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**NEWSLETTER OF THE  
COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS  
FALL ISSUE 2000**

**IN THIS ISSUE**

**Letter from the Chair.....1**

**Correction on the Summer 2000 Newsletter.....2**

**2000 Annual Report to the AAEA Board.....3**

**Graduate Student Corner.....5**

**Job Announcements.....6**

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## LETTER FROM THE CHAIR

Greetings,

This year the CWAE membership voted for CWAE to become a section. The paperwork has been submitted and soon I expect that it will be official. Sections of AAEA have the privilege of sponsoring tracks, or "themes," for the meetings.

**Joseph W. Glauber** (USDA) will serve as the AAEA Board liaison to CWAE. He suggested that we may want to tie a meeting track to our luncheon speaker. I think this would be a good idea. If you concur, please submit suggestions for themes that you would like to see CWAE sponsor over the next two or three years.

The 2000 annual report for CWAE is published in this Newsletter. Not only does the annual report provide CWAE with an opportunity to discuss our accomplishments for the year, it is an opportunity to raise the awareness of the status of women in the profession. As part of my oral report to the board, I discussed some of the findings of the Tracking Survey. These were based upon the articles written by **Laura Cheney** (Michigan State University), **Dawn Thilmany** (Colorado State University), and **Susan Hine** (Colorado State University) (Vol. 22, No. 1, Review of Agricultural Economics). If you have not had an opportunity to read these, I recommend that you do so. Laura, Dawn, Cheryl and Susan are in the process of preparing the next survey. Please take the time to complete it when it arrives around the first of the year. It is important.

I am pleased that **Jean Kinsey** (University of Minnesota) and **Nancy Bockstael** (University of Maryland) were elected as AAEA Fellow this summer in Tampa. **Mary Marchant** (University of Kentucky) worked hard to see that outstanding women were nominated for election as Fellows of AAEA. I know that there are still several candidates whom we could nominate. 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.

Elections have been held and CWAE has two new board members. **Hong Holly Wong** (Washington State) and **Meredith Soule** (ERS) is to be commended for putting together the slate of officers. Congratulations to **Penney Diebel** (Eastern Oregon State) and **Mary Bohman** (ERS) who are joining **Joyce Cacho** (Rabobank) and **Cheryl Doss** (Williams), **Christy Gladwin** (Florida), Janet and me on the Board. I also appreciate those who were willing to participate as candidates for the Board.

**Shannon Hamm** (ERS) and **Laura Martin Cheney** are rotating off the board. They have served CWAE well.

For a number of years, CWAE has held elections during the luncheon at the meetings. We went to this voting structure in an attempt to increase the percentage of members who voted. This year almost 23 percent of eligible members voted; however, 16 percent of the votes cast could not be included because the voters were not dues-paying members for 2000.

I would like for CWAE to consider whether we want to continue with voting at the luncheon. Not only is validating votes a problem but also the incoming board members do not have an opportunity to interact with the existing board members. This means that the incoming chair operates for a whole year before actually participating in a business meeting. If you have views about the direction we should take, I would appreciate your sending me a message (dcomer@ufl.edu).

Once CWAE awarded a mentorship this past summer. **Hiba Ahmed**, recent Ph.D. graduate of Michigan State University, will be working with her mentor Uma Lele, World Bank, on a project called, "Females `willingness-to-pay' for in-home water connections in Cairo, Egypt" Jean Kinsey has served as the chair of the Sylvia Lane Mentorship Committee for the past two years. This year she and **Maureen Kilkenny** (Iowa State University) updated the brochure that promotes the program. **Cheryl Doss** (Yale University) has agreed to take over the responsibilities of the Committee and **Donna Lee** (University of Florida) will assist her.

Last year, I expressed appreciation to **Janet Perry** (ERS/USDA) for her dedication to CWAE over the years. Once again, I thank her for keeping me on the straight and narrow over the past year.

## Dori Comer

CWAE Chair

## CORRECTION IN SUMMER 2000 Newsletter

In the Summer 2000 newsletter an error was made in **A Woman You Should Know**. It was reported that Katherine (Kitty) Reichelder Smith was ...'one of the first, if not the first female agricultural economist employed by ERS'. This should have read ...' one of the first, if not the first female Ph.D. agricultural economist employed by ERS'. Our apologies for the error.

Margot Rudstrom and Cheryl DeVuyst  
Co-Editors CWAE Newsletters

## 2000 ANNUAL REPORT TO THE AAEA BOARD

Submitted by Dorothy A. Comer, University of Florida, 1999/2001 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.

### 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 the Fall 1998, 729 students were enrolled in doctoral programs in agricultural business and management. Of these, 218 (30 percent) were women. The American Economic Review (May 1999) reported 26.8 percent of the doctoral candidates in economics, which includes agricultural economics, were women. According to the results of the CWAE tracking survey, slightly fewer women with PhDs went into academia (62 percent vs. 69 percent). What was interesting about this was that more of the women went to non-land grant institutions whereas most of the men went to 1862 land grant institutions. On the master's level considerably more fewer women than men went into academia (11 percent vs. 54 percent). The good news is that the salaries of recent PhD and MS women were almost identical with that of men. Lydia Zepeda and Mary Marchant (Review of Agricultural Economics 20:2(1998):406-421) found that 24 percent of the assistant professors were women, which is fairly close with the percentage of doctoral students who are women. The percent of faculty who are women in the upper ranks drops off quickly. Twelve percent of associate professors are women and at the full professor rank, only two percent were women. That percentage has not changed since the 1980s and last year only three women were promoted to full professor. In economics eight percent of full professors are women. One has to wonder whether this lower percent at the upper ranks is from attrition or whether there are other reasons. Female agricultural economists are beginning to move into the administrative ranks within academia, both in academic programs and in research.

*Government:* Last year CWAE reported that females represent about one quarter of the professional staff in USDA's Economic Research Service (ERS). Women have been successful in moving into senior

management positions at ERS, and last year five were promoted into management positions. There continues to be women agricultural economists in senior positions elsewhere in government.

*Publications:* A scanning of the symposia, selected papers and selected posters presented at the 1999 AAEA meetings show that ten women were either authors or discussants for the 40 principal papers presented at the meetings in Nashville. A total of 142 women were represented in 369 symposium sessions, selected papers, and posters. No attempt was made to adjust for double counting because they may have been in more than one session. Three organized symposium was organized and presented by women only.

- ◆ In 1999 American Journal of Agricultural Economics (AJAE) published 83 articles, of which 14, or 17 percent, had one or more female authors. This is a lower percentage of women authors than in the past two years. It is interesting to note that there were a total of 246 authors, 25 (10 percent) were women. There was only one article with a sole woman author and a woman was listed as first author for only one article. In 1999, 23 books were reviewed, one by a women. Many AJAE authors are international, thus it is difficult to determine gender by examining name only. As in the past, CWAE again suggests that gender and ethnicity be part of the tracking system for authors.
- ◆ In 1999, Review of Agricultural Economics published 26 articles, of which three had female authors. While several of the articles were by groups with women as secondary authors, three of the articles were authored by a sole woman or by women authors.

*Awards:* In 1999, Gwyneth Carsten (U of Vermont) received the second place and Gina M. Riekhof (U of Missouri) placed third in the undergraduate paper competition. Eleni Gabre-Madhin (Stanford) was recognized for her award-winning dissertation. Mary Marchant (Kentucky) received the AAEA Distinguished Teaching, Less Than Ten Year's Experience Award, and she was elected to the AAEA Foundation Board of Directors. Sandra Batie (Michigan State) was co-winner of the AAEA Outstanding Article in *Choices*. Mary Burfisher and Elizabeth Jones (ERS) received the AAEA Quality of Communications award. A number of women have received awards from the regional agricultural economics societies and from their institutions.

*AAEA membership and participation:* Gender was collected on the AAEA membership application form in 1998, but that practice was not continued. 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

one woman (Julie Caswell) serving on the board; two (Laurian Unnevehr and Mary Marchant) on the AAEA Foundation board, and several served on committees. Participation by women in the hierarchy of the regional agricultural economics associations is much more prevalent. Mary Marchant (Kentucky) served as president and Kim Jensen (Tennessee) was vice-president of Southern Agricultural Economics Assn. in 1999. Dawn Thilmany (Colorado State) serves as vice president of the Western Agricultural Economics Association.

## 2. Accomplishments of the Committee on Women in Agricultural Economics

Janet Perry (ERS) worked tirelessly in her role as chair of CWAE for the first half of 1999. She provided valuable leadership and direction to the organization. In her role as past-chair, Janet has continued to be a valuable resource for the organization. Much of what is reported here is the result of her work and coordination.

The *CWAE homepage* has moved to be housed under the AAEA homepage. Lorie Srivastava (Michigan State) worked with Joan Poor (Maine) and Aslihan D. Spaulding (Kentucky). 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*. CWAE went electronic with the 1999 spring/summer newsletter. Newsletters are posted to the CWAE homepage for electronic reference and members are notified when the next newsletter is available.

*Electronic communication* continues to facilitate CWAE's operations and all the board's business has been conducted through e-mail or phone this year. We have had quick response from board members. E-mail works because all board members have access and it allows us to consider information at convenient times, without travel or conference calls.

Laura Cheney, Dawn Thilmany (Colorado State), Susan Hine (Colorado State) completed the analysis of the *CWAE Tracking Survey* and they prepared a series of articles as part of the Feature The Status of the Profession, in the *Review of Agricultural Economics*. The *Survey* was conducted in cooperation with the AAEA Employment Services and Membership committees and the Committee on

the Status and Opportunities of Black Agricultural Economists, and funded by the AAEA Foundation Board.

*CWAE continues to have a visible presence* at the AAEA annual meetings. For the 2000 AAEA annual meetings CWAE will host its regular welcome reception on Sunday. Other activities include:

- ◆ "Women You Should Know," symposium organized by Janet Perry (ERS)
- ◆ *CWAE continues* to sponsor a luncheon for members and friends at the AAEA meetings, this year Dr. Katherine (Kitty) Reichelderfer Smith will address the luncheon. The title of her address is "Consilience: Agricultural Economics in the Family of the Sciences." Dr. Smith is Director of the Resource Economics Division of USDA's Economic Research Service (ERS), an agency that generates information and analysis vital to enhanced performance of the food and agricultural system and rural America.
- ◆ A *breakfast meeting* for students at 7:30 am on Wednesday, August 2, 2000, at the annual meetings in Tampa. There is *no charge* for students to attend, but reservations for the breakfast are requested.

In 1999, Meredith Soule (ERS) prepared a proposal and CWAE was awarded funds to provide travel grants for two international female graduate students to attend the AAEA meetings in Nashville. Each recipient was a participant in the program. The recipients were our special guests at the CWAE reception and luncheon.

A number of CWAE members sponsored graduate students for the CWAE luncheon. This year arrangements have been made to allow donations to the Foundation to support sponsorships this year.

At the 1999 annual meetings in Nashville, an Undergraduate Student Breakfast was hosted by CWAE, funded by a grant from the AAEA Foundation. The theme for the breakfast was "Making a Connection." The breakfast was well attended by undergraduates and a number of professionals joined to visit with the students. Joyce Cacho (Rabo-bank) addressed the students. CWAE has funds to host a breakfast again this year on Wednesday morning in Tampa.

The *Sylvia Lane Fellowship* (special purpose) Fund continues to receive donations. Jean Kinsey, chair of the fellowship sub-committee, was successful in obtaining additional funding for the Lane Fellowship from the AAEA Foundation to award two Sylvia Lane Mentorships for the 1999-2000 academic year. Deanne Hackman, University of Missouri, was one recipient of an award to work with her mentor, Henry Hansmann, Yale University. The title of her project is "An Analysis of Ownership in New Cooperative Structures." Armineh Zohrabian, Auburn University, was the second recipient 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." Plans are to offer at least one mentorship this year.

*Elections* were held at the luncheon at the 1999 AAEA meetings where we elected the incoming Chair, Vice Chair and two members for the board. Holly Wang (Washington State) and Meredith Soule (ERS) put together the slate of nominees. Dori Comer (Florida), chair, Christy Gladwin (Florida), vice-chair, Joyce Cacho (Rabobank), board member and Cheryl Doss (Williams), board member joined Shannon Hamm (Senate Ag. Comm.) and Laura Martin Cheney (Michigan State) and Janet Perry (past-chair-ERS). Dawn Thilmany (vice-chair-Colorado State), Mary Marchant (past-chair-Kentucky), Jean Buzby (board member-ERS), and Christine Ranney (board member-Cornell) rotated off the board. This year CWAE will elect two new board members. In order to provide an additional opportunity to vote, CWAE will introduce on-line voting. It will continue with elections at the luncheon and via mail.

CWAE is considerably more fiscally sound this year relative to last year. This is because CWAE is now distributing its newsletter electronically. In 1999, CWAE began with a balance of \$128; it collected \$3,185 in dues and \$80 from meeting registration. This brought the total revenues to \$3,265. Expenses in 1999 totaled \$804.54 and went to cover office supplies, postage and printing and duplicating costs for the first two editions of the newsletter. To date in 2000 CWAE has collected \$870 in dues and has incurred \$.45 in telephone expenses. This leaves CWAE with \$3,458.89 to cover meeting expenses, maintenance for the homepage, the business meeting and the luncheon.

*THANKS* to Janet Perry for her invaluable support and to ERS for its 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. Appreciate is expressed to Michigan State for its support associated with the Tracking Survey. Special thanks go to Laura Martin Cheney, Susan Hine, Jennifer Grannis and Dawn Tilmaney for their hard work on the Survey. CWAE also appreciates the work of Lorie Srivastava (Michigan State) on the redesign of the CWAE homepage.

## **GRADUATE STUDENT CORNER**

The Sylvia Lane Mentor Fellowship Fund is a special purpose fund in the Foundation of the AAEA. Its

earnings are designated to fund young women professionals and graduate students to go to another institution to study with a "mentor" – an expert - to advance their own innovative research skills related to food, agriculture, or natural resources. In its history this fund has supported four mentee/mentor relationships.

This year's recipient is Hiba Ahmed. She just graduated with a Ph.D. from the Department of Agricultural Economics from Michigan State University, and is currently working with Uma Lele at the World Bank for her Sylvia Lane Mentor Research Fellowship. Some questions come to mind – why are people applying to the Fellowship? Why did they choose their mentor? What do they do as part of their Fellowship? How has the Sylvia Lane Mentor Research Fellowship helped them afterwards? To shed insight onto these and other questions, a multi-part series will be written in this column, gathering experiences and thoughts from Hiba, the current recipient, and past recipients. Thanks to Hiba for sharing her experience and thoughts!

Asilhan Spaulding and Lorie Srivastava  
Graduate Student Sub-Committee Chairs

### **1. Why did you apply to the Sylvia Lane Mentor Research Fellowship?**

Let me start by mentioning that this is my second year applying for the Fellowship. I applied for the Fellowship last year to work on my thesis, with my own major advisor, at my own university (Michigan State), within my own department. The rejection letter I received was very polite but had within it the essence of the Fellowship, and the reason why my application was not successful: the need to get out of one's own environment and explore the outside world.

Despite the fact that my purpose of applying the first time was merely financial (to fund finishing my thesis), the reason for the rejection of my first application was enough to convince me to apply the second time (this year). I admire the purpose for which the Sylvia Lane Mentor Research Fellowship was established: broadening one's knowledge by seeing different things and doing different work with people that are knowledgeable in their field with whom one has not worked before.

### **2. Why did you choose Uma Lele as your mentor?**

I need to say that I have admired Ms. Lele for a number of years. The first time I heard of Uma Lele was during taking a development economics course at the Department of Agricultural Economics at Michigan State University with professors Eicher and Reardon. We had to discuss and analyze a model developed by Ms. Lele in our class. Needless to say, I liked her model and her ideas that were presented to us in the class. A few years later she came personally to E.

Lansing as part of a food summit, and I was able to attend her presentation about rural poverty.

I met Ms. Lele personally at Nashville at the AAEA meetings in 1999. I was lucky enough to take the same bus tour with her and talk to her for few minutes. What really struck me and added to my admiration of her is her humbleness and sweet character. I never contacted her after that again until February or March of this year (few months before the Fellowship application was due) and asked her if she would be my mentor.

### **3. What are you doing at the World Bank? (In terms of the mentor-relationship)?**

As part of the Fellowship, we need to present a paper at the upcoming AAEA meetings. We started by looking into issues of gender, willingness to pay, and water. Upon coming to the Bank, however, I joined Ms. Lele at the Evaluation and Operations Department. Consequently, we will focus on providing an evaluation and a literature review of all the studies undertaken at the Bank that try to estimate willingness to pay.

Also, Ms. Lele is providing me with a lot of freedom in terms of when and how I do my work. This flexibility is very helpful to me in that I learn a lot by depending on myself, which allows me more time to look for jobs, and future research collaborations in my spare time.

### **4. What do you hope to gain from your experience? How will you use your experience in your future employment/research plans?**

I am hoping to publish our paper as a Bank document and also obtain a chance to do more work on contingent valuation and willingness to pay. In the mean time, some Bank staff have contacted me for future work and consultancy opportunities. In terms of future research, I am amazed at the amount of information, data, publications, and resources available at the Bank.

### **5. What would be your advice for future applicants?**

*Maximize the use of the Fellowship time!* I was also lucky to meet Ms. Sylvia Lane at the Tampa meetings who emphasized that I should use my opportunity at the Bank to the best of my abilities. She further sent me a letter with her best wishes and a couple of names of individuals she knew at the Bank if I needed further assistance. I need to say I am doing exactly what I was advised and using my time

to the maximum. I am working very hard (but for a recent graduate student this is no new activity!!), enjoying myself in Washington, meeting new people, being part of the debate at the Bank about different issues, and already a member of two discussion groups at the Bank. I am also working on networking to build future collaborative work and research opportunities.

*Get to know a woman you admire!* There are so many women who are doing wonderful work in every field. If there is someone you admire, the Fellowship is your chance to work with this person and get to know her well through a close working relationship.

*Do your homework!* Before I applied I had very little time to do my homework in terms of the cost of living in Washington. Hence, the amount of money I asked for is not really covering all my expenses. As a future applicant, if you will be working with someone in a relatively expensive location compared to where you come from, estimate your financial needs as realistically as possible. Also, inquire about the work environment and the resources available before you arrive. For example, some institutions do not have computers and work stations so prepare yourself to take your own resources. A lot of your school books can be handy references. In non-academic institutions, you might need to look up that “bible” in your area of study, so make sure it is available!

*Start the application process early!* This year the application was due by July 1<sup>st</sup>. In my case my Mentor was very busy. We relied heavily on e-mail and some times we just reminded each others of due dates. If you start early, it is less like that you will miss any due dates or information. You need to recognize the time needs of the Mentor. This also applies after the Fellowship starts. Try to be independent so that the Mentor does not use much of her time to meet your every need, but at least keep a weekly meeting to discuss your progress. Note that the mentor is doing this work as a volunteer.

## **JOB ANNOUNCEMENTS**

### **University of Minnesota**

Various Temporary Research and Teaching Positions  
Department of Applied Economics.

M.S./Ph.D. in Agricultural Economics or related field; professional research or teaching experience in 1) Community Development, Resources, and Regional Economics, 2) Production, Farm Management and Agribusiness, 3) Prices, Marketing, and Consumer Economics, or 4) Trade, Agricultural Policy and Development.

Send letter of application indicating area of specialization, resume, names and addresses of three references to

V.R. Eidman, Chairman, Search Committee,  
Department of Applied Economics  
1994 Buford Ave.  
University of Minnesota, St. Paul, MN 55108.

Applications ongoing until 9/30/2001. The University of Minnesota is an equal opportunity educator and employer.

### **University of Maine**

Department of Resource Economics and Policy

**POSITION:** Environmental/Natural Resource Economics Tenure-Track Faculty Position at the Assistant or Associate Professor level.

**AVAILABLE:** August or September 2001; actual start-date negotiable.

**QUALIFICATIONS:** Required qualifications: Ph.D. in Resource/Agricultural Economics or Economics with primary emphasis in Environmental Economics; strong theoretical and quantitative training with demonstrated interest in applied policy analysis; excellent written and oral communication skills; ability to teach graduate and undergraduate courses. Applicants must have completed all requirements for their Ph.D. and be eligible to work in the U.S. at the time of employment.

Preferred qualifications include: Established record of teaching, external funding and published research findings. Experience applying research to water quality, air quality, forestry, health economics, land use, risk analysis, or other areas complementary to the mission of the department.

**POSITION DESCRIPTION:** The position is a full-time academic-year appointment (9 months) 50% teaching and 50% research. Teaching at the undergraduate and graduate level is expected with the normal load being a total of three courses per year. The candidate is expected to establish a high quality research program including a commitment to seeking and obtaining external funding. Student advising, other departmental duties and professional and public service are also expected.

**ENVIRONMENT:** The University of Maine is the flagship campus of the University of Maine System and is the Land Grant/Sea Grant Institution for Maine. The Department of Resource Economic and Policy is within the College of Natural Sciences, Forestry and Agriculture.

**APPLICATION REVIEW DATE:** Review of applicants will begin November 21, 2000 and

continue until a suitable candidate is found. Candidates should submit a letter of interest, curriculum vitae, transcripts and have three letters of reference sent:

George K. Criner, Chair and Professor  
Department of Resource Economics and Policy  
University of Maine  
5782 Winslow Hall  
Orono, ME 04469-5782

Departmental Web Site:

<http://www.ume.maine.edu/~rep/rep.htm>

Inquiries can be directed to George Criner at (207) 581-3150 (email [criner@maine.edu](mailto:criner@maine.edu)).

Women and minorities are encouraged to apply. The University of Maine is an Affirmative Action/Equal Opportunity Employer

### **Assistant Professor – Agricultural Finance Department of Agricultural Economics**

The University of Wisconsin – River Falls is a member of the University of Wisconsin System and is located in scenic west central Wisconsin, 30 miles east of the Twin Cities metropolitan area with easily accessible year around arts, cultural and recreational events. UW-RF's 5600 graduate and undergraduate students pursue degrees in the College of Agriculture, Food, and Environmental Sciences, College of Arts and Sciences, and College of Education as well as the School of Business and Economics, and Graduate Studies. The University provides an excellent environment for learning, emphasizing the importance of faculty-student interaction in classrooms, laboratories, academic advising and co-curricular activities. A favorable student-faculty ratio affords opportunity for meaningful interchange between faculty and students. Strong interests in teaching, research, and community service are highly valued.

#### **The Position:**

The department of agricultural economics is seeking an assistant professor with an agricultural finance emphasis. This position will have a split of 63% Extension and 37% teaching. The successful candidate will be expected to develop an active statewide extension program focused on the financial management of dairy farms. The successful candidate will teach approximately 3 classes per year. The classes taught will depend upon departmental needs and the successful candidate's interests. The person selected will also be expected to advise students, participate in campus governance, and develop a solid record of scholarship.

This position is a full-time, twelve-month, tenure-track faculty position. Compensation is based on qualifications, including education and experience. The University expects scholarly activity, including research, scholarship, and creative endeavor that supports its programs.



**Qualifications:**

Applicants must have completed a PhD (or equivalent) by August 27, 2001 in agricultural economics, business, or related field. Evidence of a thorough understanding of financial analysis and econometrics, understanding of the dairy sector, and strong communication skills are required for this position. Experience with undergraduate teaching, a farm background, and extension teaching are highly desirable. Candidates should demonstrate awareness of and sensitivity to diverse student populations and an ability to contribute to the University's commitment to enhancing student awareness and appreciation of diverse ethnic and cultural heritages.

**To Apply:**

Submit a resume (or curriculum vitae) and letter of interest specifying: 1) qualifications, 2) statement of experience, including ability to contribute to the enhancement of student awareness and appreciation of diverse cultures. Include an unofficial transcript (official transcripts will be required if hired) and the names, addresses and telephone numbers of at least three references who can specifically comment upon your teaching ability, experience, and professional preparation.

Inquiries and applications should be addressed to:

David Trechter, 410 S 3<sup>rd</sup> St., Room 123C RDI Bldg,  
River Falls, WI 54022. [david.d.trechter@uwrf.edu](mailto:david.d.trechter@uwrf.edu)  
(715) 425-3129

The names of all nominees and applicants who have not requested confidentiality in writing, and identities of all finalists must be released upon request

**Deadline to apply:**

Review of Applications will begin on November 15, 2000 and will continue until the position is filled.

The University is committed to creating an educational community which enhances student awareness and appreciation of diverse ethnicities and cultures and which actively supports tolerance, civility, and respect for the rights and sensibilities of each person without regard to economic status, ethnic background, political views, sexual orientation, or other personal characteristics or beliefs. Awareness of and sensitivity to diverse ethnic and cultural heritages are especially sought in applicants.

River Falls is an equal opportunity, affirmative action employer subject to all state and federal regulations pertaining to non-discrimination based upon sex, sexual orientation, race, color, national origin, religion, disability, marital status, age, arrest and/or conviction record, veteran status, and membership in

the national guard, state defense force, or other reserve component of the military forces of the United States or the State of Wisconsin. All persons, especially women, persons of color, and the disabled are encouraged to apply. Employment is subject to federal laws that require verification of your identity and legal right to work in the United States as required by the Immigration Reform and Control Act

# COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS

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## **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

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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 that will encourage the professional advancement of women agricultural economists. The Board of CWAE is a special committee of the AAEA.

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AAEA Business Office  
415 South Duff Avenue, Suite C  
Ames, IA 50010-6600 phone: 515-233-3202 fax: 515-233-3101

AAEA Website: <http://www.aaea.org/>