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CWAE

NEWSLETTER OF THE COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS

FALL ISSUE 1998

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Letter from the Chair

Hello CWAE!

Elections for 2 at large board member positions were held at the CWAE luncheon in August at the AAEA meetings in Salt Lake City. We also accepted absentee ballots from those who did not vote at the luncheon. Congratulations to our new board members—Shannon Hamm (ERS) and Laura Martin (University of Minnesota). Shannon and Laura replace Ann Vandeman and Mylène Kherallah, the two board members whose term expired on August 31, 1998. The new board members at large took office on September 1, 1998 and will carry their duties for two consecutive years. The new CWAE board of directors consists of the following members: Janet Perry (current chairperson), Dawn Thilmany (vice-chair), Mary Marchant (past chairperson), Jean Buzby, Christine Ranney, Laura Martin, and Shannon Hamm. We had quite a big voter turn-out this time. Most of you voted at the CWAE luncheon (128), and 20 absentee ballots came through by mail or fax. Thanks to Mylène Kherallah for doing a great job finding candidates and running the elections.

Thanks to those that helped with the CWAE sponsored portions of the AAEA meetings-- especially Cheryl Doss for organizing *Women You Should Know*. Thanks to Shannon Hamm, Vicki McCracken, Patricia McLean-Meyinsse, Jean Sussman and Rehka Mehra for presenting at this symposium. We had good attendance at this seminar— my regret is that we didn't have enough time to talk with each other after the presentations!

I know that we had many competing presentations, and only a few were able to attend the free session on *Mentoring and the Lane Fellowship*. Our first recipient of the fellowship, Florence Tangka, provided us a valuable resource in her video presentation about her use of the fellowship. In addition, her mentor, Agnes Quisumbing, and Jean Kinsey and Sylvia Lane talked about mentoring and the use of fellowship funds to support the process. (See Dr. Lane's article later in this issue.) CWAE hopes to get additional funding for the fellowship and to start the application process for the next award. See Jean Kinsey for more information.

Our CWAE luncheon speaker was Dr. Barbara Schneeman, Dean of the Department of Nutrition at UCDavis. She presented a very interesting talk on dietary guidelines and the food supply. Her comments will be printed in a later newsletter but will be posted on the CWAE Homepage.

Like the larger AAEA organization, CWAE is having financial difficulties. At our business meeting in Salt Lake City, we voted to increase annual dues to CWAE from \$7 to \$10. In addition, we are asking that those of us that have the ability to get mail electronically to elect to get the newsletter that way instead of by paper mail. In addition to our official membership, we send newsletters to relevant university department heads. Having paper copies of the newsletter require us to pay for printing (and the office time to do it) and for postage and handling. There is a minimum charge for printing, so we really can't go below that minimum and still maintain paper copies. We will be sending the Winter newsletter as a paper copy. Then, on the membership form that you'll get in Jan/Feb by selecting whether you prefer electronic or paper copy, you'll give us a good idea our

how our membership would like to receive the newsletter. But our financial woes go much deeper. In the past, we have had a considerable amount carried over year to year. While we probably won't be operating in the red for 1998, next year, we will have little or no money carried over for operations. Traditionally, we've had income of about \$1,300, but this does not cover the costs of printing and distributing the newsletter and maintaining the homepage. In addition to these expenses, we also pay for the CWAE reception and CWAE luncheon speaker. As I talk with the CWAE Board this fall, we'll discuss ways of increasing our coffers. If you have suggestions, please get in touch with a board members, or post your note to CWAENET.

The other action that I'd like to inform the membership about is that we decided NOT to apply for CWAE to become a Section of AAEA. Instead, we will remain a Committee with an AAEA board representative assigned to serve on the Committee and annual reporting responsibilities on the status of women in the profession. We will continue to assess the situation and may change our status, but for now we remain the Committee on Women in Agricultural Economics. I have informed Richard Shumway (AAEA president) of this action (or inaction). See the article in this newsletter on the annual report to AAEA.

Thanks to everyone who helped with the meetings and sessions. I think we achieved the goal of making women's work visible. Now we need to think about what we would like to do for the meetings at Nashville. Laura Martin and Penny Deibel have submitted a proposal to the AAEA Foundation for funding of a CWAE breakfast during the summer AAEA meetings, where undergraduates can meet women professionals in their area of interest. CWAE is also supporting the nominations of Uma Lele (World Bank), Jean Kinsey (U of Minnesota), and Katherine Reicheldefer Smith (ERS) to be AAEA Fellows.

I'll also need volunteers for committees. I assume that if you are on a committee that you'll stay unless you tell me. I also assume that if you want to volunteer for a committee that you'll tell me. We need volunteers to plan and present other CWAE-sponsored activities at Nashville. Put your thinking caps on and begin to plan submissions for papers, posters, and organized symposiums. Let us know your plans on CWAENET, or let me or our newsletter editor, Shannon Hamm, know and we will forward your news. Stretch yourselves! We have a lot to contribute to the profession.

Janet Perry

1998-99 New Board Members

1997-99 Chair Janet Perry (jperry@econ.ag.gov)

Vice Chair Dawn Thillmany
(Thilmany@lamar.colostate.edu)

Past Chair Mary Marchant
(Mmarchan@ca.uky.edu)

first year Laura Martin
(Marti153@pilot.msu.edu)

first year Shannon Hamm
(Shann@econ.ag.gov)

second year Jean Buzby
(Jbzby@econ.ag.gov)

second year Chris Ranney
(Ckr2@cornell.edu)

The following women are serving as chairs of CWAE sub-committees:

Membership: Dawn Thillmany,
thilmany@lamar.colostate.edu

Tracking: Laura Martin
marti153@pilot.msu.edu

Graduate Students: Cheryl Devuyst
devuyst@uiuc.edu

Professional Activities: Cheryl Doss
cheryl.r.doss@williams.edu

Sylvia Lane Fellowship: Jean Kinsey
jkinsey@dept.agecon.umn.edu

International: Maureen Kilkenny
kilkenny@iastate.edu

CWAENET: Ann Vandeman
annv@econ.ag.gov

Newsletter: Shannon Hamm,
shamm@econ.ag.gov

Elections: vacant

Volunteers are needed to fill the Elections slot. The job would be to put together a slate of nominees for chair, vice-chair, and 2 at large positions. Each position should have at least 2 nominees. Collect from these nominees a bio sketch that will be published in the newsletter. Conduct the elections at the CWAE luncheon at CWAE luncheons.

CWAE Changes from Business Meeting

Summary of changes voted on at the 1998 CWAE Business Meeting

Dues: \$10 (Remember to renew your CWAE membership, the dues are now \$10!)

NEWSLETTER ELECTRONIC/HARD COPY:
Starting with the Jan/Feb Newsletter, you will be able to choose to receive the newsletter in electronic format or hard copy. If you can receive the newsletter electronically (i.e., if you are on CWAENET or can access the Internet), please indicate this on the form that will be included in the winter Newsletter. The benefits are twofold, CWAE saves money and you will get the Newsletter much sooner!

SECTION STATUS: CWAE will remain a Committee which means having a Board representative attend our meetings (name) and annual reporting responsibilities on the status of women in the profession.

Committee on Women in Agricultural Economics (CWAE) 1998 Annual Report to the AAEA Board

Submitted by Janet Perry
1997/99 CWAE Chair

This annual report consists of two sections: (1) the current status of women in the agricultural economics profession and (2) the accomplishments of the Committee on Women in Agricultural Economics (CWAE) over the past year. Both sections show an active participation of women in the profession, but the participation of women in the agricultural economics discipline still lags women's participation in other life science disciplines— in the number of degrees awarded, employment positions occupied, and amount of professional publications. Offutt (1982) reported that choices for an agricultural economics career by age 23 for women and at 26 for men. The existence of role models, as well as career dissuaders, often influences career decisions for both women and men. Agricultural economics, by virtue of its male dominance, may be considered a less viable choice for many women. In addition, the most commonly cited reasons for the decisions to pursue a career in agricultural economics were previous field-related experience or an attraction to an applied discipline (Offutt; Redman, 1981). It is difficult for academic departments and government agencies to increase their hiring of women when the pool from which they select new employees is not expanding.

1. The Status of Women in the Agricultural Economics Profession

Academia: While women continue to enter the profession, agricultural economics still remains a research area dominated by males. In FY 1996, 169 doctorate degrees in agricultural economics were awarded, with 37 (22 percent) of them going to women (Doctorate Recipients from United States Universities, National Academy Press, 1998). That percentage is about the same for the economics discipline, where 979 doctorate degrees were awarded with 218 of them to women. This rate is clearly lower than the overall rate of 40 percent of all doctoral degree awards accruing to women. Life Sciences (of which agricultural economics is a part) continues to expand PhD awards to women— in 1981, 27 percent of the doctoral degrees went to women, while in 1996, 43 percent (3,595) of the 8,255 PhDs were awarded to women.

The latest numbers from the AAEA Employment Services Committee Survey for 1995/96 show that 30 percent of US Agricultural Economics degree recipients 95/96, were female. Approximately one-fifth of the PhD degrees were awarded to women. Of the US Agricultural Economics enrollment in fall 1995, 36 percent of persons enrolled in MS programs were female and 30 percent of the enrollment in PhD programs were female.

Government: USDA's Economic Research Service (ERS) is the government agency which employs the greatest number of agricultural economics, but economists are also found throughout the Department as evidenced by the establishment and growth of the USDA Economists Group. Approximately one-quarter of that organization's membership is female, reflecting the female economists' employment statistics. Currently women fill four of eight senior management positions at ERS, and the Agency is directed by Susan Offutt who took office in 1996. In FY 1997, women held 23 percent of the economist positions. One-third of competitive and 27 percent of the non-competitive promotions went to women. Women were represented in the special act awards and performance awards at their employment participation rate.

Several women from ERS have left for senior positions elsewhere in government. Margot Anderson, who previously occupied a fifth management position at ERS as director of the Resource Economics Division, left the agency to head the USDA Global Change Program Office. Stephanie Mercier, serves as senior economist for the Senate Agriculture Committee. Most recently, Joy Harwood became the deputy director for the Office of Risk Management. Elise Golan will serve at the agriculture position at the Council of Economic Advisors this year.

Agribusiness and other institutions. Little is known about women who choose to take career routes beyond academics or government. Many women with MS degrees are employed outside of these two venues, but they rarely remain as members of the AAEA. The Kellogg Foundation in its report *Visions for Agricultural Economists* found that less than 30 percent of graduate students continue their membership after the degree (Phillips, 1996). The Foundation suggests that the AAEA broaden its view of who the membership could be and expand the leadership of the board to include directors from agribusiness and other non-traditional places of employment. Clearly, this issue is important to the profession and is beginning to be addressed by the current membership.

Publications: A scanning of the symposia, selected papers and selected posters presented at the 1997 AAEA meetings (statistics provided by Nora Brooks (ERS)) show that women were either authors or discussants for 13 of the 47 principal papers presented at the meetings in Toronto (see attachment). A total of 55 women were represented in 56 symposium sessions. 107 women were authors on the over 300 selected papers, and 15 of the 32 poster sessions had female presenters. Jean Buzby (ERS) examined the American Journal of Agricultural Economics (AJAE) for women authors and reports the following: In 1997 AJAE published 124 articles, of which 23 percent had one or more female authors, up from 12 percent in 1995. An addition 4 of 20 articles were published in AJAE in 1998 with female authors. In two of these articles, women were listed as first author. Another 35 articles in 1997 had articles by authors whose gender was unclear from their names. Many AJAE authors are international, thus it is difficult to determine gender by examining name only. In 1997, the new journal, *Review of Agricultural Economics*, published 34 articles, commentaries and case studies. Eight articles with female authors. Choices featured 10 women in their 30 articles and editorials articles in 1997 and 2 of 8 article in 1998. 13 percent of the reviewers for the AJAE from August 1996-July 1997 were women. Kathleen Segerson (Conn) is serving as co-editor for the AJAE.

Competitive Grants: The USDA National Research Initiative (NRI) Competitive Grants Program is one of the primary sources of competitive funding for academic agricultural economists. The "Markets and Trade" and "Rural Development" research areas support the most economists. In FY 1997, non-minority women comprised 23 percent of the panel that reviewed the 2,840 applications for grants at NRI. In addition, 11 percent of the panel were minority groups, including minority women. Of the 712 awards, the Markets and Trade research area awarded 20 grants totaling \$1.7 million. The Rural Development research area awarded 11 grants for \$1.6 million. Historically, the success rate for submitted proposals has ranged between 20-31 percent. In 1998, women received about \$508,000 of the \$1.7 million (30%) of funds allocated in the "Markets and Trade" research area, or 5 of the 22 total funded projects. (Source: Mark Bailey, USDA-NRI Program Director)

Another source of funding is the USDA Fund for Rural America (FRA). Patrick O'Brien at FRA indicates that they didn't keep records by male vs. female for all the investigators. The average grant had 4 principal investigators. However, if you look just at the name of the actual grant awardee (sometimes the substantive leader but sometimes the business manager), you find 5 out of 40 planning grant recipients went to women and 21 out of 115 standard grant recipients went to women. Moreover, 2 of the 40

planning grant recipients only used initials and hence could be male or female. This was the case for 2 of the 115 standard grant award winners as well.

Awards: In 1997, two women were part of the awards to graduate student for outstanding theses. Lois Schertz Willet (Cornell) received the AAEA distinguished teacher award. Nicole Ballenger (ERS) was one of the editors of the book that won the *Quality of Communication Award*, "Agriculture, Trade, and the Environment: Discovering and Measuring the Critical Linkages." A women-dominated invited paper session was published by at the Southern Agricultural Economics Association (SAEA) in July (Vol 30, No. 1). Congratulations to Jean Buzby, Helen Jensen (Iowa State), Laurian Unnevehr (Illinois), Elise Golan (ERS) and Katherine Ralston (ERS).

We were very pleased that Dr. Irma Adelman (UCalif-Berkeley) will be inducted as an AAEA Fellow this year, joining Dr. Sylvia Lane (UCalif-Berkeley) and Dr. Sandra Batie (Mich) on the list of past-Presidents and Fellows. Past-chair, Mary Marchant (Kentucky) initiated the application, and she and Ann Vandeman (ERS) assisted Elise Golan in the preparation of the application. CWAE sponsored Dr. Adelman's application.

AAEA membership and participation: Only about 13 percent of AAEA's membership is female. CWAE last year recommended that the AAEA ask for gender of authors on acceptance of articles for the association's publications. Gender was collected on the AAEA membership application and form. However, women are actively involved in AAEA, with 2 women serving on the ten member board, and several served on committees and as invited speakers. Katharine G. Abraham (Bureau of Labor Statistics) was the invited speaker for the AAEA Waugh Lecture in 1997 and Nancy Bockstael (UMaryland) spoke in 1996.

In addition, women serve in the regional agricultural economics associations and Patricia Duffy (Auburn) served as 1997 president of the Southern Agricultural Economics Association; Mary Marchant and Damona Doye (Okla. St) are SAEA vice-presidents in 1998. Dawn Thilmany (CSU) will serve as co-vice president of the Western Agricultural Economics Association. Vicky McCracken (Washington) serves as past-chair of the WAEA and Shida Henneberry (Okla. St) is on the WAEA board. The Northeastern Agricultural Economics Association has had a woman serve as chair in the past (Julie Caswell (Mass)). Linda Lee (Conn.) and Lois Schertz Willet (Cornell) serve on the executive committee. Linda Lee is the association's journal editor.

2. Accomplishments of the Committee on Women in Agricultural Economics

Serving our membership is a goal of this chairperson. To that end, CWAE has several activities to keep in touch with the membership: electronic communication, a tracking survey, sponsoring activities at the AAEA meetings, and the Lane Fellowship.

The CWAE homepage has moved to be housed under the AAEA homepage. According to Dawn Thilmany, the page is averaging 300 hits per month. The page includes the an introduction to CWAE, the committee's working rules, officer and board member contact points, and electronic versions of the CWAE newsletter.

Ann Vandeman continues to be our CWAENET list-chair. CWAENET remains on the ERS listserv and has approximately 180 members. Posts range from job announcements and research topics, to career concerns and awards.

Shannon Hamm is the CWAE newsletter editor for 1997-8. She has published 3 newsletters for mail-out to our membership. She has posted the newsletters on the CWAENET homepage for electronic reference. This is a valuable resource because CWAE had to discontinue sending paper copies of the newsletter to women graduate students because of dwindling finances. Thanks to ERS for continued administrative support of the newsletter and other CWAE activities.

Electronic communication continues to facilitate CWAE's operations and I have conducted all the board's business through e-mail or phone this year. We have had quick response from board members and had early resolution to requests for funds (on the homepage) and for sponsorship of activities at the meetings. E-mail works because all board members have access and it allows us to consider information at convenient times, without travel or conference calls.

The CWAE Tracking Survey, in cooperation with the AAEA Employment Services and Membership committees and the Committee on the Status and Opportunities of Black Agricultural Economists, and conducted by Laura Martin (MSU), was mailed in May to approximately 1,000 members of the AAEA (½ of them were either women and/or minorities). A second mailing went out to non-respondents in June. So far, we've had a pretty good response rate and hope to reach over 60 percent in terms of completed surveys. Data will be entered during the summer and analyzed in the coming fall/winter. This project is funded by the AAEA Foundation Board.

CWAE continues to sponsor a luncheon for members and friends, this year featuring the only female Dean of Agriculture, Dr. Barbara Schneeman, Dean of Agriculture and Environmental Sciences at the University of California at Davis. Dr. Schneeman will speak on dietary guidelines and their effect on the food supply.

CWAE has a visible presence on the 1998 AAEA annual meeting schedule, with an organized symposium called "Women You Should Know," organized by Cheryl Doss (Williams College) and a free session organized by Jean Kinsey (Michigan) honoring Dr. Sylvia Lane titled "Mentoring and the Lane Fellowship."

The *Sylvia Lane Fellowship* (special purpose) Fund continues to receive donations. As of March, 1997, we have \$26,893 in the fellowship fund and \$2,450 in the mentorship fund. Jean Kinsey is the chair of the fellowship sub-committee and will begin the search for a recipient of our second mentorship award at the AAEA meetings in Salt Lake City through the free session mentioned above.

Elections were held at the luncheon at the 1997 AAEA meetings with great success. Having elections at the luncheon has considerably increased participation in the electoral process. We included an absentee ballot in the newsletter that proceeds the meetings. The election was conducted by Meyra Mendoza (IFPRI). Newly elected CWAE chair, Janet Perry (ERS), will serve 2 years as per the 1996 change in by-laws. Dawn Thilmany serves as vice-chair. Elected Board members serving 2 years were: Jean Buzby and Chris Ranney (Cornell). Elections will be held at the SLC meeting luncheon for the board positions vacated by Ann Vandeman and Mylene Kherallah (IFPRI). Thanks to Ann and Mylene for their active participation in the committee over the past years.

Just after the meetings in Toronto last year, CWAE sponsored a reception at the XXIII triennial meeting of the International Association of Agricultural Economists in Sacramento, California, August 10-16, 1997. Thanks to Laurian Unnevehr (Illinois) and Mary Marchant who helped organize the reception. They report that over 500 people attended the reception.

CWAE's Budget is operating at just less than replacement funds. Total funds brought forward from 1997 were \$2,503.60 (as of March, 1998). Accrued amounts for newsletter subscriptions were \$492.59 for the first 3 months of the year for a total of \$2,665.10 (with an expected amount of around \$1,900 at the end of the year, or about \$1,500 more than what we now have.) Adding that \$1,500 to the \$2,665.10 we have on hand gives us about \$4,141 in income. If we have the same expenses as last year of over \$5,000 we will be operating at a loss, depending on AAEA meetings expenses. We anticipate slightly lower expenses for 1997-8 compared to the previous year because we have ended the free distribution of the CWAE newsletter. However, as noted in the annual report last year, CWAE had earmarked \$4,000 for the purpose of developing a CWAE Directory of Women in Agriculture Economics. Because the costs of distributing the newsletter overwhelmed our account, we are no longer able to meet this obligation without outside funding. One way to reduce our costs is to provide the newsletter electronically, and we are now posting the newsletter on our homepage after it is mailed to subscription holders. However, the board and membership will consider other measures at our 1998 meeting, such as providing the newsletter electronically to members who request that method of delivery.

Number of AAEA publications with female authorship, by journal name, 1997-8 ¹				
	Total	All male	≥1 Female	Unclear
1998 AJAE Vol. 80, No. 1, Feb.	20	19	4	0
1997 AJAE Vol. 79, No. 1, Feb.	22	15	2	5
Vol. 79, No. 2, May Articles ASSA Proceedings	25 18	13 7	7 6	5 5
Vol. 79, No. 3, Aug. 14	30 5	11		
Vol. 79, No. 4, Nov.	29	12	8	9
Total for 4 AJAE Articles Proceedings (all ASSA) Total	106 18 124	54 7 61	22 6 28	30 5 35
1997 Review of Agricultural Economics Vol 19, No. 1, Spring/Summer	15	13	2	0
Vol 19, No. 2, Fall/winter 1997	19	13	6	0
Total for RAE	34	26	8	0
1998 CHOICES First Quarter	8	6	2	0
1997 CHOICES First Quarter Second Quarter Third Quarter Fourth Quarter Total	11 9 9 11 30	9 7 6 8 30	2 2 3 3 10	0 0 0 0 0

Citations

Offutt, Susan, "Training Agricultural Economists: Are Women Different?" in Opportunities for Women in Agricultural Economics, symposium presented at American Agricultural Economics Association Annual Meetings, Logan Utah, August 1-4, 1982.

Redman, Barbara "The Women Who Become Agricultural Economists" American Journal of Agricultural Economics, Vol. 64 (1981):1019-1024.

Phillips, Michael J., "Visions for Agricultural Economics: Better Serving Applied Economists," A report to the American Agricultural Economics Association, The Council on Food, Agricultural and Resource Economics, the National Association of Agricultural Economics Administrators, and the Farm Foundation, Oct. 25, 1996.

¹ Compiled by Janet Perry, CWAE chair, with assistance from Nora Brooks and Jean Buzby.

A Woman You Should Know

Nancy E. Bockstael
Professor of Agricultural and Resource
Economics
University of Maryland

Nancy Bockstael began her profession career in the 1970's when women were scarce in the economics profession and even scarcer in the academic ranks of agricultural economics departments. She was the first woman ever hired on the faculty in each of the two departments in which she has served. From Bockstael's perspective, the timing was perfect. Being a woman professional in the 70's brought opportunities and recognition that she doubts would have come her way otherwise.

After receiving an AAEA award for her dissertation, which included one of the early applications of McFadden's random utility analysis - in this case to a fisheries decision problem, she continued on the faculty at her degree-granting institution, the University of Rhode Island. From this vantage point, she pursued a research agenda on fisheries management and interacted with the new Fisheries Management Council established under the Magnuson Act.

A chance opportunity to comment on an application of a travel cost analysis drew her into the field of environmental valuation. This change in research focus coincided with a move to the Agricultural and Resource Economics Department at the University of Maryland, where she was hired on in an affirmative action position in 1980. As a result of this opportunity, Bockstael became part of a department that was soon to develop a strong national reputation in both agricultural and environmental policy. During the 1980's and into the 1990's, Bockstael and two colleagues produced a substantial body of work on the theory and empirics of using revealed preference methods for valuing environmental amenities. As a result of developing expertise in this field, she has worked on several natural resource damage assessment law cases for the federal government, including the notorious Exxon Valdez Oil Spill.

Bockstael's research activities have been interrupted twice, once when she agreed to serve as associate dean for research for the College Park campus of the University of Maryland. This excursion into administration lasted three years and only reinforced for her the appeal of research and teaching. The second "interruption" came in the form of a major re-tooling or refocusing - of her research. Specifically she has been developing a research agenda and a growing reputation in spatial modeling of economic decisions and

applied spatial econometrics. The application is land use change, with particular attention given to the interaction of land use and environmental consequences. An early discussion of this work was presented as the Frederick Waugh lecture at the 1996 AAEA meetings. In this paper, she argued for spatially explicit economic modeling of land use decisions, so as to produce results of use to environmental scientists whose models of environmental consequences are driven by the spatial pattern of land use.

Included in her service to the environmental economics profession is a 6 year term on the Economics subcommittee of EPA's Science Advisory Board and a recent appointment to the Steering committee of the Land Use/Land Cover Change Project of the International Geosphere-Biosphere Program and the International Human Dimensions Program of Global Environmental Change. She is also President-Elect of the Association of Environmental and Resource Economists and serves on the editorial boards of three journals (JEEM, Land Economics, and Environment and Development Economics). A major share of her time is spent with graduate students, many of whom are moving on to academic careers of their own.

The Essence of Mentoring

Sylvia Lane
Professor
Department of Agriculture & Resource
Economics
UC--Berkeley

The psychologists' greeting, "You're fine, how am I," is an appropriate introduction to the question, "How are we the Committee on Women in Agricultural Economics (CWAE) members?" Why do we still need Mentoring to such an extent? The answer is, compared to men, we are not represented in the ranks in our profession in proportion to our numbers. Women have entered the professional ranks in agricultural economics in significant numbers relatively recently. And, although qualified, women have been accepted into available positions more slowly and moved ahead in the ranks far more slowly than men. We need Mentoring now to help women in Ph.D. programs in agricultural economics and, after they are employed, to advance in rank and/or position and make our distribution among the ranks more equitable.

Remember, the image of an "agricultural economist" as being a man held in all but a very few cases until the late 1960s. The few women who were agricultural economists before then,

almost without exception, were primarily statisticians or dealt with consumption or consumers-areas held to be appropriate for women. We are latecomers to the field as a whole and particularly to areas in agricultural economics that did not evolve from home economics.

The Record

It was not until the 1970s that women, spurred on by the women's movement, entered undergraduate programs and then graduate programs in agricultural economics in growing numbers. When they graduated, they asked for jobs. Women had been employed as economists in colleges and universities in departments of economics as early as 1910. Lucy Stebbins at Berkeley was the first to teach "social economics," the rubric which included consumer economics and the economics of consumption. Several became notable because of their writings in the consumer movement of the 1930s (e.g., Carolyn Shaw Bell and Ruby Turner Norris). Marguerite Reid, at Chicago, was well recognized. Marguerite Burk came to Department of Agricultural Economics at Minnesota in 1948 to teach family economics, consumer economics, and the economics of consumption. Jean Due came to the Department of Agricultural Economics at Illinois in 1953.

In, government, women had been employed at the U.S. Department of Agriculture (USDA) as home economists as far back as 1910 (USDA Yearbook, 1920). Economists, Barbara Reagan, Eleanor Birch, and Corrine LeBovit were on the agricultural marketing staff or that of the Bureau of Agricultural Economics in the late 1940s and early 1950s. Trienah Myers was in the Bureau of Agricultural Economics by 1953 and became a Deputy Assistant Secretary of Agriculture for Economics in 1969 or 1970. Marguerite Burk left Minnesota, for the Economic Research Service (ERS), which was founded in 1961. The first woman economist to come to the ERS with a Ph.D. in agricultural economics, rather than economics, was Katherine Reichelderfer Smith in 1976. She was soon followed by a steadily increasing number. Their movement through the ranks has also increased over the years (Ahearn, 1998).

In 1978, at the top 40 Ph.D. granting departments of economics in colleges and universities in the United States, 38 (13.1 percent) women were assistant professors, 9 (4.2 percent) associate professors, and 9 (1.8 percent) full professors [Committee on the Status of Women in the Economics Profession (CSWEP), 1998]. A 1981 American Agricultural Economics Association (AAEA) survey provided the first available statistics on women in agricultural economics. Of the 131 men and 159 women who responded, 34 (37.2 percent) of the academic respondents who had a

Ph.D. and tenure were men, and 8 (11.1 percent) were women. For agricultural economists with a Ph.D. employed by the government, 14 were men (13.5 percent), and 11 (15.3 percent) were women. For business, the comparable numbers were 6 (5.8 percent) and 2 (2.8) percent (Lee, 1981). Government, especially ERS, has remained the most welcoming employer of women with their doctorates in agricultural economics.

In 1987-88, Marchant and Williamson (1994) reported on the employment of women agricultural economists by rank in faculties in departments of agricultural economics in the United States and Canada. On average, only 6 percent of the faculty members were women; 3 percent were Full Professors; 4 percent were associate professors, and 15 percent were assistant professors. Moreover, in U.S. colleges and universities, we have not moved up as rapidly as women have in other fields. According to the report of the figures in the 1995 Digest of Educational Studies, 39.7 percent of assistant professors, 27.7 percent of associate professors, and 14.7 percent of full professors were women or 31.8 percent of all professors were women. For the 120 economics departments, extrapolated figures from 98 replies to a 1997 CSWEP questionnaire were 23.8 percent, 15.3 percent, and 8.4 percent (Bartlett and Ziegert, 1998). We tend to parallel economics departments insofar as the distribution of women among the ranks is concerned.

True, we have made notable progress, but we have a ways to go toward an equitable distribution by rank.

The Importance and Effectiveness of Mentoring

Is mentoring important? Referring again to the CSWEP newsletter, Bartlett and Ziegert (1998), based on their search of the literature, have written "researchers have found mentoring to be an important factor in an individual's professional development and career advancement. Mentored individuals in business were found to receive higher salaries, bonuses, and total compensation and report having more job satisfaction, career mobility, opportunity, recognition, and a higher promotion rate than nontenured individuals.

Mentorship is particularly important for women who may face gender-related obstacles to advancement (see Lane, 1981)." Bartlett and Ziegert continued, "Mentors can play an important role in protecting women from discrimination and ensure they move forward in their careers.... Indeed, research suggests that mentorship was a critical factor to the success of top level female managers (see Jeruchim, 1992)."

Is mentoring effective in academia? Relevant studies in academia are still few but, in one study

of 430 faculty members, cited in the CSWEP newsletter mentioned earlier, it was found that mentored faculty members published more; received a larger share of competitive grants; and served as leaders of state, national, and international organizations more often than those without mentors (Queralt, 1987). What is it, then, that accounted for these findings? Hall and Sandler wrote, "Academics, like other professionals, operate primarily through 'colleague systems.' Standards for professional behavior and criteria for evaluating teaching, research, and publication are largely determined by 'unwritten rules' handed down from one generation of scholars to the next and communicated informally from one colleague to another."

The Process of Mentoring

Mentoring involves a unique human interrelationship. According to Microsoft Windows' Thesaurus, mentoring encompasses guiding, coaching, counseling, teaching, instructing, tutoring, and last, but not least, being a guru. In the business world, a mentor may, in helping a mentee advance in her career, provide sponsorship, exposure, visibility, coaching, protection, and challenging assignments and help the mentee develop a sense of competence, identity, and effectiveness in a professional role (Bartlett and Ziegert, 1998). Fagenson (1989) adds that the mentor may serve as a role model and may provide friendship, counseling, acceptance, and affirmation, all of which are conducive to building the persona and the mentee growing more comfortable in a more complicated and mature role as well as more psycho-socially acceptable (see also Neumark, 1996). For us, it essentially means a woman who is a senior professor or executive being an advisor, teacher, role model, and friend for younger women agricultural economists in Ph.D. programs and for assistant professors or junior executives to help them move ahead. The process of mentoring includes providing the mentee or seeing that the mentee is provided with the 55 unwritten rules, "additional information, understandings, and support needed by the mentee if she is to move into a higher position (Fishbaugh, 1997). The faculty member who can probably do this best is one who "has been there," has an established reputation, and is willing and able to devote the required time and energy to mentoring.

The mentee, in turn, has to choose a mentor who is "right" for her, i.e., one who understands the unwritten requirements for tenure in her department as well as the subject matter in her field. It would also be well for her to choose a mentor who knows the makeup of the committee making the decision and what the department is really seeking.

Recommendations

Because senior women who can and will be mentors are still in short supply in both economics and agricultural economics departments, CSWEP advocates using workshops at the annual American Association of Social Sciences, which includes the American Economic Association (AEA), to help women economists on the lower academic ranks move up. Each is chaired by a woman who is a senior economist. Junior women economists attending form teams to improve their grant and research paper writing and other professional skills. Workshops have both informational and work sessions. Participants have time to actually work on a grant and/or research paper project with the guidance of the senior economist and the other members of the team (Bartlett, 1998).

Let us profit from CSWEP's efforts. Let us have CWAENET workshops for Ph.D. candidates at the annual meetings of the AAEA. Inducements for knowledgeable senior faculty members to arrange and direct these workshops could be effectuated (costs of the meetings not covered by their colleges or universities or ?). The workshops might necessitate fees, but they should be low.

But the workshops are not enough. Junior women, use our CWAENET to find women in your field who will read your papers, or to ask for sources and about the quality of data, or to find someone who really knows the literature, or even to find out where positions may become available. Still, for the aspiring woman who is an agricultural economist trying to move up, none of these activities can be as effective as being personally mentored. For the assistant professor looking ahead to being tenured, there appears to be a general consensus that one of the most effective means of becoming more knowledgeable and meeting the requirements for tenure is to take a leave for postdoctoral study under a qualified mentor with a strong reputation in the field of study. Since this person is often not available where they are, they have to go to the mentor's institution. The problem for women assistant professors is that few of them can afford to do so. That is why the Sylvia Lane Fellowship Fund was established.

I am aware that women matriculating in Ph.D. programs and women agricultural economists in industry and government need mentoring as well, and many do not have mentors because there are so few women agricultural economists at the senior levels. In more than a few situations, there are still none. We need more women agricultural economists in senior positions to help all the younger women agricultural economists move ahead more quickly and easily. But with funds so meager, the Fellowship Fund had to have priorities.

More senior academic women agricultural economists as mentors leads to more upward movement of academic women agricultural economists, who can then train not only more academics but also others who will go out into industry and government to be mentors.

To conclude, if we are to help younger women assistant professors become tenured, we must provide funds to enable them to afford postdoctoral study leaves. I urge you to help in this effort. I also challenge you to make known your ideas on how you think we in CWAE should do this and to provide leads to those who can help us.

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"Women You Should Know: Career Paths and Accomplishments" CWAE Organized Symposium in Salt Lake City, selected presentation

Shannon Reid Hamm ERS/USDA

The symposium was organized by Cheryl Doss, Williams College and was moderated by Janet Perry, ERS/USDA. If you were not able to attend the symposium, I have included the objectives and one of the speakers remarks.

The panel members were to discuss their career paths, the choices made, and accomplishments and contributions to the profession. The panelist included:

Patricia E. McLean-Meyinsse, Southern University (Academic, 1890 University)
Vicki McCracken, Washington State University (Academic)
Shannon R. Hamm, ERS (Government, masters)
Rekha Mehra, International Center for Research on Women (Research & Policy)
Jean Sussman, Quaker Oats (Industry)

Pat Meyinsse's Talk:

Patricia E. McLean-Meyinsse Division of Agricultural Sciences Southern University

Patricia emphasized two themes in her presentation: How she got to this point in her career, and factors contributing to her success. On the first issue, she said she was originally from Jamaica which had one only university--The University of the West Indies (UWI) and that only the top 5 percent of students met the entry requirements for full-time admission. Patricia further said that during her first year at UWI, the work was so rigorous that her only ambition was to graduate with a pass (the so-called "thank you laude") and move on. However, over the course of her undergraduate matriculation, she rose to the

challenges and graduated at the top of her class (First Class Honors-Summa Cum Laude) with a B.Sc. in Economics in 1976.

Shortly after her final examinations, she had a job interview with the Jamaica Bauxite Institute. During the interview, she used the chair of Department of Economics, Dr. Alfred Francis, as one of her references. Later that day, she returned to the campus to tell Dr. Francis that she had used him as a reference without his permission, and to ask him for a letter of reference. Before she could deliver her rehearsed speech, Dr. Francis told her that he had received a call from the Director of the Institute and that he had told him she could not accept the job because she would be pursuing a master's degree in the fall. To sweeten the incentive, he offered her a Graduate Teaching Assistantship with a salary comparable to that of the Institute's. She accepted the position and enrolled in the master's degree program in the fall of 1976. In the summer of 1977, a faculty member went on sabbatical leave and she was promoted to an Assistant Lecturer. She explained that an assistant lecturer's counterpart is an assistant professor. She graduated with a master's degree in economics in December 1978.

In 1979, the Department of Economics at BWI became partners with The Ohio State University(OSU) on a USAID farming project in Jamaica. In May 1979, the OSU counterpart, Dr. Douglas Graham, visited Jamaica and met with the Dr. Compton Bourne, chair of the Department of Economics. During their deliberations, Dr. Graham asked about potential students for their doctoral program and once again, history repeated itself. Although she was on vacation with no thoughts of UWI or OSU, Dr. Bourne mentioned her as a prospective doctoral candidate and then frantically tried to contact her so she could meet Dr. Graham. She eventually met Dr. Graham and they discussed the possibility of pursuing a doctoral degree at OSU. Seeing a Ph.D. degree as another challenge, she went along their scheme and was later accepted by OSU. Although OSU had given her a graduate research assistantship, she had to relinquish it because she had also received a fellowship from the Organization of American States and she couldn't keep both. On September 4, 1979, she arrived at OSU to pursue a Ph.D. in agricultural economics, and graduated in March 1984.

In the summer of 1983, with much skepticism about getting jobs at conferences, she attended the AAEA meetings at Purdue University and interviewed for an assistant professor's position at Southern University in Baton Rouge, Louisiana. In December 1983, three days after her final oral examination, she was offered the position at Southern University and she accepted. She began

her current employment at Southern in January 1984, was promoted to an Associate Professor in August 1990, and to Professor in August 1996.

Patricia then talked about the challenges of the job and its rewards. Among the things mentioned were the students' accomplishments, her receipt of Southern University's Presidential Faculty Excellence Award in 1996, several college teaching and research awards, and her service on committees in the AAEA, SAEA, and Food Distribution Research Society.

She ended her presentation by listing the following factors as major contributors to her successful career.

- EXCELLENT TEACHERS
- GOOD MENTORS
- KIND AND CONSIDERATE CHAIRPERSONS (Drs. Alfred Francis, Compton Bourne, and Dewitt Jones)
- SELF-RELIANCE
- DEDICATION AND TENACITY
- SETTING AND DEMANDING HIGH STANDARDS
- WILLINGNESS TO TAKE RISKS AND TO LEARN FROM MISTAKES
- SENSE OF HUMOR
- FAMILY AND FRIENDS
- LUCK!!!

Fellowship Opportunities

Complied by Shannon Hamm

This is a listing of some of the fellowship opportunities available by searching on the Internet. Some of the fellowships are targeted toward women, as in the American Association of University Women. I encourage you to look at these opportunities, even as some of the deadlines have past. If you view this newsletter on the CWAE Homepage, each of the fellowship programs is linked to its web site and provides a great deal of additional information.

Also of interest may be a booklet titled, "***Excellence Through Diversity, Profiles of Forty-two Ford Foundation Fellows.***" The booklet focuses on a cross section of Ford fellows with diverse ethnic academic backgrounds and all-around excellence. The booklet is available on the Internet at www2.nas.edu/fo/2132.html

Fellowship Programs Unit of the Office of Scientific and Engineering Personnel (OSEP), National Academy of Sciences administers the predoctoral, dissertation, and postdoctoral fellowship programs listed below. Complete eligibility guidelines may be accessed through the

links below. The Web site: <http://www2.nas.edu/fo/>

Ford Foundation Predoctoral, Dissertation, and Postdoctoral Fellowships for Minorities
<http://www2.nas.edu/fo/217a.html>

Kellogg National Leadership Program, W.K. Kellogg Foundation, P.O. Box 550, Battle Creek, MI 49016-0550. Phone (616) 968-1611. Web site: www.wkkf.org KNLP is structured to increase individuals' skills and insights into areas outside their chosen disciplines so they can deal more creatively and effectively with society's complex problems. KNLP is a three-year fellowship program devoted to intense leadership activities and experiences. Candidates for KNLP must complete an application form. Each year the forms are available in the offices of presidents or chief executive officers of eligible institutions, agencies, and associations, as well as in offices of deans and vice presidents for academic affairs at colleges and universities. They may also be obtained by writing the Foundation.

Fellowships are awarded to as many as 40 American professionals in the early years of their careers who show a high level of success and accomplishment in their specific areas of concentration. Fellows are drawn from business, education, human service agencies, government, and private practice.

The awards include a three-year grant of \$39,000. For those employed by nonprofit institutions, the Foundation also supports 12-1/2 percent of their salary, not to exceed a maximum determined annually by a KNLP formula which takes into account various economic factors. This enables the employing institution to give the Fellow 25 percent released time to take part in the fellowship experience.

President's Commission on White House Fellowships. Web site: www.whitehouse.gov The President's Commission on White House Fellowships offers up to 19 Fellowships each year giving outstanding, promising Americans the opportunity to receive a first-hand introduction to the workings of the federal government at the highest level. The White House Fellows Program is open to U.S. citizens only. Employees of the federal government are not eligible for the program, with the exception of career military personnel. Fellows may not retain an official state or local office during their fellowship year. The deadline for applications is February 1, 1999.

American Association of University Women
Education Foundation, Department 60, 2201 N. Dodge St., Iowa City, IA 52243-4030. Phone: (319) 337-1716. Web site: www.aauw.org
The American Association of University Women is

a national organization that promotes education and equity for all women and girls. Their commitment to these issues is reflected by the AAUW public policy program. The AAUW Educational Foundation has helped more than 7,000 women reach their personal and professional goals through a variety of fellowships and grants:

American Fellowships support women doctoral candidates completing dissertations or scholars seeking funds for postdoctoral research leave. Applicants must be U.S. citizens or permanent residents. One-year postdoctoral research leave fellowships, dissertation fellowships, and summer/short-term research publication grants are offered. Application postmark deadline: Nov. 15, 1998

Career Development Grants support women currently holding a bachelor's degree who are preparing for career advancement, career change, or to re-enter the work force. Application postmark deadline: Jan. 2, 1999

Community Action Grants provide seed money to individual women and AAUW branches and states for innovative programs or nondegree research projects that promote education and equity for women and girls. Postmark deadline: Feb. 1, 1999

Scholar-in Residence Awards:

New Program! Research Scholar-in-Residence, based at the Foundation in Washington, DC, will address the higher education experience of women including topics of institutional culture, transitions to work, technology/distance learning, mentoring in nontraditional fields, persistence, and diversity. Award deadline is past due, as proposals needed to be filed by September 15, 1998.

University Scholar-in-Residence, located at a college or university, will undertake and disseminate research on gender equity for women and girls. Proposals due: Nov. 15, 1998.

Eleanor Roosevelt Teacher Fellowships are awarded to women K-12 public school teachers who develop innovative curriculum projects designed to encourage girls' interest and achievement in math, science, and/or technology. Application postmark deadline: Jan. 15, 1999.

International Fellowships for full-time graduate or postgraduate study or research in the United States are awarded to women who are not U.S. citizens or permanent residents. Supplemental grants support a community action project in the fellow's home country. Application RECEIPT deadline: Jan. 15, 1999.

Selected Professions Fellowships are awarded to women in the final year of graduate study in designated fields where women's participation has been low and to engineering doctoral candidates who are in the final stages of writing their dissertations. Application postmark deadline: Jan. 2, 1999.

Job Announcements

The Department of Resource Economics, University of Massachusetts invites applications for a tenure-track position of Assistant Professor of Industrial Organization to begin September 1999. They seek an applied microeconomist with strong theoretical and quantitative skills to work in the area of industrial organization. Teaching responsibilities include graduate and undergraduate courses in market structure, firm strategy, and market performance, including the beyond-the-farm food marketing system. The candidate may also make contributions to the department's core micro theory or quantitative curricula. Research and academic outreach will be strongly oriented to the operation of domestic and international markets as influenced by regulatory (e.g., product quality, labeling), competition (e.g., antitrust), and trade policy.

Qualifications include a Ph.D. with emphasis on industrial organization, completed by August, 1999. Review of applications will begin on December 1, 1998. All materials should be received by that date for priority consideration. The search will continue until the position is filled.

Please also arrange to have 3 letters of recommendation sent directly to Dr. Caswell. Send a letter of application, curriculum vitae, writing samples, and a copy of graduate transcripts to:
Julie A. Caswell
Search Committee Chair
Department of Resource Economics
235 Draper Hall - Box 32040
University of Massachusetts
Amherst, MA 01003-2040
(413) 545-5735 Phone (413) 545-5853 Fax

Web site: www.umass.edu/resec/
AA/EOF

Assistant/Associate Professor of Agricultural and Applied Economics, Virginia Polytechnic Institute and State University invites applicants for a position in applied economic theory and econometrics. This position is a tenure track, calendar year, research (65 percent) and teaching (35 percent) appointment, available July 1, 1999. Salary will be commensurate with qualifications.

QUALIFICATIONS: Doctorate in agricultural/applied economics, economics, or related field.

RESPONSIBILITIES: Conduct a research program focused on applying economic theory and econometric techniques to address emerging issues in natural resource/environmental economics, production economics, or related areas. This position supports the Department's instructional programs through teaching and graduate advising. Course responsibilities include, but are not limited to, econometrics and applied micro economic theory. The person in this position is expected to provide state-of-the-art theory and econometric methods to support applied research by faculty and students.

Review of applications will begin December 15, 1998 and continue until a suitable candidate is found. Applicants should submit a letter of application, curriculum vita, academic transcripts, a writing sample, and the names, addresses, and telephone numbers of three references to:

Dr. Everett Peterson
Department of Agricultural and Applied Economics
216-I Hutcheson Hall
Virginia Polytechnic Institute and State University
Blacksburg, VA 24061-0401
Phone: (540) 231-6108
FAX: (540) 231-7417
E-mail: petrsone@vt.edu
AA/EOF

The University of Maine, invites applicants for a Community Economic Development position in the Department of Resource Economics and Policy. The position is tenure-track at the Assistant or Associate Professor level.

AVAILABLE: January 1, 1999; actual start-date negotiable.

QUALIFICATIONS: Required qualifications: Ph.D. in Agricultural Economics or Economics; strong theoretical and quantitative training; excellent written and oral communication skills; ability to teach graduate and undergraduate courses; ability to develop collaborative working relations with other researchers on campus, and state, regional and local organizations. Community economic development skills include training in regional economics, computable general equilibrium models, regional economics modeling, spatial econometrics, firm location modeling, economic impact analysis, shift-share analysis, and trade area analysis. Applicants must be eligible to work in the U.S.

Preferred qualifications include: Training in finance and experience conducting applied and interdisciplinary research, and established record of teaching, obtaining external funding and

publishing research findings.

POSITION DESCRIPTION: The position is an academic-year appointment 50% teaching and 50% research. Teaching at the undergraduate and graduate level is expected with the normal load being three courses per year. The candidate is expected to establish a high quality research program including a commitment to seeking and obtaining external funding. Student advising, other departmental duties and professional and public service are also expected. The applicant is expected to conduct research relevant to local and state issues.

APPLICATION DEADLINE: Review of applicants is expected to begin January 1999 and continue until a suitable candidate is found. When the position is approved, candidates should submit a letter of interest, curriculum vitae, transcripts and a list of five references to:

George K. Criner, Chair
Department of Resource Economics and Policy
University of Maine
5782 Winslow Hall
Orono, ME 04469-5783

For further information including the final position approval and announcement, please contact George Criner at (207) 581-3150 (email criner@maine.edu)

AA/EOE

The University of Maine, invites applicants for a Community Economic Development position in the Department of Resource Economics and Policy. The position is tenure-track at the Assistant or Associate Professor level. Tenure-Track Position at the Assistant or Associate Professor level. The position is available starting September 1, 1999

QUALIFICATIONS: Required qualifications: Ph.D. in Agricultural Economics or Economics-, strong theoretical and quantitative training; excellent written and oral communication skills; ability to teach graduate and undergraduate courses; ability to develop collaborative working relations with other researchers on campus, and state, regional and local organizations. Community economic development skills include training in regional economics, computable general equilibrium models, regional economics modeling, spatial econometrics, firm location modeling, economic impact analysis, share analysis, and trade area analysis. Applicants must be eligible to work in the U.S. Preferred qualifications include: Training in finance and experience conducting applied and interdisciplinary research, and established record of teaching, obtaining external funding and publishing research findings.

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APPLICATION DEADLINE: Review of applicants is expected to begin November 1, 1998. Candidates should submit a letter of interest, curriculum vitae, transcripts and five letters of references to:

George K. Criner, Chair
Department of Resource Economics and Policy
University of Maine
5782 Winslow Hall
Orono, ME 04469-5782

AA/EOE

North Carolina State University's Department of Agricultural and Resource Economics announces a position for Extension Assistant in Farm Management. The position is available January 1, 1999.

APPLICATION DEADLINE: January 1, 1999 or until a suitable candidate is found

MAJOR RESPONSIBILITIES: The successful candidate will develop an extension program that supports and complements the Farm Management educational programs already in the department. In particular, the Extension Assistant will be expected to work closely with two faculty who are conducting programs in general farm management and risk management. The person will receive guidance and leadership from faculty members to develop and implement educational programs that make farm management information available to citizens of North Carolina.

Necessary qualifications include a Master's degree in agricultural economics or a comparable field. Familiarity with computer programs (including spreadsheets, data base management programs, word processors, and statistical and economic analysis package is desirable. The ability to communicate both orally and in writing to diverse audiences including economists, other scientists, agents, farmers, and policy makers is necessary. This position is a 100 percent extension appointment. The initial term of appointment will be three years. Beginning salary will be commensurate with qualifications and experience.

An applicant should submit a letter of application indicating interest in this position. A specific application form is not required. Applicants are

requested to submit a current resume and transcripts of all university credits, and to request that three letters of reference be sent to Search Chair, Dr. Charles Moore (for questions, 919-515-2607).

Applications should be sent to:

Dr. Chuck Moore
Department of Agricultural and Resource Economics
Campus Box 8109
N. C. State University
Raleigh, NC 27695-8109
AA/EOE

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COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS

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