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CWAE

**NEWSLETTER OF THE COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS
SPRING ISSUE 1991**

IN THIS ISSUE:

- The Joint Job-Hunting Problem.....1**
- National Council for Research on Women.....2**
- Women in the White-Collar Nonprofit Sector.....4**
- In the Floppies of Academe.....4**
- Sexual Harassment Videotape.....6**
- Academic Mentorship--Experiences of a Graduate Student.....6**
- The Cat at the GATT.....7**
- PS&D View 1990 Available.....8**
- Internships.....8**
- Job Announcements.....9**
- News of Women Agricultural Economists.....12**
- Biographical Sketches of Candidates for CWAE Positions.....13**
- Ballot.....Back Cover**

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"Women make a more important contribution to agriculture than they do to any other single industry."

Henry A. Wallace, Secretary of Agriculture, 1933-40.

The Joint Job-Hunting Problem

(Editor's note: The following article by Katharine C. Lyall, University of Wisconsin System, was printed in the most recent Special Reprint Issue, No. 1, published by the Committee on the Status of Women in the Economics Profession, (CSWEP)).

Past issues of the CSWEP Newsletter have carried a number of articles on job hunting. This summer's mail brought several inquiries about what advice might be offered to those engaged in joint job hunting as part of a couple. The following observations, based on conversations with an unscientific sample of department chairs and individuals who have made joint job searches, are intended to open a dialogue on this question.

Look candidly at the market for your specialty and your spouse's--are you competing with each other in the same field or subfield? If you are, look specifically for schools and communities that have several sources of jobs. Searching among universities that have both a business program and an economics department, communities that have more than one college or university within reasonable commuting distance, and geographic areas that have other public or private employers who may hire economists will increase the probability of finding two jobs simultaneously.

Decide in advance whether you require two job offers in-hand simultaneously or whether you are willing to accept one while continuing a search for the other. It is likely that you will be faced with this tactical decision at some point in your search,

and it will be less traumatic if you have thought through the risks and probabilities calmly in advance.

Be straightforward about your situation in the cover letters for applications and in interviews with potential employers. You might say: "My spouse, who has a Ph.D. in physics, will also be seeking employment in the Boston area (in the university)." Alternatively, if you are not prepared for a commuter marriage or other separate working situations, you might say: "My spouse has been offered a position at (campus/firm) and I am seeking a position that would enable us both to continue our careers in Cleveland;" or "My spouse, a professional engineer, is also seeking a position that would enable us both to come to Cleveland."

If you are silent about this issue, employers will assume that you are prepared to make a decision on the basis of your own position alone. They will not look kindly on side conditions and "complications" that emerge after an offer has been made. Conversely, employers who know that you're facing a joint job decision are more likely to be active in exploring opportunities for a spouse inside and outside their own organizations.

In universities, it is essential that the department chair or interviewing committee know if your spouse is also seeking an appointment in the university. It is not improper to ask directly in an interview whether the department or committee would be willing to discuss the possibility of an appointment for a spouse with other departments.

Be resourceful and persistent--Do some research on other possible employers in the area, and at some suitable point ask your interviewers: "Do you know someone in the biology department at (campus/firm) that my spouse might contact for possible opportunities?"; or "Do you have contacts in the community that might help my spouse obtain an interview?"

Universities and other employers are encountering joint job searches with increasing frequency. Nationally, about one-third of current faculty at colleges and universities are going to retire and be replaced between now and the year 2000. This turnover will create a bull market in opportunities

and an increasing willingness on the part of employers to find creative solutions for dual-career households. Joint job hunters need to be persistent, straightforward, and creative in helping employers help them.

It Turns Out We Have A Terrific Ten

According to a 1990 survey done by Hui-Shung Chang of agricultural economics departments, the following 10 women hold the position of full professor.

Irma Adelman	Ardelle Lundeen
Sandra Batie	Collette Moser
Nancy Bockstael	Anne Peck
Kandice Kahl	Eileen Van Ravenswaay
Jean Kinsey	Michele Veeman

52 departments responded to the survey, including most of the 1862 land grants, 2 independents, 2 1890 schools, and 3 Canadian departments. Two other women are full professors in Agricultural Economics Departments, but are not Agricultural Economists (Margaret Grossman, Ag. Lawyer; and Corinne Lyle, Rural Sociologist).

The following table compares the number of women assistant and associate professors in the 40 Ph.D. granting institutions between 1985 (Lee and Offutt survey) and 1990 (Chang survey):

	1985	1990
Assistant Professor	27	36
Associate Professor	15	21
Full Professor	4	10
Other (non-tenure)	n.a.	22

National Council for Research on Women

(Editor's note: Lori Lynch of the Economic Research Service attended a recent meeting of the above organization and the following summarizes the meeting.)

In June 1988 the National Council for Research on Women sponsored a meeting which concluded in the formal organization of the National Network of Women's Caucuses (NNWC) that women's caucuses and committees in the professional

associations and learned societies have played a strategic role in advancing women in higher education in this country over the last two decades. Today there are over 170 such groups. CWAE would fall into this category. They function both within and outside of their disciplines and associations to improve the status of women and to encourage scholarly research on women. The June meeting resolved to "establish a coalition of women's caucuses, committees, commissions, and other groups in the disciplines and professional associations that will 1) advance the status of women in the professions; 2) map the exponential growth of feminist research and scholarship in and across the disciplinary and professional fields and; and 3) link feminist research to international, national, regional, and local policy issues. The NNWC held its first meeting in February 1989 and recently held its second meeting in February, 1991. Linda Calvin (USDA/ERS) and I attended as representatives of the CWAE.

We attended the Saturday sessions which included "Demographics in the Disciplines," "Transforming the Knowledge Bases," "Organizing and Staying Together". On demographics, microbiologist Anne Morris-Hooke presented some interesting information. These included the following: women are 51 percent of the population, 45 percent of the formal workforce, 30 percent of the graduates in science and engineering, 34 percent of the Ph.D's in Life sciences, and 11 percent of the employed scientists and engineers. While Ph.D.'s awarded in 1988 went 50/50 to male/female, the tenure track positions in life sciences were 87 percent men, 13 percent women. In agriculture (includes more than agriculture economics) only 18 percent of all Ph.D.s went to women while women held only 12 percent of the tenure track positions. Only 7.5 percent of top government positions in science are held by women and women hold only 22.3 percent of the administrative position in State and Land-grant colleges. Women earned only 66 percent of the male median annual salary in 1988 and men were twice as likely to be promoted. Only 36.1 percent of women in academics have tenure. Women's starting salaries as a percent of males ranged from geology at 68% to physics at 111 percent. Agricultural and Natural sciences female salaries scored 103 percent.

The "Transforming the Knowledge Base" panel

discussed the need to expand "Women" in the knowledge base to include all cultures, not just white Euro-Western women. Lee Von Millanich talked on the pressure on other cultures to assimilate to the western "norm". She also expressed the opinion that cultural homogeneity is a myth with even white culture being very diverse. Consequently, individual difference should be tolerated.

Historian Marsh Jean Darling pointed out that the separation of the metaphysical and physical, or the mind from the brain, in the 18th Century has had long range consequences on Euro-white culture. Because the mind is too abstract and can't be quantified, it is not judged worth exploring "scientifically." People are taught to see their experiences of the metaphysical as "bad, superstitious, ... uncivilized". This separation did not occur in other cultures. She pointed out Toni Morrison Beloved's main character was a ghost. She stressed the need to really examine the power and privilege positions that exist from a historical perspective and explore them with an interdisciplinary focus--not just political, but also economic, historical, psychological, etc.

Sociologist Florence Bonner read a letter about isolation in academia; this included a letter about segregation and integration of women and generated a discussion on how to foster on-campus connections and how to overcome isolation on campuses or regionally. Brought out were the feelings of negativity women feel when identified as the token woman or the token minority. Hence the need to open committees and informal social gathering to more than one representative was suggested.

The final session on Saturday entitled "Organizing and Staying Together," focuses on dealing with different generations on the same committees/caucuses. Questions were asked on how women can help other women advance. It was agreed that committees and caucuses should be more than just a way to help an individual woman's career. They should also serve as a means to promote all women. One caucus had worked hard on getting women on panels in the discipline's annual meetings, then organized panels on topics the caucus deemed important. They use their newsletter to announce events and jobs, talk

about research of their members, and other issues in the field.

Mentoring was a very emotional topic for both the student representatives and the mentors present. At the meeting frustrations and concerns were raised. For example, women graduate students feel ignored by established women; they feel marginalized by the women they thought would be allies. One representative mentioned that although women graduate students do need advice and moral support, But they also need to know what conferences are being organized and what jobs are available. They need to be introduced to the department, networks and established caucuses and committees. One woman expressed her concern that incoming women did not embrace feminism and often went to the men faculty member for mentoring. She pointed out that if women faculty appear stressed, burned out, impotent, unhelpful, and unable to cope successfully in their roles as professionals and mothers, why would any young women use them as role models.

Mentoring takes two types of functions: psychosocial which includes counselling, role modelling, being a professional colleague, and vocational which includes providing advice on publishable dissertation topics and how to play the game. According to a research report cited by the speakers women need more psychosocial mentoring than men.

Interesting reading:

1. The Council's Directory series includes the following: "A Women's Mailing List Directory" which lists national and regional women's organizations and networks around the country; the "Directory of International Research Centers"; the forthcoming "Directory of National Women's Organizations", funded by Sears, Roebuck, and Co, and; the forthcoming "Directory of Women's Media, a listing of over 700 periodicals, presses, publishers, and other media and individuals published annually from 1975-1989 by the Women's Institute for Freedom of the Press. The Council also publishes a quarterly newsletter, Women's Research Network News.

2. Women in Academe: Progress and Prospects. A

report of the Women in Higher Education Task Force, Mariam Chamberlain, Editor, 1989. This four-year study, carried out by a Task Force of fifteen leading scholars and educators, examines progress women have made in higher education over the last two decades. Providing a comprehensive overview of the status and prospects of women toward the end of the 1980's and beyond, the book traces the increasing presence of minority and returning women, the movement of women into non-traditional careers, and the institutionalization of women's studies programs, campus women's centers and research institutes. The book also includes chapters reviewing the status of women as faculty members, administrators, and trustees.

Women in the White-Collar Nonprofit Sector

(Editor's note: The following is a review of Anne Preston's "Women in the White-Collar Sector: the Best Option or the Only Option." (Review of Economics and Statistics 72, Nov. 1990: 560-8)

Stephanie Mercier, ERS.

Labor market statistics show that women make up nearly 75 percent of employees in the nonprofit sector, while average workers in this sector receive 15-20 percent less in wages than their counterparts in the for-profit sector. Since monetary compensation is not drawing women to work in nonprofit organizations, what other incentives does such employment offer? Anne Preston (SUNY-Stony Brook) investigated the causes of this occupational asymmetry in the November 1990 issue of Review of Economics and Statistics.

Preston explores the concept of occupational crowding as potentially explaining this tendency. This phenomenon is often linked to the existence of institution barriers (such as unions), prejudices in imperfect labor markets, or socialization patterns which affect an individual's taste for work. Her probit analysis finds that occupational mix partially accounts for the preponderance of women in the nonprofit area, but other factors much also be considered.

The hypothesis of differential wage patterns

existing between employment in comparable for-profit and nonprofit positions which rewards women better is also examined. Related to this aspect, there may also be non-random self-selection occurring that is not detected by known variables. Corrected for selectivity bias, Preston's estimates predicted wage differentials for both sectors and found no large male-female gap in wages in the nonprofit occupations.

Because of the primary fund-raising function of nonprofit organizations, most groups find it is advantageous to de-emphasize the monetary benefits of employment. Many donors are more receptive to overtures from charitable organizations with relatively low overhead costs, including wages and benefits to employees. These employees are often compensated instead with good health-care service or flexible work schedules (including generous maternity or family care leave). They may also be attracted to the varying tasks demanded of them in such an organization, rather than the dull, repetitive tasks they might be required to perform in the private sector. They may also be personally interested in assisting the specific cause endorsed by the organization.

Preston found that controlling for the factors mentioned above--expected differences in wages and job characteristics --women are not more likely than men to select nonprofit employment. Further work may be needed in the areas of differing objective functions between nonprofit and for-profit organizations, and how they may specifically affect women's choices in selecting employment.

In the Floppies of Academe

**It Isn't What You Write that Counts,
But How you Play for Fame**

(Editor's note: The following editorial written by Dennis Coyle, assistant professor of politics at Catholic University of America and an assistant foreign editor at the Washington Post, is from the Washington Post, 3/3/1991.)

A professor from another university called the other day to ask if I would write an article for a scholarly journal he is editing. Great, I thought, my reputation must be spreading! Another step

down the golden road to tenure. I quickly agreed. Then he added, "Oh, by the way, this is a new type of publication. There's no printed copy. That way we can disseminate it more quickly."

Well, I suppose that's true; it doesn't take any time to disseminate something that's not there. Think of the savings in postage; think of the spotted owl, whose home now may be spared from the paper mills.

The revolutionary idea of this journal is to make the entire contents available on computer disk. Interested readers could call it up on their personal computers and pick and choose among the offerings. What a triumph of technology over tedium: Prodigy meets Proust. Instant access, personalized service and no bulky volumes to carry around. Liberation by the microchip, just like in those commercials with half-eaten apples.

Perhaps I just lack bold vision, but there is something peculiar about calling the contents of a computer disk a publication. True, it may be convenient to dispense with print. But declaring that a bunch of bits and bytes is a publication seems to miss some essential details. Isn't that like saying death is the same as life, without the hassles of breathing and having to wash behind your ears? Okay, if you hit the celestial jackpot called heaven, maybe death is like that. But until now, belief in the existence of a publication, unlike God, did not require a leap of faith.

Strictly speaking, publishing does not presume printing; a public announcement will suffice. But in the tradition-bound halls of academia, publication always has connoted printing. The maxim by which professors live or die is not "Announce publicly or perish."

"But," the editor quickly added, "it counts just like any other publication." Ah, words to soothe the struggling scholar. It will count (blessed be!) on that great scoreboard of life, the *curriculum vitae*. (People in the real world just have resumes, but professors know that six syllables are more prestigious than three.) To the assistant professor caught between the anxieties of publishing and the fear of perishing, the *curriculum vitae* is the road to survival, a record of publications great and

small. Who cares if no one reads the article? Who cares if no one even sees the article? It counts. That's one small step farther away from the black abyss of academia--denial of tenure.

It counts! Well, I thought, maybe I am being a little too harsh. Not every new idea is bad. If baseball can abandon the networks for cable, why should scholarly journals not abandon the bookshelf for the floppy?

Another clever creation born of the need to be prolific of pen is the scholarly conference that, while a deadly bore, will publish its proceedings. I once was invited to a national meeting (I think it was sponsored by the National Association of Desperate, Neurotic Scholars) that, although expensive to attend, included a promise that each applicant who met the deadline ("Act Now! Space is Going Fast!") would have his paper accepted and published in a form suitable for citation. Nirvana!

Professors, as any college president will tell you, are incredibly productive. They publish hither and yon, night and day, sparing no effort in *The Search for Truth*. They always are doing research "on the frontiers of the discipline" or "pushing the outer edge of the envelope." (Wimpy ivory-tower types like macho imagery.) But the mountain of new nuggets of wisdom produced every year is more than any mere mortal can handle: many articles spend eternity forlorn and abandoned on the dusty shelves of dingy library stacks. So why not push on into the brave new world of paperless publishing?

But come to think of it, why stop there? The paper-mill meeting and the paperless publication still require that the work actually be done. Why not liberate professors by concentrating on the essence of academic success, the *curriculum vitae* itself?

I hereby make public announcement that I shall edit a new academic journal, the *Journal for the Study of the Science of the Wisdom of Scholarship* (JSSWS for short; scholars also like catchy acronyms), which will publish pioneering, path-breaking work that is blazing new trails, breaking new throughs, and ...well, you get the idea. This work is so far out on the cutting edge of scholarship that it exists only in the minds of the authors. Neither paper nor computer copies will

be available, as that would only demean the great ideas contained therein and burden other scholars, who actually might feel obliged to read the articles. Rather, a table of contents will be sent to each author, listing his or her contributions along with all essential information for a full citation in a curriculum vitae.

Once a year, the Society for the Study of the Science of the Wisdom of Scholarship (called SSSWS by those in the know) will host a national conference. Sessions shall consist of reading paper titles, after which participants shall adjourn to the hotel bar for serious social research. Each attendee shall receive a certificate of participation and may enter the paper title on the curriculum vitae under "Professional Activities."

These twin innovations will spare the precious time of professors for the important work of academia, which is staring at spiders on the wall and thinking big thoughts. Who knows, perhaps then scholars will not feel compelled to write except when they--heaven forbid--actually have something to say.

Sexual Harassment Videotape

The CWAE workshop on sexual harassment in the workplace presented at the 1990 AAEA meetings generated a lot of interest, and several participants requested that we continue to address the issue. We are editing a videotape of the workshop which will be available soon to AAEA members. It is about 1 hour in length. At the request of the presenter, the tape is not to be used for instructional purposes, or in place of harassment training. However, it can serve as an introduction to issues of male/female interaction in the work place, and as a basis for discussion of these issues in informal groups.

If you would like to borrow the tape for your department or office, call or write:

Ann Vandeman
Economic Research Service
1301 New York Avenue, N.W., Rm. 532
Washington D.C. 20005-4788
(202) 219-0433

We encourage CWAE members to take advantage of this resource.

Academic Mentorship-Experiences of a Graduate Student

Frances Homans
(Graduate Student, UC Davis)

I majored in religion as an undergraduate. This might sound like a strange preparation for a Ph.D. in agricultural economics, and I admit that it is an unusual one. Until now, I have not found much overlap between the study of the religious experience and the study of applied economics. I say "until now" because this request for my thoughts on mentoring has brought back memories of my undergraduate education. Perhaps these memories, as well as my experience at Davis, can shed some light on what mentoring means and how important it can be.

You might be surprised at how hard it is to define religion. At least for my mind, which relies on fundamental principles as a foundation for thought, it was unsettling to find that there is significant debate about what religion is. My GPA suffered until this question was resolved. Thanks to my undergraduate mentor, Peggy Dornish, I learned that religion is a transforming experience into another reality, where things are seen differently. This transformation takes place as a result of great effort and focus. And, typically, people have guides to direct this process; guides, who have driven down the street before, understand the process and steer others through the same terrain. Whether it is a Zen master meting out puzzles ("Who is Buddha? Three pounds of flax"), or a Catholic abbot prescribing mediation, it is clear that those who transmit religion do more than communicate essential facts; they relate an essential experience through teaching and discipline.

The experience of transformation is uniquely conditioned by one's background. A teacher can give guidance and encouragement, but the student must cultivate her own perception. An effective teacher recognizes the individuality of her students; some might require stringent discipline, while others need a more subtle approach--in any case,

the goal is not to create carbon copies of the teacher, it is to stimulate individual insight. The transformation is complete when the student can walk away from the teacher and go on to lead others. (In Zen, they say: "When you meet the Buddha, Kill him!" to emphasize the break.)

I came to Davis with some economics under my belt: I wanted to develop my analytical skills to study worthwhile applied resource problems, but I wasn't sure how to proceed. My adviser saw my potential as well as the gaps in my education and directed me towards basic classes with good teachers. The advice was simple: "Get A's". In my classes, I accumulated a lot of essential knowledge: the stuff of economics. However, though the Ph.D. coursework at Davis is challenging, the classes didn't teach me to think like an economist. I didn't learn how to identify interesting problems and to think through them. It seemed that this was an innate talent--that the art of applied research was something you're born with: it seemed mysterious.

UC Davis has a program to encourage mentorship. The University offers a year of funding to students who are in the initial phases of Ph.D. studies to help them develop the skills needed to complete their degrees. At Davis, this program is targeted to minorities and women in fields where they are underrepresented: agricultural economics is one of these fields. To apply for this funding, students are asked to identify a faculty member to work with and to submit a proposal which outlines a plan of action for the year. The advantage to this funding arrangement, over a research assistantship, is that it encourages students to develop their own research and it provides continuity. I was granted this funding in the second year of my Ph.D. studies.

It has worked out well for me. My education has progressed to the point where I need more than advice. My mentor, with perspective built from experience, has been able to see where the work leads when I sometimes can't see the context of a task. Through the process of working with him, I have begun to see what it means to think like an economist. He has given more than directives; he has elicited my thoughts and has helped me see where they fit. I am finding that economic thought is not so mysterious, it just takes some practice.

The lesson from my look at religion was that this is a natural way to learn; working under the tutelage of a trusted teacher enables students to see more clearly. Instruction can take many forms, but what is important is the communication of the experience of original thought. The final step is to leave one's teacher and think independently. (Zen Buddhists might tell you to hit your teacher with a stick!) In Mahayana Buddhism, those who are enlightened have a responsibility to help others find enlightenment; it is much less of an achievement just to be enlightened. I think these things are true in our profession. I have benefitted from the thoughtful efforts of my mentor, I have understood the process of economists much better through this mentorship, and I want to communicate this experience to others in the future.

The Cat at the GATT

(Editor's note: Given the reopening of the GATT trade negotiations in Geneva, it is an auspicious time to print the following Dr. Seuss spoof, created by Art Silverman, and aired on NPR's "All Things Considered" on November 20, 1990.)

There was nothing to do in that cold, cold meeting except grouse about trade and some fondue we were eating, too proud to concede and too mad to play ball. We sat at the meeting. We did nothing at all. So all we could do was to sit, sit, sit, sit and we did not like it, not one little bit. But then something went bump and that bump made us jump. We looked, then we saw him with red, white, and blue hat. We looked and we saw him the cat at the GATT.

And he said to us, "Why do you sit there like that? I know it is boring and the sun is not sunny, but we can have lots of good trade and make money. I know some good rules we could have," said the cat. "I know some new tricks," said the cat at the GATT. A lot of good tricks. I will show them to you. Maggie Thatcher will not mind at all if I do." But the French said, "No, no, make that cat go away, tell that cat at the GATT farmers should not have to pay. He should not be here. He should not be about. He should not be here, oh, the farmers will shout." "Now, now, have no fear, have no fear," said the cat. "Free trade is not bad," said

the cat at the GATT. "Why you can have a much freer market I found, with the structure I call the Uruguay Round. "Sacre bleu," said the French, and the Germans said, "Nein," while the Swiss, Dutch, and Belgians all started to whine.

"Have no fear," said the cat, "I will not let you fall. Just give us our way and we'll let you play ball. I can balance free trade with real politique. I can ram through these rules and lots of new tricks. You let us sell crops and compete with your farms and welcome our products with wide-open arms. Then, in exchange, we'll make it quite easy for you to hock software to make US firms queasy. And that is not all. Oh, no, that is not all. If you open your trade and let us compete, US banks will start up on each European street. Complete overhaul of copy right laws, if you simply remove your EEC flaws."

It sounded real good. It had magical charm, this radical deal from the fellows of Cairns. Then our farmers came in and they said to us all, "Will you sell us all out? Tell me what will you do?" Should we tell them the truth? Now what should we do? Now what would you do if this happened to you?"

PS&D VIEW 1990 Available

Alan Webb, Agriculture & Trade Analysis Division, ERS, has released PS&D VIEW 1990. An earlier version of PS&D VIEW was distributed to those attending the International Agricultural Trade Research Consortium (IATRC) 1989 annual meetings.

The PS&D VIEW 1990 program displays a time series graph of the commodity balance sheet components for any of 187 countries or regions in the official USDA production, supply, and distribution database. It allows you to fit regression trend lines, view tables of the data, or download subsets of the data in spreadsheet-readable files. Twenty-six commodity data files come with the program, including total grains, coarse grains, soybeans, soybean meal, soybean oil, cotton, corn, barley, rice, sorghum, wheat, and eleven new oilseed and oilseed product files. Everything is menu-driven. A small manual is included, but you probably won't need to use it.

PS&D VIEW 1990 comes on a 1.44Mb disk with 7Mb of archived data and 350kb of program files. It requires an IBM or compatible personal computer, MS-DOS or PC-DOS, 300kb RAM, and at least 500 kb of hard disk storage. Graphic support is provided for VGA, EGA, MCGA, CGA, and Hercules monochrome hardware.

PS&D VIEW 1990 (#89028) can be ordered for \$25 (\$31.25 to foreign addresses) from ERS-NASS, P.O. Box 1608, Rockville, MD 20849-1608. For faster service, call toll free 1-800-999-6779 in the U.S. and Canada or (301) 725-7937 from other areas. Master Card or Visa credit card orders are accepted.

Internships

If you are interested in an internship in Washington, D.C. and are prepared to do a wide variety of tasks and often work long hours, but want some very interesting experiences, try the office of your Congressperson or Senator. Congressional offices often have internships year round. They are an excellent way to see the policy and political process first hand.

Congressional Budget Office

CBO offers summer and semester internships to currently enrolled undergraduate and graduate students and to recent graduates. Both compensated and noncompensated internships are offered. Candidates should have a background in economics, public policy, quantitative analysis, statistics, or a related discipline. Semester internships begin any time after mid-September for fall, and time after mid-January for spring and run from four to eight months. For semester and noncompensated internships, send a cover letter explaining interests and availability, a resume and academic transcripts to the Personnel Officer.

Address all inquiries to:

Mr. David Delquadro
Personnel Officer
CBO

House Annex #2, Room H2-493
Washington, D.C. 20515
ph (202) 226-2628

Resources for the Future

RFF offers summer internships to students with skills and experience in microeconomics; statistical and quantitative methods; agricultural, environmental, or natural resource management; or environmental sciences. Stipends depend on experience and length of stay. The internships are available beginning June 1 and end about August 31. To apply, send a cover letter describing interests, a resume and a recent transcript. A single letter of recommendation should be sent directly, by a faculty member, to RFF.

Address applications and letters to:
Ms. Chris Mendes
Resources for the Future
1616 P. Street, NW
Washington, D.C. 20036
ph. (202) 328-5022

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 ((515) 294-8700) for those employers who wish to do direct mailing.

ACADEMIC

School of Family Resources and Consumer Sciences, Department of Consumer Science, University of Wisconsin-Madison.

Seeking: Nine-month tenure track faculty position in consumer/family or applied economics.

Responsibilities: Conduct research in a related field and teach undergraduate and graduate courses in family economics and finance.

Apply by sending a resume, transcripts, and three letters of recommendation by APRIL 15, 1991 to:

Prof. Robin Douthitt
Department of Consumer Science
1300 Linden Drive
University of Wisconsin
Madison, WI 53706
(608) 262-9770

Department of Agricultural and Resource Economics, North Carolina State University, Raleigh, N.C.

Seeking: Head, Department of Agricultural and Resource Economics.

Responsibilities: 1) Maintain overall responsibility for the programs of the department, 2) facilitate the work of faculty and staff, and 3) represent the department in discovering and developing new opportunities for cooperating with other academic units, clientele groups, and funding agencies.

Qualifications: Candidates should have a record of academic excellence in extension, teaching and/or research activities related to agricultural and/or resource economics, and should have demonstrated leadership ability.

Applications will be accepted until March 15, 1991 or until a suitable candidate is selected. Send letters of interest with CV and the names and addresses of three references to:

Luther Otto
Chair, Search Committee
NCSU Box 8107
Raleigh, N.C. 27695-8107
(919) 737-3180

NCSU is an affirmative action, equal opportunity employer.

College of Agriculture and Life Sciences, Virginia Polytechnic Institute and State University

Seeking: Dean of the College of Agriculture and Life Sciences and Director of the Agricultural Experiment Station.

Responsibilities: 1) Reports to the Senior Vice

President and Provost; 2) has responsibility for the College, which encompasses 16 degree programs in agriculture, forestry, and the life sciences, Cooperative Extension, and the Agriculture Experiment Station; 3) oversees all aspects of the academic program, including faculty affairs and finances.

Qualifications: Preference will be given to candidates who have demonstrated strong academic leadership. This will include a record of accomplishment in teaching, research, and extension as well as a commitment to collaboration with other constituencies internal and external to the University. The successful candidate will have a record of commitment to affirmative action.

Letters of application with an accompanying vita will be reviewed beginning June 1 and continue until the position is filled. The position becomes available January 1, 1992. Communications should be addressed to:

Dr. James Wolfe
Vice Provost for Academic Affairs
201 Burruss Hall
VPI&SU
Blacksburg, VA 24061-0132
(703) 231-6122
FAX (703) 231-9532

VPI&SU is an Equal Opportunity, Affirmative Action Employer.

NON-ACADEMIC

Economic Research Service, USDA
(Three positions)

I. Position: European Agricultural Trade and Policy Analyst (GS-9 to GS-13).

Responsibilities: Conduct analysis and research on agricultural trade and policy developments in Europe.

Qualifications: Excellent analytical skills required. Applicants must have BS or higher degree in Economics (or equivalent combination of education and experience) in addition to specialized experience in agricultural economics.

Appropriate graduate education may be substituted for specialized experience. U.S. citizenship required.

Contact:
Lisa Robinson
(202) 447-7666

II. Position: Agricultural Economist/Economist in the Policy Information Section of the U.S. Agricultural Policy Branch (GS-9 to GS-13).

Responsibilities: 1) Monitor international development, especially policy action, and U.S. trade policy developments as they relate to U.S. agriculture and agricultural trade policies, and 2) develop a research program assessing the impact of these developments on the U.S. agricultural sector.

Contact:

Richard Kennedy
Economic Research Service
1301 New York Avenue, N.W.
Washington, D.C. 20005-4788
(202) 219-0695

III. Position: Agricultural Economist/Economist specializing in Latin America, particularly Brazil, in the Developing Economies Branch (GS-12 to GS-13).

Responsibilities: analyze trade and policy issues affecting Latin American agricultural economies and trade with the United States.

Contact:

Gene Mathia
Economic Research Service
1301 New York Avenue, N.W.
Washington, D.C. 20005-4788
(202) 219-0633

National Academy of Sciences

Position: Director, National Academy of Sciences, Committee on Scholarly Communication with the People's Republic of China (CSCPRC), located in Beijing.

Responsibilities: Develop an active program of China-based individual and collaborative research in a variety of disciplines. The director works closely with Chinese scholars and American graduate students and scholars and with Chinese universities and research organizations, such as the Chinese Academy of Sciences and the Chinese Academy of Social Sciences.

Qualifications: Ph.D. or equivalent, excellent Chinese language skills, and research or administrative experience in China. Applications are sought from individuals interested in serving for a minimum of one year, beginning September 1991. Salary range is competitive and based on academic rank and experience; housing, family travel, and benefits are included.

Send resume to:

CSCPRC
Position No. 223.107
2101 Constitution Avenue, N.W.
Washington D.C. 20418

International Food Policy Research Institute
(Two positions).

I. Position: Research Fellow in the Trade and Macroeconomics Division.

Responsibilities: Analyze domestic and international policy issues, in particular trade, exchange rate, fiscal, and financial policy issues impinging on the food and agricultural sector and the rural economy of developing countries.

Qualifications: Ph. D. in economics or agricultural economics; at least 10 years experience in empirically-based research; publications on trade and macroeconomic policies; prior work in development and management of research projects involving collaborators of many nationalities; and fluency in English.

Send cover letter, including CV, salary history, and reference, no later than April 30, 1991 to:

Personnel/Trade-Macro
IFPRI
1776 Massachusetts Avenue, N.W.

Washington D.C. 20036

II. Position: Research Fellow in the Environment and Production Technology Division.

Responsibilities: 1) Analyze the interactions between agricultural growth, demographic change, poverty, environmental degradation and natural resource management within and across agroecological zones, 2) initiate new projects with natural resource management research across the various divisions of IFPRI, 3) perform administrative, outreach, and supervisory duties, 4) interact with the international donor community to arrangement financing for major new research projects.

Qualifications: 1) Ph.D. in Natural Resource Economics or related field; 2) experience in economic evaluation of natural resources and in assessment of the impact of economic policies on natural resource management; 3) demonstrated interest in policy-oriented research involving developing countries; 4) 10 years or more of experience in empirical research and publications in relevant research areas; 5) prior work in the development and management of research projects involving collaborators of many nationalities; and, 6) fluency in written and spoken English.

The appointment is initially for three years and is renewable. Letters of interest, including CV and three references, must be received at IFPRI, no later than April 30, 1991.

Personnel/Nat-Res
IFPRI
1776 Massachusetts Avenue, N.W.
Washington D.C. 20036

Agricultural Cooperative Development International
(Two positions)

The Agricultural Cooperative Development International has a Cooperative Development Project based in Jerusalem. This project works with Palestinians in the West Bank and Gaza Strip in the area of cooperative development, marketing, training, technical assistance, and limited

agricultural development.

I. Position: Senior Institutional Development Advisor

Responsibilities: 1) Technical assistance and counsel on the establishment and operation of an indigenous, self-sustaining development agency with credit function.

Qualifications: 1) A graduate degree in an appropriate discipline is preferred with experience in agri-business or micro-enterprise development, 2) strong leadership, management, computer, planning and financial skills 3) proficiency in Arabic essential.

II. Position: Financial Advisor

Responsibilities: Expansion and oversight of a multi-purpose credit facility which makes loans in agricultural and home improvement sectors.

Qualifications: 1) MBA or equivalent degree, 2) work experience in a financial institution, preferably an agricultural credit, small business development, or similar institution, 3) solid experience in lending, loan administration, and management of financial institutions; 4) strong computer skills essential; proficiency in Arabic preferred.

Send resume and cover letter to:

Vice-President/ANE
ACDI
50 F. Street, N.W., Suite 900
Washington DC 20001

News of Women Agricultural Economists

Maureen Kilkenny, (Pennsylvania State University), was selected as the "Outstanding faculty member of the year in the areas of teaching, advising, and research" by the Pan-Hellenic Society. The Pan-Hellenic Society represents all sororities (approximately 20 percent of women on campus).

Jean D. Kinsey, professor, consumption and consumer economics, Department of Agricultural and Applied Economics, University of Minnesota, has been appointed by the Board of Governors of the Federal Reserve System as a Class C director, filling the unexpired portion of the term held by retiring director Michael W. Wright, chairman, president and CEO, Super Value Stores, Inc. Minneapolis. Dr. Kinsey, previously on the AAEA Foundation Board, is an active member of CWAE.

**CWAE Sponsors Organized Symposium
about Leadership at the Summer
Meetings**

CWAE is sponsoring an organized symposium at the Manhattan Kansas meetings on: Leadership Skills, Opportunities, and Experiences in the Agricultural Economics Profession. Men and women who have played a variety of leadership roles in the profession will speak about how they acquired those roles, what skills are needed to be effective leaders, the professional and personal implications of their leadership experiences, and how gender differences may influence leadership styles and opportunities. Come join the discussion and assess your own leadership interest and potential.

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
Fall	Aug 15	Sept 15
Winter	Nov 15	Dec 15
Spring	March 15	April 15

BIOGRAPHICAL SKETCHES OF CWAE CANDIDATES

CANDIDATES FOR VICE-PRESIDENT (vote for one).

Vicki McCracken. "I believe CWAE has made major contributions over the last decade in increasing the visibility of women in the agricultural economics profession. CWAE has also provided a means to stimulate communication among women in the profession, hence enabling us to identify common interest areas and problems. I support CWAE's current emphasis on career development and dual career issues. I believe that we should increase our efforts to encourage graduate student participation in CWAE, and feel the work by the Scholarship Subcommittee is a step in the right direction."

Vicki McCracken has been an active participant in CWAE since 1983/84, when she served as a graduate student member of the Graduate School Subcommittee. Since that time, she has served as chair and member of a number of subcommittees, including the Student, Employment, and Scholarship subcommittees. She served as a newsletter correspondent and is a past 1988-90 Board Member.

Vicki McCracken is currently an associate professor of Agricultural Economics at Washington State University. Her teaching and research are in the areas of consumer demand, marketing and price analysis, and econometrics. She holds a Ph.D. in Agricultural Economics from Purdue University. She has served as a board member and executive council member and on numerous other committees in the Western Agricultural Economics Association.

Stephanie Mercier. "I believe CWAE's role should be to provide information to women about opportunities for advancement in the profession and potential pitfalls in the profession and in the workplace in general, and to those in charge of the profession about the abilities of women already in and about to enter the field. The women in agricultural economics have a multitude of talents which in my view have been under-utilized to this point. Our efforts should focus on helping women harness those abilities most effectively and helping the profession recognize and reward their achievements."

Stephanie Mercier served on CWAE's Professional Activities Subcommittee in 1988/89 and chaired that subcommittee in 1989/90. At the Baton Rouge AAEA meetings, the subcommittee conducted an informal symposium entitled "Opportunities for Women in the Workplace: Equal or Lacking?". The 1989/90 subcommittee presented two workshops at the Vancouver AAEA meetings on the topics of Career and Family and Sexual Harassment. She currently serves as a member of the CWAE newsletter Subcommittee. In 1989/90, she served on a USDA Task Force on Child Care, which recommended the construction of an on-site child care facility in Washington D.C. This facility is scheduled to be opened April 29, 1991.

Stephanie Mercier received a Ph.D. from Iowa State University in 1988 and is currently an agricultural economist with the Economic Research Service. Since joining ERS, she has authored or co-authored 29 articles and monographs in the area of commodity policy analysis, international trade, and grain quality.

CANDIDATES FOR BOARD (vote for two).

Linda Calvin. "My participation in CWAE has been very enjoyable and valuable. CWAE provides me with information about professional development and employment, contacts with other female agricultural economists, and an opportunity to serve on interesting subcommittees which promote women in our profession. I think these activities should be the heart of CWAE's mission. In the future, I would like to see CWAE address the issue of providing professional mentoring for women."

Linda Calvin is an agricultural economist with the U.S. Agricultural Policy Branch of ERS. She received a Ph. D. from U.C. Berkeley. Current research interests include demand for crop insurance, estimation of risk attitudes, and U.S.-Mexico free trade. Linda is the chair of the CWAE Employment Subcommittee. She is also a member of the CWAE Newsletter Subcommittee, the AAEA Employment Subcommittee, the WAEA Professional Relations with Mexico Committee, and the ERS Equal Opportunity Advisory Board.

Christina H. Gladwin. "I believe in CWAE's goal of enhancing career opportunities for women in the exciting and challenging field of agricultural economics. After being in the field for 13 years, I'm convinced we need to encourage new women Masters and Ph.D's any way we can. We need their new ideas, their vitality, their view of the world, and their

numbers. Women will find their place in this male-dominated field only when more and more women are active agricultural economists. CWAE allows us to be active professionals, and gives us support, and also lets us be proud of being women. In the future, I would like to see CWAE women organize more professional symposia and meetings of both men and women. By being visibly professional, we will naturally integrate ourselves into the field. I would also like to see more open discussion of gender discrimination and sexual harassment, and the coping strategies that women should adopt."

Christina has served as chair of CWAE's Professional Activities Subcommittee (1983, 1991) and has organized invited papers sessions at the annual meetings of the AAEA in those years. She has also participated in CWAE symposia, either as chair (1990), or as a member of the subcommittee that invited a consultant to speak on sexual harassment, or as a presenter of a study of job search decisions of women agricultural economists (1982).

Her research interests focus on rural development issues, the decision making processes of small producers, and the role of women in development. She has combined anthropological fieldwork techniques with economic analysis to describe the survival strategies of small farmers in north Florida, Mexico, Guatemala, and some sub-Saharan African countries. She is currently at the University of Florida.

Shida Henneberry. "I believe that CWAE's major role should be to provide information on career opportunities and issues relating to the advancement of women to both women and men in the profession. CWAE should also emphasize promoting women in the profession and assuring that women professionals are well recognized. By serving as an information exchange and via its activities and workshops during our annual meetings, CWAE has already taken a major step in the development of women in agricultural economics."

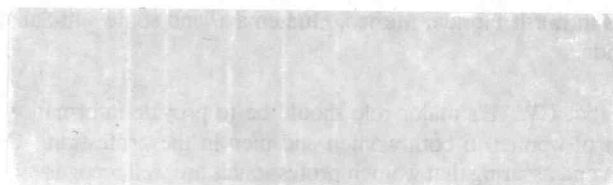
Shida Henneberry was the chair of the Professional Activities Subcommittee and has served as a member of the CWAE Elections Subcommittee and the AAEA Committee on Employment Services. In the 1989 AAEA meetings, she served a co-leader for the informal discussion on "Women's Quest for Economic Equality."

Shida is an assistant professor of Agricultural Economics at Oklahoma State University. She earned her M.S. and Ph.D. degrees from Iowa State University. Prior to her current position, she completed a postdoctoral fellowship at the University of California, Davis, was on the economics faculty at Ripon College, and was a visiting assistant professor in the departments of economics and agricultural economics at Oklahoma State University. Her primary research area is the effect of domestic and international institutions on market development of agricultural products.

Laurian Unnevehr. "I support CWAE's continuing efforts to increase the visibility of women in the profession and to demystify the process of professional advancement. In the future, CWAE should renew efforts to promote discussion and analysis of personnel policies as they relate to women's career choices. CWAE can help the profession to move towards more enlightened policies by promoting public discussion of salary differentials, family leave policies, and spouse recruitment.

Laurian's current position is Assistant Professor, Department of Agricultural Economics, University of Illinois at Urbana-Champaign. Her research, teaching, and public service are in food policy and consumer economics. Prior to joining the faculty at Illinois, she was a post-doctoral fellow at the International Rice Research Institute. She has been a member of CWAE since 1983, and is serving as chair of the Research Subcommittee in 1990-91.

American Agricultural Economics Association
Business Office
80 Heady Hall
Iowa State University
Ames, Iowa 50011-1070



COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS

Board Election 1991

PLEASE VOTE!! OUR ORGANIZATION NEEDS YOUR PARTICIPATION!

After reading the attached biographies, please indicate your vote below. Then return by May 15th to:

Deb Brown
Dept. of Agricultural Economics
Krannert Building
Purdue University
West Lafayette, IN 47907

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BALLOT

Vice-Chair Nominees: Vote for one

_____ Vicki McCracken

_____ Stephanie Mercier

Board Nominees: Vote for two

_____ Linda Calvin

_____ Christine Gladwin

_____ Shida Henneberry

_____ Laurian Unnevehr

Any comments or suggestions for future activities you would like to pass on to the CWAE board:
