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COWOP NEWS

June 1983

Barbara Redman, Editor

EDITOR'S NOTE

Although as described elsewhere in this newsletter I am leaving the University of Georgia, I would like to continue editing this Newsletter if my new responsibilities as a law student will permit it. This will require an address change. Send all materials to: Dr. Barbara Redman, 370 Parkway Drive, Athens, GA 30606, phone: (404) 546-6729.

COWOP ACTIVITIES AT PURDUE MEETINGS

Persons interested in opportunities for women in agricultural economics are cordially invited to come to the Committee on the Opportunities and Status of Women in Agricultural Economics (COWOP) luncheon and open-house.

The luncheon will be held Monday, August 1 at noon in the Lafayette Room of the Purdue Student Union. You can make a reservation when you register.

An open-house will be held Tuesday from 1 p.m. to 5 p.m., August 2 in Room 206 of the Purdue Memorial Union.

An open business meeting of COWOP will be held Tuesday, August 2 at 5:15 p.m. in Room 206 of the Purdue Memorial Union.

Also please note the invited papers session on "Third World Labor Markets and the Participation of Women in Agricultural Development," arranged by Christina Gladwin.

THE AGRICULTURAL DEVELOPMENT COUNCIL, INC.

The Agricultural Development Council is interested in identifying qualified women for positions with the Council. They are looking for two types of people: 1) those qualified for and interested in overseas assignments and 2) those who might be participants in international seminars.

Necessary qualifications include a Ph.D. in agricultural economics and some experience in Asia. The ADC emphasizes four areas: management of renewable resources, irrigation and water development, employment and rural labor markets, and food policy. Individuals with expertise and interest in these areas are particularly sought.

Individuals for overseas assignments are employed as Associates or Visiting Professors. Their research and teaching is collaborative with local staff and students. They are also responsible for identifying local students for additional training abroad.

Women interested in either of the two types of positions may contact for further information:

Mary Alice Price
The Agricultural Development
Council, Inc.
1290 Avenue of the Americas
New York, NY 10104

REPORT FROM THE COMMITTEE ON THE STATUS OF WOMEN IN THE ECONOMICS PROFESSION

The first decade of the Committee on the Status of Women in the Economics Profession (CSWEP) has seen little, if any, progress for women economists in academe. According to a matched sample of forty Ph.D. granting departments, the number of women full professors increased from nine women in 1978-79 to ten women in 1981-82. This net gain of one woman over the four-year period did not represent a percentage gain. Instead, the percentage held constant with women comprising 1.8 percent of all persons holding full professor rank. The percentage of women associate professors did, however, increase from 4.2 percent in 1978-79 to 5.4 percent in 1981-82 and represented a net increase of six women in

REPORT FROM THE COMMITTEE ON THE
STATUS OF WOMEN IN THE ECONOMICS
PROFESSION CONTINUED

these departments. Counteracting somewhat the gains at the associate professor level is a slight decline in the percentage of women assistant professors from 13.1 percent to 12.6 percent in this four-year sample. This decline occurred despite a near doubling of both the number and percentage of women granted Ph.D.s in economics over this period. Even the small net gain represented at the associate professor level may not reflect accurately our status at all departments, since there may be some self-selection among the responding schools. The matched sample may well reflect schools that have a better record with respect to women than the nonanswering departments.

Viewing status from the vantage point of the top academic departments of economics, only M.I.T. among the top six departments (as ranked by F. M. Boddy in December 1981) has a woman economist at the tenured level. The economics departments at Chicago, Harvard, Stanford, Princeton, and Yale have no tenured women, although one of these schools has a tenured woman economist in a noneconomics department. Indeed, in 1981-82, these departments had fewer women in the assistant professor rank than in any year in the recent past. Two of the departments have no women economists in any professional rank. Thus, women are represented more poorly in the top economics departments than they were four years ago.

In other dimensions, each year brings with it one or two more visible gains for women economists. Women economists have been appointed to a number of senior positions in government, including one at the cabinet level. A few women economists have

moved into officer ranks in business, banking, research and consulting firms or into administrative positions in academe. Women economists have become more widely represented in the annual meetings. In the 1982 annual meetings, for example, over two dozen sessions were chaired by women, and roughly 45 percent of the sessions had a woman participating. In addition, a number of women have been elected to positions of responsibility in the American Economic Association. Thus, in honorific dimensions within academe and in the nonacademic job market, women economists are making some progress. In the bread-and-butter dimensions of jobs in academe, both in being hired and promoted, women do not appear to be making progress and the base remains at a low level.

From The American Economic Review,
May 1983, p. 419.

U.S. POSTAL SERVICE BOARD OF GOVERNORS
V. AIKENS

The Supreme Court, in unanimously upholding the reversal of a district court decision, ruled that employees who sue over job discrimination do not need to prove intent to discriminate.

The case involved a black Postal Service employee who charged that while he had more education and experience than the white workers who were promoted between 1966 and 1974, he had been denied promotion several times. Suit was filed under Title VII of the Civil Rights Act of 1964, which prohibits employment bias on grounds of race, sex, religion, or national origin. The ruling thus applies as to sex discrimination as well as racial discrimination cases.

U.S. POSTAL SERVICE BOARD OF
GOVERNORS V. AIKENS CONTINUED

The Court did not specify precisely what the plaintiff must show to establish a prima facie case of bias; it recognized that "there will seldom be 'eyewitness' testimony as to the employer's mental processes," and as such requiring proof of intent would frustrate the intent of Congress in passing Title VII.

The procedure for Title VII lawsuits was outlined in an earlier case (McConnell Douglas Corp. v. Green). "Once a Title VII plaintiff has made out a prima facie case and the defendant-employer has articulated a legitimate nondiscriminatory reason for the employment decision, the plaintiff bears the burden of demonstrating that the reason is pretextual."

The ultimate burden of proof "may be met in one of two ways. . . . a plaintiff may persuade the court that the employment decision more likely than not was motivated by a discriminatory reason. In addition, however, this burden is also carried if the plaintiff shows 'that the employer's proffered explanation is unworthy of credence.'"

The Chronicle of Higher Education,
April 13, 1983.

EQUAL PAY ACT

The Equal Pay Act and its scope are the subjects of a case which is moving up on the appeals ladder. The U.S. Court of Appeals (Ninth Circuit) is considering a district court ruling that Western Oregon State College violated the Equal Pay Act in faculty salaries in the education and the physical education departments. Six female plaintiffs had been hired at lower starting salaries than the men in their departments received, and the court found that they were paid less because they

were women. In the trial, a statistician had testified that in the education department there was a significant difference ($\alpha = .01$) between men's and women's salaries, when adjusted by years in rank or years in service.

The college argues that "the Equal Pay Act does not prohibit an employer from seeking a highly qualified person to fill a specific perceived need, and paying the salary necessary to hire that person, so long as the employer would pay the same amount to a qualified man or woman." At issue could be a college's flexibility in meeting salary demands of potential faculty members.

From The Chronicle of Higher Education
February 23, 1983.

AGRICULTURAL ECONOMICS-UNIVERSITY OF GEORGIA

Dr. Barbara Redman, formerly of the Department of Agricultural Economics of the University of Georgia, has filed suit in the federal courts (North Georgia District) against the Board of Regents of the University of Georgia, charging them with sex discrimination under Title VII of the Civil Rights Act. Dr. Redman is the only woman faculty member ever hired in agricultural economics at Georgia, and also the only person in that department whose contract has ever been terminated before the seven-year up-or-out period was over. No reasons were given her for the termination.

WOMEN TRAINED FOR AGRICULTURE RECEIVE LESS PAY, STUDY FINDS

Women who have trained for careers in agriculture still make less money and have less chance to advance than men, say three University of California, Davis researchers.

In fact, women's salaries keep slipping farther behind pay of men, both at the start of their careers and as both sexes gain experience, the limited survey indicates.

Women's starting pay averaged 83.8 percent of men's in 1977 but fell to 71.7 percent after members of that year's class had three years experience in agribusiness. The beginning spread increased in the next two classes with women starting at 69.5 percent of the men's pay level in 1979.

Enrollment of women in college agriculture courses increased from nearly nothing a decade earlier to 30 percent by 1979, and many women "are finding desirable jobs," the survey said.

"Most women, however, are still competing for low-paying, low-status jobs in the secondary sector," the survey continued. "Even when men and women with comparable academic preparation are in the same general occupational category, women are segregated from the better paying, more prestigious jobs."

The researchers questioned 95 women and 84 men who completed agriculture majors from 1977 through 1979. About one fourth attended community colleges, half state universities and the rest the University of California.

Women educated at state colleges or UC made more money than women who went to junior college, but the reverse was found in men's salaries. Community college graduates made the most and UC graduates the least among men.

That was caused by the "practical focus" on job-related training in community colleges and, to some extent, state universities, said the researchers, professor Orvill E. Thompson, sociologist Juanita B. Wood and research associate David H. Dupre.

"Women from the community colleges were at a disadvantage in two ways," the researchers wrote in California Agriculture, the university's magazine on its agriculture research.

"They lacked practical experience, as did most of the women in the study, and they lacked the educational credentials to compete in the labor market. The university system, while characterized as being too theoretical for men in the job market, was an advantage for women, because education appeared to give them a marketable asset."

Lack of experience restricted women's attempts to move ahead in agribusiness, the survey says.

"Fewer of the women than men came from farm backgrounds, and the women felt this restricted them from competing equally with men for jobs," the researchers said.

Another factor was prejudice, often "subtle acts" that some women felt "were not isolated incidents, but formed a pattern of obvious discrimination."

A third limiting factor was physical strength, which the women felt was overemphasized as a criterion for most agribusiness jobs.

"No one picks up a cow and weighs it," one woman said. "You use a tool. Men just want to keep the cattle industry sacred."

Some women felt there would be less prejudice as men of their generation gained positions of responsibility.

"They felt that their peers understood that there is no difference between men and women as employees, and the most important criterion is ability," the report said.

But the researchers warned that many male respondents showed prejudices of older generations and are the most directly threatened by women competing for the same jobs.

"Men coming out of agricultural colleges today are the ones who feel the pressure from women," the report said.

Associated Press

JOB OPPORTUNITIES

Agricultural Marketing (grain marketing in particular), South Dakota State University. Assistant or Associate Professor, 70% research, 30% teaching. Send resume and three letters of reference to Dr. Larry Janssen (Chairman of search committee) or Dr. Howard A. Gilbert, Economics Department, Box 504 A, South Dakota State University, Brookings, SD 57007, phone (605) 688-4141. Deadline April 15, 1983 or until position is filled.

Economics/Business/Agribusiness, teaching, South Dakota State University. Assistant or associate professor, nine-month contract. Primarily teaching/advising; course assignment open. Ph.D. or DBA desired, Masters degree plus 30 hours and 3 years experience considered. Contact: Dr. Ardelle Lundeen (chairperson of search committee) or Dr. Howard Gilbert, Economics Department, Box 504A, South Dakota State University, Brookings, SD 57007, phone (605) 688-4141. Deadline April 15, 1983 or until position is filled.

Director, Natural Resource Economics Division, USDA, Washington, D.C. ES110, Salary: \$56,945-67,200. Closing date May 27, 1983. Announcement No. ERS-83-079. Incumbent is responsible for administering a national program of economic research and analysis and associated service work relating to the use, preparation, and development of natural resources. For more information contact Lehmer K. Sullivan, (202) 447-6539. To apply, mail SF171 and supplemental information to Margaret Whitley, USDA, EMS, PD, OB, Room 1470 So. Building, 14th and Independence Avenue, S.W., Washington, D.C. 20250.

Community Economics, assistant professor University of Wisconsin-Madison. Research, teaching of two courses per year. Major emphasis on economics of nonagricultural income sources in rural areas and public services. Send letter of application, transcripts, resume, and names, addresses and telephone numbers for four references, preferably by June 15, 1983, to Professor Daniel W. Bromley, Chair, Department of Agricultural Economics,

427 Lorch Street, University of Wisconsin, Madison, Wisconsin 53706.

International Development, assistant professor, University of Wisconsin-Madison. Research, teaching of two courses per year. Emphasis on Third World rural economic development; experience in Asia desired, grant-getting expected. Apply as described under Community Economics position.

Natural Resource Economics, assistant professor, University of Wisconsin-Madison. Research, teaching of two courses per year. Emphasis on intertemporal use of renewable and nonrenewable resources. Research experience in natural resource area essential. Apply as described under Community Economics position.

Marketing Economics, assistant professor, University of Wisconsin-Madison. Research, teaching of two courses per year. Emphasis on economic performance of the nation's food and fiber distribution system. Research experience in this area essential. Apply as described under Community Economics position.

International Agricultural Trade, assistant professor, University of Wisconsin-Madison. Research, teaching of two courses per year. Emphasis on role of agricultural commodities in international trade, with particular reference to Wisconsin and U.S. economies. Grant-getting expected. Apply as described under Community Economics position.

Agricultural Policy, rank open, University of Wisconsin-Madison. Research and teaching in general area of agricultural policy in Wisconsin. Focus on agricultural policy issues at state and national levels, with some attention to international agricultural policy, and implications for Wisconsin agriculture of national and international economic trends. Although no extension funding provided, interest in public service essential. Send letter of application, transcripts if a new Ph.D., and other materials as described under Community Economics position.

Farm Management-Production Economics, assistant or associate professor, Louisiana State University. Research 80-90%, teaching 10-20%. Emphasis on micro and macro adjustments of Louisiana farm firm in regional environment including impact of public policies. Coordination of research with Extension expected. Background, experience, and academic training in U.S. farming highly desirable, as is ability to work with farm and extension clientele. Send letter of application, resume, transcripts, three letters of recommendation for Position 05-83-1, preferably by July 1, 1983, to Dr. Leo J. Guedry, Professor and Head, Dept. of Ag. Economics and Agribusiness, Louisiana State University, Baton Rouge, LA 70803-5604.

Agricultural Marketing, assistant professor, Louisiana State University. Research 80-90%, teaching 10-20%. Emphasis on marketing of agricultural products in imperfectly competitive markets; some emphasis on cotton marketing. Coordination of research with Extension expected. U.S. farm background and academic training highly desirable, as are agribusiness marketing research or experience, and ability to work with farm and extension clientele. Apply (for position 05-83-2) as described under Farm Management position, preferably by June 1, 1983.

Visual Communications, rank open, University of Wisconsin-Madison. Teaching, research and extension. Teaching one course per semester (Publications, Illustration and Layout and/or development of new course in new communications technologies). Supervise visual design, photography, and exhibits sections of department. Help extension faculty/staff and agricultural journalism editors develop visual materials, provide in-service education for extension faculty/staff.

Research focus flexible, preferably in visual communication and/or new communications technologies. Require Ph.D. in communications, visuals, or graphic-related field, well versed in visuals production. Knowledge of agriculture highly desirable. Available August 15, 1983. Send resume and references, preferably by July 1, to Larry Meiller, chairman, Dept. of Ag. Journalism, University of Wisconsin-Madison, 440 Henry Mall, Madison, Wisconsin 53706, phone (608) 262-1843.

IT IS NOW TIME TO VOTE FOR NEW COMMITTEE MEMBERS FOR NEXT YEAR. THE NOMINATING SUBCOMMITTEE HAS PRESENTED THE FOLLOWING SLATE FOR YOUR CONSIDERATION. PLEASE EXERCISE YOUR RIGHT TO VOTE AND RETURN THE BALLOT BY JULY 15 TO:

Linda Lee
Department of Agricultural Economics
Oklahoma State University
Stillwater, OK 74078

BALLOT

Vote for one in each category.

Vice-Chair



SANDRA BATIE

Associate Professor,
Department of Agricultural Economics
VPI and State University
1973 - Present

Ph.D. Oregon State University, 1973
M.S. Oregon State University, 1971
B.A. University of Washington, 1967
Areas of Specialization: Natural Resource Economics
Community Resource Economics,
Fisheries

Senior Associate, Conservation Foundation, 1979-80.

_____(Write-in)

Committee Member



(Vote for one)

MARY AHEARN

Economist, Economic Development Division,
ERS, USDA
Washington, D.C.
1978 - Present

Ph.D. Oregon State University (Expected Completion Date
September, 1983)

M.S. Penn State, 1978
B.A. University of Florida, 1975

Area of Specialization: Community Resource Economics,
Health Services
Steering Committee, Washington Women Economists, 1979-80

DOROTHY COMER

Assistant Professor
Department of Food and Resource Economics
University of Florida
1981 - Present

Ph.D. University of Nebraska, 1981
M.S. New Mexico State, 1977
B.S. New Mexico State, 1974

Areas of Specialization: Natural Resources, Computers in
Agriculture

Dissertation Award: University Council on Water Resources--
Social Sciences Division