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NEWSLETTER OF THE COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS

FALL ISSUE 1995

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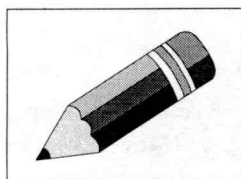
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AAEA-CWAE ANNUAL REPORT FOR 1994/95

Laurian Unnevehr, CWAE chair

CWAE continued to be an active and productive group this year. Our most important achievements were:

- 1) Funding for a survey to track the progress of women and minorities in the profession;
- 2) Starting CWAENET, an Internet discussion list;
- 3) Awarding the first Sylvia Land mentorship.

Tracking survey

Joyce Hall Krause prepared an excellent proposal to track the progress of women and minorities in the profession in a survey conducted every two years. The survey would provide consistent, reliable data over time on the progress of women, minorities, and their counterparts, as well as the issues influencing their progress. In addition, it could provide information on the value of AAEA services, non-traditional job opportunities, and changing membership needs. The survey design team will represent the broad perspectives of the individuals in our association. The information provided by this tracking system would assist the AAEA in planning for the future. The survey will cost \$13,740 over 5 years.

The proposal builds on earlier CWAE work by Mary Marchant, Lydia Zepeda, Laurian Unnevehr, Mary Ahearn, Linda Lee, Susan Offutt and others, who have conducted ad hoc surveys or utilized existing data. As the proposal explains, these approaches have not provided any robust conclusions about the progress of the profession in achieving greater diversity.

First year funding for the proposal was approved by the AAEA Foundation Board in Fall 1994. It is anticipated that future years of funding for this project will be approved by the Foundation Board, pending successful progress on the project.

Joyce Hall Krause made excellent progress in designing the survey. A team to finalize the survey population and questionnaire was formed: **Joyce Hall Krause** (Coordinator), Asst. Professor, N. Dakota St, **Josef Broder**, Professor, U. of Georgia, **Cheryl DeVuyst**, Research Specialist, University of Illinois, **Don Ethridge**, Professor, Texas Tech University, **Patricia McLean-Meynisse**, Associate Professor, Southern University, **Meyra Mendoza**, Research Analyst, IFPRI, **Stephanie Mercier**, Senior Economist, ERS, and **Handy Williamson, Jr.**, Professor and Head, University of Tennessee

Also, the current chairs of the AAEA committees on Employment Services (**Lydia Zepeda**), Membership (**Anya McGuirk**), and Professional Activities (**Ted Alter**) have been asked to draw the project to the committees attention and are invited to participate as the project moves forward. **Dr. McLean-Meynisse** will serve as the liaison with the Committee on the Status and Opportunities of Black Agricultural Economists.

The team met at the AAEA summer meetings in Indianapolis to discuss the appropriate population to survey and assigning importance to the topics to be included. Their goal is to develop a first draft of the survey instrument over the fall.

A free session "Tracking Membership Needs, Employment, and Diversity in the AAEA: What Do We Need to Know?" was held at the AAEA meetings. Four panelists shared their experiences with gathering information for the association: **Otto Doering** (Purdue U.), **Patricia McLean Meynisse** (Southern U.), **Meyra Mendoza** (IFPRI), and **Lydia Zepeda** (U. of Wisconsin). The audience discussed the issues the survey should address. No money has been spent as of yet on the project.

CWAENET

In the fall of 1994, members of the CWAE Planning Subcommittee began the process which led to the establishment of an Internet discussion list, called CWAENET.

The idea was raised at the CWAE business meeting at the AAEA annual meetings in San Diego, and was received with enthusiasm. It was recognized that this technology could provide a clearinghouse for job information and contacts, and an electronic meeting place for women economists.

The search began for an institution that would have the technical capacity and willingness to host the list, and the mainframe computer at the Economic Research Service was identified as a possibility. **Ann Vandeman** and **Stephanie Mercier** proposed the project to agency management and in January, 1995 it was approved.

CWAENET, launched in late January, now boasts 162 members. The discussion list offers the opportunity for all interested agricultural economists to communicate on matters of concern to CWAE, both as women and as agricultural economists. CWAE business is considered, and there have been lively exchanges on issues such as the juggling of family and career, especially in the crucial pre-tenure years. Hopefully, the list will serve as a venue for exchange of information, opportunities, and ideas, and we look forward to its continued expansion.

Sylvia Lane Mentor Fellowship Fund

The 1994-5 CWAE Fellowship Subcommittee (**Maureen Kilkenny**, **Sylvia Lane**, **Helen Jensen**, **Joy Harwood**, **Jean Kinsey**) initiated a selection/award cycle this year. In August 1994, the committee prepared application and award guidelines. The proposed guidelines were published in the Fall 1994 CWAE Newsletter and comments were solicited. In February, **Maureen** sent letters requesting assistance advertising the program/distributing application forms to colleagues at 34 Ph.D. granting institutions.

CWAE received requests for applications from 23 persons at 21 different institutions. Eight applications were received by March 31, 1995. Six applications were submitted complete. We will support one mentor fellow this year, **Florence Tangka**, at the University of Florida. She will work with **Dr. Agnes Quisumbing**, Senior Research Fellow at IFPRI, on household models.

International Students

Meyra Mendoza proposed to the CGIAR secretariat at the World Bank the establishment of a information clearinghouse about graduate student funding opportunities for women from developing countries. The CGIAR currently has a major project to foster women's participation in the international agricultural research system.

Newsletter

Janet Perry took over as CWAE newsletter editor in Fall 1994 and has published 3 issues. A 4th edition was distributed electronically this summer on the CWAENET. **Janet** made substantial contributions to the newsletter, including: 1) A column about notable women in agricultural economics called A Woman You Should Know. **Sandra Batie** and **Ardell Lundeen** have been featured. In the electronic version, **Sylvia Lane** and **Irma Adelman** were featured. 2) Publicity for the CWAENET. 3) Feature articles related to work such as mentoring, work in a foreign country, searching the job market, and getting tenure (planned for the electronic version). In addition, **Janet Perry** has posted job announcements on CWAENET.

Activities at Meetings

CWAE sponsored the following at the 1995 Annual Meetings:

- ▶ CWAE Reception, 6PM Sunday, Aug. 6. (Moved from its traditional time to encourage attendance. The old time on Monday afternoon conflicted with sessions.)
- ▶ CWAE Business Meeting, 5:15PM Monday, Aug. 7
- ▶ CWAE Free Session: "Tracking Membership Needs, Employment, and Diversity in the AAEA: What Do We Need to Know?", 10:15AM Tuesday, Aug. 8
- ▶ CWAE Luncheon, 12PM, Tuesday, Aug 8. Speaker: **Dr. Susan Offutt**, Executive Director, Board on Agriculture, National Research Council, on "Subsidizing Agriculture: Is the Budget Constraint Real?"

Laurian Unnevehr was in charge of arrangements.

PRECONFERENCE FOLLOW-UP

At the 1994 AAEA meetings, CWAE sponsored a preconference on Gender and Workplace Relations: New Rules for a New Diversity. **Ann Vandeman** and **Rebecca Lent** have been pursuing different ways to continue the dialogue, perhaps through repeating the preconference panel presentations at meetings of department heads. (See article in this issue.)

ELECTION RESULTS

Maureen Kilkenny organized the nominations and election. The 1995-6 CWAE board is:

Chair: **Maureen Kilkenny** (Iowa State)

Vice-Chair: **Mary Marchant** (U. Kentucky)*

Past Chair: **Laurian Unnevehr** (U. Illinois)

Board members (94-96)

Meyra Mendoza (IFPRI)

Stephanie Mercier (ERS/USDA)

Board members (95-97)

Joyce Hall-Krause (N. Dakota State)*

Judith Stallman (Texas A&M)*

*newly elected

Our thanks to 93-95 board members **Rebecca Lent** (NOAA) and **Lydia Zepeda** (U. Wisconsin) who are rotating off the board.

\$ BUDGET (as of May 1995)

INCOME

Newsletter Subscriptions \$1,438.00

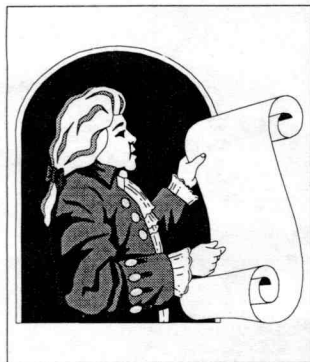
EXPENSES

Clerical	104.32
Printing	393.75
Postage	143.61
TOTAL	\$641.68

INCOME AVAILABLE \$796.32

Income Brought
forward from '94 \$3,902.60

TOTAL FUNDS
AVAILABLE \$4,698.92



Congratulations! **Patricia J. Lindsey** (Assistant Professor, Oregon State University) received the 1995 OSU Faculty Teaching Excellence Award, which recognizes unusually significant teaching and scholarship. She was also the 1995 recipient of the College of Agricultural Sciences Registry of Distinguished Teachers Award at Oregon State University.

WHO CAN GET THE CWAE NEWSLETTER?

A subscription to paper copies of the CWAE newsletter is one of the benefits to membership in CWAE. Dues for CWAE can be paid when you pay your dues to AAEE (coming up in January). Or, you can send in the back page of this newsletter with your CWAE dues to the AAEE business office. Copies of the newsletter are posted to CWAENET at the end of the year.

You do not have to be a member of CWAE to join the CWAENET listserv. This year, I posted a "special" electronic

issue of the newsletter to CWAENET. It included all the types of articles found in the paper copies of the newsletter in text-only format. You had to be subscribed to CWAENET to receive this "special" issue, as it was electronic only. I have posted the newsletters for Fall 94, Winter 95 and Spring 95 to CWAENET's archive. They can be retrieved by sending a message to the CWAENET LISTSERV address with the following one line message:

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.

CWAE MEETS WITH AG ECON ADMINISTRATORS

Mary Marchant and Ann Vandeman

The National Association of Agricultural Economics Administrators (NAAEA), a group of academic department chairs, federal administrators and heads of research institutes employing agricultural economists, held their biennial meeting November 2-4, and CWAE presented a panel on **Recruiting and Retaining Women in Agricultural Economics** at the meeting. We organized the session to open a dialogue between CWAE and NAAEA on gender issues in agricultural and resource economics. Our objective for the session was to introduce the topic of gender representation by providing administrators with information on the composition of faculty and students in departments of agricultural and resource economics and some practical examples of programs that are working to increase hiring and retention of women faculty. We asked NAAEA members to make presentations in order to have the administrators, rather than CWAE, delivering the message. Six speakers participated, including: **Mary Marchant**, University of Kentucky, **Ardelle Lundeen**, South Dakota State University, **Larry Libby**, University of Florida, **Larry Hamm**, Michigan State University, **Betsey Kuhn**, Economic Research Service, and **Ann Vandeman**, ERS.

Mary began with a presentation of the problem based on survey results from AAEE and CWAE: The persistent underrepresentation of women on agricultural economics faculties (where women have comprised 6% of the total faculty in North America since the mid-1980s, while 25% of graduate students are females), and the continued lack of women faculty at the highest levels (12 female full professors in North America).

Ardelle followed with the message that she has been the sole female chair of an agricultural and resource economics department in an 1862 school long enough, and women students need and deserve to see by example that all

opportunities in the profession are open to them, including management positions.

Larry Libby described the recruitment system in place at the University of Florida to increase hiring of women and minority candidates. While somewhat cumbersome at first, and admittedly more time-consuming than the conventional approach, **Larry** said he had seen their system pay off in terms of increasing diversity and access to good job candidates who might have been overlooked in the past.

Larry Hamm described the evolution of a formal mentoring system at Michigan State University after a more informal approach to mentoring failed, in part because informal mentoring did not work as well for ethnic minorities and women joining predominately white male faculty as it had for majority faculty in the past.

Betsey offered five reasons why ERS has been more successful than academia generally in recruiting and retaining women, including some factors--commitment from the top, recruitment and mentoring programs, training opportunities, flexible work schedules--under the institutions control, and some--size and location--which the institution cannot influence.

Ann ended the session by suggesting several ways in which CWAE can help administrators seeking to improve recruitment and retention, including: using CWAENET for job announcements, as a mentoring medium for isolated younger faculty, and to become more familiar with the issues of concern to their female colleagues and students; supporting the Sylvia Lane Mentorship Fund; using the research CWAE members have conducted (such as what **Mary** presented) to correct misperceptions about hiring patterns and allay fears among white male faculty and job candidates of reverse discrimination in agricultural and resource economics; and using the new tracking survey to diagnose and address problems in recruitment and retention.

An hour did not give us enough time for more than a few minutes discussion, but in those few minutes we heard support for keeping the topic of gender on the NAAEA agenda and addressing it with the group again as part of the regular program. We plan to propose a longer session for the next NAAEA biennial meeting scheduled for 1997.

A WOMAN YOU SHOULD KNOW FEATURES TENURED WOMEN

In past newsletters, we proclaimed the accomplishment of women receiving tenure in agricultural economics departments. Less than a dozen women were on that list. Not



very impressive considering there are over 50 agricultural economics departments..

The list has grown considerably since 1990, with many women receiving tenure in the last year. In this newsletter, we salute the tenured women in agricultural economics:

Irma Adelman, U Calif-Berkeley
Joyce Allen, U of Illinois
Marilyn Altobello, U Connecticut
Frances Antonovitz, Iowa State University
Sandra Batie, Michigan State
Nancy Bockstael, U of Maryland
Robin Brumfield, Rutgers
Marguerite Burk, U Missouri-St. Louis
Susan Capalbo, U Montana
Joy Clark, Auburn Univ.-Montgomery
Roberta Cook, U Calif-Davis
Damona Doye, Oklahoma State
Patricia A. Duffy, Auburn U
Jean Due, U Illinois
Constance L. Falk, New Mexico State
Jill Findeis, Penn State
*Gladys Gonzales, U Puerto Rico
Gloria Helfand, U Calif-Davis
Shida Henneberry, Oklahoma State
Margaret Hubbert, Cornell
Kristin Jakobsson, Latrobe University (Australia)
Helen Jensen, Iowa State
Eluned Jones, Va. Tech.
Kandice Kahl, Clemson
Jean Kinsey, U Minn
Cathy Kling, Iowa State
Karen Klonsky, U Calif-Davis
Sylvia Lane, U Calif-Berkeley
Edna Loehman, Purdue
*Ardelle Lundeen, U South Dakota
Michelle Marra, North Carolina State
Vicki McCracken, Washington State
Anya McGuirk, Va. Tech
Cathy Morrison, Tufts University
Collette Moser, Michigan State
Gloria Helfand, U Calif-Davis
Anne Peck, Stanford
Christine Ranney, Cornell
Anne Peck, Stanford
Christine Ranney, Cornell
Rhonda Skaggs, New Mexico State
Judy Stallman, Texas A&M
Deborah Streeter, Cornell
Mary Templeton, West Virginia
Sarahelen (Sally) Thompson, U of Illinois
Marcia Tilley, Oklahoma State
Laurian Unnevehr, U of Illinois
Eileen van Ravenswaay, Michigan State

*Michele Veeman, U Alberta (Canada)
Lois Schertz Willett, Cornell
Cathy Wessells, U Rhode Island
Lydia Zepeda, U Wisconsin-Madison

*denotes chair of department

Note: At least two other women who are full-time professors but not in agricultural economics departments were Margaret Grossman (law) and Corrine Lyle (rural soc.)

Women in our profession are clearly making a difference in academia. Women agricultural economists are also in senior positions in government, international organizations, and private industry. We've come a long way, baby. But, we have more territory to cover. Many women are the only female in their department, or only one of two. The resulting feelings of isolation can be detrimental to doing a good job. From discussions on CWAENET, it appears that tenure may be more difficult to get for women than for men.

Does the presence of women on faculty affect female student's majors? This question was posed in a working paper by **Brandice Canes** and **Harvey Rosen** for NBER (May, 1995). They concluded that while female college undergraduates are much less likely to major in science, mathematics and engineering, having women faculty had no discernible effect on the what undergraduate's chose as majors. This may be seen as positive in that the women faculty members weren't scaring the men off, but it's troublesome that women's presence had no effect of encouraging other women to join the ranks of non-traditional majors.

Agricultural economics is a non-traditional major, even for men. But, our discipline is moving away from traditional production agriculture topics--poverty, housing, food safety, nutrition, environment, family economics, family resource management, family development, community development and economic development. (I'm sure that **Drs. Lane** and **Adelman**, featured in our last *Woman You Should Know* column, would say that those topics have been around a while.)

Women currently in agricultural economics positions have a unique opportunity to expand their expertise in, or enter these exciting new fields, and to encourage other women to find gratifying work in our chosen field.

Apologies to those whose names are not on this list but should be, or whose names/affiliations are incorrect. Please update your information by calling or e-mailing. **Meyra Mendoza** is keeping a list and requests the following information: name, title/position, department, institution, teaching/research responsibilities, and institution granting highest degree. Her contact points are listed elsewhere in this newsletter.

Send notes, articles and information for the newsletter. Include information about career changes, advancements, publications and awards. We publish 3/yr.

Issue	Due	Published
Winter	Jan 19	Feb 24
Spring	April 8	May 6
Fall	Oct 18	Nov 29

CWAE -- SEE WHY!

Laura Martin

As a graduate student in the 1990's, I often wondered what the purpose of CWAE was - just how and why did it exist? It didn't take me long to figure out that the acronym stood for the Committee on Women in Agricultural Economics and was affectionately referred to as "see-way". But that is about all I understood of the organization during graduate school. Even now, I am still learning what a worthwhile resource CWAE can be for professional and personal development. What helped me to understand and appreciate the value of CWAE was exploring its history, understanding its purpose, and becoming an active participant in the organization. Throughout my graduate school years, and even now as a rookie in academia, one thing I have discovered for certain is that CWAE can open doors to a world of opportunity and insight for women in agricultural and resource economics. In the 1970's, few women worked in the area of agricultural economics, particularly in academics. Those that did usually were the only women in their departments and often felt rather isolated.

The situation has improved slightly over the last twenty years or so, but not much: compared to the 1973 statistic of 1%, in 1992/93 only 6% of all agricultural economics faculty were women; in 1990, there were only 12 female full professors in agricultural economics in the country; moreover, the average number of women faculty per department was about 1.3, with nearly one-third of the departments having no female faculty members. The numbers for government employment are slightly higher. But still, it is rare to have a woman colleague in your department. This type of isolated setting led women in our profession to seek out others with whom they could share their experiences, challenges, concerns, and achievements.

CWAE began informally back in the 1970's when women started searching out other women in the profession with whom they could share experiences. Soon contacts were growing and women throughout the profession were linking up one with another. In this way, individuals did not feel quite as isolated and soon realized they shared similar challenges and rewards in their professional development. They also discovered that they could help one another deal with professional and personal obstacles that their male colleagues could not -- not necessarily due to lack of interest on their colleagues' part, but mainly just because of the gender difference. Quite simply, the truth is that

men and women relate to one another differently and there are times when one really needs the advice, friendship, encouragement and empathy of another woman. In addition, women could support each other in leadership roles that previously had all been filled by male colleagues. The primary reason for CWAE, then and now, is networking.

Once the links between women were formed, there was a sense that something should be formally done to support and encourage women in agricultural and resource economics. In addition, there was an incentive to form an organization that could lay out the groundwork for the advancement of women within the profession. With this background, CWAE was officially formed as a committee of the *American Agricultural Economics Association* in 1981. As a committee of the AAEA, it has all of the rights, privileges, and responsibilities of other committees. CWAE has continuously evolved to meet the changing needs and challenges of its members.

CWAE also provides mentoring, professional development and advancement, as well as encouragement to its membership. Each year at the AAEA national meetings, CWAE typically sponsors an organized symposium or principal paper session, a reception, and a luncheon. All of these events give women the opportunity to meet with one another and also showcase their talents. CWAE has also sponsored several pre- and post-conference sessions. One reason I was able to attend the 1994 AAEA meetings in San Diego was due to the funding CWAE provided to female graduate students who wished to attend the pre-conference on "Gender in the Workplace". This past year, members of CWAE were instrumental in organizing the "Job Employment Symposium" in Indianapolis.

The value of CWAE and its activities reaches well beyond the annual conferences however. CWAENET, a BITNET discussion group sponsored by CWAE, was implemented this past year. This discussion group provides a forum for discussing any topic from balancing career and family to what is the best strategy for applying for jobs. CWAENET is and can also be an instrument for individuals with similar research interests to connect and discuss research agendas. Collaborative research is a continuing goal for CWAE members.

Also, this year the *Sylvia Lane Mentor Fellowship* program awarded it's first mentorship. This program is designed to help female graduate students or new professionals locate mentors in their respective fields. Funds are available for the Fellowship recipient to relocate for part of the year to work closely with her mentor in order to conduct research. The first Sylvia Lane Fellowship was awarded this year and plans continue to increase the number of recipients in the future.

In addition to its many activities, CWAE also provides leadership roles for the many talented women in our

profession. Two of CWAE's past chairwomen, **Sylvia Lane** and **Sandra Batie**, have gone on to become Fellows of the American Agricultural Economics Association. Many other CWAE Board Members have also been AAEA Board Members, including AAEA presidents. CWAE's first chairperson, **Ardelle Lundeen**, is also the only female agricultural economics department head in the U.S. (See list of tenured women, this issue.)

CWAE will continue to evolve in the 1990's and beyond in order to meet the varied and diverse needs and interests of its members. Since CWAE activities are developed by the members of its subcommittees, each of us has the opportunity to develop our leadership skills, meet other women and contribute to our profession. On behalf of CWAE, I invite and encourage you to join this organization, take advantage of the many opportunities it offers, and help determine its future role.

* "The Agricultural Economics Profession at the Crossroads: Survey Results of Faculty Salary, Employment, and Hiring Prospects," Mary Marchant and Lydia Zepeda, Staff Paper #354, University of Kentucky, August 1995; "The Progress of Women in the Agricultural Economics Profession," prepared by Laurian Unnevehr or Mary Ahearn; and "The Status of Women Agricultural Economists in Academia" in the *Review of Agricultural Economics*, September 1993, Lydia Zepeda, Mary Marchant and Hui-Shung Chang.

Announcing

The International Food Policy Research Institute (IFPRI) in Washington, D. C. is offering three programs starting this year: 1) Visiting Research Fellow Program; 2) Graduate Student Research Program; and 3) Food, Agriculture, and Natural Resource Policy Analysis.

Program 1) is open to researchers, planners and decision makers from government agencies, NGOs, the academic community. The visiting researcher works closely with a research fellow at IFPRI on topics ranging from environmental issues, agricultural productivity and sustainability, property rights, food security, gender analysis and intrahousehold analysis, and forest margins (to mention a few). Program 2) is open to doctoral students and also calls for working at IFPRI on topics as mentioned above. Program 3) is a four week course on food, agriculture and natural resources, with the aim to strengthen developing country decision makers' capacity to evaluate research and transform research findings into policy alternatives.

Applications for program 3 (for 1996) closed on October 31, 1995. There is no deadline for programs 1 and 2. For those interested, please direct your inquiries either to Meyra Mendoza or directly to Suresh Babu, head of the Training and Capacity-Strengthening Program, Outreach Division at IFPRI. His e-mail address is: SBabu@cgnet.com, telephone number (202) 862-5618 or 8117, and fax number (202) 467-4439. Contact: **Meyra S. Mendoza**, International Food Policy Research Institute, 1200 17th Street, NW, Washington, D. C. 20036 e-mail: MMendoza@cgnet.com

JOB ANNOUNCEMENTS

Editors note: I receive job announcements through-out the year. Unfortunately, the newsletter only comes out 3 times a year and most of the announcements are not timely for publication. I have been posting announcements as they come in to CWAENET and to ERS's electronic bulletin board. I also do not repeat announcements that are published through the AAEA newsletter. There is no charge for posting and publication of job announcements through CWAE.

The Social Sciences Unit is pleased to announce an opening for a **Research Associate** position. This position will conduct research on integrating environmental variables in farm policy analysis. This position will also develop models linking FAPRI (Food and Agricultural Policy Research Institute) models with regional databases. The successful applicant will also be required to provide documentation of models and make presentations of research efforts to a spectrum of audiences. These will include farm groups, input industries and legislative bodies. The successful applicant will have a Ph.D. in Agricultural Economics or related field with emphasis in natural resources, production economics or policy analysis. The applicant should be experienced with the National Resources Inventory, econometric modeling, database management, Excel spreadsheets and PC-SAS. This position is a one-year term, non-tenure track, 100% FTE position with the University of Missouri. The application deadline will remain open until the position is filled. Please send application materials (resumes, references and curriculum vitae) to: Joe Trujillo, 101 S. 5th St., Columbia, MO 65201. AA/EOE Women and Minorities are encouraged to apply.

Resource and Environmental Economics Extension Position in Agricultural and Resource Economics, University of Maryland, College Park, Maryland. The Department of Agricultural and Resource Economics seeks a faculty appointee to develop a distinguished Extension program in resource and environmental economics. This position is being offered at the **Assistant Professor** level. The faculty member will work with Extension agents and specialists, farm groups, and non-traditional Extension clientele such as citizens' associations, community organizations, and state and local

government agencies in developing an educational program regarding land and water use. Topics of special interest include the effect of land and water use on estuaries, and the economics of open space and environmental amenities important to communities at the urban/rural interface. The appointee will provide leadership in designing, coordinating and implementing non-resident instruction/Extension programs in these areas, initiate collaborative work with research faculty, and develop applied research projects. The successful applicant will be expected to disseminate applied research results through publications, workshops and presentations to both professional and lay audiences, including training field faculty and assisting them with program development.

Interested candidates should send a statement of qualifications, curriculum vitae, official graduate transcripts, copies of recent publications, and names and addresses of three references to: Prof. Robert G. Chambers, Chair, Department of Agricultural and Resource Economics, University of Maryland, College Park, MD 20742-5535. For most favorable consideration, applications should be received by January 15, 1996. The University of Maryland is an EEO/Affirmative Action Employer.

The Department of Agricultural Economics, University of California, Davis seeks an **Assist. Prof.** in Natural Resource/Environmental Economics. Appointee will develop a strong research program in an area of natural resource or environmental economics. The specific research program will depend upon the expertise and interest of the candidate. Teaching responsibilities include an average of 3/4 length courses in the Departmental teaching program, emphasizing natural resource/environmental economics at the graduate and undergraduate levels. Other responsibilities include student advising and service activities. Requires Ph.D. in economics, agricultural economics, or related field. Send statement of research and teaching interests, curriculum vitae, publication list, copies of representative publications (including manuscripts, dissertation, undergraduate and graduate transcripts, and names, addresses and telephone numbers of at least three professional references. Position is open until filled. To assure consideration applications must be received by January 15, 1996. Direct applications to: James E. Wilen, Search Committee Chair, Department of Agricultural Economics, University of California, Davis. Tel (916)752-6093 Fax (916)752-5614 E-mail wilen@ucdavis.edu AA/EOE

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COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS

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CWAE charges for its issues of the Newsletter.

All members of the AAEA are encouraged to subscribe.

The subscription fee for 1 year (January-December) is US\$7.00 (US, Canada, Mexico), or \$9.00 (all other foreign addresses). Three issues are published each year.

Yes, I want to make sure that my subscription continues! To receive the Newsletter, send this application, with a check for \$7.00 made payable to AAEA, to

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