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MAR 08 1995

CWAE

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

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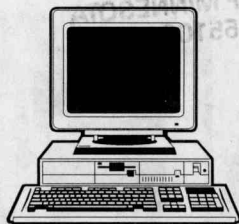
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CWAE GOES ON-LINE



Stephanie Mercier

On January 26, the Committee on Women in Agricultural Economics launched its own Internet discussion group, called CWAENET. In a little more than a week's time, the list had 27 members. We invite you to join us.

CWAENET exists to facilitate greater participation and more effective communication among women in agricultural and resource economics. It will serve as a forum for discussion of issues of particular concern to women, an outlet to distribute the CWAE newsletter, job and meeting announcements, and other information, and an environment to facilitate and encourage mentoring among women. Subscription is open to all interested economists, male and female.

How to Join CWAENET

The process of joining the list is simple--send an e-mail message to:

LISTSERV@ERS.BITNET

Include no subject line. In the body of the text, type:

SUBSCRIBE CWAENET <your name>

Ground Rules for CWAENET

CWAENET is a professional forum. We expect the discussion to focus on issues and concerns relevant to women as economists and as people in a professional setting. We expect list members to observe appropriate on-line etiquette ("netiquette"), including:

- Constructive and thoughtful debate, devoid of personal criticism and attacks.
- No advertising of a commercial nature will be permitted--we trade ideas, not goods and services.
- Members should observe "fair use" practices relating to copyrighted material. If something is written and posted by someone, it belongs to them. All material drawn from this discussion group should be appropriately attributed to its author(s).

Other Important Information

This list is physically located on a computer at Economic Research Service of USDA. ERS does not endorse materials posted on the list or the expressed opinions of group members. This forum is sponsored by AAEEA's Committee on Women in Agricultural Economics.

CWAENET will also provide electronic access to this Newsletter shortly after publication through an archive, as well as copies of job announcements, and other information judged appropriate for dissemination. Past messages will also be available from the archives.

Please pass this information along to friends, students, and colleagues you believe might be interested. If you have any questions, feel free to contact us: Stephanie Mercier [(202)501-8515, <SMERCIER@ERS.BITNET>] or Ann Vandeman [(202)219-0452, <ANNV@ERS.BITNET>].

PLEASE JOIN US ON CWAENET!

RESOURCES FOR AGRICULTURAL ECONOMISTS

Many electronic resources are available to agricultural economists. This space features the electronic address of some of those resources. It's assumed that you know (or can find out) the basics of electronic data transfer and that you have a link to the INTERNET.

"Not Just Cows: A Guide to Internet/Bitnet Resources in Agriculture" is available by gopher at: [snymorva.cs.snymor.edu:70](gopher://snymorva.cs.snymor.edu:70)
//00gopher_root1%3a%5blibrary_docs%5dNOT_JUST_COWS.GUIDE.

USDA economics and statistics data are available on Internet. The system is a joint project of USDA and Albert R. Mann Library at Cornell. It has more than 140 agricultural data sets, most in Lotus 1-2-3 (*.wk1) format. Access it at: <gopher://usda.manlib.cornell.edu> port=70.

You can also telnet at [usda.mannlib.cornell.edu](telnet://usda.mannlib.cornell.edu). User OD=usda <lower case>. Or, FTP at [usda.mannlib.cornell.edu](ftp://usda.mannlib.cornell.edu). User ID=anonymous Password=<your e-mail ID>
cd usda

A WOMAN YOU SHOULD KNOW

Dr. Sandra S. Batie
Michigan State University



Editors note: This is the first article in a series of profiles of women who are making a significant contribution to agricultural economics. Sharing stories is important. It benefits women accepting a first assignment as well as professionals with established careers.

I became an agricultural economist almost by accident--although it turned out to be an accident with a good outcome. In 1969, I found myself--post B.S. degree--in Corvallis, Oregon. My husband was pursuing a M.S. in marine biology; I was working as a payroll clerk at Oregon State University. In the course of my job, I discovered graduate students were paid more than I. Having my undergraduate degree in economics, I quickly calculated that since I loved being a student, the "rational" course of action was to become a graduate student--more fun, more pay and more potential. Because there was not a graduate program in economics at OSU, I went over to the departmental offices of agricultural economics--at that time chaired by Emery Castle. Emery, who never even hinted that women students were "rare" in the department, offered me an assistantship. I accepted and eventually stayed through a Ph.D.

I was exceptionally fortunate that OSU was a leader in the relatively new field of resource economics, that the faculty were influential "players" in the policy process, and that the graduate students were highly motivated and skilled. My specialty in resource economics made it possible for me to combine my interests in economics, resources, economic history, and policy. It was an exciting period and place.

When I graduated in 1973, all the interesting jobs appeared to be in the East or South. I accepted a job, as assistant professor in agricultural economics at Virginia Polytechnic Institute and State University (VPI&SU).

We were a "dual career" couple, and my husband's prospects as a biologist were fewer than mine. He was unemployed for 6 months in Virginia before he obtained an excellent position on the Radford University faculty.

VPI&SU at the time was emerging from a difficult period and was in the process of "re-staffing." The agricultural economics faculty was growing rapidly and most of us

were new assistant professors - we "worked and played hard" in building our careers and enhancing the reputation of VPI&SU. Because of this attitude and environment, there were both opportunities and freedom to develop one's own program. I chose to emphasize a public policy orientation, particularly with regard to natural resource and environmental policy.

I had graduated from OSU as a marine economist. I began to emphasize coastal zone and wetlands management at VPI&SU. I used a 1980 sabbatic with the Conservation Foundation to become knowledgeable in soil conservation policy. I used another sabbatic in 1986-87 with the National Governors' Association to add more state policy perspective to my work--particularly with respect to state programs addressing groundwater quality.

Because my husband and I had a son in 1982, and I did not want long trips, I tended to limit my international work to short-term travel assignments and work within the US with internationally-oriented organizations. I used the opportunity and challenge of my AAEE Presidential address (1990) to explore the implications of the then emerging concept of sustainable development to the area of natural resource and environmental economics.

Despite a long and fulfilling career at VPI&SU, when an offer came in 1993 to be the first holder of the Elton R. Smith Endowed Chair in Agricultural and Food Policy at Michigan State University--the opportunity was too good not to accept. The "chair" is designed around my interests within a welcoming state university and department. The University made a "dual career" offer, and my husband is now a professor in the Fisheries and Wildlife Department.

Throughout my career, I have taken pride in and benefitted from my relationship with AAEE and CWAE. Both have provided me numerous opportunities to share thoughts, research, teaching techniques with colleagues with similar interests. I believe it is most important that we all make a commitment to support our associations.

Please send notes, articles and information for possible inclusion in the newsletter. Include information about career changes, advancements, publications and awards. CWAE is published 3 times a year. The schedule is:

Issue	Due	Published
Spring	April 15	May 15
Fall	Sep 25	Oct 20
Winter	Jan 20	Feb 15

AGRICULTURAL ECONOMISTS IN EASTERN EUROPE

Janet Perry

In the years since the fall of communism in Central and Eastern Europe (CEE), economic reform in these countries has liberalized prices, removed producer and consumer subsidies and devalued currencies. The initial impact of these changes was a severe recession throughout the region. In some countries, the economic decline has bottomed out and positive growth is expected. As markets develop, public and private institutions, and individuals in CEE countries will benefit from management training as well as instruction in traditional economics.

The United States, along with other nations and international donors, continues to assist the CEE in its transition to a market economy. USDA assistance programs include the areas of agricultural extension, agricultural research, economic research, agricultural marketing information and standards, and agricultural statistics. Here are some insights of several women who have travelled and worked in the CEE.

Nancy Cochrane (ERS), Maryanne Normile (ERS), Damona Doye (OK State Univ.) and Janet Perry (ERS) have all worked on projects in Poland. Nancy helped establish a situation and outlook program for Polish commodities, while Maryanne was involved in policy training. Damona worked in Poland on an extension assignment. I was part of an effort to establish a data gathering system to estimate farm income, and costs and returns to farming.

Poland is unique among the countries of Central Europe in that most of its land was never collectivized: 75 percent of its agricultural land is in private hands. Of the remaining land, 19 percent is held by state farms averaging 2,650 hectares in size, and 4 percent is held by cooperative farms averaging just 250 hectares. The average size private farm is just 5 hectares and tend to be fragmented into several non-contiguous plots.

Privatization has been slow, and many of the state-owned enterprises endure as technically bankrupt firms are able to survive through inter-enterprise credits. These firms are in a holding pattern that prevents them from acting in a competitive, price-responsive manner. They are not yet restructured in terms of their output profile, not yet privatized and run by profit-conscious managers, and not yet successful in rescheduling their past debt. Some of the companies that have been privatized retain aspects of

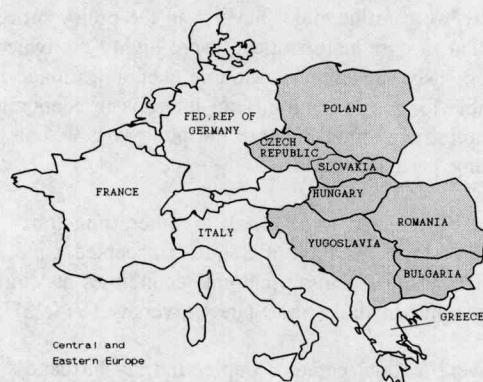
worker-managed firms and are therefore susceptible to pressures for wage hikes.

Each of us decided that we were better prepared to serve as advisors or educators after becoming more familiar with the country's history and style of government. With knowledge of the history, demographics, and organization of a place comes understanding and ideas about ways to present alternatives.

Researching the history and culture of the country you visit also adds richness to your trip. Knowing the movement of people and armies across Polish territory gave me the perspective of a thousand years of history. Coming from a country with a just little over 200 years of political history, a continuous Polish culture since 900 A.D. made me very humble.

Likewise, **Damona** wonders if she could have been a better instructor if she had known more about learning preferences in the former Soviet satellites. She believes that U.S. teaching methods may not have been the best framework given preferences developed under a socialist system. Most of us could benefit from more study of some of the social aspects of our science.

The social aspects could help us answer questions about our teaching techniques that could be applied at home as well. What is the best way to introduce people to market systems? How can the required learning time for people to understand market economics be shortened? How do people develop a social mentality that allows for contracting or cooperation in marketing products? What models of individual and group behavior, economic growth, technology adoption, attitudes toward risk, or



responses to profit motives are valid in different settings? How is our understanding of markets limited by the time lag between the traditional teaching methods and how technology has changed the reality of markets?

If you find yourself involved in such a project, try not to make the mistake of assuming your hosts are uninformed about market systems. Many may have studied markets as much or more as you have, lacking only first-hand experience. My assistance was taken seriously and I found my hosts to be well-educated, competent researchers, ready to take on the challenges of a market system.

Nancy suggests that we be prepared to learn from our hosts as well as them learning from us. A bit of humility can enhance your experience, as well as make you appreciative of the culture of your host country. As Americans, we need to be especially sensitive not to "impose" a program on our hosts. Rather, the program must become "theirs" in order for it to succeed.

Nancy also notes that flexibility to adapt material to a new environment is key to a program's effectiveness. Realize that teaching or advising is a big investment of time. Don't just take your notes from previous class lectures and expect to present the material as is. If you usually present handouts, slides or overheads, make sure you will have equipment to make copies or project your slides. Like most counties in the CEE, Poland is modern, but its economy does not support the luxuries of unlimited paper, copy machines down the hall, and an overhead or slide projector in every conference room. **Damona** emphasizes that in most CEE countries, the predominant presentation style is lecture, with a minimum of visual or handout material. Transmitting new learning styles such as through hands-on workshops or with graphical images can be as important a new concept as the subject matter. You can also score points with your hosts by preparing some material in that country's language.

It's best to find out what is expected of you as you prepare your materials. You may find that what you begin with and what your hosts need to know are different. Again, flexibility is the key. Programs may need to be redesigned in mid-course to be effective. You may want to expand on your least favorite topic because that is what meets the needs of your hosts. Conversely, a favorite topic of elasticities may not go over well when your hosts are trying to deal with extreme price inflation.

It takes time to win people's trust and confidence. **Damona** found she had to explain that her role was not to evaluate people or programs, but rather that she was in

Poland to serve as a resource for the ODR system and Polish agriculture. (An ODR is equivalent to a County Extension Office. In Polish it's: *Ośrodek Doradztwa Rolniczego*.) During longer term visits (**Damona's** was six months), she found she had to aggressively work at becoming familiar with conditions in the country, the extension system and local area in order to be effective.

Women occupy high positions in the CEE, and generational differences rather than gender seemed to inhibit the transmission of information. **Maryanne** felt a few gray hairs added to her creditability. If you have a title (Professor, Doctor), use it. A thoroughly professional attitude can do nothing but enhance your abilities and strengthen your worth to the project.

While English is spoken by many of the officials you will meet, having a translator available at all times during your visit is essential (see accompanying article). When working through a translator, the amount of material you can cover will be less than you think. Translation is slow, and depends both on the skills of the translator and your ability to adapt to the translation process.

Maryanne found the Poles to be very gracious hosts. They tend to treat foreigners as "special". Guests may be shown off to government officials, and inadvertently (perhaps) isolated from staff and farmers. Poles are very formal in their introductions and (some) Polish men will kiss the hand of a woman as a greeting. I took this as charming at first, but rather disconcerting when it continued after the first greeting. Serving tea, coffee and vodka is a standard way to treat guests. **Nancy** discovered that being female had a distinct advantage here. Women can more easily turn down the vodka without getting pressure from your Polish hosts to imbibe.

There will continue to be opportunities for agricultural economists to work in international settings, particularly in countries that have "underdeveloped" market systems. Networks for advisors and educators to share lessons learned in these assignments help all of us. Each of us is a resource to those planning and participating in these types of projects. By sharing experiences we find which programs and materials developed and applied in one country might be appropriate for others. Materials used in an international setting might also help us to more effectively transmit information here at home.

Try to learn from others mistakes, you won't live long enough to make them all on your own.

TIPS FOR WORKING THROUGH AND WITH TRANSLATORS

Damona Doye

Editors note: Economists are increasingly involved in development assistance in emerging democracies.

Documentation of professional experiences serve as references for future volunteers. Damona Doye shares some experiences about working with translators.

Damona served as an economics educator and Extension advisor in Poland.

When you work in a country where you do not speak the language, you must first locate one or more translators willing and able to work with you on a regular basis. An effective translator must have a good vocabulary in areas in which you will be teaching (economics and agriculture) or be willing to learn and find the necessary enabling resources (e.g. bilingual dictionaries). The translator's personality and conduct are also important. She or he determines people's impression of you and controls communication between you and others. And, because of the amount of time that you will spend together, a good personal relationship between you and the translator is essential.¹

Finding Translators

Host institutions should arrange for someone to be available to work with you temporarily upon your arrival. Find out how they were "found". Don't feel obliged to continue to use them if they prove to be inadequate. Ask coworkers for leads, but don't take people's word that there are no other English speakers around. Keep asking other people (I found one through an ODR driver.)

Advertise in English in local publications for assistance. Specify hours needed, type of work (written, verbal, Polish to English and vice versa), work location, travel requirements and computer skills required, if any, etc.

An attitude which is service oriented, and not condescending to audiences, is important. The translator must be someone that you like and get along well with

¹ English speakers find Slavic languages difficult. For short term assignments, invest your time in preparing and implementing educational programs. However, attempts to communicate even a few words (hello, goodbye, please and thank you, for example) are greatly appreciated. Language tapes are helpful in learning to pronounce words correctly. A bilingual dictionary is a valuable reference even if you don't seriously study the language (in a pinch, you can point to words). If you are determined to learn the language, a tutor is invaluable in pointing out deficiencies in pronunciation and grammar.

since you will be spending a lot of time with them and they are critical to your success.

Previous experience isn't necessary, although all other things equal, it would be helpful. Some translators will be better at thinking on their feet, others at written translation. You may want to have a pool of translators in the event that sufficient high quality translators with both sets of skills are not available.

Questions to ask potential translators:

- How, where they learned English and how much they have used skills?
- Experience as a translator? Computer skills? Understanding of agriculture, economics?
- Willing to travel? Licensed driver?
- Availability after hours?
- Expected pay and number of hours to work? Is being "on-call" work time?

Find at least one full-time translator per team member. You will probably want additional translators to work on translating written materials while you participate in other meetings. You may want to make your host aware of potential new hires as translators to find out whether there are any objections to the candidate.

Work Arrangements/Policies with the Translator

Be sure that translators understand that they work for you, not your hosts. Have them work for you on a trial basis before you develop a long run agreement.

Set out your expectations of their role:

- It's essential for them not to elaborate on a point without discussing it with you and/or asking for clarification. Encourage them to ask questions if something isn't clear. Your opinion, not their own, is what should be translated.
- Ask them to pass along any information that they gather that will impact your work.
- Stress their responsibility to be accurate, professional, maintain a good rapport with audiences.
- Must be willing to learn new concepts and build vocabulary.
- Should be willing to help out with mundane things like getting office supplies, negotiating with landlords, mailing packages, etc.

Agree as a team on how translator time will be shared and/or managed. Clear pay arrangements with your hosts. Get an address and phone number, if possible. You may need to contact the translator in an emergency. Ask them to provide advance notice of time off needed. Provide them with resource materials that they find helpful.

Teaching with Translators

The translator is as critical to success in implementing educational programs as he or she is in developing an understanding of the environment. Few English speaking people in emerging democracies have any training in microeconomics or macroeconomics as they are understood in market-oriented societies.

The translator is your first student and must develop a good understanding of economic concepts and be comfortable with many economic terms so that they may successfully communicate them to others. Since the translator is an extension of you in advising and teaching, the translator must be willing to attempt to convey not just the words that you speak but the meaning of your message and the attitudes and feelings with which they are delivered.

Expect that you will probably be able to cover 1/3 to 1/2 of the material that you would in a given time period in the U.S. Diagrams and other visuals are useful in clarifying your understanding of institutional links and information flows.

Prepare the translator in advance of meetings and workshops. Review with them any materials that you will cover that they have not helped to develop. This is especially important for economists, as the translator must often learn new concepts as well as build a new vocabulary prior to meetings. Help them to help you look good.

Speak slowly and distinctly. Remember to speak only one sentence at a time unless prompted for continuation of a thought. Translators hear more than they volunteer but often can be prompted to provide useful information!

TAKING CARE OF OURSELVES: BREAST CANCER

Janet Perry



Breast cancer is now the leading cause of death for women age 40 to 44. Does that statement scare you? It did me, because I am 41. Many of us know someone who has (or had) breast cancer and your lifetime risk is now one in eight. The number of women diagnosed with breast cancer is increasing while the death rate is not dropping.

Breast cancer is the most common form of cancer among American women. Over 180,000 women will discover they have the disease this year and nearly 50,000 will die. Two-thirds will be more than 50 years old, but breast cancer also occurs in younger women and in men.

No one knows exactly what causes breast cancer, but the rate of increase in incidence is about 1.5 percent per year. The problem has the attention of the National Cancer Institute, which directs \$325 million toward breast cancer research. Until now most research focused on detection and treatment. Only 12% of research funds went into prevention. The NCI hopes to conduct more long-term clinical trials to look at the dietary, genetic, and environmental factors that might cause breast cancer. Trials currently are focusing on the role of dietary fat as a cancer-causing agent.

While no single cause of breast cancer has been found, some women are at higher than average risk of getting breast cancer: women age 50 or more; whose mothers or sisters have had breast cancer; and who already have had cancer in one breast.

You can contribute to your own cancer prevention program. One recent study suggests that a regular exercise regime can reduce the risk of breast cancer for women under 40. The American Cancer Society recommends that women over 20 have a manual breast exam done by a health professional every third year until age 40 and every year thereafter. Every woman should examine her own breasts once a month using the Breast Self-Examination method (BSE). Call the American Cancer Society for a free brochure with instructions at 1-800-ACS-2345.

Medical professionals used to recommend women get periodic mammograms (X-rays of the breast tissue), beginning in their 40s. Mammography is capable of spotting a cancer roughly 2 years before it can be felt. However, the test is not for everyone and it can miss 10% to 15% of cancers. If you notice something suspicious, you should get an exam immediately. Especially if you are in one of the high risk groups, consult with a physician about mammography in your breast cancer prevention and detection program.

Chances of complete recovery increase with early detection. A monthly BSE, regular physical exams, mammograph for high risk women, personal alertness for changes in the breasts, and a readiness to discuss quickly any changes with a physician are your best means toward early detection and successful treatment.

--from Working Woman, October 1994 and the National Cancer Institute

WHEN THE JOB MARKET ISN'T A BULL MARKET

The past few years have seen the job market for agricultural economists shrink, as evidenced by the paucity of employers interviewing at the annual AAEA meetings. Even those of us currently employed don't have the job security we used to have. The job market may continue to be thin for some time. What follows are some ideas about getting through this business cycle trough.

First, make finding employment your job and plan to be good at it. Check out books, visit employment centers and college placement centers. If you aren't confident in your resume writing skills, find someone to do it for you. Attend employment seminars and job fairs. Canvass your college professors and your peers with jobs. The basic trick is to make it easy for someone to remember you when they are looking for a suitable candidate for a job.

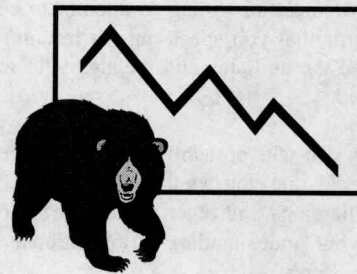
Don't give up. It's not easy to read rejection letters and it's frustrating not to have phone calls returned. But others are facing the same problems, including peers in other economics programs and in business schools. The problems reflect the market more than you.

Rejections are not recorded on your vita, but if you lose confidence in your abilities, you won't get acceptances or rejections. It's easy to become frustrated if you are in a job where advancement is limited because of downsizing or budget problems. The most difficult hurdle will be to shake off the feelings of resentment and continue to do a good job in your current position. Supervisors usually have a hard time motivating employees when a company is downsizing and they will appreciate your work. It's important that you continue to have good evaluations, whether you decide to find another position or expect to at sometime be promoted from your current one. If you decide you must look for employment elsewhere, don't cheat your current employer by not doing the job you have. You want a good reference for that next step in your career.

Sometimes you may find yourself caught in downsizing and have to look for another job. It's not the end of the world. The first thing you should do is evaluate your budget. Don't add financial problems to the stress of having to look for another job. Experts suggest that you plan for such problems by having a rainy-day fund of 3-6 months of take-home pay in liquid savings. Exercise your skills in economics by cutting costs, extending payment schedules, or if necessary refinancing. It may

take 6 months to find another permanent job, so it's best to be prepared.

Find some books on job hunting, especially if you have been employed for a long time. Spruce up your resume. Call contacts from school and in other businesses and let them know that you are in the job market. Many jobs result from these contacts. Job announcements are published in this newsletter, in the AAEA newsletter, *Job Openings for Economists (JOE)*, and also in *Chronicles for Higher Education*. And remember, you might find an even better position than the one you left, because now you have experience!



Use your time wisely. If the right offer doesn't come along, it is worth considering a temporary job. Beyond providing income, the greatest value of a temporary job is the experience you will get. Use temporary employment to add new skills to your resume such as computer skills, reinforce weak skills, or to establish contacts that might get you a permanent job. Use the time between school and a permanent job to finish your dissertation (if it's not already finished) or the chance to start writing articles. Both activities usually require access to computing facilities, data sets, and libraries. Maintaining that access is important even if it reduces income for a year. If you are a student and have the option of staying in your department another year--as a teaching or research assistant or as a post-doctoral fellow--the option is worth your serious consideration. A second choice is a temporary teaching position with a nearby community college or similar institution.

If you are a student, staying another year in your department also helps to deal with the deadly out-of-sight, out of mind syndrome. Since advisors and placement officers are human, they will usually expend their greatest effort to place the people they see frequently. Getting on department placement lists and getting your advisor to make calls are harder to do from a distance than from close at hand. Keep in touch with people at your former job as well. Your peers will be on the look-out for jobs they hear about. These promotional activities are important because the job market responds to signals. It will respond more to signals of your graduate institution

or former employer than to the signal of most temporary employers.

Be prepared to move. One of the hardest things to do is to move to an area you are unfamiliar with. This may be especially true if you must leave close friends or family, or if you have assets such as a house that you have to sell before you move. But jobs may not be available at your current location. If you are forced to leave the area, make sure your advisor, placement officer or peers know that you are leaving and where to reach you if they hear of a possible job. If you take a temporary job let them know when you intend to reenter the job market. They need to be able to contact you if they hear about a position that you interviewed for but which was cancelled in mid-year because of hiring freezes. You should keep in contact with your department not a petitioner, but rather as someone actively engaged in the profession. Arrange for a seminar to remind people who, and how good, you are.

It's a mistake to define yourself too narrowly. Economists are needed in private industry jobs. Even though you may have a degree in agricultural economics, you still are qualified for employment as an economist in many other fields. Although, you may have been employed evaluating agricultural issues, you have skills and experience that can be applied to other issues as well. Broaden your search to include market research (situation and outlook), financing, demand analysis (econometrics), pricing (marginal costs), transportation and scheduling (input/output modeling), or insurance (cost/benefit analysis). There is always room for economists among the accountants, lawyers, MBA's and others who advise clients on tax matters, strategic planning, and other traditional management consulting subjects. Economists help decide how prices are set in different countries, what functions the company will perform, what intangible and tangible assets are used, and what kinds of risk are involved. If you are a student, you may have been in an academic institution continuously since nursery school and the thought of leaving is scary. But many private positions offer more than many academic positions in terms of the research you can do. Jobs outside of academia (and government) offer many other advantages (such as money) that deserve your most careful consideration.

Be flexible. Don't decide in advance what level of salary or what type of position you want. If you are new to the job market, or are changing your focus of employment, it might be worthwhile to consider a job for the experience that it would give you. Money is important though, so do your homework and know what the salary ranges are for the types of positions you apply for. Especially in private industry, employers may ask during an interview

what salary you expect. You need to be prepared to say what you believe the industry standard is for that position.

Before you accept a job, make sure you know what you are getting into. If you have pressing financial problems you may leap into a job that isn't for you. Seek out women in the same department or area that you will be working in and ask them for an honest assessment of the environment. Many women will make a special point of informing female candidates on these matters. This advice extends to learning what you can negotiate over if offered a job. Make sure you understand the full scope of the job, what benefits are available, and what will be expected of you in the first six months. You don't want to show up to a job and find out that you have a class to teach or a staff report to the president of the company on Monday.

Job hunting is stressful work. But preparation can ease some of the pressures. Don't give up. Be flexible. Be ready to move. Broaden your view of your job. And, good luck.

.....gleaned from a variety of CSWEP articles and my own experiences job-hunting

JOB ANNOUNCEMENTS

Note: CWAE reserves the right to condense, or not publish, announcements because of timing or space constraints. A list of women in agricultural economics is available, for a small charge, from Lona Christoffers at the AAEE Business Office ((515) 294-8700) for those employers who wish to do direct mailing.

The Pragma Corporation is an international consulting firm with offices and projects in the U.S., Russia, Bulgaria and several other countries. Pragma is currently putting together a proposal for a project in Russia entitled the "Market-Oriented Farm Support Activity" (MOFSA). This project, sponsored by the U.S. Agency for International Development, will improve the efficiency of state owned farms and collectives through several means. One of these is to shift the social service functions that state enterprises provide to their workers (education, housing, energy, water, etc.) to local governments and/or to the private sector.

Pragma needs candidates for its proposal to carry out short-term consulting work (3-6 wks/trip). Pragma also needs to identify suitable candidates for the two long-term positions on this project. "Long-term" means 20 months. Application deadline: February 20, 1995. These positions require relocation to Russia for at least one year, preferably for the entire 20 month period. Pragma needs to identify candidates in the following fields:

Social Service Systems Planning: This expert will help design and implement a rural social service system that provides services in a cost effective manner. Among the responsibilities of this advisor are: 1) assess problems with and alternatives to the transfer of social service responsibility to local government or the private sector; 2) develop plans/strategies for cost effective, integrated social service systems. Requires a M.S. degree (or equivalent) in public administration or related field, with a specialization in the provision of social services; a minimum of 10 years of experience in the U.S. and overseas in programs delivering social services. Russian or East European experience helpful.

Rural Finance Advisor: This expert will advise local governments on how they can generate revenue to pay for their newly acquired social service role. Among the responsibilities: 1) assess alternatives for the financing of rural social services, including privatization options; 2) prepare and help implement strategies for revenue generation. Requires a M.S. in financial management with a specialization in the financing of social services; ten years of experience in the U.S. and overseas working with local authorities to improve tax systems; experience in a small community working on these issues.

Qualified and interested candidates should contact: Aaron Bornstein, Deputy Program Manager, Pragma Corp. 116 East Broad St. Falls Church, VA 22046 Fax: (703) 237-9306 Tel: (703) 237-9303 Internet: Pragma1@ix.netcom.com

University of Arizona, Agricultural and Resource Economics. **Assistant Professor** tenure-track teaching/research position available with a starting date of August 1995. The position is funded 25% teaching and 75% research on an academic year contract. Candidates must have excellent theory and quantitative skills and broad teaching/research interests. The successful candidate will teach two classes per year-- likely one undergraduate and one graduate course-- and will be expected to develop a nationally recognized research program. A Ph.D. in Agricultural Economics or Economics is required by the start date. Research and teaching experience and demonstrated success in

publication are highly desirable. Salary competitive, commensurate with education, professional experience and funding available. Application deadline is March 31, 1995 or until position is filled. Applicants submit a letter of application; resume; official academic transcripts; and the names, addresses and telephone and fax numbers of three or more references to: Dr. Gary Thompson, Department of Agricultural and Resource Economics, University of Arizona, Tucson, Arizona 85721 (602-621-6249). Please ask each reference to send a letter of recommendation directly to Dr. Thompson at this address no later than the application deadline. EEO/AA/ADA employer. Women and minorities are encouraged to apply.

The International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) seeks a **Production Economist**. The staff member will be part of the Socioeconomics and Policy Division, located at ICRISAT Asia Center at Patancheru, Near Hyderabad in India. The appointee will be expected to provide research leadership in production economics with an emphasis on the economics of integrated pest and disease management. Research thrusts will encompass farm level diagnostic surveys, the quantification of economic returns to alternative technologies and the development of methods for more efficient evaluation of integrated pest and disease management options. Applicants should have a Ph.D. degree, or equivalent, in an applied field of microeconomics. Evidence of active sustained research and high professional standing and scholarship in production or farm management economics, and of effective inter-disciplinary collaboration is required. Proficiency in oral and written English, and in use of microcomputers is essential. Experience with resource management issues of semi-arid agroecologies and simulation modelling will be an advantage. The salary and benefits package, under a negotiated contract which may be renewed, will be competitive with that of other internationally recruited staff at ICRISAT and other CGIAR Centers.

Applicants should reach the Chairperson of the Search Committee, Dr. C. Renar, Executive Director, ICRISAT Asia Center, Patancheru, Andhra Pradesh 502 324 India [+91(40)596161; fax +91(40)241239/238451] by February 28, 1995. The application should include a current CV, the names and addresses of three referees, the date of availability and a statement on the special qualifications of the candidate for this position.

Cornell University, The Department of Agricultural, Resource and Managerial Economics, College of Agriculture and Life Sciences seeks an **Assistant Professor**. Tenure track position, with an initial three-year appointment on a 12-month basis, 60% teaching and 40% research. The candidate should have a Ph.D. in agricultural economics, economic, management or a closely related discipline. Experience in teaching, student advising, and/or research is an advantage. The incumbent will be expected to teach 2 undergraduate courses in business management, have the flexibility to identify specific research topics that complement the Department's existing programs in agribusiness, food industry and small business management. Applicants should submit a letter of application, vita, transcripts and names of 3 references, along with any record of teaching or research activity. Materials should be sent to Andrew Novakovic, Chair, Dept. of Agr., Res., and Mgr. Econ., 102 Warren Hall, Cornell University, Ithaca, NY 14853-7801

North Carolina State University, Department of Agricultural and Resource Economics seeks an **Assistant Professor** in Resource/Environmental Economics. Tenure track position (12 month), 70% research and 30% teaching appointment. Candidate will develop a research program in the area of resource and environmental economics and participate in graduate and undergraduate teaching and advising programs. The individual filling the position will be expected to work closely with other faculty and graduate students in related and complementary research programs. Requires a Ph.D. in economics or agricultural economics, and a demonstrated ability in microeconomic theory and quantitative methods. Salary is commensurate with qualifications and experience.

This position is available July 1, 1995. For full consideration, candidates should apply by March 1, 1995. NCSU is an EO-AA employer. Contact: Dr. Michael L. Walden, Chair, Faculty Search Committee, Department of Agricultural and Resource Economics, Box 8109, North Carolina State University, Raleigh, NC 27695-8109.

Columbia University, The School of International and Public Affairs and the Center for Environmental Research and Conservation invites applications for 1 full-time position at the **Assistant Professor** level, centering on research/teaching of sustainable economic development. They are searching for an environmental economist with competency in natural resource, agricultural or conservation economics. Co-appointment with the Department of Economics may also be possible. Quantitative skills, a demonstrated commitment to theoretical and applied interests are necessary. All

candidates should have competed (or be close) the Ph.D. and show potential for excellence in teaching and research. Candidates should have 3 reference letters mailed under separate cover. Send a vita, samples of writing or publications, and a brief description of teaching fields/research plans. Deadline for receipt of applications is March 15, 1995. An EO-AA employer. Contact: Kay Achar, School of International and Public Affairs, Columbia University, 4200 W. 188th St., Room 1318, New York, NY 10027.



CALL FOR PAPERS

The 7th annual Rural Policy Conference of the Agriculture and Rural Restructuring Group, invites paper for their conference, **International Perspectives on Rural Employment**. The conference will be held in Coaticook, Quebec, October 11-14, 1995. The program provides a forum for rural research and rural policy analysis that would be useful to rural populations. The three-day conference will feature plenary invited paper sessions, concurrent contributed papers sessions and workshop discussion groups. Contributions may be submitted in English or French. For information or to submit contributed papers, please contact Ray D. Bollman, Agriculture Division, Statistics Canada, Ottawa, Canada K1A 0T6 (E-mail bollman@statcan.ca). Deadline for papers is April 30, 1995. Papers must be less than 20 pages and directly address rural employment issues.

You are invited to submit presentations--posters, panels and papers--that feature advances in farming systems research and extension for the **North American Symposium: Linkages among Farming Systems and Communities**. The symposium will be at Iowa State University, Ames, Iowa, November 6-8, 1995 and is sponsored by the North Central Regional Center for Rural Development and the Leopold Center for Sustainable Agriculture. Abstracts and proposals for participation in the symposium should be addressed to: Cornelia Flora, Director, North Central Regional Center for Rural Development, 317 East Hall, Iowa State University, Ames, Iowa 50011-1070. Phone (515-294-8321) Fax (515-294-2303).

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