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CWAEA

NEWSLETTER OF THE
COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS
FALL ISSUE 1999

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LETTER FROM THE CHAIR

Greetings,

I want to extend my appreciation to **Janet Perry** (ERS/USDA) for her dedication to CWAE over the years, especially for her fine leadership as chair for the past two years. Under her tenure, CWAE sponsored a number of organized symposia, initiated an undergraduate student breakfast, increased the participation of graduate students at the CWAE luncheon, and, promoted the activities of women in the profession. She will be a tough act to follow and I am certainly glad that I will have her on the board for the next two years. She has provided valuable insight and assistance so far. I do appreciate the fine job that **Hong Holly Wong** (Washington State) did in putting together the slate of officers. Congratulations to **Christy Gladwin** (Florida) as vice-chair and **Joyce Cacho** (Rabobank) and **Cheryl Doss** (Williams) who will join **Shannon Hamm** (Sen. Ag. Comm.), **Laura Martin Cheney** (Michigan State), Janet and me on the Board.

I join Janet in thanking those who participated as candidates. The willingness to serve CWAE is what keeps the organization strong. I appreciate the work of those who are rotating off the board: **Chris Raney** (Cornell), **Jean Buzby** (USDA-ERS), **Dawn Thilmany** (Colorado State), and **Mary Marchant** (Kentucky).

I am concerned that fewer voted than last year, in part because a number of ballots cast at the meetings were from persons who did not pay their dues for 1999 and thus could not legally be counted as votes. CWAE dues are the means of supporting activities such as the reception and luncheon at the AAEA meetings. If you have just forgotten, I hope that you will contact the AAEA Business Office to rectify this oversight.

CWAE was successful in awarding two Sylvia Lane mentorships this past summer. **Deanne Hackman**, University of Missouri, will be working with her mentor Henry Hansmann, Yale University, on a project called, "An Analysis of Ownership in New Cooperative Structures." **Armineh Zohrabian**, Auburn University, is going to work with her mentor, Melinda Smale, International Maize and Wheat Improvement Center, on "An Economic Model of Utilization of the U.S. National Soybean Germplasm Collection." In addition, the committee recognized **Joan Poor,** University of Maine, as an honorable mention for a mentorship. We are anticipating offering a mentorship again next year. I encourage you to identify individuals who would benefit from the program.

In the coming year, I need assistance from all of you. Janet tells me that one challenge is to find an interesting speaker for the CWAE luncheon. I would welcome suggestions. Over the years CWAE has sponsored several useful symposia. Janet has agreed to put together a proposal for *Women You Should Know*. This is a symposium that should be strongly recommended to all because these women provide valuable insights about establishing a productive career. We need to identify other symposia to work on. CWAE has been successful in sponsoring two women for election as Fellows of AAEA. Please make suggestions of women you feel should be nominated. The nomination package takes time to put together and it is not too early to start for next fall.

At the meetings in Salt Lake City, CWAE decided not to become a Section of AAEA. Part of the reason was because we felt our ties with the AAEA Board would be stronger. CWAE has now been asked twice to reconsider this decision, once immediately after the Salt Lake City meetings and again at the meetings in Nashville. Those at Nashville discussed the issue and again decided to remain a Committee. Because a limited number of members are able to attend the business meetings, I would like to hear from you about your feelings on this issue. Please feel free to bring up both sides for it is through healthy debate that we reach informed decisions.

Dori Comer

CWAE Chair

1999 Annual Report to the AAEA Board

Submitted by Janet Perry, Economic Research Service, 1997/99 CWAE Chair

This annual report consists of two sections: (1) the current status of women in the agricultural economics profession and (2) the accomplishments of the Committee on Women in Agricultural Economics (CWAE) over the past year. Both sections show an active participation of women in the profession, but the participation of women in the agricultural economics discipline still lags women's participation in other life science disciplines-- in the number of

degrees awarded, employment positions occupied, and amount of professional publications. The Committee on The Status of Women in Economics Professions (CSWEP) reports that the number of women with economics training is the same or slightly lower than in previous years. The data that CSWEP has collected indicates that women may have hit a glass ceiling in academia. Their information suggests that while the pipeline of graduate students is flowing at about a 25-27 percent rate, the flow of women into the research positions at top Ph.D.-granting institutions is diminishing and that the flow into small state and private liberal arts colleges and universities is increasing. While a greater percentage of young female economists are going into public and private careers outside of academia, there is no reason to suspect that they are being any more successful. The agricultural economics profession faces particular recruitment challenges because the nature of the work requires advanced research and analytical skills within a very small and historically homogeneous sub-discipline of economics. And, the agricultural economics profession has not done a particularly good job in marketing itself to potential students of the subject, partly due to the perception of "agriculture" as "farming" and the contracting nature of the farming sector. Therefore, it is difficult for academic departments and government agencies to increase their hiring of women when the pool from which they select new employees is shrinking.

1. The Status of Women in the Agricultural Economics Profession

Academia: While women continue to enter the profession, agricultural economics still remains a research area dominated by men. In FY 1998, 197 doctorate degrees in agricultural economics were awarded, with 35 (18 percent) of them going to women (AJAE, Vol. 81). That percentage is slightly higher than for the economics discipline, where women are receiving 24-26 percent of the doctorate degrees awarded and approaching the overall rate of 40 percent of all doctoral degree awards accruing to women. Life Sciences (of which agricultural economics is a part) continues to expand Ph.D. awards to women in 1981, 27 percent of the doctoral degrees went to women, while in 1996, about 40 percent of recently awarded Ph.D.s were to women. While progress is being made in employment recruiting of women to agricultural economics departments, retention remains a problem. And, even though more women are participating in the profession, many departments have no women, or only 1 or 2 women, on staff in tenured positions.

Government: USDA's Economic Research Service (ERS) is the government agency which employs the greatest number of agricultural economics, but economists are also found throughout the Department as evidenced by the establishment and growth of the USDA Economists Group. Approximately one-quarter of that organization's membership is female, reflecting the female economists' employment statistics. Currently women fill four of seven senior management positions at ERS, and the Agency is directed by Dr. Susan Offutt who took office in 1996. In FY 1998, women held one-quarter percent of the economist positions. Four women have been promoted under the new Employee Position Classification System that evaluates the person in the job. (Approximately 120 economists have been evaluated, with the primary result of remain in grade.)

Several women agricultural economists have senior positions elsewhere in government. Margot Anderson heads the USDA Global Change Program Office. Stephanie Mercier is senior economist for the Senate Agriculture Committee and Shannon Hamm serves as agricultural advisor with Senator Dorgan. Elise Golan served at the agriculture position at the Council of Economic Advisors in 1999.

Agribusiness and other institutions. Little is know about women who choose to take career routes beyond academics or government. Many women with MS degrees are employed outside of these two venues, and they rarely remain as members of the AAEA. The Kellogg Foundation in its report *Visions for Agricultural Economists* found that less than 30 percent of graduate students continue their membership after the degree. The Foundation suggests that the AAEA broaden its view of who the membership could be and expand the leadership of the board to include directors from agribusiness and other non-traditional places of employment. Clearly, this issue is important to the profession and is beginning to be addressed by the current membership.

Publications: A scanning of the symposia, selected papers and selected posters presented at the 1998 AAEA meetings show that women were either authors or discussants for 9 of the 38 principal papers presented at the meetings in Salt Lake City. A total of 277 women were represented in 455 symposium sessions, selected papers, and posters. The number is inflated because many women were on the program more than once, as co-authors, presenters, or organizers. Women tended to be second or third authors in written reports and selected papers, and appeared to be represented as sole authors more in

the poster sessions. One organized symposium was organized and presented by women only.

- In 1998-1999(vol. 2) American Journal of Agricultural Economics (AJAE) published 95 articles, of which 19, or 20 percent, had one or more female authors, up from 12 percent in 1995, but slightly lower than the 23 percent in 1997. Two of the articles were by sole women and in six of these articles, women were listed as first author. Seven more comments or book reviews had female authors. 13 percent of the reviewers for the AJAE from August 1996-July 1997 were women. Kathleen Segerson (U of Conn) is serving as co-editor for the AJAE. Many AJAE authors are international, thus it is difficult to determine gender by examining name only. To more clearly identify women and minorities, CWAE again suggests that gender and ethnicity be part of the tracking system for authors.
- In 1998-9, Review of Agricultural Economics (Vol. 20) published the work of 47 authors (21 articles) of which 15 authors (32%) were female. While several of the articles were by groups with women as secondary authors, 3 articles were by sole women or groups substantially peopled by women authors.
- Choices featured 8 women of 64 authors (12.5%) in their articles and editorials in 1998-9. On the CHOICES editorial board, 8 of 27 of those on the Advisory Board are female.

Competitive Grants: The USDA National Research Initiative (NRI) Competitive Grants Program is one of the primary sources of competitive funding for academic agricultural economists. Almost 2 million dollars was allocated through the NRI's Markets and Trade research program in 1999, with $550,000 (27%) going to projects where women were the principal investigators (PI or co-PI). (Source: Mary Marchant, Markets & Trade Panel Manager, USDA-NRICGP)

Awards: In 1998, Jennifer Tkac (McGill) had an award-winning undergraduate paper and Camille Tribble (Georgia) received the second place award. Nicole Elmer (Texas A&M) and Ibrahima Hathie (U of Conn) received honorable mention for outstanding masters thesis. Liz Robinson (Stanford) received honorable mention for Outstanding Ph.D. Dissertation. Rosalyn Bell was a co-author for the Waugh Lecture. Melinda Smale received honorable mention for Outstanding AAEA Journal. In the Western Agricultural Economics Assn., Cynda Clary (NMSU) received an award for outstanding under-graduate instructor of less than 10 years; outstanding published research was awarded to Cathy Kling (Iowa State) with honorable mention awarded to Frances Homans (U Minnesota). Frances also received the AAEA Quality of Research Discovery Award. Jackie Smith was a member of a group that received the AAEA Distinguished Extension Program Award.

We were very pleased that Dr. Uma Lele of the World Bank will be inducted as an AAEA Fellow in 1999, joining Dr. Irma Adelman (U of Calif-Berkeley) who was inducted last year, and Dr. Sylvia Lane (U of Calif-Berkeley) and Dr. Sandra Batie (Michigan) on the list of Fellows. Dori Comer (U of Florida) prepared the nomination assisted by Christie Gladwin (U of Florida) and Mary Marchant (U of Kentucky) which was sponsored by CWAE. CWAE also lent its support to nominations for Dr. Kitty Smith (ERS) and Dr. Jean Kinsey (U of Minnesota).

AAEA membership and participation: Gender was collected on the AAEA membership application form in 1998, but that practice was not continued. Extrapolating from 1998 records, only about 11 percent of AAEA's membership is female (477 of 2,966, down from 13% in 1998). Another 16 percent (332 persons) specified no gender in 1998, or joined in 1999 when gender was not collected. In addition to collecting gender of applicant on the membership form, CWAE also recommends that the AAEA ask for gender of authors on acceptance of articles for the association's publications. Collecting these very basic demographic statistics is essential for an inclusive organization to keep track of its progress.

Women are actively involved in the leadership of AAEA, with 2 women (Claudia Parliament and Jane Luzar) serving on the ten member board, and several served on committees and as invited speakers. Participation by women in the hierarchy of the regional agricultural economics associations is much more prevalent. Mary Marchant (U of Kentucky) is president and Kim Jensen (Tennessee) is vice-president of Southern Agricultural Economics Assn. Dawn Thilmany (Colo State) serves as vice president of the Western Agricultural Economics Association. Shida Henneberry (Okla. St) and Rhonda Skaggs (NMSU) are on the WAEA board. One of 15 members on the Western Journal editorial staff (Journal of Agricultural and Resource Economics) is female. At last year's WAEA meetings, 4 of 9 award categories were won by a woman, or a team of which at least one was female. Linda Lee (U of Conn.) and Lois Schertz Willet (Cornell) serve on the Northeast Agricultural Economics Assn. executive committee. Linda Lee is the NAEA's journal editor.

2. Accomplishments of the Committee on Women in Agricultural Economics

Serving our membership and making our work visible are goals of this chairperson. To that end, I've encouraged CWAE member in several activities: electronic communication, a progress report on the tracking survey, sponsoring activities at the AAEA meetings, and the Lane Fellowship.

The *CWAE homepage* has moved to be housed under the AAEA homepage. According to Dawn Thilmany, we are still averaging 250-300 hits per month. The page includes an introduction to CWAE, the committee's working rules, officer and board member contact points, and electronic versions of the CWAE newsletter. Ann Vandeman (ERS) continues to be our *CWAENET* list-chair. CWAENET remains on the ERS listserv and has approximately 180 members. Posts range from job announcements and research topics, to career concerns and awards. Margot Rudstrom (U of Minnesota) and Cheryl DeVuyst (U of Illinois) are co-editors for the *CWAE newsletter* after Shannon Hamm left ERS to work in the Senate. Since last report, CWAE published 2 newsletters for mail-out to our membership. With the spring/summer newsletter CWAE has gone "electronic". Newsletters are posted to the CWAE homepage for electronic reference and members are mailed a notice when the next newsletter is available.

Electronic communication continues to facilitate CWAE's operations and I have conducted all the board's business through e-mail or phone this year. We have had quick response from board members and had early resolution to planning for AAEA Foundation proposals and for sponsorship of activities at the meetings. E-mail works because all board members have access and it allows us to consider information at convenient times, without travel or conference calls.

The *CWAE Tracking Survey*, in cooperation with the AAEA Employment Services and Membership committees and the Committee on the Status and Opportunities of Black Agricultural Economists, and conducted by Laura Martin (Michigan State), was mailed May 1998. The mailing went out to approximately 1,000 members of the AAEA. A second mailing went out to non-respondents in June 1998. This project is funded by the AAEA Foundation Board. Dawn Thilmany (Colo State) has done some preliminary analysis of the responses, with the following results: There were almost 500 respondents, 155 (31 percent) of which were women. Here are some basic demographics:

- average age of male respondents: 50 (this year) females: 42
- 93% of men are married, while only 76% of the women are married
- 88% of the men have children, while only 52% of the women have children.

Women appear to be paid about $10,000 less than males. However, some of this "pay gap" may be attributable to women, on average having 5 less years of experience (which is less than the 8 years difference in age). More specifically, Assistant Professors have equal pay, regardless of gender. Male Assoc. Professors earn about $6000 more on average, and pay is equal for both genders at the Full Professor level, however there are very few female full professors. Salary was most highly correlated with number of years of experience (no difference between men and women). However, the number of refereed journal publications in the past five years was far more correlated with women's salary than men's. The opposite is true if you look at all publications/presentations. Moreover, the level of teaching load had a far more adverse effect on publishing for women than for men. It appears that women who have stayed in the profession are fairing better than 10 years ago, but there are still significant barriers to keeping women in these jobs as evidenced by the relatively small number moving into the higher ranks.

CWAE has a visible presence on the 1999 AAEA annual meeting schedule. In addition, Meredith Soule (ERS) prepared a proposal and CWAE was awarded funds to provide travel grants for international female graduate students to attend the AAEA meetings in Nashville. The recipients will be our special guests at the CWAE reception and luncheon. The regular CWAE welcome reception will be held on Sunday, other activities include:

- "Women You Should Know," symposium organized by Jean Buzby (ERS)
- "Gender Matters: Roles in the Profession and on the Farm" symposium organized by Janet Perry and Penni Korb (ERS)
- "Agricultural Economists and Gender in the International Workplace" symposium organized by Meredith Soule (ERS)
- *CWAE continues* to sponsor a luncheon for members and friends at the AAEA meetings, this year featuring Dr. Uma Lele from the World Bank. Uma Lele is currently Adviser in the World Bank and is responsible for the Operations Evaluation Department (OED) Review of the World Bank's 1991 Forest Policy and its Implementation. Dr. Lele will focus on

the interface of agriculture and sustainability of global forests, as it relates to the issues of food from the producer to the consumer.

- A *breakfast meeting* for students at 7:30 am on Wednesday, August 11, 1999, at the annual meetings in Nashville. The theme for the breakfast is "Making the Connection" and CWAE hopes that undergraduates may come and meet professionals, ask questions about career or academic choices, and develop personal relationships in an informal individual setting. There is *no charge* for students to attend, but reservations for the breakfast are requested.

The *Sylvia Lane Fellowship* (special purpose) Fund continues to receive donations. Jean Kinsey, chair of the fellowship sub-committee, presented a successful proposal to the AAEA Foundation for additional funding for the Lane Fellowship and we hope to be able to announce the next mentorship in August at the Nashville meetings.

Elections were held at the luncheon at the 1998 AAEA meetings where we elected 2 members for the board. Having elections at the luncheon has considerably increased participation in the electoral process and we had 128 voting at the luncheon. We included an absentee ballot in the newsletter that proceeds the meetings and 20 voted absentee. Mylene Kherallah (IFPRI) put together a slate of nominees and Dori Comer (U of Florida), Mary Marchant (U of Kentucky) and Dawn Thilmany (Colo. State) assisted in the elections at the luncheon. Shannon Hamm (ERS) and Laura Martin (U of Michigan) became our newest board members, joining Janet Perry (chair-ERS), Dawn Thilmany (vice-chair-ColoState), Mary Marchant (past-chair-Kentucky), Jean Buzby (board member-ERS), and Christine Ranney (board member-Cornell). Jean and Christine will be rotating off the board in 1999, and a new chair and vice chair will also be elected. Janet will stay on the board as past-chair.

I'm pleased to be able to tell you that *CWAE's Budget* is operating at just replacement level. Total funds brought forward from 1998 were a positive, albeit tiny, balance of $128. Thanks to our member's support, our income from dues was $1844 so we have close to $2000 for operating income. From this we deduct expenses for maintaining the homepage and other AAEA office expenses, and for printing and postage on one issue of the newsletter. The electronic version of the newsletter is much less costly for us to produce, which will help solve one of CWAE's most pressing problems. Then we have expenses for the AAEA meetings—reception, business meeting, and luncheon. We'll probably spend every dime. But, at least we are still in the black for another year!

THANKS to ERS for it's administrative support of CWAE activities and for providing the poster listing our activities that we display at the AAEA meetings. ERS hosts the CWAENET discussion group as well. Thanks to Colorado State for its support of the Web page and newsletter, and thanks to Susan Hine and Jennifer Grannis for producing the initial results of the Tracking survey. Thanks to University of Minnesota, and University of Illinois for their administrative support of the newsletter and other CWAE activities.

GRADUATE STUDENT CORNER

Graduate students from all fields of agricultural economics are increasingly looking to "non-traditional" jobs and industries for employment after graduation. The quantitative and analytical skills that are developed in our programs are being demanded by a variety of companies outside the agricultural and agribusiness arenas.

But where are our graduates going? What kinds of responsibilities are they undertaking? What skills learned in their graduate program have proven to be the most useful to them? What motivated them to work in these "non-traditional" companies and industries in the first place? To shed some insight into these questions, the Graduate Student Sub-Committee recently spoke with Andrea Jeffers Greaves. Ms. Greaves, MSc., graduated in 1998. She now works for Procter and Gamble in Cincinnati. Thanks to Andi for sharing her experience and thoughts!

Lorie Srivastava
Graduate Student Sub-Committee Chair

1. What do you do at Procter and Gamble?

I work in the Consumer and Market Knowledge department, formerly known as the Market Research department. Currently, I am working on the Lower Income Consumer team, focusing on better understanding lower income consumer behavior.

2. How has your graduate degree in agricultural economics helped you in your job? What skills have you found most useful?

My graduate degree in agricultural economics from Michigan State University gave me strong analytical insight - not necessarily to do high level quantitative analysis, but it did give me the ability to look holistically at issues. Instead of focusing on the immediate problem, I tend to examine the entire system around the problem. It's not enough to say that a product's share has slipped among lower income consumers - I focus on truly understanding the system of the channel (distribution, buyer and seller behavior, advertising, economic trends, etc.).

I thank Drs. Shaffer and Staatz for helping graduate students to look at sectors holistically and objectively. Adding a few business courses to my degree, including Dr. Petersen's strategic management class in the Department of Agricultural Economics, helped me immensely in understanding the "real world", as did my work with Michigan's apple industry.

3. Why did you take a job with Procter and Gamble? That is, why were you interested in working in an industry that traditionally does not hire agricultural economists?

Though consumer products manufacturing is not a "traditional" industry for agricultural economists, at the end of the day we are all trying to understand consumers. What are they buying - selling - eating or growing?! For over a century, Procter and Gamble has focused on sound research along with marketing to drive its business. That is what is so attractive, the firm's true respect and commitment to consumer understanding.

4. Why did you go into agricultural economics in the first place?

Two of my favorite undergraduate professors, Dr. Ed McLaughlin (Cornell) and Dr. Gene German (Cornell) received degrees in Agricultural Economics from Michigan State. Their understanding of consumer marketing and consumer behavior was intoxicating and led to my pursuit of a career in food retailing. When I decided to go back to school, I followed in their footsteps - and have never looked back! Although I landed on the manufacturing side of retailing - it was a great choice.

Volunteers for Committees

CWAE has several sub-committees listed below, along with the names of those who served as chair last year. Volunteers are needed to help with these activities. All of the committees need to have others who are willing to help out. Please let Dori Comer know if you want to become a more active member of CWAE.

Sub-committee Chairs

Membership: Dawn Thilmany
Tracking: Laura Martin
Graduate Students: Cheryl DeVuyst is stepping down and Lorie Srivastava, a grad student from Michigan State University has agreed to assume responsibility
Professional Activities: Lorie Srivastava/Cynda Clary
Sylvia Lane: Jean Kinsey has agreed to continue as chair of this committee for another year
International: Maureen Kilkenny
Elections: Holly Wang
CWAENET: Ann Vandeman
Newsletter: Margot Rudstrom/Cheryl DeVuyst

JOB ANNOUNCEMENTS

University of Kentucky

Asst or Assoc Prof

Tenure track, 12 month Teaching/Research appointment in rural and economic development. Successful applicant expected to: develop nationally recognized research and teaching program in domestic economic development which might focus on, for example, income distribution, rural industrialization, value-added activities, adjustments to domestic and international forces, or provision for services such as health care, education, public assistance programs and social capital. Ph.D. required in ag econ, regional science or closely related field. Strong background in quantitative methods required. Application indicating eligibility for U.S. employment can be made by forwarding a vita, transcripts and names/address of three references by Dec 31, 1999.

Applications and questions can be directed to:
Larry D. Jones
Rm. 318, Ag. Eng. Bldg.
U.of Kentucky
Lexington, KY 40546

Telephone (606) 257-7289
Fax: (606) 257-7290
Email: **ljones@ca.uky.edu**

Montana State University

Assistant/Associate Professor and Extension Marketing Specialist
Agricultural Economics/Economics
Starting Date: June 1, 2000

Duties and Responsibilities:
This tenure-track position will be responsible for extension economics education in agricultural marketing with emphasis on economic concepts and techniques applicable to the grain and livestock sectors (e.g., farm commodity price risk management, retained livestock ownership decision-making, etc.). Responsibilities include planning, developing, and implementing an educational program applied to marketing principles for livestock and small grain products (e.g. beef, sheep, dairy, wheat, barley). Expectations include working cooperatively with producer groups, including the Montana Beef Network, the Montana MarketManager program, extension specialists, research faculty, and county/extension faculty to enhance marketing strategies and understand market fundamentals. The person is expected to become recognized as a primary source for grain and livestock marketing information and dissemination of new technologies of interest to Montana grain and livestock producers. The extension education program must be supported by applied research which results in publications in nationally recognized refereed journals.

Required Qualifications:
1. Ph.D. in agricultural economics, economics, or related field.
2. Evidence of potential for effectiveness in agricultural economics, extension education and research.
3. Demonstrated effectiveness in oral and written communications.

Preferred Qualifications:
1. Demonstrated success in extension marketing economics education as indicated by peer reviews, constituent evaluations, and/or reference letters.
2. Success in research activities (as indicated by publications and reference letters).
3. Experience in livestock and grain marketing, analysis, outlook, and market reporting.

Conditions and Benefits: Salary commensurate with experience. This position will be a State appointment unless the individual hired is currently on a Federal appointment. A state appointment includes participation in Montana Teachers' Retirement or TIAA-CREF, coverage for health and life insurance, Social Security, Workers' Compensation and Unemployment Compensation. A Federal appointment carries Civil Service Retirement/Federal Employees' Retirement coverage, as well as health and life insurance coverage.

Application Procedures: Screening of applications will begin February 1, 2000. Applicants should submit a cover letter, curriculum vita, transcripts, samples of written work (publications, research papers, or a dissertation chapter), and evidence of extension education experience and effectiveness. In addition, applicants must arrange for the submission of three reference letters which address the applicant's suitability with respect to the above required and preferred qualifications.

All application materials should be sent to:
Dr. Gary Brester, Search Committee Chair
Department of Agricultural Economics and Economics Department

P.O. Box 172920
Montana State University
Bozeman, MT 59717-2920
Telephone (406) 994-7883
Fax (406) 994-4838;
Email: gbrester@montana.edu.

ADA/EO/AA/Veterans' Preference. In compliance with the Montana Veteran's Employment Preference Act, MSU provides preference in employment to veterans, disabled veterans and certain eligible relatives of veterans. MSU makes accommodations for any known disability that may interfere with an applicant's ability to compete in the hiring process or an employee's ability to perform the duties of the job. To claim veteran's preference or request accommodation, contact Affirmative Action, Montana Hall, MSU, Bozeman, MT 59717, (406)994-2042 (TDD: 406/994-4191).

University of Nevada, Reno

Department Chair
Applied Economics and Statistics
Position No. 11020

Applications and nominations are invited for the 12-month tenure-track position of Chair of the Department of Applied Economics and Statistics. Required qualifications include a Ph.D. in agricultural economics, economics or closely related field, and an outstanding record of scholarly achievement that would qualify the individual for appointment at the full professor level. Proven or potential administrative experience in budgetary and personnel matters are desirable.

The Chair provides leadership for academic programs of research, teaching and outreach activities, including cooperative extension; represents the department to college, university, agricultural, public and governmental constituents; promotes teamwork and individual contributions; develops an internal organizational structure to accomplish the department's mission; and helps establish a culture of academic excellence.

Candidates should submit 1) a letter of interest, stating leadership philosophy and qualifications; 2) curriculum vita; and 3) names and addresses of three references (including email, fax and phone numbers) to:

Irene Schack von Brockdorff
Search Secretary
College of Agriculture, MS 222
University of Nevada, Reno
Reno, NV 89557

Telephone: 775/784-1610
Telefax: 775/327-2275
Email: isvb@agnt1.ag.unr.edu

To receive full consideration, applicants must have all application information on file no later than November 30, 1999.

AA/EOE.

University of Vermont

Department of Community Development and Applied Economics

Extension Assistant Professor, Agricultural Business Management.

UVM Extension/Vermont Experiment Station, non-tenure track position.

DUTIES AND RESPONSIBILITIES:

Although the primary assignment is in Extension, the position carries a significant research component. The person will be expected to devote a major portion of program time to the dairy industry, and will be expected to:

a. Develop and conduct Extension education programs that assist farmers to adopt profitable and environmentally sound agriculture systems.
b. Design and conduct competitively funded research that includes work on current and emerging methods and technologies to help farmers achieve their goals with respect to profit and risk management.
c. Cooperate with faculty and staff in the college of Agriculture and Life Sciences, UVM Extension, and agricultural industry leaders in the development and conduct of these programs.
d. Collaborate closely with Vermont communities, agencies, and organizations in building a vital and sustainable working landscape.

The education and research programs supported by this position may include work on:

Farm record keeping
Income and balance sheet preparation
Analysis and interpretation of farm records
Short and long term budget generation and cash flow

planning
Strategic business planning and financial modeling
Risk management education programs
Human resource management
Sustainable farm management policy analysis

QUALIFICATIONS:

Essential:
A Ph.D. in agricultural economics, applied economics, or closely related field is required.

Desired:

Experience in developing, leading and delivering extension educational programs. Degree specialization in farm management or production economics. Farm experience background, preferably in dairy. Demonstrated effective written and oral communication skills for professional and non-professional audiences. Analytic, quantitative and computer skills appropriate to position. Experience working in teams and on interdisciplinary projects. Demonstrated potential to obtain and manage grants and publish in refereed journals. Experience in policy analysis, particularly dairy production.

Applicants should submit a letter of application explaining interest in position and relevant skills and expertise, a current curriculum vitae and three letters of reference to:
Professor Charles W. Bigalow
101 Morrill Hall
University of Vermont
Burlington, VT, 05405-0106

APPLICATION DEADLINE: November 30, 1999

Multi-cultural individuals and women are encouraged to apply. The University of Vermont is an Affirmative Action/Equal Opportunity employer.

AAEA Foundation Board Donations

The AAEA Foundation sent out a request for donations to the general fund and special clubs, stating that a Board member would match all donations made before December 31, 1999. **This is a great opportunity to increase the size of the Sylvia Lane Mentorship Fund.**

Also, at the meetings in Nashville, an offer was made to match pledges to the Sylvia Lane Mentorship Fund, if the pledge was made while at the meetings. For that matching offer, you had until December 31, 1999, to actually pay the donation. If you made a pledge but have not yet paid, please don't forget the deadline.

Last year we were able to fund two mentorships, thanks to the generosity of the Foundation. We should be able to fund another this year. It would be nice to be able to do this on an annual basis but it will only be possible if the Fund increases to the size that it can generate sufficient income.

COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS

To Become a Member of CWAE/AAEA

Submit a completed a membership application to the AAEA Business Office, or send an e-mail message to Dawn Thilmany (thilmany@lamar.colostate.edu), Membership Chair, for further information. CWAE membership is open to any member of the AAEA. Students can be CWAE members at no charge. Annual dues for professionals are $10.00.

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. The Board of CWAE is a special committee of the AAEA.

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