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# \*CWAE NEWSLETTER

editors: Deb Brown and Edna Loehman

September, 1984

## IS FORBIDDING DISCRIMINATION INEFFICIENT?

Do laws forbidding discrimination reduce allocative efficiency? A common thread in economists' discussions of equal opportunity laws has been a presumption that equal pay and/or quota constraints placed on firms act as transfer mechanisms which, as a rule, cause efficiency losses.

Shelly J. Lundberg and Richard Startz present (June 1983 American Economic Review) a model of statistical discrimination and examine the effects of prohibiting group-specific treatment of workers on both net social product and the distribution of income. The model assumes competitive firms who pay wages equal to the expected value of a worker's marginal product, conditional upon all information available to them. Each worker is characterized by a level of innate ability, and by affiliation with one of two groups. Firms are able to assess the marginal product of one group more reliably than the second group, and so offer different wage schedules. The main result is that the allocation achieved by rational agents in this labor market can be improved by prohibiting discrimination based on group membership.

## SEEKING EMPLOYMENT IN THE ERS

by Mary Ahearn

The Economic Research Service (ERS) is a major employer of agricultural economists. There are four major divisions: the National Economics Division, the International Economics Division, the Natural Resource Economics Division,

and the Economic Development Division. The purpose of this note is to provide information on the application process and sources of job information.

Sources of Job Information. The focus here is on sources of information for jobs which are open to non-Federal employees. The mandatory outlets for job advertising are Federal Job Information Centers, Federal Offices of Personnel Management, State Employment Offices, and various Equal Employment Opportunity Offices. The optional outlets include land grant and non-land grant universities. Quite often, agricultural economics department heads receive these announcements. Another listing of all Federal jobs, including ERS openings, is available in the Federal Research Service. This compilation of jobs is published by a private company and is useful for a job searcher who does not want to limit herself to employment in ERS. Most libraries subscribe to this publication and individual subscriptions are also available. Job Opportunities for Economists (JOE) also lists ERS jobs, as well as jobs in the private sector.

The Application Process. The only way to apply for any Federal civilian job is on an SF 171. Blank SF 171s are available at Federal Job Information Centers and Personnel Offices of Federal agencies. (They are no longer available at Post Offices.) They may also be available at university placement offices if the university had requested a bulk quantity. In addition to a completed SF 171, job applications for agricultural economists now require a supplemental package. This package asks the applicant to describe his or her highest achievement(s) in several named

areas of expertise. The importance of a well-organized and well written SF 171 can not be overstated. Since most jobs are open for about a two week period, with a maximum time of 30 days, it is a good idea to have a first draft of a SF 171 completed before a specific job is announced. When a job is announced, you may only have enough time to tailor your SF 171 to the particular job in order to meet the deadline.

There are two additional tactics you can take. First, you can send a general SF 171 and your transcripts to the Personnel Office's Recruitment Coordinator. You are not applying for a specific job when you do this. This office merely maintains a file of applications for agricultural economists to which ERS and other agencies in USDA may refer. When a job is advertised this office will review their file of SF 171s and, if they deem you qualified, will send the job announcement to your home address. At this time, if you choose to apply, you can tailor your SF 171 to the particular job. This approach is not a substitute for the standard job search described above because Personnel may not view you as qualified for a job in which you have an interest on the basis of your general SF 171. The address of the recruitment coordinator is:

Phil Lando  
USDA-ERS, Office of Personnel  
12th and Independence, S.W.  
Room 1425, South Building  
Washington, D.C. 20250

The second tactic for learning about job openings in a timely fashion and for informing program officials about your qualifications and availability is to send your resume, transcripts, a sample of your writing, and a cover letter directly to the Division in ERS in which you are interested. This is a worthwhile effort because it is actually the way in which most new hires first make contact with hiring officials. Do not

wait for a job to be announced before you contact ERS. Applicants who are viewed as desirable will generally have their qualifications floated around the Division and may be asked to come to Washington, D.C. to discuss their research. In fact, many jobs are not even advertised until qualified individuals have initiated contact with ERS. This is due to the relatively short period in which jobs are open for application and because of the time-consuming paperwork involved in advertising a position. A good contact for this approach is the Director of Associate Director of each Division. All ERS employees in Washington, D.C. are at the following address:

USDA - Economics Research Service  
500 12th Street, S.W.  
Washington, D.C. 20250

The Division contacts and their room numbers by Division are:

Bob Bohall, Associate Director  
National Economics Division  
Room 246

Velmar Davis, Associate Director  
National Resource Economics Division  
Room 412

T. Kelley White, Director  
International Economics Division  
Room 348

Dave Brown, Associate Director  
Economic Development Division  
Room 460

Please feel free to call, write, or visit me if you have any questions. If I can not help, I will try and find someone who can.

Mary Ahearn  
USDA-ERS-NED  
500 12th Street, S.W., Room 262  
Washington, D.C. 20250  
(202) 447-4190

WOMEN'S PARTICIPATION IN  
AAEA COMMITTEES

by Jean Kinsey

CWAE wants to encourage women to participate in AAEA at all levels and in all activities, e.g., submitting research papers for selected paper sessions and proposing independent symposia. Women are very visible at the meetings and generally have been very willing to serve on committees when

asked. President Neil Harl deserves special recognition for appointing several women to AAEA committees. Although an accurate, current percentage count of female AAEA members is not known, it is certainly over the 5 percent found in 1980. 9.4 percent of current AAEA committee members are women (7.5 percent sans CWAE). The following is a breakdown of women's participation in AAEA committees based on best guesses by first names as listed in the January 1984 AAEA newsletter.

Standing Committees (20)

# members	# women	% women	# committees with no women	% committees with no women
208	7	3.4	15	75

Special Committees (13)

97	18	18.5	4	30
(without CWAE)				
(87)	(9)	(10.3)	--	--

Ad Hoc Committees (9)

95	6	6.3	5	55
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Task Forces (3)

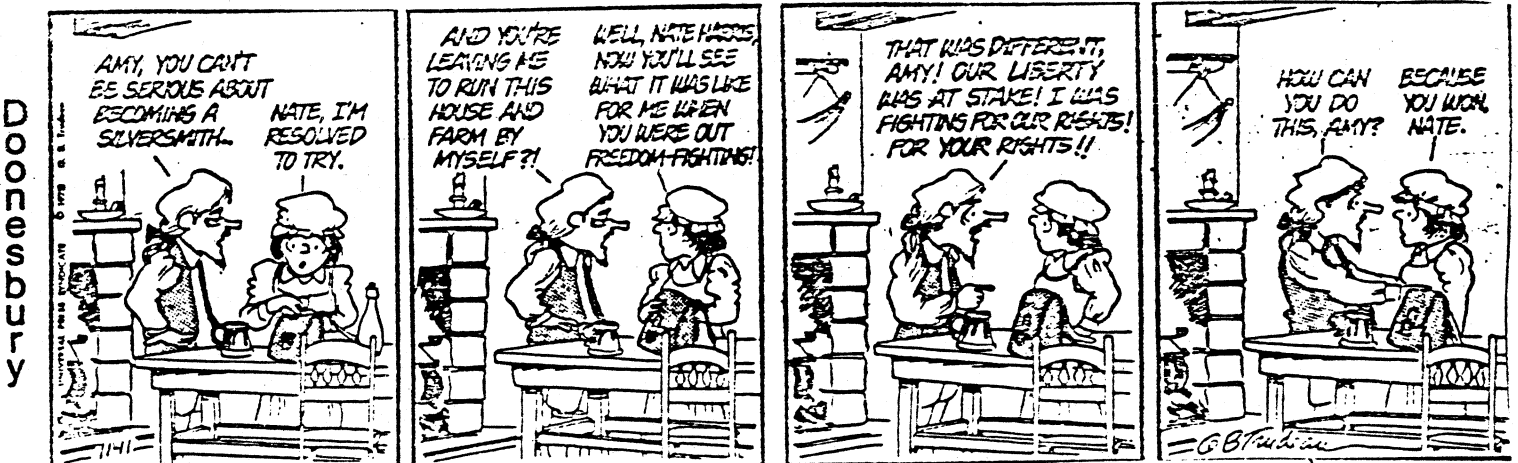
24	1	4.2	2	67
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Liaison Relationships (10)

10	0	0	10	100
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Total Committees (53)

434	41	9.4	36	68
(without CWAE)				
(424)	(32)	(7.5)	--	--



DUAL CAREER FAMILIES:  
CWAE DISCUSSION AND  
A UNIVERSITY OF ILLINOIS INITIATIVE

by Jean Kinsey

During the CWAE Open House at the annual AAEA meetings in Cornell, an informal discussion organized by Mary Templeton and Ardell Lundeen was held on the topic, "Dual Career Families: An Issue or Not?" It was quickly established that it is, indeed, an issue. Approximately 30 men and women exchanged their experiences, frustrations, and suggestions for ways both individuals and institutions can cope with the modern employee.

It was generally agreed that individual couples will ultimately have to decide how they will arrange their joint career decisions. Models that were mentioned were: (1) go where the highest salaried spouse obtains the best job, (b) go where the spouse hardest to employ finds a job, (c) move every 6-8 years, alternating the "best" job between spouses, (d) live separately part-time and commute over long distances.

Many of the women expressed a belief that employers are still reluctant to hire them if the employer believes that their husband's career will be jeopardized or that he will not adjust to the local area. Irrelevant, illegal, and intimidating questions are apparently still being asked by far too many potential employers.

It was agreed that institutions also have a way to go in providing flexible career arrangements such as shared positions or part-time tenured positions. The primary service most of the discussants would like to see institutions provide is up-to-date information about

alternative employment opportunities in the surrounding area and some assistance in contacting these alternative employers.

The UNIVERSITY OF ILLINOIS is launching a creative institutional response to this problem. The Graduate College is initiating a Graduate Scholars Program through the Campus Research Board. Members of dual-career couples whose residence in this community depends on the employment at UI of a member of the faculty or professional staff are eligible to apply for designation as Graduate College Scholars. To be eligible, applicants must also have academic credentials of UI faculty calibre and should have received the terminal degree normally required of faculty in the discipline.

Status as a Graduate College Scholar carries no commitment on the part of the endorsing unit or the Graduate College for future appointment to the UI faculty or staff. The research Board has agreed to consider requests for grants of seed money to support the Scholar's research (up to \$3,000 per scholar, one time only). Graduate College Scholars will be accorded a number of privileges, including that of applying for external support through the University, access to computer time, full faculty library privileges, campus mailbox, telephone answering service, and office and/or laboratory space to the extent it can be negotiated.

If anyone has information about college or university efforts to accommodate the dual-career family, please send it to:

Jean Kinsey  
317 COB  
1994 Buford Avenue  
St. Paul, MN 55108

### ANY NEWS?

Do you know of a job, a grant, a meeting, or a paper in which our members would be interested? If so, write or phone:

Deb Brown  
Department of Agricultural Economics  
Krannert #572  
Purdue University  
West Lafayette, IN 47907  
(317) 494-4272

### GRANTS

**SCOPE:** The National Center for Health Services Research (NCHSR) recently announced that it is accepting grant applications for fiscal 1985 awards to conduct doctoral research on the organization, delivery and financing of health services.

**ELIGIBILITY:** Applicants must have completed all but the dissertation requirement and must currently be enrolled in a doctoral program in the social, medical, management, or health sciences.

**DUE:** Applications are due November 1, 1984 for first-round awards and March 15, 1985, for second-round awards.

**FUNDING:** Each grant provides up to \$20,000 in total direct cost, which may not be applied directly to tuition or fees.

**CONTACT:** For application information, contact:

National Center for  
Health Services Research  
Park Building  
5600 Fishers Lane  
Rockville, MD 20857  
(301) 443-2904

### EMPLOYMENT

Because of the lag time in receiving and publishing these announcements, we suggest you phone the contact person if you are interested in a position.

Resources for the Future has three fellowship positions open in the new National Center for Food and Agricultural Policy: 1) Macroeconomics and Agricultural Policy, 2) Natural Resource and Environmental Policy, and 3) Trade and Agricultural Policy. Appointments are for 2-3 year renewable terms. Contact: Dr. Kenneth R. Farrell, Director, National Center for Food and Agricultural Policy, Resources for the Future, 1755 Massachusetts Avenue., N.W., Washington, D.C. They would especially like to encourage women applicants.

University of Maine at Orono wants an Assistant Professor of Agricultural Economics and Resource Economics -- 50% teaching, 50% research -- with strong interest in quantitative methods and either agricultural marketing or production. Contact: Dr. Alan S. Kezis, Department Chairman, at (207)581-3150.

Auburn University, Department of Agricultural Economics and Rural Sociology wants: 1) Assistant or Associate Professor (Associate preferred) for teaching and research in Farm Management & Production Economics. Contact: Dr. J.H. Yeager at (205)826-4800; 2) a Research Associate (M.S. required) to examine impact of federal tax policies on agriculture. Contact: Dr. Gregory Hanson at (205)826-4802; 3) a Research Associate in Recreation Planning. Contact: Dr. Howard A. Clonts at (205)826-4800.

University of Minnesota, Department of Agriculture and Applied Economics wants an Extension Educator and Assistant Professor in Community and Rural Economic Development. M.S. or M.B.A. minimum, Ph.D. preferred. Contact: Gordon D. Rose, Department of Agriculture and Applied Economics, 1994 Buford

Ave., University of Minnesota, St. Paul, MN 55108.

Kansas State University, Kansas Agricultural Experiment Station wants a Head of Experiment Station, Fort Hays Branch. Position available January 1, 1985. Contact: Dr. George Ham, Department of Agronomy, Throckmorton Hall, Kansas State University, Manhattan, KS 66506.

Ohio State University wants Assistant or Associate Professor. Responsibilities shared as follows: Department of Horticulture: 70%, Department of Agricultural Economics: 30%. Requires Ph.D. Contact Dr. Joseph Havlicek at (614)422-7911.

Louisiana State University, Dept. of Agricultural Economics & Agribusiness has two Assistant Professor positions open: 1) Agricultural Marketing (Position #05-83-2) and 2) Marketing and Market Development Aquacultural Products (Position #05-84-1). Both positions are 80-90% research and 10-20% teaching. Contact Dr. Leo J. Guedry at (504)388-3282 for both.

Texas A & M University has three openings in the Department of Agricultural Economics: 1) Assistant Professor of International Trade -- 1/3 teaching, 2/3 research; 2) Assistant Professor of Production Economics. -- 30% teaching and 70% research; and 3) Research Associate for Wildlife Range Management. For 1) and 2) contact: Dr. John P. Nichols, Department of Agricultural Economics, Texas A & M, College Station, TX 77843. For 3) contact: Dr. Richard Coner at (409)845-2336.

Iowa State University wants:  
1) Assistant Professor and Extension Economist with background in production economics and agricultural finance, and  
2) Associate or Full Professor for research in agricultural and/or production resources. Contact: Dr. Wallace Huffman, Department of Economics, Iowa State University, Ames, Iowa 50011.

University of Florida, Institute of Food and Agricultural Sciences wants a Professor and Center Director. (Reissue announcement #91962.) Contact: Prof. E.A. Wolf at (904)392-1784.

Virginia Polytechnic Institute and State University wants an Assistant or Associate Professor for teaching and research in ag. production and marketing. Contact: Dr. H.H. Stoevener, Head, Dept. of Agricultural Economics, V.P.I., Blacksburg, VA 24061.

University of Florida-Gainesville, Institute of Food and Agricultural Sciences wants a Professor and Chairperson, Food and Resource Economics. (Reissue announcement #91234.) Contact: Dr. Fred Prochaska at (904)392-5054.

Farmland Industries, Inc., Corporate Planning Division and Economic and Market Research Division are currently seeking agricultural economists for research positions. M.S., minimum; quantitative and computer skills (including SAS and/or FORTRAN) are mandatory. Contact: Bernard L. Sanders at (816)459-6281.

University of Wyoming has extended their search for Head, Division of Agricultural Economics. Contact: Dale J. Menkhaus at (307)766-5128.

South Dakota State University, Economics Department, has two positions open: 1) to teach business management (accounting-type classes), M.S. minimum; and 2) Extension Economist & Assistant or Associate Professor of Economics for 100% Extension, emphasizing farm and ranch management. For both, contact: Dr. Wallace Aanderud or Dr. John Thompson at (605)688-4141.

Clemson University is looking for  
1) an Assistant Director of Extension - Agriculture and Natural Resources. A more detailed job description is available from Darrell L. Roberts, Chairman, Search Committee, (803) 656-3160 and  
2) an Assistant Professor of

Ag. Economics and Rural Sociology in Marine Resource Management. Contact: Jame C. Hite at (803)656-3223.

North Dakota State is looking for a Research Assistant in Agricultural Economics. This position requires a B.S. or M.S., prefers small grain marketing background. Contact: Dr. William W. Wilson at (701)237-7441.

University of Wisconsin, University Center for Cooperatives, Cooperative Extension Service is looking for an Assistant Professor with Ph.D. in Consumer Science or Ag. Econ. or Ag. Journalism, or Rural Sociology or Business, or Adult Education. Contact: Ruthie Duval at (608)262-3981.

ERS, Natural Resources Division, Soil Conservation Branch, Soil Conservation Practices Section, is looking for a agricultural economist to plan, direct, and evaluate soil conservation and land management practices. Refer to Announcement WA-AG-4-56 issued 9/4/84. For more information phone (202)475-5923.

University of California-Davis is looking for an Extension Marketing Economist - Fruits and Vegetables. Want either a new Ph.D. or a highly experienced individual with marketing and ag. cooperatives emphasis. Contact John W. Siebert, Search Committee Chairman at (916)752-1531.

Associates for International Resources and Development is looking for a French speaking individual with teaching experience to teach a two-month survey economics course for Ministry of Agriculture staff in Madagascar in Jan.-Feb. 1985. Contact Dr. J. Dirck Stryker, President, at (617)625-1840.

University of Kentucky has two Extension Specialist openings: 1) Agricultural Economist for 4-H Programs. Requires Ph.D. with preferred emphasis in marketing and cooperatives. Ranked

as Assistant Extension Professor. 2) Farm Management, Ranked as Assistant, Associate, or Full Professor. For both, contact: Robert W. Rudd, Chairman, Department of Agricultural Economics at (606)257-5762.

Federal Reserve Bank of Dallas is looking for research assistants. These positions require M.S. in economics or ag. economics, quantitative and programming (SAS preferable) skills. Contact: Eugenie D. Short, Assistant V.P. and Senior Economist, Research Department, Federal Reserve Bank of Dallas, Station K, Dallas, TX.

Oklahoma State University wants an area extension farm management specialist. Requires M.S. in agricultural economics. Apply to: Dr. James D. Netherton, Assistant to the Dean of Personnel for Affirmative Action, 235 Ag. Hall, OSU, Stillwater, OK 74078.

The Pennsylvania State University wants an assistant or associate professor of agricultural economics in international agricultural development. Contact: Dr. John W. Malone, Jr., Head, Department of Agricultural Economics and Rural Sociology, 6 Weaver Building, The Pennsylvania State University, University Park, PA 16802.

Federal Reserve Bank of Philadelphia has two openings at the economist or senior economist level in the following areas: Economic Fluctuations, Forecasting; Domestic Monetary and Fiscal Theory and Institutions; Commercial Banking, Financial Intermediaries, Capital Markets; and Urban & Regional Economics. Preference for applicants with interest in both pure research and policy-oriented applications. Ph.D. required. Previous research or teaching experience required for the senior economist position. Contact: Aris Protopapadakis, Federal Reserve Bank of Philadelphia, 10 Independence Mall, Philadelphia, PA 19106.



Harvard Institute for International Management wants: 1) an arid and semi-arid lands (ASAL) resident adviser to work in the Ministry of Finance and Planning's Rural Planning Division in Nairobi, Kenya for one year. Requires at least M.S., previous program design and administration experience in developing countries, experience in Africa and with ASAL areas is desirable. 2) a local planning adviser to work in the Ministry of Finance and Planning's Rural Planning Division in Nairobi, Kenya. The adviser will provide technical assistance on the design and coordination of systems for small project identification, appraisal, costing, implementation, and monitoring. And 3) a project associate to work with the Kenya Ministry of Agriculture and Livestock Development as an advisor on agricultural commodity policy with an emphasis on food crops for 2 years. Requires Ph.D. in economics or agricultural economics, or equivalent education and training, with emphasis on the application of theory to policy. Contact: Mr. John Pollock, Harvard Institute of International Management, 1737 Cambridge St., Cambridge, MA 02138.

State of Indiana wants an Economist in the Office of the Utility Consumer Counselor. Requires M.A. with 2 years experience in regulatory matters. Contact: Office of Utility Consumer Counselor, Attention Theodore J. Sommer, 807 State Office Bldg., Indianapolis, IN 46204-2275.

Institute for Applied Social and Economic Research is accepting applications for a fellowship in natural resources/agricultural economics. The appointee will be expected to undertake applied research into the social and economic aspects of natural resources management and policy in Papua, New Guinea. Experience in social and environmental impact analysis will be an

assét. Applicants must have a Ph.D. (or equivalent experience), a good research and publications record, and some experience in countries undergoing rapid change. Contact: Director, IASER, P.O. Box 5854, Boroko, Papua, New Guinea.

North Carolina State University has three Assistant Professor positions open: 1) a field crop economist, 80% extension, 20% teaching; 2) a livestock farm management and marketing economist, 80% extension, 20% research; and 3) an ag. finance economist, 70% extension, 30% teaching. All require Ph.D. Contact: Dr. Gerald Carlson at (919)737-2472.

#### NOMINATIONS

The time has come to request nominations for the Steering Committee of CWAE. The current Steering Committee consists of the following members:

SANDRA BATIE, Chairperson, Virginia Tech; LINDA LEE, Vice-Chairperson, USDA; MARGO OGUS RICH, Treasurer, Bank of America; JEAN KINSEY, Past Chairperson, University of Minnesota; MARY AHEARN, ERS/USDA; EDNA LOEHMAN, Purdue University; and TANYA ROBERTS, USDA.

Your nominations are urgently requested.

1. You may submit more than two names.
2. You may designate nominations specifically for vice-chairperson and committee members or may submit nominations generally for either position on the committee.
3. YOU, YOURSELF, MAY VOLUNTEER.

NOMINATIONS FOR  
STEERING COMMITTEE OF CWAE

HELP!

Vice-Chairperson

We are trying to keep our mailing list and directory current. If you have changed your address or phone number recently, would you please revise and mail us the following form.

Also we need new members. If you know of someone who would be interested in receiving the newsletter, would you ask them to fill out this form and mail it to us?

Mail to:

Ardelle Lundeen  
Department of Economics  
Box 504A  
South Dakota State University  
Brookings, SD 57007

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

Committee Members

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

Please return to:

Ardelle Lundeen  
Department of Economics  
Box 504A  
South Dakota State University  
Brookings, SD 57007

PLEASE PRINT OR TYPE

Name: \_\_\_\_\_ Position: \_\_\_\_\_  
(Last) (First)

Name of office, firm, or school: \_\_\_\_\_

Office address: \_\_\_\_\_ (zip)

Office telephone: \_\_\_\_\_

Mailing address, if different from above: \_\_\_\_\_

Areas of interest: 1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

Last school attended: \_\_\_\_\_ Highest degree and year \_\_\_\_\_

Please check if the above information may be used in a future Directory of Women in Agricultural Economics.

I wish to become a member of the subcommittee(s): \_\_\_\_\_, \_\_\_\_\_

Do you wish to continue to receive mailings from the Committee? \_\_\_\_\_ Yes \_\_\_\_\_ No

Are you a graduate student? \_\_\_\_\_ Yes \_\_\_\_\_ No If yes, \_\_\_\_\_ Ph.D. or \_\_\_\_\_ Masters

Are you interested in learning of job opportunities? \_\_\_\_\_ Yes \_\_\_\_\_ No

Are you interested in overseas assignments? \_\_\_\_\_ Yes \_\_\_\_\_ No

