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# CWAE

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**NEWSLETTER OF THE COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS**  
**WINTER ISSUE 1992**

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DEPT. OF AG. AND APPLIED ECONOMICS  
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## EDITOR'S NOTE

The CWAE Newsletter provides a forum for exchanging information and ideas. We are a diverse group of women coming from academia, government, non-profit organizations and the private sector. We would like to continue bringing you news about women in all of these areas. This year, our goal is to achieve a balance between the different career paths of our profession. To better meet your needs and interests, we'd like to encourage you to let us know what you'd like to see in the CWAE newsletter. If you have ideas about articles, news about women in our field, or if you'd like to submit an article, please contact Carol Levin at (202) 219-0610.

## CWAE CHAIRPERSON'S REPORT

**Vicki A. McCracken**  
Washington State University  
Pullman, Washington  
(509) 335-1905

CWAE is alive and well, as evidenced by the activities at the recent AAEA meetings in Baltimore. While a new AAEA record was set for professional attendance, CWAE set its own record with about 170 professionals attending the CWAE luncheon. The crowd at the luncheon was rather diverse, including both men and women with ranks ranging from graduate student to administrator. Elizabeth Hoffman, chair of the Committee on the Status of Women in the Economics Profession (CSWEP), and professor of Economics at the University of Arizona, gave an excellent talk entitled, "What Does Experimental Economics Have to Offer to Agricultural Economists?" Thanks to last year's CWAE chairperson, Joy Harwood, and to Elizabeth Hoffman and all others that helped make the luncheon a success!

It is exciting to be stepping into the CWAE Chairperson's position at a time when so many activities are underway. I have spent the last several weeks talking to a number of CWAE members--recruiting for subcommittees for this year and discussing ideas for future CWAE activities. I was inspired by the enthusiasm of many of the younger members as well as the dedication of many of the veteran members. A number of excellent ideas have been suggested for this year.

Efforts on a number of projects are continuing from last year. For instance, the Sylvia Lane Fellowship Fund was established this past year. Under the leadership of Maureen Kilkenney, the Fellowship Subcommittee is presently organizing fundraising activities. In order to achieve their goal of chartering the Fund this year, they need to raise \$10,000 by August 1993 (with an ultimate goal of \$30,000). The AAEA Business Office has been receiving numerous small donations (as well as a number of requests by potential "mentees"). In order to achieve the fundraising goals, however, we will need some sizable donations from individuals and corporate organizations. I encourage you to assist in making the fundraising activities a success by personally donating to the Fellowship Fund, as well as by helping the subcommittee identify potential donors.

If any of you have a good relationship with a corporate organization, it would be extremely useful if you could provide Maureen with the name of a contact person in that organization and work with her in contacting the individual. The Fellowship Subcommittee will also be writing up guidelines for the mentor program, and would like to hear your thoughts concerning the operation of the program. I encourage you to give Maureen a call at (303) 492-6966 if you have contacts or ideas.

As an offshoot of an activity of the Graduate Student Subcommittee that resulted in a very well attended organized symposium at the AAEA meetings in Baltimore, Mary Marchant and others are looking at several potential outlets for publishing the presented papers. This group has also submitted related work as an Invited Paper Session for the 1993 AAEA meetings. The

pursuing some new activities this year to enhance the status of women graduate students in the profession.

The Research Subcommittee will be putting some final touches on projects initiated last year as well as exploring some new issues. The initiative undertaken by Laurian Unnevehr and Mary Ahearn to analyze the progress of women in the profession is projected to be completed by the end of the year. The Research Subcommittee will be exploring the possibilities of developing a procedure to annually track the status of women in agricultural economics, the results of which would be reported in the CWAE Newsletter. The Research Subcommittee will also be addressing the role of international women in the profession, as well as other issues as they arise. And the Planning Subcommittee will continue to identify and evaluate emerging issues relevant to the activities and purposes of CWAE.

Other subcommittees are developing ideas and projects. The Employment Subcommittee is continuing to solicit employers for position announcements advertised in the CWAE Newsletter. A number of CWAE members have requested that we continue to focus on options available to, and problems faced by, dual career couples. One idea is to develop an organized symposium or free session for the 1993 AAEA meetings. A national conference entitled "The Dual Career Couple in Higher Education," was held earlier this month in Lexington, Kentucky. The next CWAE Newsletter will summarize some of the discussions that took place at the conference.

The Membership Subcommittee will continue to look for ways to increase membership in CWAE. In light of the current number of paid subscribers, the CWAE Board along with Lona Christoffers (at the AAEA office) looked at several alternatives to improve the financial position of the newsletter. In order to avoid increasing the subscription rate, it was decided to use a cheaper printer starting with this newsletter. Please provide me with feedback about the new printer. Joy Harwood, past-chair is developing a booklet that details the research and related interests of CWAE members. Many

individuals have already returned their bio sheets. If you have not, return your so that she can include information on as many members as possible in this booklet (see last page).

The Elections Subcommittee will be seeking nominations for the Vice-chair and two board member positions. Elections are conducted in the spring and a nomination form will appear in the next CWAE Newsletter. Please think about who you want to lead CWAE in the coming years and contact election subcommittee members. The Archives Subcommittee is continually updating CWAE's history and recording our progress. The Arrangements Subcommittee will continue to arrange meetings, luncheons, and gatherings of CWAE at the AAEA annual meeting. The Planning Subcommittee would like your suggestions for a luncheon speaker for the 1993 AAEA meetings, and will be working to plan our reception so that Department heads will be able to attend.

Finally, this is Nancy Morgan's last issue as the CWAE Newsletter editor--after 7 issues (she is breaking in the new editor, Carol Levin, with this issue). I would like to extend a hearty thanks for all of the time and effort that she gave to the CWAE Newsletter. Thanks, Nancy!

If you have ideas or suggestions for projects, or would like to join a CWAE Subcommittee, please feel free to contact me. The current list of subcommittee members is printed in this issue of the newsletter.

I congratulate Joy Harwood for her accomplishments as chairperson this past year, and I look forward to serving as the CWAE chairperson this year.

## **CWAE PAST CHAIRPERSON'S REPORT FOR 1991/92**

**Joy Harwood, Past-Chair  
USDA/ERS  
(202) 219-0840**

One of CWAE's most important accomplishments in 1991/92 was the establishment of the Sylvia Lane Fellowship Fund, an activity that was spearheaded by the Fellowship Subcommittee (Chair: Maureen Kilkenny). At the April 24-26 meeting of the AAEA Foundation Board, CWAE's proposal for the Fund was formally approved. CWAE has developed a brochure on the Fund and is engaged in soliciting Fund donors.

Other subcommittees were also very productive. The CWAE Newsletter Subcommittee (Editor: Nancy Morgan) solicited articles and developed three issues over the past year. Articles were included on topics such as mentoring, strategies for publishing in journals, and working as a consultant. The charge per year for subscriptions was \$7.

The Graduate Student Subcommittee (Chair: Amy Pagano) was involved with three activities in 1991/92. At the 1991 AAEA meeting in Manhattan, KS, subcommittee members Mary Marchant, Lydia Zepeda, and Hui-Shung Chang presented a poster session entitled "1990 Survey Results of Women Agricultural Economists." This work was expanded and presented in a very successful symposium at the 1992 AAEA meetings, entitled, "Cultural Diversity: The Professional Status of Women and African Americans in Agricultural Economics." In addition, subcommittee chair Amy Pagano and CWAE chair Joy Harwood co-organized a Free Session for the 1992 AAEA meetings entitled, "Collaboration on Policy-Responsive Cooperative Research and Networking: A Panel Discussion."

The Employment Subcommittee (Chair: Linda Calvin) continued to solicit employers for position announcements for use in the CWAE Newsletter. Various employers have indicated that they found excellent candidates for their job vacancies through advertising in the Newsletter.

In addition, Maureen Kilkenny, a member of the Employment subcommittee, developed an informational memorandum that was distributed at the fall 1991 Department Heads' conference. The memorandum focused on dual-career issues as they relate to employment strategies and opportunities.

The Research Subcommittee (Chair: Laurian Unnevehr) undertook a major initiative to identify and analyze data regarding the progress of women in the profession. Two sources of data were identified: an internal survey at USDA/ERS and the National Research Council Survey of Earned Doctorates, which covers the entire profession. The results of this analysis, which will be disseminated through various outlets, reveal some clear trends in the progress of women in the profession. The Research Subcommittee will work with the Planning Subcommittee to design further work that will enable CWAE to recommend measures fostering the professional advancement of women.

The Planning Subcommittee identified future directions for CWAE activities. Priorities are glass ceiling/advancement issues, including attrition rates at all career levels; professional development, particularly grant-seeking, consulting, and strategic use of sabbaticals; and the recognition of women's contributions to the profession. Under the first priority, the subcommittee strongly supported, and worked with, the Research Subcommittee in developing a long-term tracking system to provide reliable and consistent information on women's presence and advancement in the profession. Under the third priority, a promising initiative is for CWAE to take an active role in nominating outstanding women to become Fellows of the AAEA.

The Professional Activities Subcommittee (Chair: Christina Gladwin) developed a symposium, which was presented at the AAEA meetings, on "non-traditional" employment for agricultural economists. The presenters discussed working as consultants, at non-land grant colleges and universities, and for the private sector.

The Elections Subcommittee solicited nominations for the 1992/93 CWAE Vice-Chair and two Board Members to serve two-year terms.

They developed a ballot with two nominations for Vice-Chair and four nominations for Board Members. The ballot was enclosed in the Spring 1992 issue of the CWAE Newsletter. Ann Vandeman was elected Vice-Chair. Mary Marchant and Jill Findeis were elected to the Board. Continuing Board Members are Vicki McCracken (1992/93 Chair), Joy Harwood (Past-Chair), Shida Henneberry, and Laurian Unnevehr.

The Archives Subcommittee (Chair: Ardelle Lundein), the Membership Subcommittee (Chair: Helen Jensen), and the Arrangements Subcommittee (Chair: Penny Diebel) continued in their capacities, and helped provide continuity for CWAE activities.

CWAE has worked to develop closer ties with the Committee on the Status of Women in the Economics Profession (CSWEP) this year. As a result of these efforts, CSWEP members are very enthusiastic about participating as mentors under the guidelines of the Sylvia Lane Fellowship Fund.

In addition, Dr. Elizabeth Hoffman, the Chair of CSWEP, spoke at the CWAE Luncheon in Baltimore, on "What Does Experimental Economics Have to Offer Agricultural Economists?" She is Professor of Economics, Professor of Law, and Associate Dean of the Karl Eller Graduate School of Management at the University of Arizona.

Ralph Christy has done a great job as AAEA Board Representative. We appreciate his input and counsel.

CWAE has been blessed with financial assistance from a variety of sources this past year. Pat O'Brien, Director of ERS's Commodity Economics Division, donated \$5,000 for CWAE activities. The Farm Foundation helped fund CWAE activities at the AAEA meetings. We are very appreciative of this assistance.

Thanks to all of you for a very productive year for CWAE!

## NOTES FROM THE ANNUAL AAEA Meetings in Baltimore

The annual meetings in Baltimore were a great success. There were a number of sessions which explored the professional status of women in agricultural economics and related issues. A summary of one such session is presented in this Newsletter, with more to follow in the next issue.

**Cultural Diversity: The Professional Status of Women and African Americans in Agricultural Economics.** Mary A. Marchant, organizer (University of Kentucky), Handy Williamson, Jr., moderator (University of Tennessee); Presenters: Don Ethridge (Texas Tech University), Mary A. Marchant (University of Kentucky), Patricia McLean-Meyinsse (Southern A&M University), Betsey Kuhn (ERS, USDA); and Rapporteur-- Alex F. McCalla (University of California, Davis)

This symposium reported on the status and progress of women and African Americans in the agricultural economics profession. Williamson noted that a high percentage of faculty are approaching retirement. This change provides an opportunity for departments to diversify faculty ranks and achieve their mission of diversity.

Results from recent surveys were presented. Ethridge presented results of the AAEA Employment Services Committee survey focusing on the profession as a whole, with regional comparisons. Marchant presented results from the Committee on Women in Agricultural Economics (CWAE) surveys. McLean-Meyinsse discussed the status of African American agricultural economists both in 1890 and 1862 land grant universities. Kuhn presented results on the progress of minority and women agricultural economists at the Economic Research Service, the largest employer of agricultural economists. In addition, discussion was generated relating personal observations of the professional progress of UC Davis women and minority graduates. Key themes from this symposium include the existence of a pyramid structure, indicating that progress is being made at lower ranks, coupled with an apparent revolving door or glass ceiling, suggesting that

little progress is being made at higher ranks. A symposium proceedings is available from Mary Marchant (606) 257-7260.

### **WOMEN AAEA AWARD RECIPIENTS**

(CWAE congratulates the following women for their distinguished accomplishments in 1991/92).

**1992 AAEA Outstanding Ph.D. Dissertation:**  
Marca Jon Weinberg, "Economic Incentives for the Control of Agricultural Non-Point Source Water Pollution," University of California/Davis, Catherine L. Kling and James E. Wilen, Advisors.

**1992 AAEA Outstanding Master's Thesis:**  
Marisa Mazotta, "Modeling and Testing for Complexity Effects in Contingent Valuation Surveys," University of Rhode Island, James J. Opaluch, Advisor.

**1992 AAEA Outstanding Master's Thesis-Honorable Mention:** Elvira M. De Sousa Silva, "The Reliability of Soybean and Corn Option-Based Probability Assessments," Clemson University, Kandice H. Kahl, Advisor.

**1991 NJARE Article of the Year** John M. Antle and Susan Capalbo, "Physical and Economic Model Integration for Measurement of Agricultural Chemical Use," Northeastern Journal of Agricultural and Resource Economics 20(1991): 68-82.

**Quality of Communication-Honorable Mention:** Elaine Asp and Jean Kinsey (co-author with Benjamin Senauer). Food Trends and the Changing Consumer.

### **INTERNATIONAL ASSOCIATION FOR FEMINIST ECONOMICS (IAFFE)**

IAFFE held the first-ever conference on feminist economics in Washington D.C. in July, 1992 with 100 participants.

**IAFFE Purposes:**

- o foster dialogue and resource sharing among economists from all over the world who take

feminist viewpoints,  
o advance feminist inquiry into economic issues affecting the lives of women, men, and children,  
o foster evaluations of the underlying constructs of the economics discipline from feminist perspectives,  
o aid expanding opportunities for women, and especially women for underrepresented groups, within economics  
o join with other feminist associations in educating economists, decision-makers, public officials, and the general public on feminist points of view on economic issues,  
o and, encourage the inclusion of feminist perspectives in the economics classroom.

For more information, contact:

Jean Shackelford  
Department of Economics  
Bucknell University  
Lewisburg, PA 17837

### **OPPORTUNITIES FOR EXECUTIVE-LEVEL APPOINTMENTS IN USDA**

The USDA has established a new Senior Executive Service Candidate Development Program (SESCDP). The Senior Executive Service (SES) is a personnel system that covers most of the top managerial, supervisory, and policy positions in the executive branch of the Federal Government that are above the GM-15 level. Currently there are approximately 340 SES positions in USDA. Succession planning analysis indicates that between 35 to 45 percent of these individuals will retire by January 1994. Further, another 20 to 30 percent are expected to retire by January 1996, bringing the total expected loss of senior executives to approximately 65 percent.

The SESCOP is a management training program under which successful candidates will be eligible to be certified by the Office of Personnel Management for appointment to SES positions noncompetitively in any Federal agency. However, there is no guarantee that a certified graduate will be selected for an SES position.

Those who currently hold SES positions in

USDA are largely white males (78 percent). A goal of USDA is to increase the diversity of the candidates for the SES positions--without the use of quotas. A major strategy for increasing the diversity is to widely distribute the SESCOP announcement through nontraditional channels.

The SESCOP is open to USDA employees and to U.S. citizens outside of USDA and the Federal Government who have demonstrated high potential for assuming executive responsibilities. More specifically, applicants must be serving or have served in a senior position (GM/GS-14/15) in Federal, State, or local government, in colleges or universities, or in private industry, and must demonstrate competence and/or high potential in the six SES executive activity areas. Experience in positions held by non-Federal applicants will be assessed to determine how it equates to experience in Federal positions.

The process to select SESCOP participants is highly competitive. Applicants will be evaluated by one or more screening panels of current SES employees. The USDA plans to have three SESCOP sessions in 1992 and 1993. One session is currently underway. The first session began July 17, 1992 with an 8-day intensive group training period followed by individualized study plans. It is expected that most candidates in the first class will complete their training by January 1993. An indication of the competition for this training program is that more than 1,100 applications were received for 90 slots in the first session.

The application period for USDA's second SESCOP class is October 15, 1992 to December 4 1992. For the application materials or additional information call or write:

U.S. Dept. of Agriculture  
Office of Personnel  
Human Resources Development      Office,  
Room 347-W  
Administration Bldg.  
Washington, D.C. 20250  
(202) 690-0799 (Washington)  
1-800-982-5804 (Elsewhere)

## FELLOWSHIP OPPORTUNITIES

### USDA National Needs Fellowships

#### Iowa State University

**Seeking:** Students wishing to pursue a Ph. D. in Economics or Agricultural Economics with a field and dissertation topic in the area of agricultural marketing. The fellowships carry an annual stipend of \$17,000, plus tuition, for three years and are available beginning August 1993. Applicants must be citizens of the U.S. or its territories. For more information, contact:

Dr. Frances Antonovitz  
Director of Graduate Studies  
Economics Department  
382 Heady Hall  
Ames, IA 50011  
(515) 294-2701

#### University of Minnesota

**Seeking:** Students interested in Ph. D. study and work on a food and agribusiness marketing project titled "International Competitiveness in Food Marketing: Quality and Health Issues in Trade." Dissertation research will focus on international food and agricultural marketing issues surrounding food and/or environmental regulations that affect competitiveness and trade.

The student will be funded for up to 45 months. The stipend is \$17,000 per year plus tuition and health insurance. Applicants must be a citizen of the United States or its territories. Applications are due by January 1, 1993 for September 1993 entry.

For more information, contact:  
Dale Dahl  
Director of Graduate Studies  
Dept of Ag. Econ.  
University of Minnesota  
1994 Buford Avenue  
St. Paul, MN 55108  
(612) 625-7028

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

### ACADEMIC

#### Oregon State University Dept. of Agricultural Economics

**Seeking:** Resource/Environmental Economist (55% Research/ 45% Teaching), Assistant or Associate Professor.

**Responsibilities:** Developing and conducting a nationally recognized program of research and teaching in the general field of resource/environmental economics relating to agricultural, natural resource, and rural issues. Possible areas of research include valuation of non-market resource/environmental services, environmental effects of agricultural production activities, and the design of resource and environmental policies.

**Qualifications:** Ph. D. in agricultural economics, resource/environmental economics, or economics. Graduate coursework and research experience in resource/environmental economics, ability to teach courses in economic theory, resource/environmental economics, and econometrics, supervisory and strong communication skills.

Please send your application, along with curriculum vita, transcripts, and three letters of recommendation by November 20, 1992, to

Dr. David E. Ervin, Head  
Dept. of Ag. Econ.  
Oregon State University  
Ballard Extension Hall 213  
Corvallis, OR 97331-3601  
(Reference Position No. 001-1353)

**National Rural Studies Committee, Western  
Rural Development Center, Oregon State  
University**

#### Seeking: Center Associate

**Responsibilities:** As apart of a multidisciplinary program on the problems of rural area, the Center Associate will:

(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 rural people.

**Qualifications:** University faculty seeking a sabbatical appointment are encouraged to apply. Applicants will be expected to have the equivalent of the doctorate and some research experience.

Please send a resume and transcripts of all college and university work, and three letters of recommendation to:

Dr. Bruce Weber  
Western Rural Development Center  
Oregon State University  
Corvallis, Oregon 97331  
(503) 737-1432

In addition, a one-page proposal, which outlines the research program to be undertaken, should be submitted.

### NON-ACADEMIC

#### Economic Research Service, USDA (Two Positions)

**Seeking:** Agricultural Economists/Economists (GS-12/13).

**Responsibilities:**

- I. Conduct research and outlook on industrial uses of new and traditional crops, including product development and commercialization.
- II. Conduct analysis and research on sustainable agriculture.

**Qualifications for both positions:** Excellent analytical skills required. Applicants must have BS or higher degree in Agricultural Economics or 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.

For both of the above, contact:

Greg Gajewski  
Economic Research Service  
1301 New York Avenue, N.W.  
Washington D.C. 20005-4788  
(202) 219-0888

**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	August 15	Sept. 15

**COMMITTEE ON WOMEN IN AG. ECONOMICS  
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Ralph Christy  
AAEA Board Representative  
Dept. of Ag. Economics  
Cornell University  
Warren Hall  
Ithaca, N.Y.  
Phone: (607) 255-5464

**Second-year Board Members (also served in  
1991/92):**

Shida Henneberry  
Dept. of Ag. Economics  
310 Ag. Hall  
Oklahoma State University  
Stillwater, Oklahoma 74075  
Phone: (405) 744-6834 (W)

Laurian Unnevehr  
305 Mumford Hall  
1301 W. Gregory  
University of Illinois  
Urbana, Illinois 61801  
Phone: (217) 333-3049 (W)

**First-year Board Members (will also serve in  
1993/94):**

Jill Findeis  
Dept. of Ag. Econ. and  
Rural Sociology  
Weaver Building-Room 8  
Pennsylvania State University  
University Park, PA 16602  
Phone: (814) 865-9541 (W)

Mary Marchant  
Dept. of Ag. Economics  
University of Kentucky  
Room 314, Ag. Engineering Bldg.  
Lexington, Ky 40546  
Phone: (606) 257-7260 (W)

**COMMITTEE ON WOMEN IN AG. ECONOMICS  
SUBCOMMITTEES FOR 1992/93**

The Archives Subcommittee maintains and compiles the history of CWAE.

Ardelle Lundeen, Chair  
Economics Dept.-Box 504A Scobey Hall  
South Dakota State University  
Brookings, SD 57007  
Phone: (605) 688-4141 (W)

Sylvia Lane, Member  
Dept. of Agricultural and Resource Economics  
University of California at Berkeley  
Berkeley, CA 94720  
Phone: (415) 642-4823 (W)

The Arrangements Subcommittee arranges meetings, luncheons, and gatherings at the AAEA annual meeting.

Penny Diebel, Chair  
Dept. of Ag. Economics  
342 Waters Hall  
Kansas State University  
Manhattan, KS 66502  
Phone: (913) 532-6702 (W)

Lisa Abeles-Allison, Member  
Dept. of Ag. Economics  
331 Waters Hall  
Kansas State University  
Manhattan, KS 66506  
Phone: (913) 532-5823 (W)

The Elections Subcommittee compiles the list of nominees for the Board; tabulates the returns; notifies the Board, the candidates, and the Newsletter Editor of the election outcome; and addresses election procedures.

**Shida Henneberry, Chair**  
Dept. of Agricultural Economics  
310 Ag. Hall  
Oklahoma State University  
Stillwater, OK 74075  
Phone: (405) 744-6834 (W)

**Stephanie Mercier, Member**  
USDA/ERS/CED  
Room 1032  
1301 New York Avenue, N.W.  
Washington D.C. 20005-4788  
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The Employment Subcommittee improves employment opportunities for women agricultural economists by identifying opportunities and disseminating information.

**Nancy Morgan, Chair**  
USDA/ERS/CED/CTA  
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1301 New York Ave., N.W.  
Washington, D.C. 20005-4788  
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**Olivia Cua Ke, Member**  
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The Graduate Student Subcommittee identifies and addresses the particular needs of graduate student members and strives to increase graduate student involvement in the AAEA.

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(205) 844-8-5639 (FAX)

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(415) 522-2165 (H)

**Paula Lave, Member**  
Morganstown, West Virginia  
Phone: (304) 293-5263 (W)  
(304) 292-8959 (H)

**Mary Merchant, Member**  
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