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CWAE

JUN 0 8 1995

NEWSLETTER OF THE COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS SPRING ISSUE 1995

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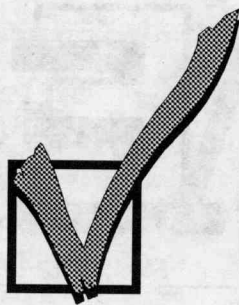
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NOMINATIONS FOR CWAE BOARD OFFICES

Maureen Kilkenny
Iowa State University



This is your chance! The future of CWAE depends on your continued participation. Please make your voice heard by voting in this year's officer elections. After reading the candidates' biographies, please indicate your vote on the ballot on the back page and mail it to Maureen Kilkenny by June 23.

Vice-Chair Nominee **MARY MARCHANT**: "I believe CWAE has played an important role for both women and men by addressing a variety of issues including career development and dual career couples. In addition, CWAE's pre-conferences and symposiums have encouraged discussions of sensitive issues such as male/female working relationships. In the future, CWAENET will foster communication among CWAE members and will be particularly important for members who are job hunting. CWAE's current emphasis on mentoring will take professional development one step further."

Mary is a faculty member at the University of Kentucky, where her teaching and research areas include international trade, agricultural marketing, and econometrics. She received her Ph.D. in 1989 from UC Davis and she grew up on a farm in the Central Valley. While in graduate school she worked for the California Dept. of Food and Agriculture.

An active CWAE member, Mary served on the board 1992-94 and on the Graduate Student Subcommittee 1989-92. Results of her efforts include (1) the book Achieving Diversity: The Status and Progress of Women and African Americans in the Agricultural Economics Profession, co-edited with Handy Williamson; Garland Publishers, Inc, NYC, 1994. The Farm Foundation provided a grant for the distribution of copies to all land-grant universities. Royalties are split between the Sylvia Lane Mentor Fellowship Fund and the Committee on the Status and Opportunities of Blacks in Agricultural Economics. (2) A refereed journal article, "The Status of Women Agricultural Economists in Academia," with L. Zepeda and H.S. Chang, Review of Agricultural Economics, 15:3(1993):537-545. And, (3) presentation at the 1994 AAEA meetings pre-conference "Gender and Workplace Relations: New Rules for a New Diversity."

Vice-Chair Nominee **KATHERINE RALSTON**: "I would like to see CWAE continue its work in helping members who juggle career and family. CWAE can be

an especially important professional link for women in part-time, freelance, or other non-mainstream situations. I also support the newly funded project for tracking careers of women and minorities. Finally, I would like CWAE, in conjunction with other groups, to encourage female and minority high school students (and younger!) to pursue the technical education needed for careers in economics (and other marketable trades)."

Katherine earned a B.S. (1980) in Applied Biology, MIT; M.S. (1983) in Ag. Econ., Cornell; and Ph.D. (1992) in Ag. Econ., University of California at Berkeley. Her dissertation is on the economics of children's nutritional status in Indonesia. Since 1992 she has been at USDA/ERS, researching priorities for pesticide residue risk reduction, and more recently, microbial food safety issues. Katherine has been a member of CWAE since her graduate school days. She served on the Board of Directors at Berkeley Community YWCA 1984-87 and was president in 1987.

Board nominee **CYNDA CLARY**: "I believe that CWAE can play an important role in the professional development of women in our industry. As a new faculty member, participation in CWAE has helped me meet women who have made it through the tenure process. CWAE has also given me a network of women who are in the same stage of their careers as I am. This interaction provides encouragement and also fosters research and teaching collaborations. I would be honored to represent your interests as a board member of this organization."

Cynda Clary is on the faculty at New Mexico State. She has a PhD in Econ. from North Carolina State University (1994); MS in Management from Purdue University (1984); and a BS in Ag Business Management from Cal Poly (San Luis Obispo) (1983). Cynda is current chair of the Graduate Student Subcommittee. That committee was instrumental in getting reduced registration fees at the AAEA meetings for graduate students, and for encouraging students to come to the meetings through travel grants.

Board nominee **DORI COMER**: "I would like to see CWAE continue to build a strong network of professionals in order to nurture their becoming an integral part of the agricultural economics profession. I am particularly interested in seeing women be part of the profession, not an adjunct to the profession. I am also interested in fostering activities that will enhance not only research but also the teaching aspects of the profession.

The new electronic network is just the beginning and I feel that we should grow from there."

Dorothy A. Comer is an Assoc. Professor, Food and Resource Economics Department, University of Florida.

AAEA Activities: Member since 1979, SS-AAEA Advisor (1988-91), AAEA Resident Instruction Committee (1988-92; Chair, 1989-1991), AAEA Undergraduate Teaching Award Committee (1992-1995, currently Chair), helped to organize the 1989 and 1991 Teaching Workshops, and organized a symposium on Graduate Education in Ag. Econ. (1990). Membership in SAEA, WAEA, Sigma XI (incoming treasurer), Gamma Sigma Delta (served as chapter secretary, treasurer and president).

Board nominee **JOYCE HALL KRAUSE:** "CWAE's most important function is to provide a support network for individual women in their diverse career paths. I want us to encourage more participation by graduate students and women in non-traditional career paths. CWAE should continue to communicate to the profession the progress of women and work to foster positive solutions to issues that impact women's progress."

Joyce Hall Krause served on CWAE's research and planning subcommittees, was liaison to CSWEP, and chaired the membership subcommittee for the last 2 years. In 1993/94 the membership subcommittee prepared a proposal for a tracking system for the agricultural economics profession. AAEA Foundation Board funded the project for a five year start-up period. Joyce will be project coordinator for the first 3 years. Joyce received a Ph.D. from Purdue University in 1989 and is currently a research associate at North Dakota State University.

Board nominee **JANET PERRY:** "CWAE provides an excellent opportunity for women to be seen and I view that exposure as necessary to career development. By highlighting the accomplishments of women, tracking their progress and providing a forum for issues of concern to women, CWAE benefits not just women, but the profession."

Janet E. Perry has a B.A. in anthropology from New Mexico State University (1976) and worked as an archaeologist for 2 years. She received a degree in ag. econ. from NMSU (1980) where she studied resource use on Indian lands. She worked in market research at Public Service Company of New Mexico, and later for an oil services company. Laid-off during the oil "bust" in the middle 1980s, she used the opportunity to get a Ph.D. at Oklahoma State University. After teaching macroeconomics at Cameron University, Janet and her family moved to Washington in 1990, where she is a part of ERS's team that administers and analyzes data from USDA's annual Farm Costs and Returns Survey.

A member of CWAE for a number of years, she's served on the Research, and Planning committees as well as being a voting member. Currently, Janet edits the CWAE newsletter. She has prepared and reviewed selected

papers, posters, and organized symposiums for the AAEA and SAEA meetings, and has several ERS publications in her name. She's listed in the 1990-93 Who's Who of American Women; is a member of American Association of University Women; past member of the graduate student's organizations at NMSU and OS; and organizer of a women's organization at Public Service Company of New Mexico.

Board nominee **JUDY STALLMANN:** "As the job market for agricultural economists changes, CWAE can assist its members and the profession in adjusting to the changes by continuing to emphasize career development issues."

Judith I. Stallmann is an Assoc. Prof. and Extension Specialist in Economic Development, Department of Agricultural Economics, Texas A&M University. She held a rural development research and teaching position in the Department of Agricultural and Applied Economics at Virginia Tech from 1988-1994. She also had teaching positions in the Department of Agricultural Economics and Rural Sociology and the Department of Economics at Penn State. Judy received her Ph.D. from Michigan State University. She has published on issues of patenting of plants and animals, part-time farming, rural labor, and human capital investment in rural areas in both disciplinary and multidisciplinary journals. Judith has served on several subcommittees, chaired the CWAE Professional Activities Subcommittee and the Community Economics Network of the AAEA. She served as coordinator of poster reviews for the Southern Association of Agricultural Economists, reviewed selected papers and journal articles for various disciplinary and multidisciplinary journals, and organized symposiums for the AAEA meetings. Judy is currently a member of the Executive Board of the Southern Regional Science Association.

Please send notes, articles and information for possible inclusion in the newsletter. Include information about career changes, advancements, publications and awards. CWAE is printed for subscribers 3 times a year. An electronic version will be posted on CWAENET. The approximate schedule is:

Issue	Due	Published
Summer (electronic issue)	Jun 16	July 20
Fall	Sep 25	Oct 20
Winter	Jan 20	Feb 15
Spring	Apr 26	May 20

A WOMAN YOU SHOULD KNOW

Ardelle Lundeen
North Dakota State University



Editors note: This is the second article in a series of profiles of women who are making a significant contribution to agricultural economics. Dr. Lundeen is a founding member of CWAE, and is head of an agricultural economics department.

My choice of Economics was neither dramatic nor decisive -- I drifted into the major. Fifteen years after graduating from high school, I enrolled in my first college course at South Dakota State University (SDSU) in my home town of Brookings. For about four years, I took evening or early morning courses while working fulltime and raising a family. My intentions were to major in Home Economics and teach at the secondary level. However, one year I signed up for an early morning economics course on TV which had been developed by the American Economics Association. I was hooked! Loved economics. Economic thinking was my way of thinking.

After several years as a parttime student, I enrolled as a fulltime student the same semester as my younger son. For four years there were three Lundeens, my two sons and myself, crossing paths and sitting in the same classrooms at South Dakota State University.

My plans for teaching in a secondary school were shattered when I was told, as my graduation form was being signed, that all secondary social science teachers were coaches -- what did I plan to coach? Receiving my B.S. in December, no schools were available. So, I applied and was accepted into the M.S. program at SDSU and given a research assistantship. Subsequently, I changed to a NFS fellowship and completed my program in eighteen months. My plans had also changed with a decision to enter business or government service. But I was still unable to secure a permanent position.

After staying at home and substitute teaching in the public school system for a year, I realized that I needed a Ph.D. The following year, I was accepted and given an instructorship at Iowa State University (ISU). It was an interesting and, at times, traumatic situation to leave my family and move into a dormitory three hundred miles from home. However, my family was very supportive and within one semester my oldest son joined me at ISU to work on his graduate degree.

The memories of my time at ISU are very positive. The faculty and staff were kind to an older non-traditional

student. But best of all, were the friendship and camaraderie of the students. They accepted me and I consider some of my classmates who are young enough to be my children as good friends. We studied together for exams and for those frightful "writtens." After three and one-half years and with a Ph.D. in hand, I returned to the South Dakota State University as a member of the staff.

There were two women on staff and the other one left after about a year. There were no other Agricultural Economics departments within 200 miles and I was not acquainted with any women in departments in adjacent states. I felt a strong need for networking to discuss research, problems, etc. and, after about four years at SDSU, I approached the Board of Directors of the AAEEA with a request to form a women's committee in the association. I was not aware that another group of women were pursuing the same objective on another level. The Board of Directors were not convinced that a women's committee was needed, but gave the go ahead to explore women's viewpoints. Subsequently, several of us joined forces, conducted a survey of all identifiable women in the profession, and wrote a report which was submitted to the Board at the next annual meeting. After reviewing the report, the Board gave their blessing to formation of a special committee of the association.

Thus COWOP (later changed to CWAE) was born at Clemson. I was honored to be chosen as the first chairperson; the board was made up mainly of women who had worked on the initial survey and reports. Included were **Sylvia Lane, Linda Lee, Barbara Redman, and Annette Clauson**. I have continued to be active in CWAE in a much lesser role. Most heartwarming has been the growth of the committee and the involvement of younger women in the profession.

Of particular note are the programs to assist and involve graduate students. One statistic that became apparent in our surveys was that, while the number of female graduate students had increased, a disproportionate number of women did not go on for their doctorates. While the reasons may be varied and not clear, there is considerable evidence to indicate that lack of a support system may contribute to those statistics.

My first contract at SDSU was a split appointment of 60% teaching and 40% research. Research was in public finance and/or resource economics. I taught resource economics, public finance, and principles courses. Later, I reversed my split to concentrate on research.

Approximately nine years ago, the position of head of the department became available and I applied for it. After some maneuvering within the college, I was offered the position on an acting basis and, at the beginning of the next year, on a permanent basis. It has been an interesting, enlightening, and sometimes frustrating

experience as the only female department head in the Agricultural and Biological Sciences College at SDSU and as one of two female agricultural economics department head in the nation (*the other is Gladys Gonzales, U of Puerto Rico*). One thing I have learned, however, is the most people are considerate and, while I don't play poker with the "boys," they include me in the meetings and discussion on an equal basis.

Administration has been a mixed blessing. Our department is a large combined department with almost 600 majors, 28 faculty, support personnel, and all three functions contained within the department. Administering the department is demanding, limiting the time I can spend in professional pursuits. My research and teaching have suffered. However, involvement in college and university affairs allows for input into decisions and breadth of knowledge that would not be available in a faculty position. One thing I have learned is the importance of human relations in administration. The greatest part of my time is involved with people.

Despite my rather hesitant entry into economics, I have never regretted the decisions made along the way that brought me where I am today. If there is anything I can do to encourage young women who are starting in the profession or considering economics or agricultural economics as a profession, I would be happy to do so.

A TRACKING SYSTEM FOR THE AGRICULTURAL ECONOMICS PROFESSION

**Joyce Hall Krause
North Dakota State University**

In the fall of 1994, the CWAE Membership subcommittee submitted a proposal to implement, "A Tracking System for the Agricultural Economics Profession," to the AAEA Foundation Governing Board. The Foundation committed funding in the amount of \$13,740 for a start-up period of five years. This includes one year to design the survey, surveys in the second and fourth years, and reporting of results in years three and five.

The proposal for a tracking system results from years of work on diversity, employment, and membership issues by many AAEA committees and individuals. The CWAE Membership subcommittee intends for the tracking system to become their permanent responsibility.

The system will track the progress of agricultural economists with alternating year surveys. We hope that the survey design will provide consistent, reliable data over time on the progress of individuals in the agricultural economics profession, as well as on the issues influencing their progress. Since we plan to survey individuals directly, the survey is an ideal instrument for

gathering information on the choices underlying education and employment decision-making. Other issues, such as the scope of non-traditional job opportunities and the value of AAEA services can be covered as well.

Potentially, this system can provide consistent data over time and avoid duplicity in future survey efforts. CWAE will coordinate the survey with the AAEA Employment Services, Membership, and Professional Activities Committees and the Committee on the Status and Opportunities of Blacks in Agricultural Economics (COSBAE). In addition, anyone may submit questions or topics for questions to be considered.

The AAEA Membership, Professional Activities, and Employment Services Committees, COSBAE, CWAE, and several individuals have surveyed women, minorities, and the profession at large at various times. Each of these studies provided information at a particular moment, but it is difficult to use these results to draw conclusions about changes occurring in our profession over time.

In addition to problems with a consistent data series, there are underlying issues guiding education and employment decisions that are not well understood by our profession. Although the AAEA Employment Services Committee survey regularly collects data from department chairs on enrollment and employment and reports trends, it is difficult to explain the reasons for those trends. By surveying individuals directly, the tracking system will provide more information on decisions underlying employment and educational choices.

Although women and minorities constitute a growing proportion of our profession, many questions about their progress remain. Women faculty may not be advancing to senior levels as fast, and may have higher turnover rates than male faculty. Many female graduate students say that they would prefer not to work for a university, although it is not clear why. Minorities remain a small percentage of the profession and are heavily concentrated at a few universities. The Economic Research Service (ERS) of the U.S. Department of Agriculture employs female Ph.Ds. at twice the rate of academic institutions and minorities at a slightly higher rate. We speculate as to the issues underlying these observations, but we are not able to provide clear answers.

Some of the issues impacting women and minorities were documented in the 1981 AAEA symposium on Women in Agricultural Economics and the 1983 AAEA symposium on Opportunities and Status of Blacks in the Agricultural Economics Profession. In the 1992 AAEA symposium on Women and African Americans Agricultural Economists, many of the same issues were raised. In the decade since the first symposia, efforts to document the status of women and minorities have continued. However, an accurate method for tracking progress has

not yet been established and only limited success addressing the issues has been achieved.

We intend for the tracking system to survey all women and minority AAEA members, and an equal number of their counterparts. During the process of developing this proposal it was realized that there are many women and minorities in our profession that are not AAEA members. In fact, a question arose as to whether women and minorities join the AAEA in proportionate numbers to their counterparts.

Therefore, it was proposed that an additional population will be identified from other sources (e.g. professional directories). The survey could be distributed through CWAE contacts to graduate students in agricultural economics in all graduate degree granting universities. A suggested alternative to the above is to develop records of recipients of advanced degrees (M.S. and Ph.D.) from agricultural economics departments and to survey that population. This would provide the most reliable population base for continued surveys.

CWAE is sponsoring a free session at the AAEA annual meetings in Indianapolis, "Tracking Membership Needs, Employment, and Diversity: What Do We Need to Know?" to discuss the tracking system. The free session will be an opportunity to discuss the information needs of the association and for further input on the population to be surveyed. The survey and the survey population will be finalized this fall after the meetings. If you will be in Indianapolis, we hope you will attend the free session. CWAE will have an excellent opportunity to obtain input from the AAEA membership at large.

Suggestions, comments, or requests for further information should be directed to Joyce Krause, Dept. of Ag. Econ., North Dakota State University, Fargo, ND 58105-5636. (Phone: 701-231-8641; FAX: 701-231-7400; email: jkrause@vm1.nodak.edu). A working biography for the tracking system will be posted on CWAENET.

THE BIRTH OF CWAENET

Ann Vandeman & Stephanie
Mercier, Listowners



The spark that became CWAENET was kindled in the course of a conference call between members of the CWAE Planning Subcommittee in the spring of 1994. Since we could never find a defined role for the Subcommittee, we chose to interpret our function as "brainstorming". After more than a year, it is difficult to

remember who came up with the idea first, but it struck an immediate chord with all those present.

A similar resonance occurred when the idea was proposed at the CWAE Business meeting in San Diego last summer. The concept meshed immediately with many other activities we were planning, including the mentoring objective behind the Sylvia Lane Fellowship fund and the tracking system that would enable us to trace women's progress through the agricultural economics profession. The sentiment was nearly unanimous that we proceed with establishing an Internet discussion group for CWAE members as soon as we could find a likely host for the endeavor. This meant finding both individuals and an place with the willingness to set it up and the technical capability of conducting it.

By late fall, we found out that Economic Research Service (ERS) was capable of supporting such an activity. We got the approval of agency management, largely through the efforts of **Laurian Unnevehr**, current CWAE chair and also an acting Division Director in ERS. CWAENET went on line in late January, and has been humming ever since!

"Managing" CWAENET

So far, there hasn't been much to managing CWAENET, which is exactly what we hoped for! The LISTSERV software handles routine tasks all by itself, and just tells us what it's done (e.g., who's subscribing and unsubscribing, alerting us to messages that look like errors, etc.). A helpful and competent computer staffer, in the person of **Ken Koester**, does the rest. In addition to a good program and good computer help, we are low maintenance because we decided when setting up CWAENET not to screen subscribers or moderate the list. That would have required the list "owners" to screen and approve every subscription request and message before allowing them on-line. Those are functions appropriate to some large lists and those with membership criteria, but not necessary for us. So, every subscriber gets every message sent to the CWAENET LISTSERV address. Of course, this does mean we share all the mistakes--multiple copies of a message sent by the confused subscriber, a message meant for an individual that ends up on the network (I'm guilty of this one. I blame it on the reply button!). However, these are relatively few, and as we all get more proficient with CWAENET the mistakes per capita will decline.

One of the most exciting things about CWAENET, besides the great discussions we've had over the last few weeks, is its potential as a data bank. It reduces the drudgery of gathering data tremendously, enough to encourage most of us to contribute. The VITAE and SYLLABI banks are two examples. Most of us have these documents stored electronically anyway, so sending

them to one location and assembling them into lists any subscriber can access becomes a snap compared to trying to convince people to write things down in yet one more form and send them in! We have not begun to tap this potential yet, but I am confident we will see it become useful to us.

A couple of tips for CWAENETters:

1. When you want to make a personal reply to a message and not to the whole network, just note down the address of the originator of the message and send mail to that address. A "reply" function will send your message to all subscribers.
2. To get a list of files you can access in CWAENET, send the following one line message to LISTSERV:

INDEX CWAENET

To request a file, send this command:

GET filename CWAENET

where "filename" is the two word filename that appears on the list under "filename" and "filetype."

For details, see the "Guide to CWAENET" received by new subscribers and stored under CWAENET FAQ in the CWAENET INDEX.

We now have about 75 members. Come join the party!

**Indianapolis 1995
Selected CWAE Events
Hyatt Regency Indianapolis**

CWAE Reception (no fee)

Sunday, August 6, 6-7 pm

CWAE Business Meeting

Monday, August 7, 5:30-6:30 pm

CWAE Luncheon (\$20/\$10 graduate students)

Tuesday, August 8, 12-1:30 pm

Susan E. Offutt, Executive Director, Board on Agriculture, National Research Council and National Academy of Sciences, "Subsidizing Agriculture: Is the Budget Constraint Real?"

BEGINNING A GRADUATE PROGRAM?

Cynda Clary
New Mexico State University

As a graduate student, it is important to recognize that your career starts the day that you begin your graduate studies. I realize that statement may cause many of you to become rather stressed. However, my purpose in this article is to minimize your stress by discussing a few ways that you can maximize your chances of having a successful career.

Before I began the PhD program at NC State, I was enrolled in a PhD program at another university. When I submitted my PhD application to that university, I had discussed my strong interest in the marketing of agricultural products. Since I was one of only three people accepted into the program, I naively believed that someone at that university must be interested in ag marketing. WRONG. There wasn't a single faculty member who thought my interests were anything worth working on. So--what happened to me? Well--no one in the department really wanted me to work for him/her once it became obvious that I was serious about that "ag stuff". I became the wandering graduate student who was passed from one faculty member to another. Eventually, I left the program and went to NC State.

What is the moral of this story? YOU MUST HAVE AN ADVISOR WHO HAS COMMON RESEARCH INTERESTS. Your advisor also influences the classes you take, the monetary assistance that you receive, and the initial perception that potential employers have of your abilities. This is why you should "interview" faculty members and talk with other students before choosing an advisor. Remember, a faculty member is not "doing you a favor" by being your advisor. Your work will also benefit your advisor's promotion and tenure goals.

Your advisor is not the only person who will strongly affect your academic success. It is also important to "BE FRIENDLY". Your peers, especially those who are ahead of you in the program, are a great source of information. They know who teaches the best/worst classes, who has the best test files, cheap places to eat, and inexpensive entertainment opportunities. Also, your peers who are from foreign countries can teach you about different cultures and foods.

My last bit of advice is to "DEVELOP CONNECTIONS OUTSIDE OF YOUR DEPARTMENT AND/OR UNIVERSITY". One of my best career strategies has been my involvement in two groups: The National Agri-Marketing Association and NEC-63 (the Research Committee on Commodity Promotion). In both cases, I

attended group meetings before I graduated from NC State - AND - just by asking, was able to find partial financial support for attending these meetings. This allowed me to develop business/research contacts before I needed a job. Through these groups, I have also been able to work on research projects with people from industry and other universities.

Ask your advisor and other faculty members about the research committees that they belong to. Often, these groups like to encourage graduate students to attend and may be able to provide a travel stipend. I hope that these ideas are helpful to you. If you have any comments or would just like to expand your network of contacts, please email me at: ccclary@nmsu.edu.

CONGRATULATIONS to the following women who have recently received tenure:

Connie Falk, New Mexico State University
Gloria Helfand, University of California-Davis
Kristin Jakobsson, LaTrobe University, Australia
Mary Marchant, University of Kentucky
Rhonda Skaggs, New Mexico State University
Lois Schertz Willet, Cornell University
Lydia Zepeda, University of Wisconsin

MENTORING

Janet Perry
Economic Research Service

Have you ever stopped in mid-sentence to exclaim "I sound just like my parents!" It's happened to all of us, I'm sure. But, it is also a powerful example of how role models can influence our thoughts and actions. Many successful people say that mentoring and networking with the right people is crucial to finding good jobs and having a successful career. Others consider mentoring overrated, because the special personal chemistry required for a successful mentoring relationship is rare.

Considerable literature in business and training materials focuses on the importance of networking and mentoring systems. Networking and mentoring go together, building on each other. Networking is the exchange of information with people who have similar career interests

or who are friends. Less formal than mentoring, it may be even more important.

What is mentoring? Is it a verb? The origin of the word mentor comes from Homer's *Odyssey*, where Mentor served as a tutor and guide to Odysseus' son Telemachus. Mentoring became a popular buzzword in the business world in the 1970s. While informal arrangements of mentoring have existed for many years, some researchers think formal mentoring has its roots in the entrance of women and minorities in the workplace. Mentoring is the pairing of a more skilled or experienced person (mentor) with a lesser skilled or experienced person (mentee), with the specific goal of enhancing the career of the mentee. A mentor provides sources of career information and guidance to the mentee, especially at the beginning of a career.

Some organizations establish formal mentoring programs for their employees. While difficulties can arise with formal assignments, some have been successful. If you think you want a mentor, you may want to at least check out any formal system operating at your organization. Other systems allow mentoring to occur, but without any formal assignments or pairing. In graduate school, your first mentor should be an advisor who takes a proactive interest in your class training and research. Even after you finish your degree, advisors often serve as ongoing sources of support in the profession. Given the way most universities make promotion and tenure decisions, senior faculty are typically expected to serve as mentors and advisors to junior faculty in their field.

What does a mentor do? Mentoring is an active process. A good mentor first is willing and able to serve as a role model and resource person. She should demonstrate proficiency and initiative in her own career patterns, and have the time to pass on skills that brought her there. The mentor is a tutor who helps mentees get new skills, and helps them understand the culture of the work environment. Mentors provide opportunities for the mentee to review papers, moderate a seminar, or serve on committees. The relationship is somewhat parental and goes beyond the usual professional relationship.

A mentor can prevent the "reinvention of the wheel" by passing on advice on what has worked and not worked in the past. Mentors encourage their protégés to publish or to write grants. The mentor cares that her mentees succeed and she may speak up for or champion them and their research. Choosing a mentor should be done with care. An indifferent mentor, or one unable to allocate time for the relationship, can be harmful to one's career.

As the new person on the block, the one seeking help needs to know what is important and what is not. So she

seeks out a mentor. As a mentee, she should assume responsibility for her own career development and for developing the mentor relationship. She should have the propensity to seek challenging assignments and new responsibilities. The mentee should also have the potential (real and personal) to advance and benefit from the investments made by the mentor. Mentees need to be receptive to feedback and coaching. Finally, mentees should prepare themselves for their future role as a mentor.

While it helps that your mentor is a part of your organization, some women find that a mentor from outside is just as valuable. An outside mentor can help you focus on your long term career goals, rather than how you fit in a particular organization. Other women in the organization may have a better understanding of what you face in your career. It may be easier to ask questions of a woman. But, mentors don't have to be female. Sometimes women in a position to serve as a mentor are not available within a given organization. Thus, the individual must either take a male mentor or go outside the organization. Some women believe that men and women seek different kinds of information in a mentoring relationship. They believe that men want information on business connections and women want to know about interpersonal skills that are necessary in the organization. Many good mentoring relationships exist between men and women, however, you may want to consider the kinds of information you are seeking from a mentor before you choose one.

Payoffs from the mentoring process accrue to the mentor, the mentee and the organization. People with successful mentoring relationships tend to have higher performance and productivity ratings. They receive better pay and take more pleasure in their work. Mentees who have been successfully mentored have more knowledge of the technical and organizational aspects of the business than nonmentees. They spend less time in positions that don't match their skills. Mentors on the other hand often find a renewed interest in their work, and experience enhanced self-esteem. Successful mentors will feel satisfaction when a mentee prospers.

Mentoring is a job with expectations. Both the mentor and the mentee have to contribute to the relationship. While a person who shares your values and has a similar vision is necessary, problems can arise when your mentor becomes your friend. Friends may not be able to give you unbiased advice. Also, perceptions of a close relationship between you and your mentor can cause conflicts. Be careful that a mentoring relationship doesn't undermine your relationship with your immediate supervisor. Watch for jealousy that may be created when an influential person or a higher level manager serves as your mentor.

A successful mentoring relationship is highly personality driven. Besides personality, lack of time or motivation is the primary reason for mentoring relationships not to develop. A balance of the expectations of each person particular mentoring relationship may end, the need for career advice continues through-out life. Seek assistance. Along the way, you may find mentoring relationships that provide you with the advice and support you want.

Editor's note: CWAE's Sylvia Lane Fellowship Fund sponsors mentor research fellowships that encourage the academic and professional development and interaction of persons conducting economic analyses of food, agricultural or natural resource issues. Another venue for mentoring and/or networking is on CWAENET. One of the reasons for establishing CWAENET was to help women in our field form mentoring relationships.

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) 233-3306) for those employers who wish to do direct mailing.

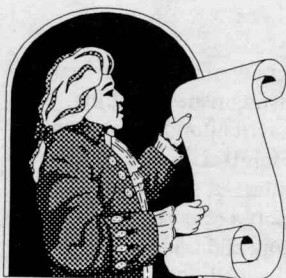
The Dept of Agri. Econ., University of California-Davis seeks a senior scholar with a distinguished teaching, research, and service record in agricultural economics for appointment as the **Daniel Barton DeLoach Endowed Chair in Agricultural Economics**. A substantial endowment is provided to support a research and teaching program in agricultural marketing and trade, including transportation of agricultural commodities. Appointment is expected to be at the Full Professor level, and will be divided between teaching in the College of Agricultural and Environmental Sciences and research in the Agricultural Experiment Station.

Other duties include student advising, guidance of graduate student research, and professional, University and public service. The appointment is for 11 months (one month vacation), although tenure is granted for only the nine-month academic year. A Ph.D. degree in agricultural economics, economics, or equivalent field, and demonstrated achievements in research in the areas of agricultural markets, trade, or transportation economics are required. Send a statement of qualifications including teaching and research interest, a resume with up-to-date publication list, copies of selected recent publications, and

the names and addresses of at least 3 references to Dr. Richard J. Sexton, Chair, Department of Agricultural Economics, University of California, Davis 95616-8512. The position is open until filled. To be assured of consideration, applications must be received by August 15, 1995. AA/EOE.

Natural Resource Economist-Assistant Professor (full-time, 12 mo., tenure track, 60% research, 40% teaching), Dept of Agri. Econ., Kansas State University, Manhattan, Kansas. Available Immediately. Primary responsibilities: develop and conduct nationally recognized research program in the area of natural resource economics, including water resource management and quality, land resources and other related environmental topics; participate in undergraduate and graduate instruction programs in agricultural economics and serve as major advisor for graduate students, academic advisor for undergraduate students and participate in Departmental, College and University service activities. Required: PhD in Agricultural Economics or Economics at the time of appointment, strong academic training in quantitative methods and resource/environmental economics.

Applications received until September 1, 1995. Please contact: Dr. Jeffery R. Williams, Chairman of Search Committee, Department of Agricultural Economics, Waters Hall, Kansas State University, Manhattan, KS 66506-4011



CALL FOR PAPERS

The Southeast Region of the Decision Sciences Institute will hold its 26th Annual Meeting at the Mills House Hotel in Charleston, SC on Feb 21-23, 1996. Persons in business, government and academia are invited to submit competitive papers, proposals, tutorials and workshops on current topics in all areas of decision sciences.

DSI accepts the following types of papers: Competitive papers--papers or abstracts for review; Student papers--students must be sole authors; Symposia, Tutorials, Workshops--Summary of at least 2 pages on what you will do and why it is of interest and importance.

The Proceedings from the annual meeting will contain all presented papers and summaries of symposia, tutorials and workshops. Submissions are due Sept. 8, 1995. Include a self-addressed stamped envelope if you want confirmation that your submission was received.

Submit four typed, double-space copies of your paper or proposals. Abstracts should be a minimum of 4 pages. Each paper should have a separate title page, and the main body of your submission should include title, but not your name. Enclose a 3x5 card for each paper and author with name, affiliation, address, phone number, paper title, the appropriate track for your paper and the individual to whom all correspondence should be directed. Mail all contributions to Edward R. Clayton, Department of Management Science, Pamplin College of Business, Virginia Tech, Blacksburg, VA 24061-0235.

The **Southern Agricultural Economics Association** is soliciting nominations for Invited Papers Sessions for the annual meetings, February 3-7, 1996 in Greensboro, North Carolina. Nominations should include a proposed session title, preliminary paper titles, suggested paper presenters and discussants. Include a brief justification for the session and a paragraph describing the objectives.

Invited papers selected for presentation are subsequently published in the Journal of Agricultural and Applied Economics. Proposals must be received by June 6, 1995. Fax or e-mail submissions accepted. Send to: Dr. Patricia A. Duffy, Dept. of Ag. Econ. & Rural Soc., Comer Hall, Auburn University, AL 36849. tel(334-844-5629); Fax(334-844-5639);email<pduffy@ag.auburn.edu>

Thanks to Ann Vandeman and Laurian Unnevehr for their comments, and especially to Stephanie Mercier for her editing, exhaustive reviews, and written contributions to this issue of CWAE newsletter.

COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS

Board Election 1995

PLEASE VOTE!! OUR ORGANIZATION NEEDS YOUR PARTICIPATION

After reading the candidates' biographies (in this newsletter), please indicate your vote on this ballot.
Return the ballot by regular mail by June 23 to:

Maureen Kilkenny
CWAE 1995 Elections Chair
565 Heady Hall, Iowa State
Ames, IA 50011

Nominees for Vice-Chair
(becomes 1996 CWAE Chair)
(Vote for ONE)

_____ Mary Marchant
_____ Katherine Ralston

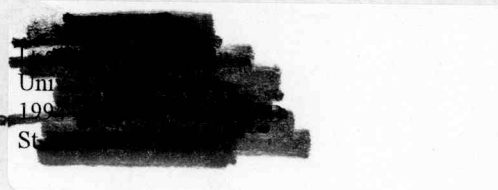
Nominees for 1995-7 CWAE Board (Vote for TWO)

_____ Cynda Clary
_____ Dori Comer
_____ Joyce Hall Krause
_____ Janet Perry
_____ Judy Stallmann

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

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COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS

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