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CWAE

COMMITTEE ON WOMEN IN
AGRICULTURAL ECONOMICS

NEWSLETTER

OCTOBER 1987

Chairperson's Report by Edna Loehman

In spite of the heat and distance between meeting rooms, the 1987 Annual Business meeting was well-attended by both "old regulars" and new faces. Now in our seventh year as an official subgroup of the AAEA, we are alive and well. The subcommittee reports given at the meeting show that we are an active group with members who have good ideas and enthusiasm and get things done. After reading the brief descriptions below, I invite you to become involved in CWAE activities. I am sure you will find it a worthwhile activity. See the list of subcommittee chairpersons elsewhere in this newsletter.

The Research Subcommittee (Suchada Langley, Fran Antonovitz, and Suzanne Vaupel) has been conducting a survey of women in research--what areas they are working in and a list of publications. They will be preparing a document which will be distributed to women in CWAE to provide networking information to foster research as well as distributed externally (e.g., to department chairpersons looking for candidates in particular areas). An issue which arose from their work is that current AAEA research classification codes do not adequately describe the areas in which we work. The Research Subcommittee will be working with the Employment Subcommittee to develop a better classification scheme which will then be recommended to AAEA.

Mary Ahearn and Joyce Allen have been conducting and analyzing a membership survey. Mary requested that those interested in participating in the analysis in any way contact her.

The Employment and Student Subcommittees will be looking into trends in job availability and trends in area specialization by students. This effort should provide useful supply and demand information.

Potential topics for next years Career Development Program (under the Professional Activities Subcommittee chaired by Nancy Schwartz) were discussed. The consensus is to have a program on Communication since this theme was raised several times during the AAEA meetings--both at the career development session and at the luncheon. Do you have any suggestions for speakers?

Also discussed were the newsletter and how to distribute it within departments to graduate students, working rules, membership directory, finances, and arrangements for other meetings.

Ardelle Lundeen was congratulated for being the first woman to chair an agricultural economics department; Ardelle is at South Dakota State University and the department also includes economics and business faculty.

Feel free to contact me directly with your comments and questions. I look forward to working together this year.

A Comment by Ardelle Lundeen

"You've come a long way, baby," but you still have a long way to go. As one who has been an active member of CWAE since its beginning, I have seen remarkable progress made by women in the profession. The number of female graduate students is increasing--no longer do our graduate classes contain just a few token women. Women have been elected to the AAEA Board and AAEA Foundation Board. Increasingly, women are represented proportionately on committees of the Association.

The officers and directors of the AAEA have been very supportive and have made concerted efforts to integrate women into the Association and profession. They are to be

thanked for their efforts--we do appreciate all they have done.

However, we do have a long way to go. Women must not only be represented on boards and committees but also must contribute meaningfully and be active participants whose voices are heard. I think women can offer a perspective that will broaden the outlook and enrich the decisions that are made. To be effective, our contributions must be backed by education and experience. While a Ph.D. is not for everyone, I urge graduate students to carefully consider that option before rejecting it as not worthwhile. That degree will add to your credibility. Also, search out opportunities to broaden your experience beyond your specialty. Don't reject requests to do some of the legwork and routine tasks if that will increase your visibility and knowledge.

As a new head of a department that includes Agricultural Economics, I once again find myself the lone woman in what may be one of the few remaining "old boys' networks." I cannot too strongly urge women to participate in departmental decisions and when the opportunity arises, to apply for administrative positions. When women are proportionately represented in administration, one more step in progress will be registered.

The Career Opportunities and Planning Conference

At the AAEA meetings at Michigan State, a preconference program was held to discuss career opportunities and planning for agricultural economists. The conference was co-sponsored by CWAE, the AAEA Employment Committee and the Committee on Opportunities and Status of Blacks in Agricultural Economics. Close to 250 people attended, covering a broad spectrum of working professionals and graduate students.

The speakers helped identify potential growth areas for jobs in agricultural economics and provided an overview of issues and strategies for longer-term career planning. They included representatives from the private sector, government and academia. The conference was highly informative. This

newsletter will present highlights of the conference in several upcoming issues.

--Submitted by Nancy Schwartz

Choosing Between Jobs in Government, Academia and the Private Sector

What should an agricultural economist consider in choosing between a job in government, academia, or the private sector? Les Myers is in a unique position to offer advice on this, since he has held positions in all three sectors. His past positions include Director of International Agriculture at Chase Econometrics, Professor of Agricultural Economics, at U. Florida and Director, Economic Research, Florida Dept. of Citrus. He is currently a Branch in the Commodity Economics Division, Economic Research Service (ERS). He offered the following advice:

If Your Main Interest Is Research

Often newly graduated ag economists favor academia because they believe it offers the best opportunities for pursuing one's research interests. Myers suggests that the ERS offers a good place to start one's career in research for several reasons. It offers the opportunity to work with a team of researchers with similar research interests. In addition, most researchers in ERS (in contrast to those in situation and outlook or staff work positions) can generally focus more of their efforts on research than assistant professors in academia. New professors tend to underestimate the time that teaching, extension, and grant writing responsibilities may take.

In the private sector, the research agenda is likely to be less flexible and more narrowly defined than either at ERS or in academia. Academia usually offers the greatest flexibility in choosing research topics, but for new professionals this freedom may cause delays in starting up a research program while one "hunts" for good topics. Myers also believes that research flexibility may be more important later in one's career than in the early stages.

Myers did not see much validity in the argument that one could only perform unbiased research at universities. All sectors recognize that credible research is necessary to make good decisions. He suggested that business and government, however, may be more sensitive to what they will publish in-house. In the case of ERS, Myers noted that while politically-sensitive results may not be publishable in a government document, researchers can usually send the results to economic journals or other nongovernmental publishing outlets.

Rewards and Satisfaction

Whichever sector one chooses, job satisfaction is not likely to come exclusively from salary or even the level of managerial or other responsibilities. Instead, it comes from seeing the results of one's efforts. As a manager, Myers' satisfaction comes from providing an atmosphere in which his employees can be productive and successful. He noted that over the lifetime of one's career, criteria for personal satisfaction are likely to change.

If one is simply looking for the highest salary, the best choice is probably the private sector. While in the early phases of one's career, government and academic salaries are fairly competitive; in later phases, government salaries tend to be less competitive.

Academia has distinct advantages over the private sector and government in that promotions and salary increases can occur without fundamentally changing one's job description. Within the private sector and government, to get promoted one usually has to take on new and often different responsibilities. For example, in ERS, in order to rise above the GS-13 level one usually has to take on management responsibilities.

Salary schedules tend to be more rigid in terms of how one moves from one level to another in government and industry than in academia. In academia, some assistant, associate and full professors may have similar salaries. However, the growth rate in university salaries in recent years has been

relatively low. This salary compression may be lessening according to several of the speakers, in large part because more professors are increasing their salaries by switching universities or by using offers from other universities to negotiate a larger salary.

If job security is an important consideration, then job seekers should recognize that private-sector jobs are probably the least secure, especially since cyclical changes and mergers and acquisitions can affect layoffs. Economists are "expendable" because they are not usually located in a company's profit centers. Tight budgets often make a company's research needs more rigid. By contrast, government and academia often have more flexible programs and larger staff and can generally respond to budget tightening by reducing new hires and by normal turnover.

Skills for Success

Myers outlined several skills that facilitate career advancement. The themes he outlined were echoed by the other participants as well. The most important skill is "people" skill--knowing how to work with people and understand interpersonal dynamics. Even at a university, professors need to be able to work with students and staff on both academic and personal matters. Managers are sometimes insensitive to providing the positive feedback to staff that promotes a good work environment and high productivity.

Second, communication skills are crucial. Myers advised the audience to accept every public speaking opportunity, particularly to give talks to lay audiences early in one's career.

Third, new graduates need to learn how to translate the problems faced by government and industry into researchable topics. He suggested that students need to get involved in formulating problems with their professors. Graduates also need to listen to the current concerns and needs being stated by government and industry.

Whether in government, business, or academia, professionals need strong theoretical skills.

Myers sees the lack of training in industrial organization and "product line marketing" (as opposed to "commodity marketing") as a serious deficiency in current graduates. Agricultural economists are generally trained to view market agents as price-takers. In business schools, however, students are trained in the analysis of differentiated product lines where sellers and consumers both take active roles affecting sales levels.

Moving Across Sectors

To maximize one's options for moving among sectors, it's best to start in academia or government. The highest mobility across sectors is from academia to industry or government, especially earlier in one's career. Mobility out of government may be easier in later phases (provided one skills and/or publications meet the requirements of academia or industry). Academia and especially industry may be interested in hiring experienced people. It's harder to move from industry into either academia or government. On the other hand, one generally has more upward mobility within the private sector than in government.

Myers suggested that moving between sectors may be beneficial to one's career, provided that one is careful about choosing jobs and about timing the changes. First, one can't plan too tightly, since opportunities come unplanned. He suggested that individuals should examine each opportunity carefully, and should look at opportunities even when they are happy in their current positions. Be sure to look at both the positive and negative aspects of positions.

He also cautioned the audience to be careful about moving into management too quickly. It may be difficult to move back into a research position (e.g., academia) unless one has published research earlier in one's career and has continued to publish. In addition, management requires the maturity and self-confidence to be able to delegate authority.

--Submitted by Nancy Schwartz

The Selected Paper Process

The 1987 selected paper process for the AAEA meetings was the same as in the preceding 5 years. Topic leaders were chosen for 13 topic areas. Topic leaders appointed two reviewers, grouped the accepted papers into sessions, and appointed session moderators.

Of the 422 papers submitted, fifty-nine percent of these were selected (see table). The total number of papers submitted was down slightly from 1986; however, the numbers submitted in 1986 and 1987 are much higher than the number of submissions in the past. The 1987 acceptance rate was somewhat higher than the 1986 rate.

Number of submitted selected papers and acceptance rates, 1987 AAEA summer meetings

	Submitted (number)	Acceptance Rate (percent)
Farm Management & Production Econ.	66	68
Agricultural Finance	38	55
Risk and Uncertainty	26	77
Marketing/Price Analysis	50	62
Market Structure	17	53
Natural Resource Econ.	48	54
Quantitative & Research Methods	12	58
International Development	23	26
International Trade	40	58
Agricultural Policy	48	63
Consumer & Household Econ.	19	53
Community & Regional Econ.	23	60
Teaching, Extension & Professional Affairs	12	50
Total	422	59

--Submitted by Susan Offutt

Subcommittees for this Year

CWAE subcommittees are currently being formed to carry out continuing and new activities. Please volunteer for the subcommittee of your choice or direct your questions to the appropriate chairperson.

Finance--This subcommittee will handle finances and plan the budget.

Chair: Valerie Vantreese
500 Agricultural Economics
University of Kentucky
Lexington, KY 40546 (606) 257-7260

Membership--This subcommittee will deal with the issues of member services.

Chair: Helen Jensen
Dept. of Economics
Iowa State University
Ames, Iowa 50011 (515) 294-6253

Newsletter--This subcommittee prepares the CWAE newsletter. Editors:

Mary Ahearn	Joy Harwood
USDA/ERS, Rm. 940	USDA/ERS, Rm. 1034
1301 N.Y. Av., N.W.	1301 N.Y. Av., N.W.
Wash., D.C. 20005	Wash., D.C. 20005
(202) 786-1807	(202) 786-1840

Nominations and Elections--This subcommittee will prepare the slate of board nominees for next year and carry out elections.

Chair: Tanya Roberts USDA/ERS
1301 New York Ave, N.W. Rm 1137
Washington, D.C. 20005-4788
(202) 786-1864

Arrangements--This subcommittee will plan for meetings of CWAE.

Chair: Maureen Kilkenney USDA/ERS
1301 New York Ave., N.W. Rm 837
Washington, D.C. 20005-4788
(202) 786-1285

Employment--This subcommittee will be concerned with identifying employment opportunities for women in the profession. It will also be examining research area codes for AAEA together with the research subcommittee.

Chair: Jean Kinsey
Dept. of Agricultural and Applied
Economics
1994 Bufford Ave.
St. Paul MN 55108 (612) 625-5229

Graduate Student Matters--This subcommittee will identify and suggest career needs for women students. They will also set up a network for CWAE newsletter distribution to graduate students.

Chair: Vicki McCracken
Dept. of Agricultural Economics
Washington State University
Pullman, WA 99163 (509) 335-1805

Planning--This subcommittee will be looking at long term issues for the group, such as planning and coordinating the various surveys in which we are involved.

Chair: Deb Brown
Dept. of Agricultural Economics
Purdue University
W. Lafayette, IN 47907
(317) 494-4272

Professional Activities--This subcommittee is planning the career development activities for next year's AAEA meeting.

Chair: Nancy Schwartz
USDA/ERS
1301 New York Ave. N.W. Rm. 724
Washington, D.C. 20005-4788
(202) 786-1662

Research--This subcommittee will obtain information on meeting announcements for the newsletter, organize sessions at the meetings, and maintain information on research areas of women.

Chair: Frances Antonovitz
Dept. of Economics
Iowa State University
Ames, IA 50011 (515) 294-5873

Task Force on Women in the Profession--

This group has conducted the membership survey. It is now in the process of analyzing survey results and, in particular, is looking for women interested in analyzing the data on dual careers.

Chair: Mary Ahearn (see above address)

Archives--This group is compiling a history of CWAE's development.

Chair: Ardelle Lundeen
Dept. of Economics
Box 504A
Scobey Hall, Rm. 150

South Dakota State Univ.
Brookings SD 57007 (605) 688-4141

New Data on Earnings Differences by Gender

The mean earnings-per-hour for male wage and salary workers was \$10.53 and for female wage and salary workers was \$7.13 in 1984 according to a newly released report on work experience, occupation, and earnings. The report analyzes data collected from a sample of approximately 20,000 households on the Survey of Income and Program Participation (SIPP). Other univariate results reported were: females were much more likely than males to have had gaps in their work history; females tended to have had less time on their current job than males; males and females work in occupations that are, to some degree, segregated by sex; and working in an occupation that has a high proportion of women has a negative effect on earnings.

The report also presents the results of an earnings model based on human capital theory which measures the proportion of the male-female earnings gap explained largely by productivity-related variables. In addition, the authors included an occupational structure variable to capture the low wage effect on those workers who are employed in occupations dominated by women, whether the worker was male or female. The report did not attempt to explain why occupations dominated by women would have lower wages after all productivity variables had been accounted for, e.g., gaps in work history, education. As it turns out, the effect of female dominance in an occupation had a strong effect on wages.

The model was estimated separately for three educational levels and could explain 59 to 65 percent of the variation in wages based on productivity variables and dominance of women in an occupation. For workers with a high school education and less, the occupational structure variable accounted for about half of the variation which was explained. For workers with a college degree, the occupational structure variable was still an important variable but less important in explaining wage differences than work experience. The results are published in U.S. Bureau of the Census, Current Population Reports, Series P-70, No. 10, Male-Female Differences in Work Experience, Occupation, and Earnings: 1984, U.S. GPO, Wash., D.C., 1987.

--Submitted by Mary Ahearn

Sandra Batie's Checklist for Success

Dr. Sandra Batie, professor of agricultural economics at Virginia Polytechnic Institute and recent visiting scholar at the National Governors Association, spoke at the Economic Research Service on June 28, 1987. She discussed qualities that enhance success in the agricultural economics profession. Her "checklist for success" included these ideas:

1. Not every job worth doing is worth doing well.
2. It's often easier to obtain forgiveness than to obtain permission.
3. When hesitant to proceed, ask "What's the worst thing that can happen to me?"
4. Do your share of the rotten work.
5. Use sabbatics to do work that you can't do where you are.
6. There is no substitute for exposure in the profession.
7. When there are problems, your boss should hear them from you rather than through the grapevine.
8. If you ask someone to criticize your work, they will do it.
9. Polish your public speaking skills.
10. If you give praise to people, they will give it back to you.
11. Don't avoid people who intimidate you.
12. Cultivate qualities of objectivity and honesty.
13. Don't be too critical of yourself.
14. Re-assess your career opportunities at least every five years.
15. Listen to others.

--Submitted by Joy Harwood
and Craig Jagger

1987 CWAE Research Survey

Seventy-five members returned the 1987 CWAE research survey. The results indicated that CWAE members are engaging in all fields of specialization. Popular areas of research are Marketing; Price, Income, and Policy Analysis; International Trade and Development; Economic Growth and Development; Natural Resources; Consumer Economics; and Econometrics. Frances Antonovitz will report details of the survey in the next newsletter. The subcommittee will return the directory information to each member who returned the survey for their final review. Plans are currently being made to publish and distribute the directory.

If you have not returned the survey and would like to be included in the research directory, please contact Frances Antonovitz, Department of Economics, Heady Hall, Iowa State University, Ames, IA 50011. Telephone: (515) 294-5873.

--Submitted by Suchada Langley

Equal Opportunity Advisory Committee at ERS

An Equal Opportunity Advisory Committee was formed at ERS in 1973 to help implement the burgeoning affirmative action programs and activities. Today, committee members are interested employees who meet monthly to explore methods for promoting equal opportunity within ERS, and to review and monitor ERS affirmative action programs (the Multi-Year Affirmative Action Plan, Equal Opportunity Program, and the Upward Mobility Program). Issues covered by the EO committee so far this year include:

- (1) Selection panels for ERS applicants - Personnel is now covering applicants names during the rating process in response to the committee's concern that women applicants could be discriminated against.
- (2) Relationship with 1890 colleges - The committee is promoting efforts to have more cooperative agreements with the predominantly black universities.
- (3) Summer intern program - Women and minority applicants were encouraged for this program, and the

committee provided an orientation booklet and promoted the use of mentors to improve their work experience here.

(4) ERS Exit Questionnaire -

The committee has proposed a new design for this questionnaire in order to determine why women and minorities are leaving ERS.

--Submitted by Catherine Greene

Editors' note: In presenting its case to Personnel for a blind review of job applications, the EO Advisory Committee used past CWAE and CSWEP newsletters which reported research findings indicating that women fared better when the sex of job applicants or journal submitters was not revealed to reviewers.

A Dynamite Dozen

There are now 12 women who define themselves as Ag Economists who are or have been full professors--

Ardelle Lundeen
Sandra Batie
Jean Due
Jean Kinsey
Collette Moseley
Mary Templeton

Patricia Smith
Ann Peck
Marguerite Burk
Elizabeth Clayton
Elizabeth Erickson
Sylvia Lane

--Submitted by Sylvia Lane

News of Members

Ardelle Lundeen has been selected as Chairperson, Department of Economics, South Dakota State University. Ardelle is the first women agricultural economist to become head or chairperson of an agricultural economics department in the U.S.

Elaine Grigsby has taken a position as an Economist with AID in the Office of Development Planning, Latin America Bureau.

Karen Morgan has taken a new position as Director, Consumer Affairs, Nabisco Brands Inc.

Joyce Allen has accepted a new position as a Senior Research Associate with a non-profit research association, the Joint Center for Political Studies, in Washington, D.C.

Jean Kinsey travelled to Western Australia this fall to deliver an invited speech at a conference on Women in Agriculture, Muresk Institute of Agriculture, Northam.

News of women in the Economics Department of Iowa State: Frances Antonovitz has a new position as Associate Professor. Bruna Angel has been promoted to Research Associate at the Center for Agricultural and Rural Development. In addition, Bruna was the first place winner of all women in the 5k Fun Run at East Lansing, MI. Cathy Hamlett has received her PhD and is now an Assistant Professor at Penn State. Hedayah Samavati has also received her PhD and is now Assistant Professor at Knox College.

There have been many position changes and promotions in ERS recently: Nicole Ballenger has accepted a new position as Section Leader of the Commodity Trade Programs Section, Commodity Trade Analysis Branch, CED. Suchada Langley has taken a new position as Section Leader of the Agricultural Policy Research Section, U.S. Agricultural Policy Branch, ATAD. Barbara Chatten has accepted a position as Section Leader of the Regulation and Policy Information Section of the Agricultural Trade Policy Branch, ATAD. Beverly Fleisher has accepted a position in the Technology Research and Assessment Section of the Inputs, Productivity, and Technology Branch, RTD where she will conduct a program of research on the risks of biotechnology.

Editors' note: Let us know about your accomplishments and those of your colleagues.

News Notes

A Conference on "Part-time Farming in North America" is being planned for April or May, 1988 in Washington, D.C. The conference is being supported by the Farm Foundation and the 4 regional rural development centers and is being organized by Jill Findeis, Dan Lass, and Milt Hallberg. For more information call Jill on (814) 865-9541.

The National Center for Food and Agricultural Policy at Resources for the Future is accepting applications for its 1988 Leadership Development Program. They will accept up to twenty-five individuals to take part in a month long series of workshops, briefings, and seminars on various policy matters related to food and agriculture. The program is held in Washington, D.C. from February 28 through March 26, 1988. Deadline for applications is October 30, 1987. For more information and application forms, write to Leadership Development Program, National Center for Food and Agricultural Policy, Resources for the Future, 1616 P Street, N.W., Washington, D.C. 20036.

The Committee on the Opportunities and Status of Blacks in Agricultural Economics (COSBAE) has published its first newsletter. The editor is Ralph Christy, Department of Agricultural Economics and Agribusiness, Louisiana State University, Baton Rouge, LA 70803-5604.

The granting of leave for maternity reasons in the Federal Government may be a combination of as many as 3 separate kinds of leave: sick, annual, and leave without pay. Sick leave may be used to cover the time required for physical examinations and for the period of incapacitation. In addition, a new or expectant father or adoptive parents may request annual leave or leave without pay for these situations.

Kerry Litzenberg and Vernon Schneider, Texas A&M, conducted a survey of managers of agribusiness firms to solicit their views on the relative importance of 74 characteristics of employees. The data show that the general categories of interpersonal characteristics and communication skills are the most important areas followed by Economic and Business skills. The results are of special interest to those agricultural economics departments interested in strengthening their agribusiness programs.

Resources for the Future celebrated its 35th birthday on October 1, 1987 featuring champagne and an address by V. Kerry Smith, North Carolina State University, on "Resource Evaluation at a Crossroads". Smith stressed: the need to value benefits by the change in

the present value of the asset that produces the stream of benefits; more thoughtful treatment of uncertainty, for example, what is the certainty equivalent of using up the air?; including scale effects where possible in the analysis, such as understanding how product mixes and prices change in response to regulations; and "learning to learn" from our real world data and adjusting our economic theories accordingly.

The fifth annual series of COMSEARCH printouts is now available from the Foundation Center, a nonprofit research and publishing agency. Three types of computer printouts are available:

- o COMSEARCH: Subjects
- o COMSEARCH: Geographic
- o COMSEARCH: Special Topics

COMSEARCH printouts help grantseekers to quickly identify the major foundation active in particular subject fields and geographic areas. A full listing of the categories available with their prices may be requested from the Foundation Center, 888 Seventh Ave., New York, NY 10106 or call 800-424-9836.

Membership in NABE entitles members to receive "Business Economics," an annual membership directory, and the results of an annual salary survey. Annual membership is \$55 per year. Additional information and membership applications are available by writing NABE, 28349 Chagrin Blvd., Cleveland, Ohio 44122.

Job Announcements

Director/Secretary of the New Mexico Department of Agriculture, New Mexico State University, Las Cruces, New Mexico; send resumes to Dr. Gerald W. Thomas, Chairman Search Committee, New Mexico Department of Agriculture, Office of Director/Secretary, Dept. 3189, Box 30005, Las Cruces, New Mexico 88003-0005. Telephone inquiries: Pam Van Vekoven (505) 646-5063. Closing date is January 1, 1988.

Temporary Research and Teaching positions, Dept. of Agricultural and Applied Economics, University of Minnesota; send resumes to Laura Bipes, Administrative Director, Department of Agricultural and Applied Economics, University of Minnesota, St. Paul, MN 55108. The file of applicants will be

maintained through June 30, 1988.

Full, Associate, or Assistant Professor in the Department of Economics, Iowa State University; Research-teaching position in agricultural trade, policy, production, and/or resource economics; Mail materials to Wallace E. Huffman, Chair Ag. Econ. Staff Planning & Recruiting Comm. Dept. of Economics, Iowa State University, Ames, Iowa 50011. Application deadline is November 15, 1987.

Senior Economist, The Environmental Law Institute, Washington, D.C.; Design and direct economic and interdisciplinary policy studies, fundraising and marketing; submit resumes to J. William Futrell, Environmental Law Institute, 1616 P Street, N.W., Washington, D.C. 20036. (202) 328-5150

Agricultural Economist, Farm Bureau; Duties will include research and analysis on the impact of economic policies on farmers and ranchers; send resumes to John K. Hosemann, Senior Economist and Director of Economic Research, American Farm Bureau Federation Headquarters, 225 Touhy Avenue, Park Ridge, IL 60068. (312) 399-5746

Assistant Professor, The Department of Agricultural Economics, University of California at Davis; Teaching-research position in natural resources, production economics, human resources, marketing, and/or Chairman, Department of Agricultural Economics, University of California, Davis, California 95616. Applications must be received by January 11, 1988.

Public Utility Regulator Unit Manager, Rates Analyst, and Statistical Analyst, Minnesota Department of Public Service; applicants may contact Katie O'Connell, Statistical Analyst/Affirmative Action Officer, Department of Public Service, 7th Floor, American Center Bldg., Kellogg & Robert Sts., Saint Paul, Minnesota 55101.

Economists, Congressional Research Service; Grade 15 (\$53,830), Announcement No. 70471 and Grade 11 (\$27,172), Announcement No. 70506; to apply submit a SF-171 to: The Library of Congress, Employment Office, James Madison Memorial Building, LM107, 101 Independence Ave. S.E., Wash., D.C. 20540.

Proposed CWAE Working Rules

Current CWAE Bylaws do not correspond exactly to recent CWAE practices. Consequently, four CWAE members at the Economic Research Service (Mary Ahearn, Susan Offutt, Maureen Kilkenny, and Joy Harwood) have developed the following set of proposed Working Rules. They are a first attempt to detail more precisely the current goals of CWAE, the role of Board members, the purposes of the Subcommittees, and the decisionmaking processes of the Board. If you would like to suggest improvements to these proposed Working Rules, please address your comments to Joy Harwood, USDA/ERS, 1301 N.Y. Ave., N.W., Room 1034, Washington, D.C. 20005-4788 or call (202) 786-1840.

Working Rule 1: Purpose, Membership, Affiliation, and Meetings

- 1.1 Purpose--The purpose of CWAE is to promote the welfare of women agricultural economists by representing their interests within the American Agricultural Economics Association (AAEA) and by engaging in activities which will encourage the professional advancement of women agricultural economists.
- 1.2 Membership--Membership is extended to all members of the AAEA who wish to promote this purpose. Information concerning membership may be obtained from the AAEA Business Office.
- 1.3 Affiliation--The Board of CWAE is a Special Committee of the AAEA.
- 1.4 Meetings--Meetings of the membership are held at AAEA annual meetings.

Working Rule 2: Board Members, Powers and Duties of the Board, Nominations and Elections to the Board

- 2.1 Board Members--The Board manages the affairs and activities of CWAE. The Board consists of the following members: the current chairperson, the past chairperson, the vice-chairperson, four members-at-large elected from the membership, and a representative of the AAEA Board.
- 2.2 Powers and Duties of the Board--The chairperson of the Board leads the management of CWAE and brings the most important issues to the Board for discussion. The chairperson is the official contact and spokesperson of CWAE to the AAEA Board and to the membership at large. The chairperson has the power to define and appoint subcommittee members as deemed necessary, and to add and dissolve subcommittees. Board members advise and assist the chairperson.
- 2.3 General Procedures of Operation of the Board--General procedures of operation of the Board are consistent with those outlined in the AAEA's Bylaws and Constitution. At any Board meeting, a majority of Board members constitutes a quorum. When a quorum is present, the act of a majority of Board members constitutes an act of the Board. Any Action may be taken by the Board without a meeting if a consensus of the Board exists.
- 2.4 Nominations and Elections to the Board
 - 2.4.1 Nominations to the Board--The nominating committee solicits names of potential nominees for the vice-chairperson and at-large positions. Names of potential nominees are to be solicited from the membership in the newsletter preceding the ballot, or by other means if necessary. A minimum of two nominees per position is required.

2.4.2 Elections to the Board--Board members are elected by mail ballot of the membership. The ballot is contained in a spring newsletter. The vice-chairperson is elected every year and becomes chairperson at the AAEA annual meetings during the following year. After a one-year term, the chairperson serves as past-chair for one year. If the chair becomes vacant during the course of the year, the vice-chairperson succeeds to that office. The four at-large members serve two-year terms that begin at the AAEA annual meetings. Two at-large members are elected each year so that terms are staggered.

Working Rule 3: Standing and Special Subcommittees

3.1 Standing Subcommittees

The standing subcommittees and their duties are:

Finance--The Finance Subcommittee proposes the budget, prepares financial statements, and addresses fundraising issues.

Graduate Students--The Graduate Students Subcommittee identifies and addresses the particular needs of graduate student members and strives to increase the involvement of graduate students in the AAEA.

Newsletter--The chairperson of the Newsletter Subcommittee is the editor of the newsletter. Other subcommittee members provide assistance in the planning and production of the newsletter.

Nominations and Elections--The Nominations and Elections Subcommittee compiles the list of nominees for the Board; tabulates the ballot; notifies the board, the candidates, and the newsletter editor of the election outcome; and addresses election procedures.

3.2 Special Subcommittees

Special subcommittees may be at any time added or dissolved by the chairperson. The primary special subcommittees and their duties are:

Arrangements--The Arrangements Subcommittee arranges meetings, luncheons, and social gatherings at the AAEA annual meetings.

Employment--The Employment Subcommittee works to improve employment opportunities for women agricultural economists, including notifying the newsletter editor of any immediate openings.

Membership--The Membership Subcommittee provides membership services and addresses the recruitment of new members.

Planning--The Planning Subcommittee evaluates emerging issues relevant to the activities and purposes of CWAE.

Professional Activities--The Professional Activities Subcommittee plans, encourages, and coordinates professional activities at the AAEA annual meetings. The subcommittee provides statistical information as needed on the status of women in the profession.

Research--The Research Subcommittee promotes the visibility of women in the research community, organizes or assists in organizing sessions at the AAEA annual meetings, and compiles a directory of members' research interests, as necessary.

Notice Anything Different?

We're sure you noticed CWAE's new nameplate and logo. Maureen Kilkenny provided us with this design. Not only can Maureen compute general equilibrium models, but now we find she can design nameplates too. Because Maureen and Tanya Roberts provided us with many fine choices of logos expect to see alternative designs appearing elsewhere.

T-shirts, anyone?

CWAE Newsletter

October 1987

Editors:

Mary Ahearn and Joy Harwood

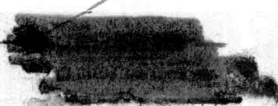
The Committee on Women in Agricultural Economics is a committee of the American Agricultural Economics Association. The current Chairperson of CWAE is Edna Loehman, Dept. of Agricultural Economics, Purdue University, W. Lafayette, IN 47906, (312) 494-4303.

The CWAE Newsletter is published quarterly and distributed free to AAEEA members who wish to join CWAE. CWAE membership requests and address changes should be addressed to the AAEEA Business Office, 80 Heady Hall, Iowa State University, Ames, IA 50011, (515) 294-8703. Contributions of news, announcements, and job vacancies for the newsletter should be sent to Mary Ahearn, USDA-ERS, 1301 New York Ave., NW, rm. 940, Washington, D.C. 20005-4788, (202) 786-1807 or Joy Harwood, USDA-ERS, 1301 New York Ave., NW, rm. 1034, Washington, D.C. 20005-4788, (202) 786-1840.

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