO

by Tanya Roberts, Conference Coordinator

The Conference was a success! The speakers were very well prepared, attendance was good, discussion was lively, and AAEA made money. We extend our thanks to the speakers for their dedication toward improving our profession by their gratis sharing of experiences and tips. Seventy-one students and 53 employed professionals attended, of which 30 percent were women and 70 percent men. For me, two messages stand out: inspiration to be a more active member of the profession and a sense that women can be better integrated into the AAEA by widening our networks, publishing, and subtly raising the consciousness of all of us.

The whole conference got good to superb ratings from the participants. The workshops were rated even higher than the general sessions. The public speaking workshop with Edna Loehman, Purdue and Kenneth Cusavant, Washington State received near perfect marks.

THE JOB MARKET

Excerpts from "Overview of Options for Academic Economists"
presented by Elizabeth Clayton
at the AAEA/CWAE Career Development Seminar on July 27, Reno.

While the market for academic economists is tight most new Ph.D.s do receive jobs. In 1984-85, about 90 percent of new Ph.D.s (91 percent of men and 89 percent of women) were hired as economists. However, only two-thirds of the men Ph.D.s and half of the women Ph.D.s were hired in academic jobs...

The attrition that follows the tenure decision falls particularly heavily on women economists. In the last decade, 97 percent of male economists received tenure and promotion, but less than two-thirds (62 percent) of women moved from assistant to associate professor. Academic economists not only are increasingly gray but increasingly male.

Once in, the lifetime career prospects for the academic economist are attractive. In a good-to-average college or university, a beginning academic can expect to earn about \$29,000 for a 9-month year, and more for a 12-month appointment. Using today's data, this salary rises to about \$45,000 for a full-fledged professor and goes upward over \$90,000 for a very few, very distinguished professors. The ladder of academic salaries is somewhat more compressed than that of business economists. The business economists who earn more than \$90,000 comprise about 8 percent of all business economists (18 percent of those in New York City). The variance is not so high among academic economists. While an average academic opportunity equals an average business opportunity, its top level is lower.

CALL FOR INVITED PAPER PROPOSAL

The deadline for submitting an invited paper proposal for the AAEA Summer Meetings at Michigan State University in August 1987 is mid-October 1986. Invited papers will be published in the proceedings. As in the past, CWAE will encourage participation at the meetings by coordinating proposed sessions which include women. Members wishing to propose their ideas or make suggestions for the sessions are invited to call Suchada Langley at (202)786-1784, or write to her at 1301 New York Avenue, NW, Room 924, Economic Research Service, Washington, DC 20005. In the past, the AAEA Board accepts one-page proposals for invited paper sessions. Names of participants are optional.

SOME THINGS HAVEN'T CHANGED

Two Kent State University (Ohio) psychologists asked 300 men and women to evaluate an article that was supposedly written by John T., or Joan T., or Chris T., or by an anonymous author. Whether the articles were on masculine, feminine, or neutral topics they found that those supposedly written by a man were rated as more insightful, better written, and higher in overall quality--essentially the same findings as in a 1968 study. The recent study, written by Michele A. Paludi and Lisa A. Strayer, appeared in Sex Roles, Vol. 12, No. 3/4, 1985. Reprints are available free from Michele A. Paludi, Department of Psychology, Kent State University, Kent, Ohio 44242. -- from the CSWEP newsletter

WOMEN ECONOMISTS PARTICIPATE IN NAREA MEETINGS

by Julie Caswell

Women chaired two sessions and were joint authors of three papers presented at the annual meetings of the Northeastern Agricultural and Resource Economics Association (NAREA) held in Morgantown, WV, June 23-25. The sessions they participated in were:

Selected Papers: Natural Resource and Regional Economics

Chair: Christine Ranney (Cornell)

Virginia Kibler and Jill Findeis (Penn State), "Measuring the Impacts of Severance Taxation: A Spatial Equilibrium Approach".

Selected Papers: Farm Management

Kimberly Reda-Wilson (VPI), Robert Burton (Kansas State), Barton Baker (West Virginia), and Paul Lewis (West Virginia), "An Interdisciplinary Analysis of the Potential for Increasing Income on Small Beef and Sheep Farms".

Organized Symposium: Emerging Issues and Research Needs in the Food System

Chair: Julie Caswell

Richard Rogers and Julie Caswell (Massachusetts), "Strategic Management and the Internal Organization of Food Marketing Firms".

CAREER DEVELOPMENT LUNCHEON

Dr. Wallace Huffman, Iowa State University, spoke at the noon luncheon of the Career Development Workshop on "Supply and Demand for Agricultural Economists".

He reviewed characteristics of the agricultural economics labor market noting that 2,584 Ph.D. agricultural economists were employed in the labor force in 1983, more than double the number in 1973. About 180 Ph.D. degrees in agricultural economics are awarded each year. There has been a considerable shift in employment between the academic, government, and business-industry sectors with a significant decrease in the percentage of the total employed in the academic sector.

Real salaries for agricultural economists have declined since 1971 and, in 1980, real salaries of full professors were at the same level as in 1963. Salaries in the business-industry sector have risen relative to the other sectors.

He expected the business-industry sector to show some growth in demand but felt that the other two sectors would replace losses with little, if any, net increase. His research on number of faculty employed, expected hires between 1984-88, and the number of Ph.D. degrees to be granted indicate a significant excess supply of Ph.D. agricultural economists in the academic sector. This excess will have to be absorbed by other sectors if agricultural economists are to find employment. Farm management-production and ag marketing specialties constitute approximately 44% of agricultural economics in academics. Pertinent to the market for agricultural economists is the fact that approximately 33% of the holders of Ph.D. degrees employed in the agricultural economics field have their degree from another field, principally economics.

Table 1: Faculty Salaries 1985-86, Agricultural Economics and Economics¹

Area ²	Professors			New Assistant Professors		
	Avg. Salary	(Range)	N	Avg. Salary	(Range)	N
AGRICULTURAL ECONOMICS:						
Sum	42,400	(23,700-74,300)	401	29,100	(22,500-35,600)	23
#1	39,000	(27,000-53,200)	64	29,200	(..)	1
#2	40,700	(28,200-63,000)	120	25,800	(22,500-27,500)	3
#3	46,000	(29,700-74,300)	122	29,221	(25,000-32,800)	11
#4	42,300	(23,700-62,400)	95	50,100	(24,500-35,600)	8
ECONOMICS:						
Sum	49,100	(24,800-92,000)	470	29,400	(25,000-33,000)	38
#1	40,000	(24,800-71,300)	93	30,100	(27,700-32,500)	3
#2	46,600	(26,400-72,000)	132	28,900	(25,000-38,000)	14
#3	55,200	(35,600-92,000)	179	29,200	(25,000-37,000)	9
#4	50,200	(36,000-75,000)	66	29,300	(27,000-32,000)	12

¹ The survey sample included 96 land grant colleges.

² Area #1 includes the western states; Area #2 includes the midwestern states; Area #3 includes the northeast (Michigan through Maine); and Area #4 includes the southeast (Louisiana through Virginia).

³ Salaries are reported for a full-time 9 or 10 month academic year.

Source: 1984-85 Faculty Salary Survey by Discipline, Office of Institutional Research, Oklahoma State University, nd, pp.B11, B185.

PUBLISH, DON'T PERISH Publishing Tips From the Career Development Conference

by Tanya Roberts

In the publishing workshop, John Connor (Purdue University) emphasized the importance of publishing from your dissertation and even publishing before your dissertation is finished. Nancy Bockstael (University of Maryland) recommended reading Donald McCloskey's discussion on the art of writing (Economic Inquiry, April 1985 and JEL, June 1983). As a reviewer of journal articles, Bockstael is more likely to reject papers because they make no significant contribution or are poorly written than for technical flaws. In fact, the reviewer is likely to be intrigued by a minor technical flaw and might suggest corrections.

The morning session on publishing started with Jim Houck (University of Minnesota) giving tips from an editor's perspective: follow instructions carefully and fully; shorter is better (12-20 double-spaced pages); pre-review is important to catch glitches; write articles on a specific, definable issue; write clearly and simply; position your work in the field at the start; send it to one journal at a time (start with your best shot). Houck handed out a list of 19 journals to consider in agricultural economics. Journal editors are looking for novelty--interesting empirical

results or viewpoints or development of a research technique. When the article is finished, conclude something. This is the hardest part to write. (Forget the calls for further research, do it.)

Anne Peck (Stanford University), an experienced author, said to be leary of long term research commitments early in your career; you need to publish immediately. Also, books are too long term to consider, unless your thesis can be quickly turned into one. Quality, quantity, and diversity all matter in publishing. Meetings and speeches show professional involvement--it is preferable if the proceedings will be published or you can use the speech as a forum for a journal article. When writing a journal article do not reference only yourself as making contributions to the field. Expect that reviewers will have comments, each of which you must answer. Peck does not recommend sending a rejected article to another journal without changes--you may end up with the same reviewer for the second journal.

Greg Hanson's (USDA/ERS) view of reviewers is that anything short of a rejection is a victory for the author. Hanson's hints were: be persistent and patient, pace yourself, set deadlines, go with your best article first, go for an angle, limit co-authors to three, send off your article when it is 95% finished (perfection does not exist in nature), send clean copy (publishing is a social enterprise, too), dig deep into the literature, say no to other things so you can publish, and never grade yourself.

SOME PROFESSIONAL JOURNALS IN AGRICULTURAL ECONOMICS

American Journal of Agricultural Economics, AJAE
North Central Journal of Agricultural Economics, NCJAE
Western Journal of Agricultural Economics, WJAE
Southern Journal of Agricultural Economics, SJAE
North Eastern Journal of Agricultural Economics, NEJAE
Canadian Journal of Agricultural Economics, CJAE
Australian Journal of Agricultural Economics, AusJAE
European Journal of Agricultural Economics, EJAE
Agricultural Economics (new journal of the IAAE)
Food Policy
Journal of Agribusiness
Land Economics
Agricultural Economics Research (issued by ERS/USDA)
Journal of the American Society of Farm Managers and Rural Appraisers
Agricultural Finance Review
Food Research Institute Studies (Stanford University)
Review of Marketing and Agricultural Economics (NSW Department of Agriculture, Australia)
Journal of Agricultural Economics (UK)
Oxford Agrarian Studies (UK)

ACHIEVEMENTS

Margaret Schultz has accepted a position as Assistant Professor at MacAlister College.

Sherry Wise has been promoted to Research Associate at the Center for Agriculture and Rural Development, Iowa State University.

Vicki McCracken of Washington State University will be presenting "The Importance of Demographic Variables on the Probability of Consuming Meat Away From Home" at a symposium on "The Demand for Red Meat", October 20 in Charleston, South Carolina. The seminar is sponsored by S-165 and The Board on Agriculture of the National Research Council. Karen Bunch of NED, ERS helped organize the symposium.

Jean Kinsey, University of Minnesota, will be at Resources for the Future from September 15, 1986 to September 15, 1987.

Jill Findeis and Suzanne Tallichet, The Pennsylvania State University, published AE and RS #184, "Providing Rural Jobs in Northern Appalachia and Pennsylvania: The Coal Mining Industry".

Edna Loehman, Purdue University, will be on sabbatical leave at the University of Chicago from January 1, 1986.

Bonny Saliba, University of Arizona, received a 3-year grant of \$275,000 from the U.S. Geological Survey to study water quality and water management.

Sandra Batie is on sabbatical at the National Governor's Association in Washington, DC.

Do you know of a colleague's achievement? If so, please send notice of it to: Deb Brown, Department of Agricultural Economics, Purdue University, West Lafayette, IN 47907.

ANNUAL MEETINGS

The Society for Economic Anthropology will hold its 7th Annual Meeting, April 3-4, 1987, on the University of California campus in Riverside. The theme of the meetings will be Food and Farm: Current Debates and Policy and will be organized by Dr. Christina Gladwin, G155 McCarty, FRED, U. Florida, Gainesville, FL 32611, and Dr. Kathleen Truman, Anthropology, UC, Riverside, CA 92521. The organizers encourage empirically based conceptual papers on topics related to food and farm policies and debates relevant to African, Asian, Latin American, and U.S. agriculture. Contributions from all disciplines are encouraged. Membership in the Society is not required for participation nor attendance at the Annual Meeting. Send 150-word abstracts to either organizers listed above if you wish to present a paper.

EMPLOYMENT

University of Guelph requires an assistant professor of farm management for their new Masters of Agriculture (ag. business management) program. Responsibilities include developing and teaching a final year M.Ag. course emphasizing case studies in farm management, supervision of M.Ag. students during cooperative education work terms, and teaching an undergraduate course. The incumbent will also have the opportunity to develop a research program and supervise Ph.D. and M.Sc. research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Apply at once to: Dr. Larry J. Martin, Chairman, Department of Agricultural Economics and Business, University of Guelph, Guelph, Ontario N1G 2W1.

The Department of Agricultural and Applied Economics, University of Minnesota periodically has temporary research and teaching positions. Positions as Research Fellow require an M.S. degree and Research Associate/Lecturer a Ph.D. degree in Ag. Econ., Econ. or closely related field and applicable research training and/or experience. Positions may be available in the areas of Small Business, Farm and Agribusiness Management; Consumption, Marketing, Transportation and Production Economics; Resource, Regional, and Public Service Economics; and the Macroeconomics of Agriculture, Trade, and Development. Send letter of application, resume, official transcripts, and names and addresses of three references to: Laura Bipes, Administrator, Department of Agricultural and Applied Economics, University of Minnesota, St. Paul, MN 55108. The University of Minnesota is an equal opportunity educator and employer and specifically invites and encourages applications from women and minorities.

Iowa State University wants an Assistant or Associate Professor (tenure track) in agricultural marketing or production and finance. Requires Ph.D. in Agricultural Economics or Economics, and familiarity with U.S. problems. Deadline is October 1, 1986 or until position is filled. Iowa State University also wants an Associate or Full Professor in natural resources or applied microeconomics. Requires a Ph.D. in Economics or Agricultural Economics and a demonstrated graduate research and teaching capability. Application deadline is October 1, 1986 or until position is filled. For both, send letter of application, curriculum vita, and names of three references to: Dr. Marvin L. Hayenga, Department of Economics, Iowa State University, Ames, IA 50011.

Cornell University seeks Assistant or Associate Professor in International Agricultural Economics Development Policy. Requires: Ph.D. in agricultural economics or economics with strong background in theory, methods, and development economics. Broad research interests in macroeconomic issues of developing countries. Experience in conducting field research in a low-income country will be considered an important qualification. Deadline is November 10, 1986. Apply to: Dr. Robert J. Kalter, Department of Agricultural Economics, Cornell University, Ithaca, NY 14853-7801.

USDA/ERS has a continuing need for Ph.D. and some M.S. economists. Vitae or resumes are sufficient for initial contact, or submit a Personnel Qualifications Statement (Standard Form 171), along with a photocopy of your transcripts to Phil Lando, Recruitment Coordinator, U.S. Department of Agriculture, Economics Management Staff, Personnel Division, Room 1425, South Building, Washington, DC 20250-3500 (Phone: (202)447-4915).

Applications and nominations are invited by the University of Florida for the position of Chair and Professor of the Food and Resource Economics Department. The Chair provides leadership and administrative support for the research, extension, and resident instruction programs of the department and has responsibility for coordination of budget and personnel management functions and direction of state-wide programs in agricultural economics.

Applicants should hold a Ph.D. in agricultural economics or closely related fields and have demonstrated leadership ability and accomplishments in research, teaching, and/or extension. Administrative experience is desirable. Applicants should submit a letter of application, resume, five names from whom letters or references may be requested, and other materials considered appropriate by the applicant. Applications and nominations should be sent at once to: Emerson Babb, Chairperson, Search and Screen Committee, 1130 McCarty Hall, University of Florida, Gainesville, Florida 32611 (Phone (904)392-1854).

FELLOWSHIPS AND GRANTS

The Social Science Research Council (605 Third Avenue, New York, NY 10158) offers advanced research fellowships in Foreign Policy Studies that will assist post-doctoral and senior scholars to undertake research on the processes of U.S. foreign policymaking. Deadline is October 1, 1986. Contact: Council Fellowships in Foreign Policy Studies.

The NSF Visiting Professorships for Women program enables a woman scientist to undertake advanced research at a host institution. In addition to her research responsibilities, the visiting professor undertakes lecturing, counseling, and other interactive activities to increase the visibility of women scientists at the host institution and provide encouragement for other women to pursue careers in science and engineering. Proposals must be postmarked no later than October 1, 1986. For more information, contact the National Science Foundation, Washington, DC 20550.

GENDER ROLE GRANTS

The Rockefeller Foundation's Gender Role Program is calling for project proposals from women and men who have completed their professional training. The size of the Foundation contribution to projects will range from \$10,000-\$70,000. Projects may examine factors underlying such changes and the measurable or likely outcomes of these changes. Deadline: December 1, 1986. For further information write: Gender Role Program, The Rockefeller Foundation, 1133 Avenue of the Americas, New York, NY 10036.

Do you wish to continue to receive mailings
from the Committee? _____ Yes _____ No



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