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CWAE

NEWSLETTER OF THE COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS

SPRING/SUMMER ISSUE 1989

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Chairperson's Report

*Helen Jensen
Iowa State University
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Preparations for the annual AAEA meetings in Baton Rouge are well under way. CWAE will try some old and some new events. We have tried to develop a set of activities that will address different needs and interests expressed by CWAE members during the last year. I hope attendance is good.

First will be the CWAE Business Meeting, scheduled on Sunday afternoon (4:00-5:30 p.m.). The agenda will include a review of activities during the past year, a discussion of Committee priorities for the coming year, CWAE membership, and any proposals for the next year's AAEA summer meetings. If you have items you would like placed on the agenda for the Business Meeting, please contact me before July 15.

The second event will be the CWAE Luncheon on Monday. There is pre-registration for this event. In addition to food and a chance to visit with colleagues, Katherine H. Reichelderfer, Associate Director of the Resources and Technology Division, USDA/ERS, will talk on "The Roles of the Economist in the Policy Process." She brings considerable experience to this topic.

Finally, we will try something new this year. Too often, there is little opportunity at the Meetings to discuss, in an informal way, issues of particular interest to CWAE members. The Professional Activities subcommittee has set a time, place, and a few "thoughts for discussion" on the issue of "Opportunities for Women in the Economy: Equal or Lacking." The Winter 1989 issue of The Journal of Economic Perspectives reports on a recent symposium related to this topic. We hope you will "drop on by" to listen, share your ideas, and visit with those interested. This activity will start at 5:00 p.m. on Monday afternoon. Discussion leaders are Stephanie Mercier and Shida Henneberry.

These events at the AAEA Meetings are planned for all those interested in CWAE Activities and affairs. You are welcome to join us at any or all of the events.

AAEA Annual Meetings CWAE Activities

Sunday, July 30, 4:00-5:30 p.m.:

CWAE Business Meeting

Monday, July 31, 12:00-1:30 p.m.:

CWAE Luncheon
Presiding: Helen Jensen, Iowa State University
Speaking: Katherine H. Reichelderfer, USDA/ERS,
"The Roles of the Economist in the Policy Process"

Monday, July 31, 5:00-6:00 p.m.:

CWAE Informal Discussion
"Opportunities for Women in the Economy: Equal or Lacking"

The Dual Career Dilemma

*Craig Jagger and Joy Harwood
USDA/ASCS and USDA/ERS
Washington, D.C.*

Partners in dual career relationships often find that their career and personal goals are in conflict. Consider how many people can potentially answer "yes" to at least one of the following questions:

- Is your partner's job mobility a problem for your career?
- Have you declined a job offer because your spouse couldn't find work where your job would have been located?
- Are household responsibilities a problem to your career?

The responses of agricultural economists to such dual-career questions, asked in a 1987 survey, are examined in the following paragraphs.

About the Survey

CWAE has a continuing interest in the status and advancement of women in the agricultural economics profession. Because of this interest, a survey was developed in 1987 to examine career advancement, with a special emphasis on dual-career problems. The survey was designed to gain answers in three issue areas:

- Do women experience job discrimination based on their salaries?
- Do women perceive they are experiencing discrimination based on their opportunities?
- What problems confront dual-career couples?

In May 1987, the mail survey based on these issue areas was sent to all 201 CWAE members, all 95 members of the Committee on the Status of Blacks in Agricultural Economics, and a sample of 310 from the AAEA membership. Fifty percent of the surveys were completed and returned. Coverage of all three groups was nearly equal. Those who did respond were assumed to be representative of those who did not. Because CWAE was interested in

making statements about the whole population of AAEA members, and the AAEA contacts were a 1 in 13 sample of the membership, the responses from the AAEA sample were weighted accordingly. Responses were for 1986.

The survey results were presented at a symposium held at the 1988 AAEA summer meetings. Joyce Allen presented an analysis of respondents' attitudes about their career opportunities (see the Fall CWAE Newsletter). Mary Ahearn addressed general population characteristics and the earnings of agricultural economists by gender and race (see the Winter CWAE Newsletter). Joy Harwood and Craig Jagger presented the dual career analysis; Josef Broder was discussant for the symposium.

The Dual-Career Relationship

Dual-career couples are more than the standard cliche "DINKS" (double-income, no kids). For the analysis, a respondent was classified as having a dual-career relationship if he or she answered "yes" to the question: "At any time while you were in the job market, did you have a spouse or partner who also wished to find a position in the same locality, or vice versa?"

This categorization covers a variety of relationships. One partner may be the main wage-earner while the other works only parttime. In addition, people in certain situations may treat their relationship as dual-career--even though one of them is not currently in the job market. For instance, a spouse that has been employed full-time for many years may currently be raising children, with the expectation of soon returning to full-time work.

Overall, one-third of the survey population was in or had been in a dual-career relationship in 1986. For people in the population below the age of 40, a higher percentage (50%) reported being in a dual career relationship than the percentage reported by people over 40 years of age (22%). The percentages of each age group that were in dual-career relationships are the same for the CWAE and COS-BAE populations, at 65% and 42%, respectively.

A significant proportion of the survey population had spouses who were economists or agricultural economists. Dual-profession situations were found for 16% of the total population and for 34% of the CWAE respondents. This situation is not as surprising as it might first appear: it is quite common to socialize with one's classmates or co-workers.

The Job Mobility Issue

Finding two acceptable jobs in the same location makes job changes more difficult for many dual career couples. A partner's job mobility was a major or minor problem for the career development of 40% of the total population and

for 60% of the CWAE respondents. A problem with job mobility indicates some incompatibility in timing or flexibility: one's partner may be either "too mobile" or "too settled."

If both partners in a dual-career relationship are economists, job mobility is more of a problem than if only one is an economist. Sixty percent of the survey population with partners who are economists reported that their partner's job mobility was a problem, compared with 35% of those whose partners worked outside the home as non-economists.

Dual-career economists may find that job-hunting in the same location is more difficult than for other dual-career couples. Economists, in particular, often search for positions at land-grant universities--which often are located in small cities where alternative, non-university employment is limited.

Because of such situations, one-third of dual-career respondents with economist partners reported declining at least one job offer because their partner could not find work. In contrast, only 16% of dual-career people whose partners were non-economists reported declining job offers. Many respondents wrote on the survey that they did not even apply for certain jobs because of their partner's career needs.

Men and women were likely to answer this question differently. Only 15% of the men declined at least one job offer, compared with 27% of the women. These differences may in part be explained by the fact that women are more apt to have economist partners than men. But another question is also posed: Are women more inclined to let their partner lead in deciding location than vice versa?

One way for employers to convince dual-career candidates to accept jobs is to help their partners find jobs. A similar percentage of male and female candidates (70%) reported that their partners were given no help in their job search.

Even so, about 60% of dual-career people with economist partners reported that at least one employer helped their partner find work by either setting up interviews or suggesting firms to contact. Potential employers may be more likely to help partners who are economists because the employers are familiar with the local job market.

Dual-Career Strategies

Given the problems in jointly managing dual careers, what strategies do people pursue? Out of eight strategy choices, one-quarter of the total population in a dual-career relationship with an economist partner indicated that the choice was arbitrary. For those with non-

economist partners, "highest current salary" and "living in a large city" accounted for nearly 50% of the responses.

CWAE members chose "living in a large city" as the Number 1 response. For those with economists as partners, 31% chose this response; for those with non-economists as partners, 23% marked this response.

In general, CWAE members seem to be focusing on mutual job satisfaction rather than on maximizing their incomes. In a large city, if one partner does not like his or her job, that person can more likely find another job in that locality without the couple having to move.

Conclusions

The survey results indicate that partner mobility and joint job-hunting are serious issues. Greater employer flexibility can help alleviate some of the joint job-hunting tensions. Some companies and organizations are creative with flex-time, job-sharing, and child care arrangements. The dramatic decline in the costs of computing power, and the widespread availability of FAX machines and modems, open up new off-site employment opportunities for research-oriented professionals.

Something to Smile About

*Sermin Hardesty
Rice Growers Association
Sacramento, California*

Working on new product development in agribusiness requires a lot of coordinating. This morning I reviewed the properties of a particular new product with our food technologist. Next I discussed the product's packaging with the account executive at our advertising agency, who raised questions about product labeling. These questions were answered by our legal counsel. Next, I obtained information about competitors' products from our account executive at the firm which provides us with market sales data. Finally, I spoke with a supplier's technical support manager about the product's formulation.

As I sat back to record the outcomes of these conversations, I realized that I had spoken with five highly-trained individuals in positions of considerable responsibility and that all five were women. Looking at the picture of my infant daughter on my desk, I had to smile as I thought about how much women have advanced in business during the last fifteen years and how much further we can be by the time my daughter enters the working world.

Working in a Private Foundation

*Mildred Warner
Cornell University
Ithaca, New York*

Working in a large private foundation involves a different set of skills than those used by most agricultural economists in government or research positions. I spent three years as a program officer with the Rural Poverty and Resources Program (RPR) of the Ford Foundation. Of the Foundation's six divisions (including Human Rights and Governance, Urban Poverty, Education and Culture, International Affairs, and Program-Related Investments), Rural Poverty and Resources (RPR) is the only one which employs a fair number of agricultural economists worldwide (about twelve).

In selecting staff, however, the program is not as interested in the type of professional training (MS or PhD) or disciplinary focus (agricultural economics or otherwise) as in the experience, language skills, and subject area interest of candidates. Fluency in a foreign language and overseas field experience are important factors given that the majority of positions in the RPR program are in one of the Foundation's eleven field offices [China, Egypt (Sudan), Kenya, Zimbabwe, Senegal (Nigeria), Indonesia (Thailand, Philippines), India, Bangladesh, Brazil, Mexico, and Peru].

Areas of subject interest for RPR programs include: water management (communal irrigation, groundwater protection, water rights), land management (agro-forestry and social forestry), agricultural production (gender and farming systems research), policy development (support to non-governmental organizations), and employment and income generation (off-farm employment and credit).

I was hired to develop and monitor a grants program in resource management and economic development in the U.S. and to provide backstopping support to field office programs on land management and agriculture. The position provided a fantastic opportunity to review a broad range of rural development problems and program responses in the U.S. and abroad. In the process of designing a grants program, soliciting proposals, and reviewing and monitoring research and demonstration projects, I came into contact with many of the "best and brightest" researchers and practitioners in the rural development field. The flexibility and relative autonomy of Ford Foundation program officers made it possible for me to support exciting new initiatives which would be too risky or unconventional for the larger donors--such as USAID and the World Bank.

Ford Foundation has a very collegial staff and I enjoyed most the opportunity to work collaboratively with colleagues in new program development. Critical thinking which challenges grantees and fellow Foundation staff on program design is strongly encouraged. Because of the high turnover in staff-Foundation policy encourages

program officers to stay only 3-5 years--there is always a high level of energy, new ideas, and a willingness to re-assess past approaches.

The policy of 3-5 year staff assignments also has facilitated successful implementation of an affirmative action program. Over half the professional staff are women and a growing percentage are minorities. The age profile is younger and more people with master's degrees (rather than PhD's) are being hired.

Despite the challenge, opportunity, and prestige offered by a job with the Ford Foundation, there are several drawbacks which ultimately factor into program officers' decisions to leave.

First, the job is high-pressure, with long hours and heavy travel schedules. For staff who desire a social life or have families, the work pace can be a problem. Although management has an excellent maternity/paternity leave policy, only recently have requests for part-time professional positions been given serious review. I found that the long hours (60-80 hour weeks plus New York City commuting time) and a heavy travel schedule (an average of 10 days per month) prevented me from developing the kind of social life and community involvement I had enjoyed in previous positions.

Second, a program officer's position is a management job. Those who publish at the Foundation tend to do so on their "free" time. Responsibility for a portfolio of over 100 grants prevents in-depth research or technical assistance on more than a few select projects. There is little time for study to keep up with the literature in one's field beyond that reflected in one's grant portfolio. However, the regular contact with a broad range of talented researchers and practitioners through the grants program helps keep one current.

Third, the lack of tenure in the system encourages people to return to academic or other positions before their technical skills become too rusty or obsolete. Generous severance pay and a portable pension plan make it attractive for people at almost any stage in their careers to consider a stint with the Ford Foundation, however.

After more than three years with the Ford Foundation, I returned to academic life working on rural development research at Cornell University. I miss the intellectual stimulation of continuous contact with a diverse range of development practitioners, but am enjoying the chance to do more research and in-depth study of particular rural development problems.

Greeting the Media

*Tanya Roberts
USDA/ERS
Washington, D.C.*

(Editor's Note: The following article summarizes Kathleen Barry's seminar on "Greeting the Media," given at the Communication Skills Workshop in Knoxville, Tennessee on July 31, 1988.)

Kathleen Barry cautioned "think twice about instant media fame" at the CWAE pre-conference last summer. Know your interviewer and whether the goal is to sensationalize or report your research. Workshop participants who volunteered were grilled/interviewed by Kathleen Barry to see what it's like in the hot seat, to learn how to de-fuse or sidestep hostile or outlandish questions, and to refocus the interview back to your agenda.

Other tips were: Don't answer questions outside your area. Follow your company's media policy. Insist on reviewing direct quotations before publication in print. Understand when you are speaking "off the record," when you're being quoted, and when you're providing "background." Her advice: "If you don't want something reported, don't tell it to a reporter."

Once you have agreed to a live interview, Barry's tips on preparing yourself included:

- Prepare a list of hard-hitting, fascinating questions and a description of your topic, emphasizing key points.
- Study the TV or radio show.
- Practice answering every possible question.
- Critique your answers for brevity, believability, colorful examples, directness, enthusiasm, and openness.
- Watch your body language, facial expression, and tone. Never act defensive, arrogant, or sarcastic.

Barry gave further tips on the details of preparing for a talk show, such as make-up and wardrobe colors. Extensive comments on how to handle hecklers, how to deal with poorly-worded questions, and how to wrap up the session were also covered.

Update On Faculty Salary Differentials

*Catherine Greene
USDA/ERS
Washington, D.C.*

(Editor's Note: To obtain the paper on which this article is based, see the text for details. The study was brought to the attention of the CWAE Newsletter by Darrell Hueth, University of Maryland.)

According to a recent University of Maryland report, salaries for female assistant professors in 29 institutions belonging to the Association of American Universities (AAU) were an average of 10.3 percent lower than for male assistant professors in the fall of 1987. Colorado had the smallest difference, with males paid 2 percent more than females, while Purdue had the largest gap, with males paid 19.0 percent more. Male associate professors were paid an average of 7.7 percent more in 1987 in these schools, and full professors were paid 11.6 percent more. The wage gap was about the same for all three positions in both 1985 and 1986, according to two earlier reports.

The report also lists the number of male and female faculty members in each of the 29 institutions, by position and by percentages with tenure. Females made up 32 percent of the assistant professor faculty in 1987, 22 percent of the associate professor faculty, and 7 percent of the full professor faculty. At the assistant professor level, 5 percent of the males and 8 percent of the females were tenured. At the associate professor level, 86 percent of both the males and females were tenured, and for full professors, 98 and 97 percent of the males and females, respectively, were tenured.

The salaries described in this report are based on data in the FY 88 Integrated Postsecondary Education Data System survey called Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty. Factors that influence salary level (experience, supply, cost-of-living, etc.) are not controlled for in this data.

More information about this University of Maryland report, which focuses on Maryland's standing among other universities, can be obtained from Maryland's Office of Institutional Studies (301/454-5640). The report is called Analysis of Faculty Salaries: A Comparison of the University of Maryland--College Park with AAU Public and Private and Designated Peer Universities, Fall 1987, and was published in June 1988. A report on 1988 faculty salaries is expected to be published in June 1989.

The 29 AAU institutions compared in this report and the average salaries for male assistant professors in 1987 is listed below. The corresponding percentages for female assistant professors are shown in parentheses.

Institution	Assistant Professor Salaries	
	Males	Females *
Colorado	\$ 33,838	(2.0%)
Oregon	29,085	(4.5)
Brandeis	32,526	(5.4)
UC-Berkeley	36,611	(6.2)
Tulane	32,765	(7.2)
Washington	33,571	(7.3)
Arizona	33,705	(7.4)
Missouri	31,158	(7.5)
Maryland	33,544	(7.6)
Pittsburg	32,211	(8.2)
Michigan State	33,409	(8.6)
Illinois	34,296	(9.7)
Northwestern	37,926	(10.1)
Virginia	34,910	(10.3)
Wisconsin	34,831	(10.8)
Minnesota	34,228	(11.0)
Ohio State	36,593	(11.1)
Kansas	29,199	(11.2)
North Carolina	35,422	(11.3)
Florida	35,450	(11.5)
Michigan	38,263	(11.6)
Nebraska	29,633	(11.9)
Indiana	32,146	(12.0)
Carnegie-Mellon	38,944	(12.3)
Iowa State	31,236	(13.9)
Texas	35,556	(14.1)
Iowa	34,810	(15.7)
Penn. State	33,662	(16.0)
Purdue	34,180	(19.0)
Mean	\$33,938	(10.3%)

* Numbers in parentheses represent the percentage by which male salaries are higher than female salaries.

Providing Expert Witness Testimony

*Grace Johns
Spectrum Economics, Inc.
Palo Alto, California*

Expert witness testimony is a challenging opportunity to apply your experience and skills to provide opinions that will assist the court in clarifying economic issues related to agricultural litigation. For the past few years, I have provided economic analysis and expert witness testimony for civil cases involving individual farmers in California.

Agricultural economists, such as myself, are often needed to provide economic opinions on issues such as the economic loss stemming from forced partial liquidation of farm assets, the economic consequences of dividing farm property, and the economic loss associated with the death of a key farm-family member. The testimony of agricultural economists can cover the spectrum of agricultural

operations from estimating the economic losses resulting from faulty construction of facilities, to evaluating the economic basis behind the termination of employees at processing plants. Estimated damages and potential awards at stake can range from tens of thousands of dollars to many millions of dollars.

The methodologies used to analyze the facts of a case vary because each case has its own unique characteristics. There are usually no standard procedures that can be employed in cookbook fashion because quite often the specific problem has never been addressed in professional journals or publications. This aspect makes the job interesting and challenging because it requires one to collect all available information relevant to the problem and then devise a creative way to incorporate the results into a defendable expert opinion.

In my experience, the primary purpose of these analyses has been to quantify the impact of specific actions on the current and future income potential of the farm in order to estimate the associated economic loss. The skills necessary to form a defendable opinion are the ability to know what questions are relevant to the specific case and the ability to develop projections of the future income stream using information derived from re-creating the past.

Economic factors that may be addressed include the current and past income stream of the farm; the historic, current, and expected future commodity market conditions and their relationship to the individual farm; the historic and forecasted farm real estate values specific to the geographic area and commodity of the individual farm; and the impact of farm policies on the individual farm. Often, regression and statistical analyses are used to study relationships between income and factors of production and to forecast the future income stream. The result of these analyses is usually the net present value of the economic loss associated with a given action.

The training of an agricultural economist is well-suited to this type of expert witness testimony because practical micro-level farm decision-making issues and the dynamics of commodity markets are the primary emphasis of most agricultural economics curricula. Agricultural economists are trained to answer practical economic questions regarding the production decisions and economic conditions of crop, livestock, and horticultural markets. Many agricultural economists have additional training in the economics of labor markets, fisheries, irrigation, and natural resources. These additional areas of expertise can augment the expert witness testimony of an agricultural economist and increase the range of testimony that the witness is qualified to give.

Although formal training is the most important qualification of an expert witness, the prior professional experience and publication record of the expert on the specific issue being addressed help to establish credibility and confidence. Also, a comfortable understanding of the rules of evidence and courtroom protocol improves the presentation of testimony.

The agricultural economist can provide a valuable service to the judge, jury, plaintiff, and defendant by effectively communicating the economic implications of impending or realized actions to those who serve the agricultural industry. Expert witness testimony and the associated economic analyses are challenging forums to use your skills and creativity to address timely economic problems.

The Women's Resource Office at Purdue

*Linda Calvin
USDA/ERS
Washington, D.C.*

(Editor's Note: The following summarizes an article, dated January 1, 1988, by Carolyn M. Jagacinski of the Department of Psychological Sciences, Purdue University. The article was brought to the attention of the CWAE Newsletter by Edna Loehman of Purdue University.)

In 1987, Purdue University reviewed its Women's Resource Office (WRO) in an effort to increase its services and strengthen operations. The WRO's initial goals included providing programming, informal grievance resolution, and advocacy, and promoting changes at the University that would improve the status of women. Recommendations for Purdue seem appropriate for other schools seeking to improve the operation of their women's centers.

The review included a survey of services for women at all the Big 10 schools. The survey showed that women's centers varied significantly across institutions in their focus and administrative location, their degree of centralization, and their level of funding.

Survey of Big 10 Schools

Half of the ten universities focus on students only (Illinois, Wisconsin) or mainly students but with general interest women's programming (Michigan, Minnesota and Ohio State). The women's centers for these schools are usually located in Student Services. Most of these schools have university senate committees on equal employment opportunities to deal with faculty issues.

Four universities focus on faculty, students, and staff (Indiana, Iowa, Michigan State, and Northwestern). Only Purdue's WRO serves just faculty and academic staff. Women's centers with a faculty emphasis are more likely to be under Academic Affairs, the Provost, or the President. Many interviewed stressed the importance of direct communication with higher-level administrators. If the center tries to resolve informal grievances, such direct contact is important. It is unusual for the women's center to be located in the Affirmative Action Office, as at Michigan State.

The degree of centralization of women's services also varies across campuses. The interviews with different universities indicated that centralized offices which minimized duplication of services were viewed as more efficient.

The budgets for the women's centers ranged from \$135,000 for Indiana to \$6,000 for the University of Minnesota. Two centers listed no budget, including Purdue's. Staffing levels also varied substantially.

Recommendations for Purdue

After completing their review, the WRO made recommendations to the University. They concluded the WRO should offer:

- Programming to address issues of concern to the office's constituents and to enhance career development,
- Assistance in resolving informal grievances regarding sexual harassment and discrimination,
- Monitoring of the employment situation of women at Purdue and professional needs,
- Resource and referral services, and
- Advocacy for those trying to bring change to Purdue University to help women.

There were many concrete recommendations about how to improve the operation of the office.

Organization of the WRO

The success of the women's center at the University of Indiana was attributed in part to the prestige of the director. Purdue seeks to emulate that success. The first recommendation was that the director of the office should be a full professor with a 75 percent appointment to the WRO and a 25 percent appointment in her original academic department. If the office is to have a professor of distinction, efforts to allow the director to maintain her research productivity are required. The director should have a half time graduate assistant to help in her research program. The director should either have an increase in salary while detailed to the office or at least a six month research leave upon return to her department. The position of director would be a 3- to 5-year renewable appointment. The title of the director would be Associate Vice-President for Women's Issues and she would report directly to the President of the University representing the interests of women to the administration.

If the office increases its services it must increase staff. In particular, the report was interested in staff that could do periodic surveys of women to determine issues of interest. The University of Indiana conducts an annual survey

to determine the focus of their programming. The survey rotates between interviewing faculty, staff, and students.

Focus of Center and Administrative Location

Expanding the constituency of the office was also mentioned as an important step. The report recommended that the office should consider its constituency to be faculty, academic staff, administrative personnel, and possibly female graduate students if the graduate school did not start providing special services for this group.

The issue of administrative location for the Women's Resource Office was an important concern. The study recommended that the office report directly to the President instead of being under Academic Affairs or Affirmative Action. This close connection with the President of the University would enhance the visibility and importance of the office. Having direct access to the President of the University would also help the office resolve informal cases of sexual harassment or discrimination without having to resort to formal complaints. Being located in Academic Affairs was viewed as inappropriate since not all the constituents of the center came under the purview of Academic Affairs. Location in the Affirmative Action office was also viewed unfavorably since the WRO's interests were seen to be much broader than those of Affirmative Action.

Centralization

The report concludes that the objectives of the WRO are interdependent and therefore best served by one centralized office. The report also recommended an advisory committee to gather input from diverse interests including the Women's Caucus, the Affirmative Action Office, and the Faculty Senate.

Budget

Finally, the report addressed the question of budget. The report proposed an initial budget of \$5,000. Additional funds might be requested but the report noted that the office would eventually seek outside funding for special programming or research projects.

Information Inquiry

Zenaida Toquero
*Southeast Asian Ministers of Education Organization
Laguna, Philippines*

Zenaida Toquero is participating in a study entitled, "Towards Improving the Role and Efficiency of Farm Household Members (Particularly Women) in Postproduction Activities." The study involves identifying problems that women and others have in accessing, adopting, or using alternative postproduction technologies for cereals, legumes, and rootcrops.

Major thrusts of the study are to evaluate current postproduction practices and to determine how the alternative technologies can be modified to meet the needs of users--particularly women. Through pilot testing in sample villages, the researchers will simultaneously determine both problems and potential solutions.

Institutions collaborating on this study include: the International Food Policy Research Institute (IFPRI), the University of the Philippines at Los Banos Institute of Nutrition and Food (UPLB-INF), the National Postharvest Institute for Research and Extension (NAPHIRE), the Isabela State University (ISU), and the Visayas State College of Agriculture (ViSCA).

Any information on other research or literature related to the study would be appreciated. Please contact:

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The Changing Status of Women Economists

(Editor's Note: The following paragraphs are summarized from an article by Nancy M. Gordon. The article appeared in the Winter issue of the newsletter of the Committee on the Status of Women in the Economics Profession.)

Overall, women economists are more numerous now than in 1980, and they are slowly advancing in academia, but few have reached the rank of full professor. These conclusions are based on data from a matched sample of colleges and universities that responded to the Universal Academic Questionnaire in both the 1980-81 and the 1987-88 school years. The matched sample contains 80 of the 188 undergraduate institutions that responded in 1987, 20 of the 42 institutions that award only Bachelor's and Master's degrees, and 50 of the 71 institutions that award PhD's.

The proportion of PhD's in economics awarded to women by schools in the matched sample rose sharply between 1980 and 1987--from 12 percent to 19 percent, in part reflecting women's rapidly growing representation in economics at the Bachelor's degree level during the late 1970's. The share of Master's degrees in economics awarded to women also increased substantially--from 21 to 29 percent--but the proportion of Bachelor's degrees was stable at about 30 percent. The gender distribution of graduate students shifted somewhat, from 18 percent of PhD students in economics being women, to 22 percent. Among students in both Master's degree and PhD programs, women remained slightly more likely than men to receive aid.

As women have progressed through their careers, they have made up a growing proportion of faculty at the ranks of assistant, associate, and full professor. Only in the case of full professors at undergraduate institutions did the proportion of women fall, and when this relatively small group is combined with full professors at graduate institutions that award PhDs, the overall proportion of women rose from 2.7 percent to 3.7 percent. Nonetheless, only 30 of 803 full professors at institutions in the matched sample were women.

Women made up a higher proportion of those who were hired in 1987 than they did in 1980, but their progress to higher ranks has been limited. This is especially true at the institutions with PhD programs, which employed 66 percent of all associate professors and 81 percent of all full professors in 1987. Only 1 of the 30 faculty members promoted to associate professor in 1987 at these institutions was female and all 28 who became full professors were men.

Considering that women made up 12 percent of assistant professors at these schools in 1980, rising to 19 percent in 1987, it seems that they are not advancing within academia in the same way as men. Moreover, women were not "bidden away" to tenured positions at other universities in this sample. Of the 20 full-time female faculty hired in 1987, 18 had the rank of assistant professor. In contrast, 18 men were hired with ranks of associate or full professor.

Although many hypotheses have been advanced about why women economists are not progressing more quickly in academia, few facts are available. An ongoing study based on longitudinal data from the Survey of Doctoral Recipients will describe the career patterns of male and female economists in academia and in other types of employment, and analyze factors that may be related to differences in these patterns.

Newsnotes

Invited Paper Sessions at the AAEA Annual Meeting

Invited paper sessions at the AAEA 1989 annual meeting, held July 30-August 2, at Louisiana State University in Baton Rouge, LA, are:

- Assessment of the Agricultural Economics Profession's Obstacles to the Generation of Useful Products
- Climatic Change, American Agriculture, and Natural Resources
- Institutional Development in Third World Countries: Case of Agricultural Education and Research
- Keys to Rural Revitalization in the 1990's
- Management of Toxins in the Environment
- Political Economy of U.S. Agricultural Policy: Towards a Research Agenda
- Role of Credit Evaluations in Agricultural Finance
- Trade Issues for the 1990's
- Transnational Structuring in Food Processing and Marketing

Call for Papers: Food Distribution Conference

The Food Distribution Research Society conference will be held in Albuquerque, New Mexico from November 5-8. The theme for this year's conference is "Food Distribution and the Changing Environment." Those desiring to present a paper should submit a one-page abstract of their research. Those desiring to present a research update (synopsis of work completed, in process, or planned) should submit a written statement of interest in participating. All materials should be sent, no later than August 7, to: H.L. Goodwin, FDRS Vice-President of Research, Dept. of Agricultural Economics, Texas A&M University, College Station, TX 77843-2124. For more information, phone: (409) 845-2334.

Call for Papers: Consumer Conference

The second International Conference on Research in the Consumer Interest will be held in Snowbird, Utah, on August 9-11, 1990. The theme for the conference is "En-

hancing Consumer Choice." Papers are solicited on the processes of consumer choice and on environmental factors that constrain and expand choice. The deadline for submission of papers or abstracts is December 1. Submissions (four copies), requests for abstract guidelines, or other inquiries should be addressed to: Robert Mayer, Dept. of Family and Consumer Studies, University of Utah, Salt Lake City, Utah 84112. Phone: (801) 581-5392.

Call for Papers: Census Research Conference

The Bureau of the Census Annual Research Conference will be held in March 1990 in the Washington, D.C. area. Paper presenters will be reimbursed for transportation within the U.S. and per diem expenses, and will receive a fee for manuscript preparation (expected range: \$250-450). To have a paper considered for presentation, send a 500-word abstract by August 14 to: David F. Findley, Conference Chair, Statistical Research Division, Bureau of the Census, Washington, D.C. 20233. To obtain registration information or to be included on the conference mailing list, contact: Maxine Anderson-Brown, Conference Coordinator, Office of the Director, Bureau of the Census, Washington, D.C. 20233.

Call for Applications: Public Policy Fellowships

The National Center for Food and Agricultural Policy, Resources for the Future, is accepting applications for its 1990 National Leadership Program. Located in Washington, D.C., the program provides an opportunity for up to 25 mid-career professionals to obtain four-week public policy fellowships to enhance their understanding of food and agricultural policy issues and the process by which policy is formed and implemented. The 1990 program consists of a series of public policy seminars, workshops, and independent policy projects, held January 31-February 15 and March 4-17. Request an application from: LDP/NCFAP, Resources for the Future, 1616 P Street, N.W., Washington D.C. 20036.

Agricultural and Food Policy Workshop

A national workshop with the theme, "Food and Agricultural Policy Issues--Alternatives for the 1990's," will be held November 16-17 in Washington, D.C. The workshop will address the following topics:

- Current Economic Developments (National and International) Affecting Agricultural and Food Policy
- Rural Income Strategies

- Federal Budgetary Implications
- Environmental Policy and the Agricultural Sector
- Food Safety and Program Issues
- Long-Term Farm Income, Trade, and Food Policies
- Results of a Recent National Agricultural and Food Policy Preference Survey

The workshop is cosponsored by the NCR-151 Policy Research Committee, AAEA, Farm Foundation, Kellogg Foundation, National Center for Food and Agricultural Policy of Resources for the Future, and USDA's Economic Research Service. For additional information, contact: R.G.F. Spitze, Chair, Workshop Planning Committee, 305 Mumford Hall, 1301 W. Gregory Drive, University of Illinois, Urbana, IL 61801. Phone: (217) 333-1820.

News of Women in Agricultural Economics

Celia Allard is a research associate at Montana State University. She recently received the PhD degree from the University of Illinois.

Amy Allred, Catherine Greene, Shannon Hamm, and others received one of the Economic Research Service's Excellence Awards, for Situation and Outlook.

Rebecca Balogh has accepted a position as agricultural economist with USDA's Agricultural Cooperative Service. She received the BS degree from the University of California at Davis.

Margaret Bauer has accepted a position as agricultural economist at USDA's Foreign Agriculture Service. She recently received the MS degree from Ohio State University.

Laura Blanciforti has accepted a position as visiting assistant professor at West Virginia University. She was formerly with the U.S. Dept. of Labor's Bureau of Labor Statistics.

Beth Blythe of the University of Florida received the SSS-AAEA 3rd place Paper Award.

Rhonda Bucklin (AB, Occidental College), has accepted a position as economist with USDA's Economic Research Service.

Penelope Diebel (PhD candidate, Virginia Tech), has accepted a position as assistant professor at Kansas State University.

Margaret Douglas has accepted a position as postdoctoral research associate at the University of Tennessee. She recently received the PhD degree from the University of Tennessee.

Diane Dunlop has accepted a position as policy analyst, Planning Secretariat, Alberta Agriculture, Edmonton. She recently received the MS degree from the University of Alberta.

Cynthia Evans has accepted a position as agricultural economist with USDA's Foreign Agriculture Service. She recently received the MS degree from the University of Tennessee.

Beverly Fleisher, formerly with USDA's Economic Research Service, has accepted a position at the National Science Foundation in Washington, D.C.

Betsy Frazao of North Carolina State University received the SAEA Best Graduate Student Paper award.

Carol Goodloe, Mary Anne Normile, and others received one of the Economic Research Service's Excellence Awards, for Staff Analysis.

Gloria Helfand has accepted a position as assistant professor at the University of California at Davis. She recently received the PhD degree from the University of California at Berkeley.

Sally Kane and others received one of the Economic Research Service's Excellence Awards, for Research.

Mary Knudson has accepted a position as agricultural economist with USDA's Economic Research Service. She recently received the PhD degree from the University of Minnesota.

Mary Kritz of the Rockefeller Foundation is a visiting courtesy associate professor at Cornell University.

Nancy Malloy, formerly at the National Association of State Departments of Agriculture Research Foundation, has accepted the position of leadership development program associate at the National Center for Food and Agricultural Policy at Resources for the Future in Washington, D.C.

Emily McClain (PhD, University of Florida) has accepted a position as agricultural economist at USDA's Economic Research Service.

Rekha Mehra has accepted a position at the International Center for Research on Women in Washington, D.C. She was formerly with the National Center for Food and Agricultural Policy at Resources for the Future.

Ruth Meinzen-Dick has accepted a position as postdoctoral fellow, International Food Policy Research Institute, Washington, D.C. She recently received the PhD degree from Cornell University.

Jeanne Mercier has accepted a position as management consultant at Nichols Applied Management, Edmonton, Alberta. She recently received the MS degree from the University of Alberta.

Nancy Morgan, formerly with the U.S. Peace Corps, has accepted a position as agricultural economist with USDA's Economic Research Service.

Elizabeth Nielson and others received one of the Economic Research Service's Excellence Awards, for Cross-Functional Study.

Patricia Norris is an instructor and research associate at Oklahoma State University. She recently received the PhD degree from Virginia Tech.

Jennifer Nyberg, (MS, University of Minnesota), has accepted a position as economist with USDA's Foreign Agriculture Service.

Lorna Parkins has accepted a position with the Pillsbury Co., Minneapolis, Minnesota. She recently received the MS degree from the University of Minnesota.

Maria Saleth has accepted a position with the Council for Scientific and Industrial Research in New Delhi, India. She recently received the PhD degree from the University of Illinois.

Linda Scott has accepted a position with the Minnesota Dept. of Trade and Economic Development in St. Paul. She recently received the MS degree from the University of Minnesota.

Jane Stevenson has accepted a position as assistant professor at the University of Minnesota.

Eileen Van Ravenswaay, Michigan State University, has been promoted to full professor.

Cathy Wessels has accepted a position as assistant professor at the University of Rhode Island. She recently received the PhD degree from the University of California at Davis.

Beverlee Winnett (BA, George Mason University), has accepted a position as economist at USDA's Economic Research Service.

Job Announcements

(Editor's Note: The CWAE Newsletter appreciates the cooperation of Verla Rape and Bruce Greenshields of USDA/ERS in providing many of the following job announcements.)

U. of Alberta

Assistant/Associate Professor. Applications are invited for an agricultural economist (tenure-track) position. Applicants should have interest in and knowledge of marketing and trade. Duties include research and teaching. Interest in supporting extension and agricultural business management program activities is desirable. Candidates should possess a PhD or equivalent. Preference will be for applicants at the assistant professor level, but more senior applications are invited. Current salary ranges: assistant professor, \$33,144-47,280; and associate professor, \$41,390-59,534. Send curriculum vitae and names of three references by **July 15** to: Dr. W.E. Phillips, Chairman, Dept. of Rural Economy, U. of Alberta, Edmonton, Alberta T6G 2H1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The U. of Alberta is committed to the principle of equity in employment.

Auburn U.

Postdoctoral Research Fellow, Agricultural Marketing. This is a two-year (with possibility for renewal), non-tenure-track position with 100% research responsibilities, beginning Sept. 1. Minimum qualification is a PhD in agricultural economics or related field, with emphasis on quantitative methods. Research responsibilities will focus on evaluating Canadian dairy promotion programs. The incumbent must have a strong desire to do journal quality research in the general area of commodity advertising and promotion. Applications will be received until **July 1** or until an acceptable candidate is found. Send resume, transcripts, and names and addresses of three references to: Henry Kinnucan, Dept. of Agricultural and Rural Sociology, Auburn U., 213 Comer Hall, Auburn University, AL 36849-5406. Auburn U. is an affirmative action employer. Minorities and women are encouraged to apply.

Economic Research Service (USDA, Washington, D.C.)

Agricultural Economists. Applications are being accepted for grades 12 and 13 agricultural economist positions in USDA's Economic Research Service. Starting salary range for grade 12 (minimum requirement: PhD or equivalent experience) is \$34,580-44,957; for grade 13 (minimum requirements: PhD or equivalent experience and at least one additional year of professional experience at a level of difficulty and responsibility comparable to grade 12), \$41,121-53,460; plus an attractive benefits package and reimbursement of the costs of moving to Washington, D.C. US citizenship is required. To apply, obtain a copy of announcement WA-AG-7-01 from

department heads, federal job information centers, state employment services, or the Examining Unit, USDA/EMS, Rm. 1443-So., Washington, DC 20250-3500 (202-447-3660). USDA/ERS is an equal opportunity, affirmative action employer.

Hebrew U. of Jerusalem (Rehovot, Israel)

Position in Agricultural Economics. The Dept. of Agricultural Economics and Management at the Faculty of Agriculture invites applications for a teaching/research tenure-track position in agricultural economics. Candidates must have a PhD and strong quantitative background. Postdoctoral experience is preferred. Ability to lecture and write in Hebrew is necessary. Rank and salary will be determined according to qualifications. Applicants should submit resume, names of three references, and a brief discussion of work experience to: Prof. Dan Yaron, Head, Dept. of Agricultural Economics, Hebrew U. of Jerusalem, P.O. Box 12, Rehovot 76-100, Israel, by Nov. 1.

Iowa State U.

Assistant or Associate Professor, Forest Economics/Management. This is a nine-month, tenure-track position. Responsibilities include: teaching undergraduate courses in forest economics and administration and an introductory course in forestry; (depending on interest or need) teaching in forest recreation, international forestry, or urban forestry; and conducting research, teaching, and directing graduate students, primarily in forestry economics, with emphasis on development and marketing of forest-based goods and services. A PhD in forestry economics or natural resource economics with at least one degree in forestry is required. Quantitative and computer capabilities are essential. Teaching, research, and/or forestry-related professional experience are desirable. Applicants should send resume, transcripts, and three letters of recommendation to: Dr. Steven E. Jungst, Chairman, Dept. of Forestry, Iowa State U., 251 Bessey Hall, Ames, IA 50011-1021. Application deadline is **July 1** or until filled. The position is available Aug. 15. Iowa State U. is an equal opportunity, affirmative action employer. Applications from minorities and women are encouraged.

Iowa State U.

Assistant, Associate, or Full Professor. This is a teaching and research position in natural resource economics and/or production economics. It is a tenure-track position available January 1, 1990. A PhD in Economics, Agricultural Economics, or related field is required. The application deadline is **October 1**. Applicants should send vita, transcripts (if recent PhD), and three reference letters to Marvin Hayenga, Dept. of Economics, Iowa State University, Ames, IA 50011.

New Mexico State U.

Associate Dean and Director. New Mexico State U. invites applications for the position of associate dean and director of the New Mexico Agricultural Experiment Station for the College of Agriculture and Home Economics. The position is a full-time, 12-month administrative appointment, available immediately. The associate dean and director is responsible to the dean of the college for coordinating the activities of the New Mexico Agricultural Experiment Station and accepts other responsibilities as assigned. The candidate must hold a PhD in one of the agricultural sciences or a closely-related field, possess a substantial record of accomplishment in research and administration, and understand the unique teaching, research, and extension organization of land-grant universities. Administrative experience is required. New Mexico State U. ranks 18th nationally in industry-sponsored research and 51st in federal grants and contracts. The New Mexico Agricultural Experiment Station has nine agricultural science centers and other facilities on more than 90,000 acres across New Mexico. Submit letter of application, resume, and names, addresses, and phone numbers of five references to: H. Grant Kinzer, New Mexico State U., P.O. Box 30003, Dept. 3BE, Las Cruces, NM 88003-0003 (505-646-3225). Screening began **May 22** and will continue until the position is filled. New Mexico State U. is an equal opportunity, affirmative action employer.

North Dakota State U.

Assistant or Associate Professor, Extension Crops Economist and Marketing Specialist. This is a 12-month, tenure-track position with the Extension Service but has flexibility to a split appointment of up to 70% extension and 30% research. Primary responsibilities are to conduct an extension educational and applied research program in integrated crops marketing and farm management. The educational program for crop producers is on current market and management information, factors influencing prices and costs of production, decisionmaking tools, and marketing/management decisions. A PhD in agricultural economics is required. Work experience in extension, research, or other job-related profession is desirable. Application deadline is **June 1** or until a suitable candidate is employed. For a detailed job description and application form, contact: Gail Gunderson, Coordinator, Staff and Organizational Development, North Dakota State U. Extension Service, 311 Morrill Hall, Box 5437, Fargo, ND 58105 (701-237-8944).

Ohio State U.

Professor, Agricultural Economics. The person filling this position will be a key participant in the department's core research group on international food marketing systems affiliated with the NC-194 regional research project. The primary responsibilities of this position are research and graduate education in international marketing. The focus of the research is on industrial organization and international trade concepts, their application to world markets for food and agricultural products, and implications for public policy. Responsibilities also include advis-

ing graduate students, directing dissertation and thesis research, and teaching a graduate course that integrates industrial organization and international trade. This is a tenured faculty position at either a 9-month or 12-month appointment. Salary is commensurate with qualifications and type of appointment. A PhD and a significant record of research accomplishments in either industrial organization or international trade is required. Competency in quantitative techniques commonly used in these areas of research is essential, and experience in guiding graduate student research is desirable. Application deadline is **May 31** or until a suitable candidate is selected. Send letter of interest, vita, and the names and addresses of four references to: Dennis R. Henderson, Chair, Search Committee, Dept. of Agricultural Economics and Rural Sociology, Ohio State U., 2120 Fyffe Rd., Columbus, OH 43210 (614-292-6342).

Oklahoma State U.

Assistant or Associate Professor, Extension Water Quality Specialist. This is a full-time, 100% extension, tenure-track position. The person filling this position will be responsible for the development, implementation, and evaluation of extension programs relating to water quality, nonpoint pollution, and water use and management as they relate to agricultural production. A PhD is required in an agriculturally related field, with emphasis on water/environmental quality. Experience in extension, university research and teaching, or business-industry is desirable. To ensure full consideration, send letter of application, current resume, transcripts of credits, and have three letters of reference sent directly by **Sept. 1** to Dr. Raymond Campbell, Chairman, Search Committee, Oklahoma State U., 245 Agricultural Hall, Stillwater, OK 74078.

Pennsylvania State U.

Associate or Assistant Professor, Agricultural Economics in Agricultural Finance. This position is a 12-month, tenure-track extension/research appointment. The allocation of responsibilities is negotiable, but the primary appointment of the position will be extension. Extension responsibilities are to provide leadership in educational programs in financial management, recordkeeping, agricultural credit, and investment analysis. Opportunities also exist to cooperate in extension programs in estate planning and production and marketing of dairy, horticulture, meat animals, and feed crops. Research responsibilities will focus on issues related to farm business and financial management. Extension and research programs will be coordinated with programs in agricultural economics and other agricultural sciences. Qualifications include a PhD in agricultural economics, finance, or closely related field, with an interest in agricultural finance. Training and experience in modern economic theory, quantitative methods, and computer applications is required. Salary is competitive and commensurate with background and experience. An attractive benefits package is available. The position can be filled **Sept. 1**. Applicants should submit a letter of application, resume, academic transcripts, and three letters of evaluation to:

Prof. H. Louis Moore, Dept. of Agricultural Economics and Rural Sociology, Pennsylvania State U., 202 Armsby Bldg., University Park, PA 16802 (814-865-7656). Closing date for applications is **June 30** or until a qualified candidate is identified. Pennsylvania State U. is an affirmative action, equal opportunity employer. Women and minorities are encouraged to apply.

Purdue U.

Assistant Professor, Agricultural Economics. A higher rank will be considered for an appropriately qualified candidate. This is a tenure-track, 12-month position involving research, teaching, and extension in natural resources/production economics. Responsibilities will be to: conduct research on issues in the area of natural resources and production economics, with an initial concentration in water quality; teach a graduate-level course in production economics and/or natural resource economics; and develop a public education program on topical issues and problems in natural resources economics and policy. This person should be interested in and capable of doing research and education programs in collaboration with scientists from other related disciplines, such as agronomy and agricultural engineering. A PhD in agricultural economics, economics, or related field is required. Candidates should be well trained in economic theory, natural resource economics, production economics, research methodology, and quantitative methods. The person should have good teaching and communication skills. Salary will be commensurate with training and experience. The position will be available beginning **Sept. 15**.

Assistant Professor, Agricultural Economics. A higher rank will be considered for an appropriately qualified candidate. This is a tenure-track, 12-month, research and extension position in production economics, emphasizing the economics of livestock production. Responsibilities will include: establishing a research program to assess effects of new technologies, evaluate changes in government policies and regulations, and help livestock farmers solve management problems; making presentations to explain research findings; and developing extension education materials for use in adult education programs. The person hired will be expected to collaborate with other staff members in the School of Agriculture, extension field staff, livestock producers, and industry representatives. A PhD in agricultural economics or economics, with specialization and interest in production economics, is required. Candidates must be well trained in microeconomics, quantitative methods, and computer applications. The ability to work with other people in carrying out effective research and extension programs is essential. Salary will be commensurate with training and experience. The position will be available beginning **Aug. 1**.

Assistant Professor, Agricultural Economics. A higher rank will be considered for an appropriately qualified candidate. This is a tenure-track, 12-month position emphasizing research and extension in community economic development. Responsibilities will include the conduct of applied research to: identify factors affecting growth and development of rural communities in Indiana and elsewhere in the USA, identify and evaluate strategies available to public entities and private groups that will contribute to development of economic opportunities and the quality of life in rural communities, and help state and local officials and community leaders assess the economic strengths and weaknesses of rural communities. The individual hired will be expected to develop and deliver educational programs for state and local government officials and private groups based on these and related research findings. This person will be expected to collaborate with other staff in agricultural economics, extension field staff, and citizen groups in a team effort designed to facilitate growth and development of rural communities in Indiana. A PhD in agricultural economics, economics, or related field is required. Candidates should be well trained in economic theory, regional economics, research methodology, quantitative methods, and the use of computers. The person must possess an excellent ability to communicate. The ability to work with other people in carrying out effective research and extension programs is essential. Salary will be commensurate with training and experience. The position will be available beginning Aug. 1.

Applications for any of the above three positions may be initiated by writing to: Dr. Wallace E. Tyner, Head, Dept. of Agricultural Economics, Purdue U., West Lafayette, IN 47907. Applications should include a resume, transcripts of all university degrees, and the names, addresses, and telephone numbers of three persons who can evaluate the applicant's qualifications. Applications will be accepted until **June 30** or until an acceptable candidate applies, whichever is later. Purdue U. is an equal opportunity, affirmative action employer.

Texas A&M U.

Assistant Research Scientist. The duties include the construction, validation, and application of a US agricultural sector model to identify key research directions and priorities as well as to simulate social benefits and distributional effects of research investment in agriculture. The selected individual will perform independent research involving data assembly from national statistics, econometric estimation, optimization application, conceptualization, restructuring, maintenance of the sector model, Fortran programming, and supervise student workers and programmers in performing those duties. The person must also present research results in written and oral forms at professional meetings, in journals, and to state audiences. A PhD (or completion of all course work) and research in agricultural economics with one year of experience involving collecting and analyzing agricultural statistics are required. Salary is \$2,200 per month, 40 hours

per week. Apply in person at the Texas Employment Commission, Bryan, Tex., or send resume to the Texas Employment Commission, TEC Building, Austin, TX 78778 (J.O. #5517502). Texas A&M U. is an equal employment opportunity employer.

U. of Wisconsin

Associate Professor, Professor of Agricultural Economics, and Director, University Center for Cooperatives. The Dept. of Agricultural Economics is seeking an individual with an outstanding record of research and outreach in cooperatives as a faculty member and to serve as director of the University Center for Cooperatives. Candidates must be capable of meeting tenure requirements at the U. of Wisconsin, and must be qualified to identify, supervise, and actively participate in a program of research, outreach, and education on cooperatives, both in the USA and abroad. Salary is commensurate with training and experience. The position is available July 1. To apply, send letter of application, resume, and the names, addresses, and phone numbers of four references to: Edward V. Jesse, Chair, Dept. of Agricultural Economics, U. of Wisconsin, 427 Lorch St., Madison, WI 53706. Applications received after July 1 cannot be assured of consideration. The U. of Wisconsin is an affirmative action, equal opportunity employer.

CWAE Newsletter

The Committee on Women in Agricultural Economics is a committee of the American Agricultural Economics Association. The current Chairperson of CWAE is Helen Jensen, Department of Economics, Iowa State University, Ames, IA 50011 (515) 294-1183. The Newsletter editor is Joy Harwood, USDA/ERS, 1301 New York Ave., N.W., Washington, D.C. 20005-4788 (202) 786-1840.

For those of you receiving the newsletter for the first time, welcome. The Newsletter is distributed to AAEA members who wish to receive it. We have been making an effort to identify AAEA members who are women, and have added a number of names to the CWAE mailing list. If you know of others who would like to receive the Newsletter, contact Joy Harwood or Helen Jensen.

Technical support for the Newsletter is provided by Lona Christoffers, Kathy Augustine, and Sandy Suddendorf.

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