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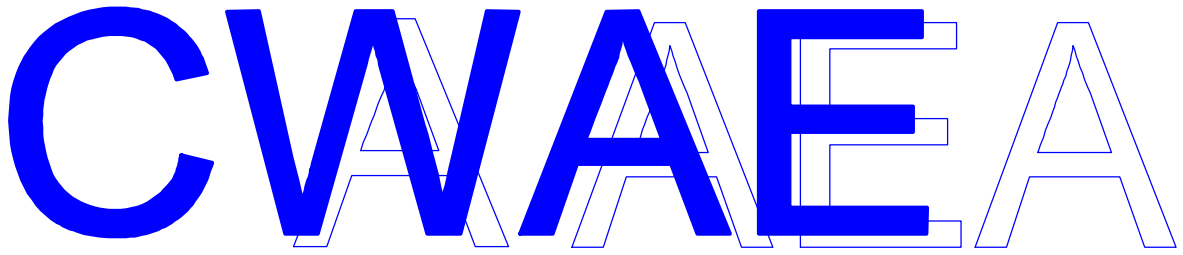
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**NEWSLETTER OF THE  
COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS  
WINTER ISSUE 1999**

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## LETTER FROM THE CHAIR

Hello, fellow CWAEers! I don't know about you, but I'm glad spring is finally here. This southern New Mexico girl has a hard time dealing with the gray skies of the winter! I'm always ready to tackle new problems this time of year.



I hope the spring weather is giving you new energy, too. CWAE can be a great influence in the profession, but like any other organization, its effect is dependent on the enthusiasm of its members. We have great membership, and I know that I have been surprised by the many people willing to pitch in.

We will have great visibility at the AAEA meetings in Nashville! CWAE is sponsoring a pre-conference session with COSBAE, the CWAE reception, the CWAE luncheon, a graduate student breakfast, two organized symposiums and a free session. In addition, CWAE is sponsoring 4-6 international graduate students with travel grants. See announcements of these items and contact points for more information elsewhere in the newsletter.

**Shannon Hamm** has decided to leave Economic Research Service to go to the Hill. She has also resigned as CWAE newsletter editor. She will be in the office of Senator Byron Dorgan (D-ND) and will be doing agriculture policy analysis. Good luck, Shannon, and thanks for your help with the newsletter!

**Holly Wong** is our elections chair and she is looking for a few good women to serve on the board and as chairperson. You must be a member of AAEA to serve. Board members serve as advisors and help the chair manage the affairs and activities of CWAE. We have several nominees for the 2 positions that will be open.

We need nominees for Chairperson. The chairperson of the Board leads the management of CWAE, reports on its budget, and brings 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 standing subcommittees. I have enjoyed serving as chair because the board and membership have so willingly helped. My job has been more a cheerleading position than a work position!! Please contact Holly at [wanghong@wsu.edu](mailto:wanghong@wsu.edu) if you think that you might be willing to serve, or if you wish to nominate someone.

Last year, we told you that CWAE was headed for some difficult financial times. We increased our dues to \$10 per year and asked you to designate whether you would be willing to receive the newsletter electronically. Since some of us are notoriously slow in getting our dues paid (I just paid mine a couple of weeks ago), I don't have an official count of our membership, nor of how many said they would like the newsletter electronically. I suspect that most of us would either be willing to get it electronically, or even prefer it. However, we need to be sensitive to the needs of those that don't have Internet/e-mail. I'll let you know what is decided in the next newsletter. In the meantime, if you haven't paid your dues, please send in your AAEA form.

And, if you haven't already, send in a donation to the Sylvia Lane Mentorship fund. The fund is growing and we received a \$5,000 grant from the Foundation Board to bolster the fund. **Jean Kinsey** is putting together the mechanics of receiving applications for the next mentorship. If you'd like to serve on the committee that screens applications and decides who our mentoree will be, please contact Jean at [jkinsey@dept.agecon.umn.edu](mailto:jkinsey@dept.agecon.umn.edu). We will officially announce the mentorship in the next newsletter, so you may want to consider who you think would be a good candidate to receive this fellowship.

I am deeply saddened to inform you that our friend and colleague, **Julie Leones**, passed away in early March after a courageous battle with a very aggressive form of breast cancer. I don't have to tell anyone from CWAE how much her presence will be missed by all of us. Julie's family has requested that any contributions go to a scholarship fund may be made to: UA Foundation/ Julie P. Leones Scholarship, College of Agriculture, Forbes 325, Tucson, AZ 85721-0036

*Janet Perry*

CWAE Chair

### Schedule for CWAE Newsletters

<u>Date/Issue</u>	<u>Feature</u>
June/Spring	Ballot
October/Fall	Annual Report
March/Winter	CWAE Events for AAEA

Please submit all materials and articles to CWAE Newsletter Co-Editors 15 days prior to the first of the month in which it is published.

## INTRODUCING YOUR CO-EDITORS

Cheryl DeVuyst and I have agreed to take on the role of editor of the CWAE Newsletter. I thought it might be a good idea to give you some background on us.

Cheryl is currently a doctoral student in Agricultural and Consumer Economics at the University of Illinois and the Administrative and Outreach Coordinator for the Center for Farm and Rural Business Finance. She has her BS and MS in agricultural economics from Purdue University. Cheryl is currently serving as chair of the CWAE graduate student sub-committee and is a member of the CWAE tracking survey sub-committee. She has also been involved in the formation of AAEA's Graduate Student Section. You can contact Cheryl at [devuyst@uiuc.edu](mailto:devuyst@uiuc.edu).

I am an assistant professor at the University of Minnesota, West Central Research and Outreach Center. My official title is assistant professor in farm profitability. I have a bit of a unique position in that I am located at a research station while my tenure-track home is in the Department of Applied Economics in St. Paul, MN. I can be contacted at [rudstrmv@caa.mrs.umn.edu](mailto:rudstrmv@caa.mrs.umn.edu).

Cheryl and I will be looking to you for articles, ideas for articles and suggestions for our newsletter. Feel free to contact Cheryl or myself with any ideas you may have for a newsletter article.

*Margot Rudstrom*



### TRAVEL GRANTS AVAILABLE

The AAEA Foundation Board has approved a \$2,000 grant to CWAE to help international women graduate students attend the 1999 AAEA annual meeting in Nashville. Grants ranging

from \$300-\$400 will be made to approximately six international women graduate students to help defray the costs of attending the meeting. The amount of the award will depend on the distance and cost of travel. Each awardee will be paired with a CWAE member at the CWAE reception. The CWAE member will be available to answer questions and to provide advice to the student on how to best use her time at the meeting. In addition, the awardees will attend the CWEA luncheon as guests of CWAE and will be asked to attend at least one of the three CWAE-sponsored symposia: "Agricultural Economics and

Gender in the International Workplace," or "Gender Matters: Roles in the Profession and on the Farm," or "Women You Should Know."

### How to apply:

Applicants should be international women graduate students who have completed two or more years of study towards a Ph.D. in Agricultural, Resource, or Applied Economics at a U.S. or Canadian University. Applicants should write a brief statement (no more than one page) explaining why they want to attend the meetings, what they expect to gain from the meetings, and their need for assistance (including other sources of funding to attend the meetings). The applicant should also note if she will be participating in the meetings in any other way (e.g. paper, poster, symposium, etc). The applicant's advisor should also include a brief letter of support confirming the applicant's eligibility and explaining why the student should attend the meetings and why the student needs our support. Applicants should be sent to: Janet Perry, CWAE Chairperson, Economic Research Service, 1800 M St., NW Washington, D.C. 20036-5831. The application deadline is June 15 and applicants will be notified of their status by June 29.

## GRADUATE STUDENTS' CORNER

Being a graduate student can be stressful. Sometimes we as grad students wish that there were people to answer the tough questions for us, like how to find a job, pick a thesis topic, finish a dissertation. While there won't be someone to do the work for you, it is nice to have a support system or a means of finding advice. The graduate student sub-committee of CWAE would like to initiate this dialogue by offering advice from some recent graduates. While reading the information below, please think of your experiences and how you could help a new graduate student succeed. If there are ideas you would like to add or suggestions for the graduate student sub-committee, please contact me at [devuyst@uiuc.edu](mailto:devuyst@uiuc.edu). Thanks to **Jennifer, Suzanne and Mary** for sharing their experiences!

*Cheryl DeVuyst*

Graduate Student Sub-Committee Chair

### **What worked for me in finding an industry job**

*Jennifer Graff, Research Analyst  
Chicago Mercantile Exchange*

In pursuing a job in industry as a research analyst, the thing that worked best for me was to get my name known early. I would recommend beginning to apply for jobs at

least six months before graduation. If there is a job you are interested in, but do not graduate for at least a year, be sure to apply to let the company know you're interested. In this way, the company becomes familiar with your name and credentials and it allows you to send them updated resumes periodically to let them know you are still interested. Resumes are a powerful tool that can help you sell yourself to the employer. Make sure it is always current with several ways of contacting you and always free of errors.

When interviewing, be relaxed, yet professional and always remember to send thank you notes to all those you spoke with, not just the person who would be your supervisor. Professors are extremely helpful in finding position openings because they have many contacts. Do not be afraid to let them know what kind of position you are looking for and ask them if they know of any jobs in that area. If you have the opportunity, it also helps to attend a professional conference where there may be professionals from the industry where you want to work. For example, I presented a paper at the NCR-134 Conference on Applied Commodity Price Analysis, Forecasting, and Market Risk Management which was attended by analysts. Through this conference, I was able to make several contacts that were helpful to me in my job search. Finally, have confidence in yourself; it is important that you remember you have been trained for these positions and you are as capable as anyone else for the job.

#### **What worked for me in my academic job search**

*Suzanne Thornsbury, Assistant Professor  
University of Florida*

If I were a graduate student looking for an academic position I would focus on developing a good reliable set of personal contacts and references. The better your references know you and your abilities, the better letters they will be able to write. Besides this obvious benefit from good personal contacts, people who are established in the economics profession can often help you interpret academic position descriptions by providing information on the history of the position, the program, or the department. They can also help interested departments interpret your background and experience. This is very valuable information when you are trying to match yourself with a position.

In addition I would try to develop proficiency in as many economic techniques as possible. This does not necessarily mean that you should know something about everything, but rather that you are able to utilize a number of tools and techniques appropriate to your area(s) of specialization. This should help you become eligible for a larger number of

positions and will also help you immensely in establishing a program after you accept a position.

#### **What worked for me while finishing my dissertation**

*Mary Arends-Kuenning, Assistant Professor  
University of Illinois*

Lining up a post doc before finishing was one of the smartest things I ever did. I had more time between my post doc offer and the actual starting date than I would have had if I were starting a job. Applying for post docs is also less stressful than looking for a permanent job. Most students are doing the job market and finishing a dissertation at the same time. Having a post doc allowed me to deal with the dissertation first, and then the job market later. Plus, I also had the opportunity to work full time on research for another year and a half without having to worry about teaching classes for the first time. Getting started on new research and turning dissertation chapters into publishable articles before you start an academic job gives you momentum that you can carry into your first academic or research oriented job.

To finish, for the last 6 months or so of writing the dissertation, I think you have to develop "tunnel vision." That means the dissertation becomes the most important thing in your life. In my case, I limited my social life and postponed visits and phone calls to friends and relatives until it was finished. It becomes harder to have tunnel vision if you are a parent, but then you have to set aside time where you tell yourself you will only work on your dissertation and do nothing else. If the words aren't flowing, force yourself to sit at the computer screen and write something, even if it's only a sentence or two.

#### **MAKING THE CONNECTION: CWAE UNDERGRADUATE AND PROFESSIONALS BREAKFAST**

**What is It ?** A buffet breakfast meeting where undergraduate students and agricultural economics professionals can meet and discuss issues facing future agricultural economists. In addition, a short presentation on career opportunities will be made. This is a rare opportunity for professionals to have a chance to interact with individual students during the annual meeting.

**Who will be there?** Members from all professional fields are invited (academics, government, and industry) to attend and have the opportunity to meet and interact with students, and discuss questions about career or academic

choices. All undergraduates are invited. There is no fee (it's FREE) for students, thanks to the AAEA Foundation grant, but reservations are requested so that students may be matched to professionals by interest area. The fee for professionals is \$20.

**When?** 7:30 a.m., Wednesday, August 11th.

For more information call Penny Diebel (541)962-3789 (diebelp@eou.edu). OSU Ag Program, EOU, 204 Zabel Hall, LaGrande, OR 97850. Pre-Register by July 2 on your AAEA Nashville meetings registration form.



### A WOMAN YOU SHOULD KNOW

*Roberta Cook  
Extension Marketing Economist  
University of California, Davis*

Since 1985, **Roberta Cook** has worked as an Extension Economist in the Dept. of Agriculture and Resource Economics at UCD, specializing in fresh fruit and vegetable marketing and food

distribution. She received her Ph.D. from Michigan State University.

Roberta became involved in agricultural economics through her interest in international development. As we all know, the farm share of food costs is relatively small, so the greatest potential for reducing food prices lies in the marketing rather than the production end of the food system. Vertical coordination improves both pricing and technical efficiency and has the potential for significantly improving the quality and availability of food products, as well as making them more affordable. Since food costs generally represent 30 to 60% of disposable income in poor countries, improvements in the food marketing system can contribute to the improved nutritional and economic well being of billions of people.

For Roberta's dissertation topic she chose to work as a consultant for the Central Bank of Mexico. She moved to Mexico City and worked as a consultant for the Central Bank of Mexico, back in the early 1980's. Specifically, she focused her work on the FIDEC, a new trust fund attached to Banco de Mexico and established in 1981 to promote modernization of their domestic marketing system, via technical assistance and concessionary financing. Roberta conducted a major subsector study, which provided the first data on the structure of the dry grocery sector and identified the obstacles, opportunities, and strategies for

improvement. Through this process she became fluent in Spanish. This experience has differentiated Roberta as a food marketing professional, since there are few people with such intense hands-on experience in working with both private firms and public entities in a modernizing food system.

When Roberta started her position at UCD in 1985 her focus shifted to perishable products, a new focus. Most of her time was spent analyzing changes in the food marketing system, both in the U.S. and globally, and highlighting their implications for food, especially produce marketing firms. Since fresh produce is a diverse sector and a high-value sector, market forces play a large role on producer returns. Roberta quickly became an expert on a diverse set of issues, such as food safety, the growth of the organic industry, the impact of consumer demographic changes on demand, the effects of retailer concentration and new information technologies on suppliers, the implications of Home Meal Replacement (HMR) for produce firms, etc.! Roberta became known throughout California and the profession as an expert and professional speaker. She has masterfully disseminated this information to diverse audiences through a variety of communication channels, often addressing large industry groups at national and international conventions, such as the Produce Marketing Association (PMA). Roberta is now sought after in the profession and industry because she is so effective at communicating the relationship between economics and industry in the horticultural sector.

Roberta has noted that it is interesting how one thing leads to another and provides a foundation to both broaden and obtain more depth in your portfolio. For example, the emerging effects of globalization on the California fruit and vegetable sector were already becoming evident back in the 1980's, as California firms became involved in Mexico, Chile, Central America and elsewhere to source production. Increasingly, she became involved in studying international competitiveness and broader international trade issues. While Roberta's experience in Mexico was related to urban food marketing systems, her familiarity with the culture gave her a competitive advantage in going to the agricultural production regions of Mexico to interact with growers and shippers. She conducted research on the changing horticultural sector there and its integration into the North American horticultural sector. When NAFTA rolled around Roberta was prepared to lead a major national study on the implications of NAFTA for the U.S. horticultural sector. Simultaneously, Mexico was opening its market and many California firms were exporting there for the first time. Hence, totally unexpectedly her old expertise on the Mexican domestic food marketing system became of interest to U.S. firms, and she began to study this

sector again and provide updated strategic information to U.S. exporters.

Over the years, Roberta has become positioned as a professional with global food marketing expertise, who follows general economic trends and structural change in food marketing systems in not only the U.S., but Europe, Latin American and Asia as well. Everything is interrelated and affects how firms market both here and abroad. She has felt privileged to spend a sabbatical in Holland and Spain and to conduct marketing short courses in several European and Latin American countries. She travels frequently throughout the U.S. and internationally as an invited speaker, helping her to remain current on the dynamic global food system.

Roberta also served (as Public Member) on the Board of Directors of both the California Tomato Commission and the California Kiwifruit Commission, including chairing various committees and being elected Chair of the California Kiwifruit Commission in 1997. This has given her the opportunity to both observe and influence industry policy making from the inside, including having input into marketing and promotion plans, and trying to bring some balance to international trade disputes. Roberta feels this has greatly strengthened her ability to work with industry in general and made me a more relevant and effective Extension Specialist.

Roberta has been honored to have been selected by Secretary Glickman and US Trade Representative Barshevsky to serve on the ATAC for Fruits and Vegetables, to be elected to the Agricultural Bennett Round Table and to have served on the Boards of the Food Distribution Research Society and the Economic Division of ISHS. She found that one gains at least as much as one contributes to these activities.

Finally, Roberta's life and career have been shaped by the challenge to fight cancer, which she faced in 1993. Roberta had a rare type of breast cancer with only a 15% survival rate, and thanks to her father, was admitted to a new protocol being implemented at the University of Michigan Medical Center. She underwent over a year of rigorous treatment and has been cancer-free ever since. That type of experience clearly defines priorities and the importance of one's life. She will never complain about impending birthdays and counts her blessings and is thankful for the opportunity to continue to learn and contribute in the believe it or not, fascinating world of food marketing.

For hobbies Roberta enjoys cooking, entertaining, history, opera and dancing Argentine tango! Ole.

**HAVE YOU CONTRIBUTED TO THE SYLVIA LANE FELLOWSHIP FUND?**

**HARASSMENT OR HOSTILE ENVIRONMENT:  
HOW TO MITIGATE IT AND COPE WITH IT**

*Dori Comer and Christina Gladwin  
University of Florida*

Recent national events have highlighted societal conflict over woman's role in the workforce. Yet amidst the glare of headlines about impeachment and sex scandals, many women professionals are quietly making serious efforts to fit into a predominantly male workplace and make it a happier and healthier place to work. Most professional women do not face powerful sexual predators on a daily basis. Yet they often perceive the workplace as an intimidating and even hostile environment; and still spin their wheels about how to deal with zingers from the office bully. To address their concerns, we are writing the first of two, possibly three, articles to create more awareness about workplace harassment of many sorts (junior harassment, cultural harassment, racial prejudice, as well as sexual harassment) and to suggest coping mechanisms that women agricultural economists, especially at the junior levels, can use to mitigate its long-term effects on their career advancement as well as cope with its immediate psychological impacts.

Perhaps the best definition of harassment is *misguided energy that could be used for good human kindness*. This misguided energy unreasonably interferes with an individual's work performance, or creates an intimidating, offensive, or hostile environment. The concept that "harassment is in the eye of the beholder" demonstrates that the intent behind certain behavior is irrelevant if the beholder feels uncomfortable with it. For example, many inappropriate comments are rationalized because the perpetrator states that the comments are meant as a joke. However, court rulings have consistently stated that the *intent* of the harassment is not relevant, rather what is relevant is the *impact* on the harassed. The point is that intention does not factor into defining harassment and for this reason everyone must behave in a collegial fashion. If the behavior impedes the ability of someone to be productive, it is a hostile environment in which it is difficult for that person to reach her (or his) potential. While this may occur between males and females, it also can occur between individuals of different races, creeds, or

cultures and the lines between the different types of harassment are often blurred or fuzzy. Once harassment is perceived, however, it is important that the issue be addressed and not swept under the rug.

Likewise, harassment does not have to be of a sexual nature to be misguided or unwelcome or disturbing to a professional woman who has career aspirations, for she knows that to get ahead in the workplace, she must get along with her colleagues and be “part of the team.” For her, sexual harassment is unwelcome because it puts her on the spot in the sense that she has to reject the attentions of a colleague she would rather work with amicably and bond with in a collegial way. Other forms of harassment (e.g., the one-line zinger, the exclusionary lunch of the ole boys club, consistent negative reactions to her initiatives and ideas) can have the same effect on her. When faced with put-downs, criticisms, and exclusionary behavior, “the solo woman in a professional peer group” (a great article by Carol Wolman and Hal Frank in *Amer. J. Orthopsychiat.* 45(1), January 1975) can either isolate herself from it, fight it, attach herself to an alpha male in the group for protection, or mobilize emotional support from outside the group and learn conflict resolution tools to deal with it. Each of the first three paths carries a danger for the ambitious career woman: if she isolates herself too much or has an excessive orientation toward work, she acquires peripheral group status. If she fights every zinger, she is seen as competitive in a bitchy unfeminine way. If she acts too flirty or too weak or too needy, the group tends to infantilize or treat her as a “little sister” or victim rather than a peer.

### **Differences because of Gender**

Much of the behavior females find offensive is behavior that has long been accepted as “normal” heterosexual behavior by many men. At a recent presentation to the University of Florida Association of Academic Women, Mary Wise, head coach of the Florida women’s volleyball team, talked about why she had achieved phenomenal success with her team. One reason, she felt, was that she recognized that there are important gender differences in how players respond to criticism. She argued that male coaches tend to bully and shout at players, and that male players usually respond by becoming more aggressive, with an attitude of “I’ll show you.” Women players, on the other hand, respond by taking the criticism as attacks on their worth as individuals. Wise said that she still provided the constructive criticism, but that it was done in private and with constructive suggestions. She was asked if she felt male players would respond even better with a similar

approach, and she replied that perhaps both genders would respond to a more gentle and private approach.

### **Differences because of Status within the Organization**

In any workplace there are certain milestones that must be crossed, call them rites of passage if you will. This puts one group within the organization in the senior or power position and places others in the subordinate or junior position. Because of the differences in position, it is possible for the junior member to feel harassed by the actions of those in the senior position.

In academia, the first major rite of passage is that of getting tenure and being promoted from an assistant professor to associate. In the business world, this might mean passing the probationary period. Basically, this is the stage where the organization decides whether or not to keep the employee. As one approaches this milestone, there is a great sense of vulnerability and uncertainty. Have I done well enough, are there a sufficient number of publications, do my colleagues respect me enough to keep me? The list goes on. A certain amount of tension during this period is probably effective in promoting productivity; but if the tension is perceived as occurring within a hostile environment, it can be devastating.

### **Withdrawal Reaction**

In our experience, it is not unusual for a tenured faculty member to jokingly warn new assistant professors that they should be friendly and cooperative “to the full bulls” before the tenure vote. If this advice is perceived as harassment or hostile, some individuals may withdraw from the group long before the time of the tenure vote. While the advisor may mean well, and the advice useful for a junior professor facing the big “T” hurdle, it may have lasting negative effects. Junior harassment can greatly restrict the opportunities for future collaborative work, and also result in the individual never becoming a full member of the group.

### **Avoidance**

The individual who feels harassed may get even more defensive and start avoiding the harassers altogether, which in turn may create more misconceptions. Due to a lack of communication, s/he may miss subtle but invisible signals that “everyone” knows about yet no one discusses. S/he may be left out of the mentoring loop by senior members of the department, or be excluded from informal conversations



about on-going work. These keep the senior members informed, dispel rumors about the quality of the work being performed, and create an atmosphere where the senior member has a vested interest in seeing the junior member do well. Without this dialogue, the information going to the senior members may be limited to criticism. The longer the defensive walls exist, the taller they become and the more difficult it is to break them down. They can cause faculty to leave the institution prematurely, or even if they stay, to remain marginalized and peripheral to the group.

### **How to cope with harassment of any kind**

What's the solution for the "solo woman in the professional peer group"? According to Wolman and Frank (1975:170), she should realize she's in a stressful situation, mobilize emotional support from outside the group, and accept the role of deviant or isolate without becoming depressed by it, while very slowly working her way into the group. How to fill this tall order? Fortunately in the 1990s, there are numerous self-help books on coping with stress (e.g., Cooper's (1991) *StressMap*, Essi Systems) and fear (e.g., Jeffers' (1987) *Feel the Fear and Do It Anyway*, Ballantine Books). There are also health clubs where one can exercise to reduce stress levels, and church and "single professional" groups where one can find emotional support. These, however, are necessary but not sufficient conditions to cope with harassment. We also advise solo women, especially at junior levels, to:

*Be positive.* A senior colleague once told us, "The people in this department who are sure they'll get tenure get it; only the negative ones are turned down." Although perhaps simplistic, there's something to what he says. If you are positive and enthusiastic about the work you do, it goes a long way to convincing others of your work's merit. If you yourself are negative, or hide your accomplishments under a bushel, then how can you expect others to be positive? Don't avoid feedback from your colleagues because you feel it might be negative. Even if negative, there may be some element of truth in the feedback that you can learn from. Furthermore, sometimes by listening to colleagues' criticism, you diffuse their concerns.

*Remember there's more than one way to skin a cat.* If your colleagues fail to include you in their plans for an organized symposium at a national meeting, start organizing your own symposia and invite some of them to join you, as well as some big names in your sub-field. When your symposium gets accepted, your colleagues will think twice about including you the next time.

*Don't turn down invitations to professional meetings or symposia just because you're afraid. Feel the fear and do it anyway! By so doing, you'll get over your fear.*

*Do remember to seek out women colleagues -- if not in your department then in other departments. If they're older than you, they have probably had*

similar experiences and can sympathize. (There's also the off-chance they might have the provost's or CO's ear.) If they're younger, they might give you a fresh perspective.

### **Conclusion**

This article has come out of our experiences and observations of others who have felt that they have been harassed. We would welcome comments and counter views.

The next article will cover the issue of sexual harassment of students. We would like to have a third article on the issue of cultural harassment. This, we feel, is a broad area that may include racial prejudice, discomfort that arises because of differences in cultural background, or religious prejudice. In order to write the third article, we need feedback from others who have experienced it. If you would like to contribute, please e-mail one of the following: Charlene Brewster ([brewster@fred.ifas.ufl.edu](mailto:brewster@fred.ifas.ufl.edu)), Dori Comer ([comer@fred.ifas.ufl.edu](mailto:comer@fred.ifas.ufl.edu)), or Christy Gladwin ([gladwin@fred.ifas.ufl.edu](mailto:gladwin@fred.ifas.ufl.edu)).

**We hope to see you at the  
AAEA Annual Meeting**

*Farm to Table  
Connecting  
Products, Communities and Consumers*

August 8-11, 1999  
Nashville, Tennessee

## **JOB ANNOUNCEMENTS**

### **The Pennsylvania State University**

Assistant Professor, Resource Economics, Department Of Agricultural Economics And Rural Sociology College Of Agricultural Sciences, The Pennsylvania State University announces a position for Assistant Professor of Agricultural Economics. Starting date is October 1, 1999 or as negotiated. The position is in the Department of Agricultural Economics and Rural Sociology, College of Agricultural Sciences, at The Pennsylvania State University. This tenure track position has a 65% research and 35% teaching responsibility in environmental and natural resource economics. The successful applicant will be expected to develop a nationally and internationally recognized research program on natural resource and environmental economics with a particular emphasis on the valuation of nonmarket goods. The incumbent will be expected to build a research program that addresses key environmental and natural resource issues in the Commonwealth of Pennsylvania, and to secure external funding. Teaching responsibilities will include undergraduate and/or graduate instruction, academic advising, and direction of student research. A Ph.D. in agricultural economics or economics is required. Salary is competitive, commensurate with background and experience. An attractive benefits package is available.

**APPLICATION:** Applicants should submit a letter of application, resume, academic transcripts, and the names and addresses of three professional references to:  
James S. Shortle, Chair, Search Advisory Committee  
Dept. of Agricultural Economics and Rural Sociology  
112 Armsby Building  
University Park, PA 16802

**CLOSING DATE FOR APPLICATIONS** August 15, 1999 or until a qualified candidate is identified.

### **Consultative Group on International Agricultural Research (CGIAR) Open Position for Director, Communications Division, IFPRI**

The International Food Policy Research Institute (IFPRI) is seeking an experienced senior manager to develop and implement institute wide strategies to: (1) disseminate IFPRI's research products; (2) support communications and capacity strengthening efforts by research and outreach divisions; and (3) strengthen IFPRI's capacity to target science-based food policy information through forms and media techniques that are attractive to its diverse

stakeholder group. IFPRI's stakeholders include national policy makers, advisers and researchers in developing countries, regional and international organizations, donor organizations, NGOs and the public.

The Director, Communications Division reports to the Director General and serves as a member of the senior management team. This position will be in direct charge of existing programs for information dissemination, including publications and news media; external corporate communications; conferences and seminars, and support the capacity strengthening work undertaken by research and outreach divisions. Working in partnership with the research and outreach divisions, the Director of Communications is responsible for institute-wide support for converting research output into policy impact at the national, regional and global levels and for conveying to IFPRI stakeholders' needs and concerns as possible research opportunities. The Director, Communications Division is also expected to raise funds to partially support the division's activities.

IFPRI seeks an inspiring and creative team leader, a promoter of diversity with experience in multi cultural settings, with a strong commitment to promoting IFPRI generally.

**Required Qualifications:** A graduate degree (preferably a Ph.D.) in a social science, communications, political science or relevant field; excellent English verbal, written and interpersonal communication skills; demonstrated supervisory and administrative ability; prior experience in developing and implementing communication strategies; willingness to buy-in to a proactive service concept of the institute; the ability to understand and articulate the scientific issues on which IFPRI works to a broad range of audiences; demonstrated ability to raise funds; and ability to travel internationally. **Preferred Qualifications:** Knowledge of the CGIAR system; management experience in a research and/or international organization; and proficiency in a second major language (preferably French or Spanish).

IFPRI offers a stimulating, collegial research environment with competitive salary and excellent benefits. Please send a detailed letter of interest summarizing the relevance of your experience to IFPRI's needs, curriculum vitae, and the names of at least three references to: IFPRI, Human Resource Services, 2033 K St., NW, Washington, DC 20006, USA. Fax 202/467-4439. Email: A.Howard@cgiar.org. Position will remain open until a qualified candidate is identified. Please refer to Code GP.

## Mississippi State University

The Department of Agricultural Economics, Mississippi State University (MSU), is seeking candidates to fill a 12-month, tenure track faculty position with teaching and research responsibilities primarily related to agribusiness and marketing.

**Duties and Responsibilities:** The Department is seeking candidates with strong theoretical and quantitative training in agricultural marketing, preferably with experience and training in both firm level strategies and market structure, conduct and performance. This position emphasizes the agribusiness sector from input suppliers to processing and distribution to the final consumer. We expect the incumbent to develop a strong program of research and attract external financial support. Candidates with an interest or experience in the following areas are strongly encouraged to apply: market structure and performance, risk management, agricultural cooperatives, sector impacts, and firm marketing issues, related to the entire agro-food chain. Teaching undergraduate and graduate courses in marketing, agribusiness, and related topics is expected. Initial appointment is expected to be 75 percent research and 25 percent teaching (2 courses annually plus student advising). Intra-disciplinary scholarship and collaboration is encouraged and supported.

**Qualifications:** Candidates must have completed a doctoral degree in agricultural economics, economics, or a related field prior to their appointment. Candidates must demonstrate a commitment to excellence in teaching, research and service. Strong oral and written communications skills are required. Women and minorities are encouraged to apply. Experience and/or training in agricultural cooperatives desirable.

**Salary and Benefits:** Nationally competitive salaries will be offered, commensurate with training, academic performance and experience. MSU offers a comprehensive benefits package.

**Application Procedure:** Applicants should submit a letter of interest, a curriculum vitae, official transcripts of all college and university work, and arrange to have three professional letters of reference sent to: Dr. Lisa House, Department of Agricultural Economics, Box 5187, Mississippi State, MS 39762. Applications will be accepted until May 1, 1999. Position is expected to be filled on or as soon after July 1, 1999, as possible.

## Consultative Group on International Agricultural Research (CGIAR),: Agroecosystem Health Project

**General:** The International Livestock Research Institute (ILRI), founded in 1994 as a non-profit making research institute, is sponsored by the Consultative Groups on International Agricultural Research (CGIAR). The global mandate of ILRI is to undertake research to enhance the role of livestock in sustainable agricultural production systems in Africa, Asia and Latin American and the Caribbean regions. The position is located in: ILRI-Addis Ababa, Ethiopia.

**The Position:** ILRI seeks a System Analyst to assess the socio-economic feasibility, adoption, impact and technologies on the sustainability of crop-livestock farming systems in East Africa, particularly in Ethiopia. The incumbent will also conduct research on related policy issues in close liaison with projects on Livestock Policy Analysis. The successful candidate will work within a multi-disciplinary team, will have a Ph.D. in Agricultural Economics or Resource Economics or Geography. Fluency in English and evidence of good writing skills are essential. Background in agricultural sciences, and experience in participatory approach to systems research, modeling and familiarity with the concepts and methods of agroecosystem health approach will be advantages.

The successful candidate will have a strong record of scientific accomplishments. Working experience with crop-livestock systems is desirable. She or he should have previous experience working in multi-cultural and multi-disciplinary settings. High level of maturity and the ability to establish and maintain effective inter-personal relationship is required. The successful candidate will be both creative and a team player. She or he may be required to manage human as well as capital resources.

**Conditions:**The contract for this position is for a two year period, and extendable for the third year. Salary dependent on experience will be paid in US dollars. ILRI provides excellent benefits including employer-paid medical, life and disability insurance and retirement benefits. Relocation, housing, annual leave travel and education allowances are also provided.

Applicants should send a cover letter, curriculum vitae and names and address (including telephone, fax and email) of three referees who are knowledgeable about the candidates professional qualifications and work experience to the Human Resources Manager, ILRI, P.O. Box 30709, Nairobi, Kenya; Telephone: 254-2-630743; Fax: 254-2-631499; e-mail: ILRI-KENYA@cgiar.com. The name and reference number of the position for which the

application is made should be clearly marked on the envelopes of mailed, or on the fax or email applications. Screening of applications will begin on 22 February 1999 and will continue until the post is filled. Please refer to Code GP. ILRI is an equal opportunity employer.

## CALL FOR PAPERS

Penn State University, in conjunction with the USDA Economic Research Service, is organizing a conference to be held in October 1999 on "The Dynamics of Hired Farm Labor: Constraints and Community Response."

Proposals for submitted papers are invited for:

1. The dynamics of hired farm labor markets in the U.S. in the context of the larger market for seasonal and low-wage labor, including variations in local labor markets across geographic areas.
2. The state of current knowledge regarding the well-being of hired farm workers in the U.S. as compared to workers in other seasonal industries (forest products, fishing, tourism, food process ng, etc.), what accounts for their similarities and differences
3. Local community issues related to the employment of migrant and seasonal labor in agriculture and related industries, and the impacts of alternative policies to address these issues.
4. Identification of gaps in knowledge and data needs relative to the three topics above.

Paper proposals should include an abstract and a detailed outline of the proposed paper. Proposals should be submitted by April 30, 1999 to Dr. Jill Findeis, Department of Agricultural Economics and Rural Sociology, Penn State University, 112E Armsby Building, University Park, PA 16802.



## CALL FOR PROPOSALS INVITED PAPERS SESSIONS

SAEA Meetings, Jan. 29 - Feb. 2, 2000  
Lexington, Kentucky

The Southern Agricultural Economics Association is soliciting proposals for Invited Papers Sessions for the 2000 SAEA meeting in Lexington, Kentucky. The Board seeks proposals that will be of broad interest to members and that will have a long-lasting impact into the next Century. Proposals should include a session title, topics to be covered with preliminary paper titles, paper presenters and discussants, a brief rationale for the session and its importance to the southern region. List names and affiliations of presenters and discussants. No more than four people should be proposed to present and/or discuss papers and all proposed participants must agree to be at the meetings prior to submitting the Invited Paper proposals. All accepted proposals must submit a PowerPoint presentation for board review of acceptability prior to the meetings (guidelines to be provided upon acceptance). Invited Papers are normally published in the August issue of the Journal of Agricultural & Applied Economics.

Proposals must be received by May 28, 1999. FAX submissions will not be accepted. Please send submissions to Hector Zapata, 101 AG ADMIN BLDG, Louisiana State University, Baton Rouge, LA 70803 (or e-mail WordPerfect files to HZAPATA@AGCTR.LSU.EDU ).

Note: CWAE reserves the right to condense, or not publish, announcements because of timing or space constraints. A list of women in agricultural economics is available, for a small charge, from Lona Christoffers at the AAEE Business Office ((515) 294-8700) for those employers who wish to do direct mailing.

# COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS

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