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CWAE

NEWSLETTER OF THE COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS
WINTER ISSUE 1991/92

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Chairperson's Report

Joy Harwood
USDA/ERS/Crops

Over time, CWAE has benefitted greatly from the generosity of those who have an interest in the advancement of women in agricultural economics. This fall, Pat O'Brien, director of ERS's Commodity Economics Division, has contributed \$5,000 of the Division's funds to CWAE. This contribution will be used to help support the CWAE Newsletter, to undertake new CWAE activities, and to develop special projects. His generosity is much appreciated.

Various CWAE members have also contributed a tremendous amount to further our organization. As chair of the Fellowship Subcommittee, Maureen Kilkenny is spearheading the development of the Sylvia Lane Appreciation Club (see survey at end of Newsletter.) Her committee is currently developing a proposal that, with the blessing of the CWAE Board, will be presented to the AAEA Foundation Board for final approval. With the enthusiasm and hard work of our members, the Sylvia Lane Appreciation Club will be in place by the summer of 1992. Also because of this Subcommittee's efforts, a list of fellowship opportunities is included in this Newsletter.

Nancy Morgan, editor of the CWAE Newsletter, always deserves a special thank you for her hard work. (See the subscription notice at the end of this Newsletter!) Other subcommittee chairs have also been actively pursuing ideas for sessions and special projects (see the last CWAE Newsletter).

CWAE needs people who will carry on its work. If you are interested in

being on the CWAE Board, or Vice-Chair of CWAE (the Vice-Chair becomes Chair the following year), please contact Vicki McCracken, Chair of the Elections Subcommittee, at (509) 335-1905. We hope to have your name on the spring slate of nominees that will be published in the Spring CWAE Newsletter! (See election announcement on the last page of the Newsletter.)

Mentoring in Academe: Definitions and Dilemmas

(Editor's note: The following is taken from "Academic Mentoring for Women Students and Faculty: a New Look at an Old Way to Get Ahead," a special project on the Status and Education of Women published by the Association of American Colleges. It should be noted that much of the information contained in this article is relevant beyond university campuses and applies to private sector and government organizations.)

In general, the history of traditional mentoring has seemingly been a history of relationships among men. The term arose in Homer's "Odyssey" as the name of King Ulysses' trusted friend--Mentor--who, in Ulysses' absence, nurtures, protects, and educates Ulysses' son, Telemachus. Mentor also introduces Telemachus to other leaders and guides him in assuming his rightful place. Thus, Mentor's instruction goes far beyond the teaching of specific skills; it encompasses personal, "professional," and civic development--development of the whole person to full capacity, and integration of that person into the existing hierarchy through socialization to its norms and expectations.

Daniel Levinson, in "The Seasons of a Man's Life," provides an overview of what a mentor can do. A senior, experienced person chooses a younger person as his(her) protege and teaches specific skills; develops the protege's intellectual abilities; intervenes to facilitate the protege's entry and advancement; serves as host and guide who welcomes the newcomer into his profession, shows him how it operates, and introduces him to its most important players; provides advice, encouragement and constructive criticism; and serves as an exemplar who embodies values and an approach to professional endeavor and personal life that the protege can emulate.

Levinson sees the mentor as both parent and older peer, whose efforts and special concern push the protege toward realizing full potential. He describes the mentoring relationship as spontaneous, exclusive, long lasting--and so intense that when the protege has "arrived" or "become his own man" a complete breach often follows. As many point out, Levinson's model of mentoring largely excludes women. Levinson notes that women have less mentoring than men in part because "being a women's mentor is hardly imaginable to many men," and there are few women in senior positions who might serve as mentors.

In academe, the primary model for mentoring has been the sometimes lifelong relationship that can develop between an undergraduate or graduate student and a "special" professor. Ideally, the professor takes the novice under his or her wing; helps the person set goals and standards and develop skills; protects the novice from others in a way that allows room for risk and failure; facilitates the novice's successful entry into academic and professional circles; and ultimately

passes on his or her work to the protege.

Benefits of Mentoring

Benefits for the Protege

Proteges can gain a host of benefits from a lasting relationship with a single mentor--and also from more limited relationships that address needs for particular skills or information. Many of these are especially important for women students and faculty (and for other nontraditional members of the academic community) and include elements such as:

- o Individual recognition and encouragement;
- o Honest criticism and informal feedback;
- o Advice on how to balance teaching, research, and other responsibilities and set professional priorities;
- o Knowledge of the informal rules for advancement (as well as political and substantive pitfalls to be avoided);
- o Information on how to "behave" in a variety of professional settings;
- o Appropriate ways of making contact with authorities in a discipline;
- o Skills for showcasing one's own work;
- o An understanding of how to build a circle of friends and contacts both within and outside one's institution; and,
- o A perspective on longterm career planning.

In addition to advice and information, the protege often

benefits by the mentor's direct intervention or through the mentor's own connections and contacts. For example, the mentor may:

- o Involve the protege in joint projects or get support for a protege's research;
- o Introduce the protege to top authorities in the field;
- o "Talk up" the protege's research to senior colleagues;
- o Nominate the protege for awards or prizes; and,
- o Support the protege for promotion or tenure.

A protege often benefits indirectly as well: because the mentor is respected, established, and powerful, a protege frequently enjoys the mentor's "reflected power," which confers special status and acceptance by others. Moreover, the protege may also gain a deeper sense of teaching and research as a "vocation" to which he or she will contribute in turn.

Benefits for the Mentor

While it may sound like the "mentee" is getting all the benefits, this is not the case; the mentor, sponsor or other helper gains many benefits as well, such as:

- o The satisfaction of helping in the development of another person who may carry on his or her own work;
- o Ideas for and feedback about his or her own projects from a junior person who is eager to learn and committed to the project's success;
- o A network of former mentees at other institutions who can collaborate on projects and help

place students--thus increasing the mentor's power and visibility; and,

- o Becoming part of an expanded network of colleagues, especially if the mentor takes part in a formal mentoring program. (This can be particularly important for women faculty, who are often isolated from senior women in other departments on their own campus.)

Benefits for the Institution

Institutions as well as individuals have much to gain by fostering a climate or developing specific programs to aid in mentoring. Effective mentoring can:

- o Increase productivity and commitment, especially of students and junior faculty;
- o Help prevent attrition of graduate students and faculty--especially women, minorities, and persons from other special groups;
- o Encourage cooperation and cohesiveness for those involved in mentoring relationships; and,
- o Increase the likelihood that students or faculty who do leave (especially when promotion or tenure is denied) will feel that they have been given the skills to aid them in becoming successful elsewhere. (Thus, they are more likely to be ambassadors for--rather than critics of--their initial institution, and to support it in recruitment and fundraising efforts.)

Is Consulting For You?

Eileen Muirragui

(Eileen Muirragui, who worked as a

consultant for ten years, is an international development economist with a specialty in agriculture and a PhD from the University of Wisconsin. She is currently Director of Training and Exchanges for the Southeast Consortium for International Development (SECID), the largest consortium of U.S. universities involved in international development work. She is also a member of the Professional Activities Subcommittee of CWAE.)

Is consulting for you? Can you make a career out of it? Can it provide you full or part-time income? What are the advantages and disadvantages of this line of work? What are some strategies to breaking into consulting and succeeding? What are the current opportunities in consulting? In this article I will explore all of the above issues, giving you the benefit of ten years of experience in consulting, predominantly in the area of international development.

My Experiences

I began my consulting career in 1981, at the age of 26, with a master's degree in agricultural economics. I had all but dissertation in one hand, a two year old child in the other, and a second soon to come. As is the case today, it was a time of economic contraction; permanent jobs were hard to find, particularly for those just exiting graduate school.

I came to Washington, D.C. on a nine month consultancy for the U.S. Department of Agriculture. My task was to edit a highly technical manual on economic forecasting in agriculture for USDA's Office of International Cooperation and Development. This manual would be used for training government officials and project officers from

developing countries. Since my background was in international economics and I had both Spanish and French language skills, it was a good fit. After completing this job, I continued doing short term consulting with USDA, predominantly in the area of international training. It seemed like the perfect solution at the time, allowing me the flexibility to work, complete a dissertation, and spend time at home with my young children.

Over the years my work carried me to a dozen countries in Asia, Africa, and Latin America. I stayed in these countries from two weeks to six months, sometimes alone, sometimes with the children. I worked with international development projects and donor organizations such as A.I.D. (the Agency for International Development), the World Bank, GTZ (the German equivalent of AID), and the Peace Corps. I interacted with officials from various Ministries, agricultural development banks, cooperative credit unions, Chambers of Commerce, universities, private voluntary organizations, and different consulting firms.

I worked in such varied areas as agricultural statistics and forecasting, agricultural investment analysis, agricultural credit, small enterprise development, and gender issues in development. Most of the work was related to training and training needs assessments. As a trainer, I provided technical assistance in the design of projects and organizational training programs, and I designed training materials, including a series using computer-animated graphics. I also conducted numerous evaluations of trainings ranging from gauging the impact of one course to the analysis of a multi-million dollar development project developing ten agricultural

universities in Indonesia.

Consulting is generally a lucrative vocation. I doubled my daily earnings within a three year period. Over ten years, depending on family and academic commitments, I worked between three to eight months per year. Consultants working full-time can make from \$70,000 to \$80,000 per year. Those working with private firms can get up to \$700-\$1000 per day. These rates do not include benefits or taxes, which must be paid by the individual consultant.

Is Consulting for you?

Consulting provides the opportunity to work in many different areas, with an ever changing group of colleagues, and with fairly good remuneration. Personally I found the constant change was very stimulating and highly educational. I learned to adapt to people with varied working styles and different levels of experience.

If this type of work structure appeals to you, consulting may be for you. However, if you need a great deal of personal, geographic, financial, and professional structure and continuity, it may not be. Consulting also requires constant networking to ensure full-time employment. One of my colleagues noted that consulting requires an ability to feel a high degree of comfort with ambiguity. An option to full-time consulting is to combine consulting with a "regular" job. This can be done if you have enough leave, or have a flexible schedule, such as in academia. Indeed, many successful part-time consultants are university professors.

Benefits to Consulting

Many people with the right skills and

personality for the demands of consulting do make consulting a successful career. Most start as freelancers and then set up their own firms; this allows them to charge overhead in addition to charging daily rates. It also allows them to collect overhead on the services of other consultants which the company may provide. One unfortunate side effect is the "burn-out" factor. I spent ten years doing consulting, but I did experience the "seven year itch." Some of my colleagues stayed in consulting for twenty years, with periodic bouts of burn-out.

The advantages of consulting include: flexibility, travel, the breadth of experience accrued in a short time period, constant change and challenge, higher incomes, and independence from institutional politics and management.

The disadvantages are: the uncertainty, the lack of continuity, the constant travel which becomes very tiring, and the income fluctuations.

Drawbacks for Women

Consulting, particularly if it requires constant travel, is not the type of work that is conducive to personal or family relationships. This is true whether one is male or female. This poses difficulties for individuals who want to emphasize a stable home environment for their families. I have been relatively oblivious to many kinds of social stereotypes and pressures, but consulting did manage to take its toll on my personal life. My (now-ex) husband was supportive, but I would joke to colleagues that I was sure the locks would be changed when I got home. My career caused numerous conflicts with my family yet my children occasionally traveled with

me; they visited the Eiffel Tower and the Tower of London. We climbed waterfalls in the Caribbean and mountains in Africa. But the travel also exposed them to malaria and tropical diseases. I also spent less time with them than I would have liked.

While I am occasionally flippant about the serious issue of having a career in consulting and being a good parent, I recognize it as a challenge to the issue of professional equality. Individuals sometimes need to laugh about issues that society has yet to confront and address. However, to be frank, I know very few women who are married, have children, and have maintained a long-term consulting career.

Strategies for Being a Successful Consultant

If consulting appeals to you, below are some tips that may assist you in becoming established and successful.

Know your areas of interest; develop an expertise that is in demand

You must be able to offer services or an expertise that are not easily available to an organization. Enhance your expertise and always be on the cutting edge.

Establish contacts and a network

Research the organizations that could use your services or expertise and let them know of your availability. Many referrals are made by word of mouth so broaden your professional base to include people who are likely to recommend you to others. Advertise your success to others who may be able to use your services in the future.

Establish a good reputation based on consistent delivery of quality work

As a consultant there is very little slack time. Your performance will constantly be judged by your client and within a short time period. Your reputation is your bread and butter; if you do not cultivate a good reputation, you will not succeed in consulting as a long term career.

Sharpen your interpersonal skills

As a consultant, you will have to produce results in a short period of time, sometimes working in a team with individuals who differ in working style and personality. Mismatches of teams in the consulting field may not be as prevalent as in other fields because individuals tend to be chosen for their ability to fit into the team. When conflicts occur and styles clash, the successful consultant will persevere using the important management skills of conflict resolution and team building. One of my first colleagues and mentor taught me the importance of learning how to say both no and yes in ways that make people save face and still be productive.

Current Opportunities in Consulting

There are always numerous opportunities to engage in either full--or part--time consulting. This is particularly true in today's economy due to the increasing use of consultants to avoid the expense or risk of hiring a full-time employee. Many companies have consulting divisions and maintain a consultant's roster. Contact these divisions and register yourself. In addition, contact project or division managers who may be able to use your services and let them know you are on their roster.

Consulting companies are a major source of employment in the field. Research the market and identify companies involved in activities related to your area of expertise. If you are interested in international development work, obtain a list of the major companies contracting with AID, the World Bank, the InterAmerican Development Bank, FAO, and the other big international organizations. These consulting companies are often known in Washington jargon as "Beltway Bandits."

You may also get additional information from specialized literature. A very comprehensive work that may assist you is The Complete Marketing Handbook for Consultants by Don Schrello (University Associates, San Diego, CA, 1990, 572 pages, \$149).

For ten year I was a consultant, and I do not regret it. I am now employed state-side and every single assignment prepared me well for the job. I have a breadth and depth of experience, maturity, and expertise that I might not have acquired without my consulting experiences. While there are some things I might have done differently in retrospect, I feel I made a positive impact in numerous places. For example, several years after I worked in Togo, I received a letter from the manager of a very successful agricultural project whose training program I had helped to design. The letter included the following: "One message I want to communicate is that the work you did here had a profound impact on our program and has caused a difference in the lives of the people who both deliver and receive our training." Even if I had done nothing else, what more reward could one want!?

Funding Opportunities

(Submitted by Maureen Kilkenny, Chair of the CWAE Fellowship Sub-Committee.)

Career Advancement Awards for Women Scientists and Engineers

Agency:
National Science Foundation
1800 G. Street, N.W.
Washington, D.C.

Deadline: January 15, 1992

Provides up to \$50,000, usually for 12 months, to assist women in advancing research careers or updating skills for re-entry into fields after a significant career interruption. Awards are designed to develop innovative research methods in collaboration with other investigators; to gain experience in an area that will expand the applicant's research program; or to conduct exploratory or pilot work to determine the feasibility of a contemplated new line of inquiry. No specific contact; investigators should refer to program office in discipline of interest.

CFDA Number: 47.053

Research Planning Grants for Women Scientists and Engineers

Agency:
National Science Foundation
1800 G. Street, N.W.
Washington, D.C. 20550

Deadline: January 15, 1992

Provides up to \$18,000 for 18 months for preliminary studies and other activities related to proposed research projects. Funds may be used

for salary; travel to conferences or major research centers to consult with other investigators; or work to determine feasibility of a proposed line of inquiry. Eligibility is limited to women who have not been principal investigators on federal research awards. No central contact; investigators should refer to program office in discipline of interest.

CFDA Number: 47.053

Career Access Opportunities in Science and Technology for Women, Minorities, and the Disabled.

Contact:
Roosevelt Calbert, Acting Program
Office, Career Access Opportunities
Program
National Science Foundation
Division of Human Resource
Development
1800 G Street, N.W.
Washington, DC 20550
(202) 357-7350

Deadline: January 31, 1992

Supports efforts to address the underrepresentation of women, minorities, and the disabled in science and engineering careers. Two types of awards are made. Comprehensive projects for minorities support major regional centers designed to increase the presence of minorities in science and engineering careers. Center activities address elementary through undergraduate education. Model Projects for Women, Minorities, and Persons with Disabilities encourage institutions to create special outreach programs for these target audiences.

CFDA Number: 47-067

Young Investigator Awards

Contact:
Mary Sladek, Program Manager, Young
Investigator Awards
National Science Foundation
Research Career Development
1800 G Street, NW
Washington, DC 20550
(202) 357-9466

Deadline: January 31, 1992

About 150 five-year awards are offered to young faculty to launch them on science and engineering research careers. Awardees receive \$25,000 per year plus up to an additional \$37,500 if matched with contributions from industry. U.S. institutions granting doctorates in at least one field supported by NSF may nominate outstanding faculty members in the early stages of their careers (received Ph.D.s after January 1, 1986), promising graduate students, or postdoctorals who began a tenure-track position after January 1, 1988.

CFDA Number : 47.063

**Congressional Fellowship Program,
Office of Technology Assessment**

Contact:
Bill Norris
Personnel Director
Office of Technology Assessment
Congress of the United States
Washington, DC 20510-8025
(202) 224-8713

Six one-year fellowships provide an opportunity for academics to gain a better understanding of the science and technology issues facing Congress and the ways that Congress establishes national policy related to these issues. Experts in public

policy, law, physical or biological sciences are eligible to apply. Stipends range from \$32,000 to \$55,000 per year.

CFDA Number: N/A.

Job Announcements

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

ACADEMIC

Western Rural Development Center,
Oregon State University

Seeking: Center Associate

Responsibilities: 1) Participate in the meetings of the National Rural Studies Committee consisting of scholars from several disciplines as well as leaders in rural areas. 2) Investigate a significant rural area problem. 3) Where appropriate, engage in field experience involving rural areas and people.

Qualifications: Applicants will be expected to have the equivalent of the PhD and some research experience. University faculty who are seeking a sabbatical appointment are encouraged to apply. Any discipline or subject matter that can be shown to have a relation to rural studies is eligible for consideration.

Applicants should submit a resume of education and professional experience, transcripts of all college and university work, and should arrange for three letters of reference to be sent directly to the Center. In addition, a one-page proposal should be provided that outlines the research program the applicant plans to undertake. For more information contact:

Dr. Emery N. Castle
Western Rural Development Center
Oregon State University
Corvallis, Oregon 97331
(503) 737-3621

Family and Consumer Studies,
University of Utah

Seeking: Assistant professor in the Department of Family and Consumer Studies, tenure track position.

Qualifications: Doctorate required. Teaching and research interests related to consumer and/or family economics. Preferred areas of specialization include: household consumption patterns; consumer demand analysis; consumer/family policy; economics of marriage/fertility.

Send vita, 3 letters of recommendation, and copies of publications or other written work to:

Dr. Cathleen Zick
Search Chair
FCS Department
228 Alfred Emery Building
University of Utah
Salt Lake City, Utah 84112

Deadline: January 15, 1992 or until position is filled.

Department of Agricultural Economics,
Cornell University

Seeking: Assistant or Associate
Professor, Agricultural Economics, 12
month, tenure track, appointment.

Responsibilities: Develop a strong
research and extension program on the
consequences of public policies
related to agriculture, natural
resources, and environmental issues.
The initial effort allocation is
expected to be 70 percent research
and 30 percent extension.

Qualifications: A Ph.D. in
agricultural economics or in a
closely related subject, with
training appropriate to the analysis
of policies related to commercial
agriculture, natural resource use,
and the environment is required.

Application deadline is January 15,
1992.

Applicants should submit a letter of
application, vita, transcripts,
samples of published work, and names
of three references to:

William G. Tomek
Chair, Department of Agricultural
Economics
102 Warren Hall
Cornell University
Ithaca, New York
14853-7801
(607) 255-7734
FAX (607) 255-9984

Dept. of Agricultural Economics,
University of Illinois, Urbana-
Champaign

Seeking: Assistant Professor, tenure-
track faculty position.

Responsibilities: Develop a
nationally recognized research and
education program in the area of

his/her specialization. The
education program will include
complementary undergraduate/graduate
teaching assignments or teaching
responsibilities through the
Cooperative Extension Service.

Qualifications: Depending on the area
of specialization; a PhD is required
in agricultural economics, economics,
business administration or related
field; or a PhD in rural sociology,
sociology, or related field; or a JD
from an accredited law school.
Research and teaching experience is
desirable. For applicants in law,
Law Review experience or a Judicial
Clerkship is preferred, but not
required. Law applicants should
demonstrate special interests in
family and consumer law or
agricultural law.

The position is a 9-month academic
year appointment. To ensure full
consideration, application should be
submitted no later than July 1, 1992.
Send letter of application, vita,
publication list, post BS degree
official transcript and the names,
addresses and telephone numbers of
three to five references to:

David L. Chicoine
Head, Dept. of Ag Econ
1301 W. Gregory Drive
Urbana, IL 61801
(217) 333-1810

NON ACADEMIC

World Resources Institute,
Washington D.C.

Seeking: Research Analyst in the
Technology Program (Two-year
appointment.)

Responsibilities: Participate in the
research, outreach, and development
phases of new and ongoing projects of

the Program on Technology and the Environment. Engage in research, outreach, and development of policy options to accelerate the development and adoption of cleaner, more resource-efficient technologies in the U.S. and abroad. Current projects are investigating regulatory effects on innovation, corporate environmental accounting, market-based environmental policies, government support for environmentally critical technologies, and issues in international technology cooperation.

Qualifications: Strong background in technology and policy, with understanding of both the technical and policy aspects of environmental issues. Ability to conduct effective policy analysis, to write well, and to speak effectively are important. Post graduate education, or equivalent career experience, is desirable.

Salary Range: Mid \$30's and full benefits package.

Interested candidates should submit resume, writing sample, and references to :

Robert Repetto
Director of Economics and Technology Programs
World Resources Institute
1709 New York Avenue, N.W.
Washington D.C. 20006

News of Women in Agricultural Economics

Dr. Henryka Bochniarz has been appointed to head the new Ministry of Industry and Trade in Poland, which is mandated to overhaul the government's privatization initiatives. Dr. Bochniarz received

her Ph.D. in economics from the Foreign Trade Research Institute, Warsaw, Poland where she also served as Head of the Agricultural Division. She spent two years at the University of Minnesota as a Fulbright Scholar, has served since 1987 on Poland's GATT Negotiator Group on Agriculture at the Uruguay Round, and most recently was President of NICOM Consulting Ltd.

Vicki McCracken, Associate Professor, Department of Agricultural Economics, Washington State University, was recently selected to receive the College of Agriculture and Home Economics Junior Faculty Award for Excellence in Teaching. This past spring, Vicki was selected as the R.M. Wade Outstanding Undergraduate Teacher. Vicki teaches undergraduate courses in Agricultural Prices and Master's and Ph.D. level courses in econometrics.

HELP!! HELP!!

Members and all readers are invited to send notes, articles, and information for possible inclusion in the newsletter. Please send information about career changes, advancements, publications, and awards. All are of interest to friends and colleagues!

For those who would like to contribute such information, the newsletter is published three times a year--Spring, Winter, and Fall. The schedule is:

Issue	Due	Published
Winter	Nov 15	Dec 15
Spring	March 15	April 15
Fall	Aug. 15	Sept. 15

Board Nominations for CWAE

The CWAE Elections Subcommittee is soliciting names of individuals who are interested in serving on the CWAE Board. Nominations are needed for the Vice-Chair position and for two Board positions. If you would like to nominate an individual for these positions (feel free to nominate yourself), please contact Vicki McCracken (current vice-chair) at (509) 335-1905 (or Fax your nomination to (509) 335-1173). Note that Vicki is at Washington State University (Pacific Standard Time). Please provide Vicki with the individual's name and phone number. She will make contact with the individual to verify that they are willing to run for the position and to obtain relevant bibliographic information. Elections will be held in late spring.

THANKS FOR YOU COOPERATION!!!
WE NEED YOUR PARTICIPATION!!!

Reports by CWAE Subcommittees

CWAE Fellowship Subcommittee
Activities, 8/91-12/91
(Submitted by the Subcommittee Chair,
Maureen Kilkenny.)

At the annual meetings of the AAEEA in Kansas, CWAE members encouraged the CWAE Fellowship Subcommittee to continue developing mentorship programs, to look into electronic bulletin board posting of fellowship opportunities, and to set up the Sylvia Lane Fellowship Fund.

In December, the CWAE Board gave our subcommittee a "green light" to set up a Sylvia Lane Fellowship Fund. A proposal is being prepared for the CWAE Board and AAEEA Foundation Board for final approval. We would like to

raise \$30,000 this year so that we can charter and endow a fund under the auspices of the AAEEA Foundation. Lona Christoffers at the AAEEA headquarters in Iowa is handling the posting of checks to the account. Each Fellowship subcommittee member is responsible for raising at least \$2,000 by August 1992. Checks should be written to "AAEEA Foundation" but be sure that "Sylvia Lane Fund" is also written on the 'memo' line, or that there is a cover letter accompanying the check. Donations made in this way ARE TAX DEDUCTIBLE. We are preparing a flyer that talks about Dr. Sylvia Lane, CWAE, and the Mentorship Program that we plan to use the funds for, and which serves as a forum for submitting donations to the fund.

We looked into electronic bulletin boards for posting fellowship announcements. There are dozens, even hundreds of these already in existence and accessible to anyone with a mainframe account on a university campus. The best networks are supported by the National Science Foundation and the National Research Council. They regularly post fellowship announcements on electronic bulletin boards, and campus sponsored research officers usually edit and manage these postings. It seems redundant for CWAE to set up another bulletin board, so we recommend that members use the existing networks which we feel are quite good.

With respect to mentoring, there are at least two fronts. One concerns the mentoring of newcomers on the job (after the PhD) by established professionals. The other concerns women PhD students in graduate programs where there are no women professionals in their field of interest. Linda Calvin (Employment

Subcommittee Chair) is working on the former front at ERS. The Fellowship subcommittee is working on the latter. We are planning to earmark the Sylvia Lane funds for support of short-term collaboration between graduate students/young professionals and established professionals.

Many Agricultural Economics departments have few or no women faculty. Most of us have had worthwhile experiences with male faculty advisors and co-authors. However compatible we may ultimately be with our male colleagues and advisors, it usually takes extra time to overcome the 'gender gap.' Thus, it is hard to deny that under time pressure we can do more work if we don't have to deal with it. Furthermore, some aspects of how one comports oneself professionally are best learned through observation. (The 'jury is still out' about whether women professionals can or should comport themselves exactly like their male colleagues!)

One way to "solve" this problem is for departments of Agricultural Economics to hire more female faculty. (For more on that--see the last section of this report). However, we cannot expect to see more women faculty very soon, especially if women PhD students lose the motivation to join faculties because of the dearth of role models. There may be a 'chicken/egg' problem here. Meanwhile, we'd like to help get more women together. CWAE figures that the alternative to moving the women faculty to the students is to move the students to the faculty.

The Fellowship subcommittee's approach is to defray transportation and lodging expenses for graduate students or young professional women to go to another place and work with an established women on a joint

research project during the summer or for a few months during the year. This way she gets to work with and observe a woman professional; the woman professional gets a female research assistant/co-author; and more science can be produced in a shorter time. Another expectation is that more journal articles by women will be published.

The project is envisioned to work as follows. We will help graduate students identify (off-campus) women in their field and encourage them to jointly propose a research project. This should be a project related to the student's dissertation. (The mentor, however, is not expected to replace the student's own on-campus faculty advisor.) Competition for funding will be held annually. We would like to keep the submission-award lag down to six months. The amounts of the awards will vary depending on the travel and accommodation costs involved, but we hope to be able to contribute around \$2,000 per award, and to be able to make a few awards each year. The CWAE award funds could be matched by funds from the employer and/or national agencies like the NSF who are committed to increasing the number of women PhD's.

Finally, why aren't there more women on Ag Econ faculties anyway? A major reason is that we have trouble placing our spouses in those isolated college towns. This is something we'll have to pool resources to solve. So, we prepared and distributed a memo on "Dual PhD Hiring/Retention" to the national meeting of department heads in Agricultural Economics that was held in Denver, CO in early October.

Our objective was to frame the issue, raise some consciousness, and maybe even develop some guidelines to deal

with the problem. The memo was written by Maureen with plenty of help from CWAE board member Laurian Unnevehr and president Joy Harwood. Ten faculty women from across the country with PhD spouses distilled their experiences for the "case studies." Kansas State Dept. Head Marc Johnson encouraged us to prepare the memo for the meetings, and then he organized a special session to discuss the issue. South Dakota Dept. Head Ardelle Lundeen had been planning the same thing: isn't it great, however, that it's not just the CWAE members who are motivated to work out these challenges? Meeting

organizer Larry Libby (Dept. Head at U. of Florida) wrote to thank CWAE for the "timely document," and noted that, "you raise a very important issue here and do so with real substance and data."

What's next? Elizabeth Dunn (University of Missouri; CWAE Employment Subcommittee) is coordinating further work on the spousal hiring issue. If you have ideas on this topic, or would like to work with her, contact her at (314) 882-8816.

FELLOWSHIP SUBCOMMITTEE SURVEY

CWAE is in the process of establishing a Fellowship Fund in honor of Dr. Sylvia Lane. In December, The CWAE Board gave preliminary approval for the establishment of the Fund and for the approach proposed by the Fellowship Subcommittee for use of the Fund. Under this approach, the Fund would be used to defray transportation and lodging expenses for graduate students or young professionals to go to another university/research organization to work with an established professional ("mentor") on a joint research project for a specified period. (See the previous article for more information.)

1. Would you like to be a mentor under this fellowship program?
2. If you are a graduate student or young professional, would you be interested in being a recipient of Fellowship Funds?
3. Would you be willing to help contact potential donors for financial contributions to this Fund?
4. Do you have any specific comments on how this Fellowship Fund should be implemented?

Name: _____

Address: _____

Please fill out the following survey and return the form to:
Maureen Kilkenny, Fellowship Subcommittee Chair
524 Kern Graduate Building
Pennsylvania State University
University Park, PA 16802
(814) 865-1106

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