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CWAEA

**NEWSLETTER OF THE COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS
FALL ISSUE 1993**

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CWAE CHAIRPERSON'S REPORT

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In my candidate's statement for vice-chair I talked about my view of CWAE as an advocate for women in agricultural economics. The support and enthusiasm I felt from CWAE members coming out of our business meeting and luncheon in Orlando increases my resolve to make that a reality this year. We need CWAE to play this advocacy role because women are underrepresented in our profession. Agricultural economics is still adjusting, as are many professions, to becoming "coed." It can be a struggle, and we can use each other's help.

CWAE had a productive and eventful year, thanks to the work of many on the board and in subcommittees. The details are included in Vicki's end-of-the-year report. Here are some of the highlights.

At the luncheon we were able to announce that the Sylvia Lane Mentor Fellowship Fund reached the \$20,000 mark, enough to both charter and endow the fund. Much of the credit for this achievement goes to Maureen Kilkenny, who will continue in her role as chair of the Fellowship subcommittee. Good going, Maureen! Sylvia Lane, the inspiration for the Fund, as well as an active promoter and mentor herself, received a plaque in honor of the Fund at the AAEA awards ceremony, and the charter was read.

The Fund goal for this year is impressive: to raise an additional \$250,000. I am sure that contributions are still welcome from everyone, although the big push will be for corporate donations. If you have any contacts or know of potential sources, call Maureen ((303) 492-6966).

Congratulations to Lydia Zepeda, Mary A. Marchant and Hui-Shung Chang on the publication of their paper, "The Status of

Women Agricultural Economists in Academia," to appear in the September issue of The Review of Agricultural Economics (the former North Central Journal). This paper is based on the results of their 1990 survey of agricultural economics departments. "The bottom line," says Lydia, "is that there continues to be a pyramid structure in agricultural economics departments, with few women faculty as full professors. Departments typically have zero or one woman faculty member. Women and minorities are making up an increasingly large share of graduate students, but women are opting out of academic careers. This is bad news for academic recruiters, because women tend to come from better schools than men do. Over half attend schools ranked in the top ten, while only 35% of the men attend the top ten schools. Women do have regional preferences. They prefer the coasts, but contrary to modern urban myths, are very mobile and few base their employment decisions on spouses or children." I am looking forward to seeing this in print. Good job!

Another impressive accomplishment this past year was the publication of ACHIEVING DIVERSITY: The Status and Progress of Women and African Americans in the Agricultural Economics Profession. This book, edited by Mary Marchant and Handy Williamson, Jr., is the product of a jointly sponsored CWAE/COSBAE (Committee on the Status of Blacks in Agricultural Economics) symposium held at the 1992 AAEA meetings. It is included in the Garland Publishing series on Industrial Productivity. Congratulations to Mary and Handy! Their achievement is an illustration of cooperative efforts bearing fruit. I hope to follow their good example.

Lastly, at the luncheon, we crossed disciplines and heard a thought-provoking talk by Cornelia Butler Flora, Rural Sociologist and chair of the Sociology Department at Virginia Polytechnic Institute and State University. She spoke on the international dimensions of rural women and public policy (summarized in this issue).

With such highlights to celebrate this year, it was with deep sadness that we remembered the friend we lost. Deb Brown, whose many contributions as newsletter editor, board

member, and chair were invaluable to CWAE, died of cancer in April. Sylvia Lane led us in a moment of silence.

Looking forward, we have two major projects for this year, in addition to the Fellowship Fund. The first is to design a tracking system to follow the progress of women and people of color in the profession. As Laurian Unnevehr points out in her examination of women ag economists in academic departments (CWAE newsletter, Spring 1993), women are not promoted beyond assistant professor in proportion to their numbers at the junior level. Where are they going? A tracking system would allow us to look more closely at career paths by gender and ethnicity.

The Planning subcommittee circulated a proposal for such a system and we discussed it at the business meeting. An AAEA member-based longitudinal survey is one possible direction for the system to take. The Research (Jill Findeis) and Membership (Joyce Hall Krause) subcommittees will assume joint responsibility for the project this year. They will be looking into working with the AAEA Membership and Employment subcommittees to explore design options. Several members have expressed a desire to work on the project, and more are welcome.

The second initiative takes off in a sense from the tracking system idea. It is to propose a CWAE preconference for the meetings in San Diego next year, focusing on the transition of agricultural economics from a virtually all male (and all white) profession toward the increasing diversity we see today. Jan Salisbury, a consultant in human interaction and development, spoke to this issue at the sexual harassment workshop CWAE sponsored in 1990. There are no rules to guide us in developing working relationships appropriate to mixed gender groups in a profession where women were not present as colleagues until very recently. We have to invent the rules, and that means talking about the transition and how it affects us and our work. We hope to involve men and women in a frank discussion of where we have come from and where we need to go to ensure that every agricultural economist can

make the fullest contribution in their chosen field. The Professional Activities subcommittee (Rebecca Lent), and the newly created subcommittee on Gender and Workplace Issues (Kristy Cook) will develop the pre-conference proposal. Please contact Rebecca or Kristy if you would like to work on it.

I really appreciated the graduate student participation at the business meeting in Orlando. Our new Graduate Student subcommittee chair, Cynda Clary, proposed some practical steps to make CWAE more accessible to students, such as offering a subsidy to students for CWAE luncheon tickets. Contact Cynda if you'd like to work on this and other student issues.

Take a moment to look over the list of subcommittees in this issue for the area you may like to work in this year. A form is enclosed for stating your preferences.

CWAE PAST-CHAIRPERSON'S REPORT FOR 1992/93

**Vicki A. McCracken
Washington State University
Pullman, WA
(509) 335-1905**

For the 1992/93 year, members were appointed to eleven subcommittees to perform CWAE activities. Subcommittee memberships were published in the winter 1992 issue of the CWAE Newsletter.

One of CWAE's more important achievements this year has been the chartering of the Sylvia Lane Fellowship Fund. The Fellowship Subcommittee, under the leadership of Maureen Kilkenny, started fund raising in August and by the end of June had collected over \$12,000. The subcommittee has worked closely with the AAEA Foundation and Association planning events for the Awards Ceremony, during which the fund was chartered. Procedures for the Mentor Fellowship Program have been formalized and the National Science Foundation has been approached to consider sponsoring the Mentor Program.

Other subcommittees have also been productive. The CWAE Newsletter Subcommittee (Editor: Carol Levin) solicited articles and put out three newsletters. The Newsletter contains information on specific CWAE issues, the mechanics of the operation of CWAE, and articles on topics such as women's progress, as well as problems in economics.

The Employment Subcommittee (Chair: Nancy Morgan) contacted numerous employers to get current employment information which was published in the CWAE Newsletter. In addition, Joy Harwood has been collecting biographical data from CWAE members to issue as a "Specialization Interests" booklet.

The Planning Subcommittee (Chair: Stephanie Mercier) focused its efforts on producing a proposal for CWAE to become involved in a tracking system of members of the agricultural economics profession, with primary interest in the progress of women in this field. Specific recommendations on this issue were discussed at the CWAE Business Meeting.

The Professional Activities Subcommittee (Chair: Judith Stallmann) developed a symposium for the AAEA meetings, entitled "Passages in an Agricultural Economics Career." Four CWAE members discussed the new opportunities and obstacles that they faced at different stages of their careers and how they overcame them. This subcommittee expressed concern about their ability to successfully plan and coordinate professional activities at the AAEA meetings due to the limited time between the appointment of CWAE subcommittees and the deadlines for submitting activities. The CWAE Board is determining a remedy for this problem.

The Graduate Student Subcommittee (Chair: C.Vicky Chomo) continued to identify and address the particular needs of graduate student members. Stemming from the joint CWAE-COSBAE symposium at the 1992 AAEA meetings, Mary Marchant and Handy Williamson, Jr. co-edited the book Achieving Diversity: The Status and Progress of Women and African Americans in the Agricultural Economics Profession. This book reports on the status and progress of women and African Americans within

the agricultural economics profession and relates these trends and issues to the work force at large. A Farm Foundation grant will be used to purchase copies of the book for agricultural economics departments. Royalties from sales will be split equally between the Sylvia Lane Fellowship Fund and COSBAE.

The Arrangements Subcommittee (Chair: Penny Diebel) arranged the CWAE events at the AAEA meetings in Orlando, including the annual reception, the business meeting, the luncheon, and the invitation to Dr. Cornelia Butler Flora, Professor and Head of the Department of Sociology, Virginia Polytechnic Institute and State University, who was the guest speaker at the luncheon.

The Elections Subcommittee (Chair: Shida Henneberry) solicited nominations for the 1993/94 CWAE Vice-Chair and two Board Members to serve two-year terms. The ballot included two nominations for Vice-Chair and four nominations for Board Members. Laurian Unnevehr was elected Vice-Chair and Lydia Zepeda and Rebecca Lent were elected to serve on the Board.

The Research Subcommittee (Chair: Jill Findeis), the Archives Subcommittee (Chair: Ardelle Lundeen) and the Membership Subcommittee (Chair: Helen Jensen) continue in their capacities and help provide continuity for CWAE activities. The CWAE Board initiated the discussion to establish a new subcommittee to focus specifically on gender and workplace issues.

Ralph Christy has continued to do a great job as AAEA Board Representative. His input and advice are appreciated.

WOMEN AAEA AWARD RECIPIENTS

CWAE congratulates the following women for their distinguished accomplishments in 1991/92:

1993 Outstanding Ph.D. Dissertation:
Elizabeth Leigh Bivings, "Price Seasonality and Trade Liberalization: A Dynamic Spatial Model of the Mexican Feedgrains Sector," Stanford University, Jeffrey Williams, Advisor.

1993 Outstanding Ph.D. Dissertation:

Young Sook Eom, "Averting Behavior and Consumers' Responses to Environmental Risks: The Case of Pesticide Residues," North Carolina State University, V. Kerry Smith, Advisor.

1993 Outstanding Ph.D. Dissertation, Honorable Mention:

Maria Luisa de Almeida Ferreira, "Household Equivalence Scales and Welfare Comparisons with Application to U.S.A.," University of Wisconsin, Reuben C. Buse, Advisor.

1993 Outstanding Ph.D. Dissertation, Honorable Mention:

Junjie Wu, "Effects of Policies and Site Characteristics on Cropping Patterns, Chemical Uses and Groundwater Pollution," University of Connecticut, Kathleen Segerson, Advisor.

Quality of Communication: William Browne, Jerry Skees, Louis Swanson, Paul Thompson, and Laurian Unnevehr, Sacred Cows and Hot Potatoes: Agrarian Myths in Agricultural Policy, Westview Press, Boulder, 1992.

RURAL WOMEN AND PUBLIC POLICY: AN INTERNATIONAL PERSPECTIVE

Cornelia Butler Flora
Department of Sociology
Virginia Polytechnic Institute and State University

(The following article summarizes the author's guest lecture at the CWAE Luncheon, held on August 3, 1993 in Orlando, Florida).

There are two ways to approach the theme of policies and rural women. First, rural women are viewed as an instrument to assure the realization of national goals, such as decreasing poverty, increasing the balance of payments, privatizing the economy, transforming the economy from military to a civilian base, freeing markets and prices, decentralization, democratization, stabilization, a more flexible labor force, transforming the agricultural sector, modernizing the state, and aiding in the opening and integration of economies. Second, the well-being of rural woman is viewed as an end in itself. These policies would directly address the

incompatibility of motherhood and employment, the increasing female employment in part-time temporary work without benefits, the lack of women's voices in political, agricultural, and labor organizations, women's health, women's education, the ability of women to control their reproduction, and domestic violence.

Global restructuring has caused increased mobility of labor, not only nationally but internationally. There is an increasing number of households headed by women who must generate income. The decrease of real salaries and the increase in prices have forced women, including those in households in which there are men, to increase their market activities. Because these women have recently entered the marketplace and because labor markets have a dynamic of gender, they are at a great disadvantage. Women earn less than men and produce less efficiently. This is an example of how labor markets are segmented by gender.

It is critical to increase the efficiency of women in their non-market work to increase their efficiency in market oriented endeavors. When too much of women's time and energy is consumed by acquiring fuel, food, and water, market activities suffer. If women do not participate actively in determining the form and process of market activities, as well as in the organization of non-market activities, the value generated by women's work will be extracted from women and their households.

Women's access to land, labor, and capital is stratified by gender through law and custom. There is a need to eliminate laws and administrative practices that are disadvantageous to women. The form in which custom differentiates the factors of production by gender is more difficult to detect than legal gender differentiation. The customs of the upper class, who habitually isolate women from market activities because men adequately provide for household necessities, are often used to limit poor women's access to resources. These "cultural customs" are imposed on rural women, which effectively isolate them from direct access to the means of production, and as a result, reinforce class and gender stratification.

Women do not have the power to mobilize sufficient resources to insure access to productive resources. Early Women in Development (WID) projects addressed women's lack of access to resources by ignoring factor markets and giving resources directly to women. This approach is at best imperfect.

Pilot programs targeted to women as "demonstration projects," have not brought about real change in women's access to resources. Even when such projects were successful in increasing the control of women over their resources and productivity, they were not reproduced by national institutions. The audience for the demonstrations was undefined, or unmotivated to accept the lessons learned in order to apply them to real development projects or to private and public economic activities currently in progress.

Many projects designed to produce resources for women, instead, created conditions of dependency, which left women's groups without power. Today, in some parts of the world, women who used to participate in voluntary work-sharing groups, do not work collectively anymore without being given food.

If projects with resources, designated exclusively for women, have a limited impact and produce dependency, what works? To decree that women have equal access to technology, education, training, credit, land, or work provided by development programs is not sufficient. There is a need to stimulate special efforts to link resources to women within the existing programs that take into account the gender barriers to access. For example, women may need day care facilities to participate in training. Credit programs may need to reduce their requirements for collateral in order for women to participate.

Projects that facilitate women taking care of their practical needs can contribute greatly to their economic efficiency and productivity. Women weakened by sickness or excessive fertility also encounter limits to their economic opportunities. Careful attention to these areas can have a great impact in increasing productivity and reducing poverty.

Increasing economic opportunities for women through greater market participation does not necessarily increase their status or power. Other family members can appropriate their earnings. Market activity can simply be added to an already heavy work load, ruining women's health and their opportunities to work collectively to obtain power. Women acquire more power through market activities only when there exists a solid social network that protects their activities outside of the market and when they can organize themselves to defend their common interests.

Policies directed to the economic options of women tend to be ideologically developed and defended. The increasing adherence to the beliefs that a women's place is in the home and that the evils of society are due to women working, justifies the removal of the safety nets that have facilitated the incorporation of women into the market. Lack of public support for day care facilities, health care, and education condemns women to continue to working in marginal activities which are poorly paid and less productive.

We need to develop policies that recognize clearly women's activities, that aid women to work more efficiently, and that allow women to better control their working conditions.

THE STATUS OF WOMEN EMPLOYED IN THE INTERNATIONAL AGRICULTURAL RESEARCH CENTERS

Kristy D. Cook
Office of Foreign Disaster Assistance
U.S. Agency for International Development

(This article reviews Deborah Merrill-Sands and Pammi Sachdeva, "Status of Internationally-Recruited Women in the International Agricultural Research Centers of the CGIAR. A Quantitative Perspective", Working Paper, No. 1, CGIAR Gender Program, CGIAR Secretariat, World Bank, October 1992.)

Having worked at various international and academic institutes (World Bank, European Community, International Fund for Agriculture

Development, and the Economic Research Service, USDA), I was extremely interested in how the results of this 'quantitative perspective' compared to the anecdotal evidence gleaned through my own informal networks. I will summarize the results which the authors have presented, and then briefly comment on the recommendations and some qualitative dimensions.

Purpose and Objectives

This report provides crucial information on the performance of the employment of women in perhaps the most influential group of institutes involved in research in international development. The International Agricultural Research Centers (IARC) are a global network of 17 centers supported and overseen by the Consultative Group on International Agriculture Research (CGIAR), an informal association of 40 public and private sector donors. The report is a diagnostic output of the CGIAR Gender program that was established in 1991 to improve research through a two-pronged approach of hiring more women, and strengthening the use of gender analysis in research. The objectives of the study were to describe the profile of internationally-recruited women compared to men; assess weaknesses and strengths regarding staffing of women; identify issues for future concern; and provide a baseline from which advancement and retention of women professionals could be monitored. The methodology included a two-part survey: a comparative profile of male and female internationally-recruited staff in 1991, and data on key indicators for women internationally recruited between 1988 and 1991. Extensive interviewing at four centers was also carried out by the two authors, who have both worked at a center.

The Facts: Survey Results

Women comprise 12% of the total international staff of 1,206 in the CGIAR centers. Women are only 11% of scientific staff, whereas women represent 24% of administrative and program support. Among the scientific staff, women make up only 9% of the senior staff, 23% of the junior and associate staff and 18% of

postdoctoral fellows. As a group, women are concentrated in the research and program staff (76%) with only 7% in senior or middle-level management and the other 17% in administrative or professional support. In 1991, 10% of the 230 Board members for the 17 centers were women; an increase from 6% in 1986.

The authors make a comparison with a non-random sample of studies of the employment of women in organizations with a primary focus on agriculture. This survey shows that the record of the CGIAR centers is about average for many of these organizations. Compared to employed women agricultural scientists (Ph.D.s) in the U.S. in 1987 (7%), and FAO women professional staff posted overseas (3%), the record looks good. However, better performance was found at some national research centers in developing countries and in overseas positions with non-profit organizations such as CARE and OXFAM (representation varies between 24 and 64% at these latter institutions).

Eleven key observations are made by the authors to summarize the data. I have grouped three of these as positive: the number of professional women in the CGIAR system is increasing (a 25% increase between 1988-91); the share of women on core funding (as opposed to special projects) is similar to the percentage of men; and the turnover rate for men and women appears to be equal. Four others I classified as negative observations: Women are concentrated in more junior scientific positions; few women have attained senior research management or administrative positions; women are disproportionately clustered in administrative and professional support positions; and fewer women than men have Ph.D. degrees. Some observations are more difficult to interpret: the level and type of women's participation varies markedly across the centers; the disciplinary background of men and women differs; a larger share of women than men come from developed countries; and, a low percentage of women are married and/or have children.

The statistics that women are concentrated in junior positions, have lower average professional experience than men, shorter average tenures,

and are on average younger all mirror results seen in studies of other organizations such as academic institutions in the U.S., FAO, and the World Bank. The authors suggest that the staffing patterns reflect two principal trends: the recent entrance of women into the Centers; and the recruitment practice of hiring young women scientists and administrators at the entry level. However, they hint, and I would emphasize, that some of the positive observations are in part being driven by the higher percentage of women in administrative and support positions. This higher percentage weights the share of women on core funding and, most likely, the turnover rate. Women hired into these positions also tend not to have Ph.D. degrees. Some of the statistics presented might have been more revealing if they had been disaggregated across the two categories of research, and administration and support.

The authors emphasize that the performance of the CGIAR centers has improved, and they discuss an important constraint in the final section on Changing Patterns in Supply. The National Science Foundation has conducted studies for U.S. institutions which show that the percentage of women finishing doctoral programs is particularly low in agricultural sciences (20% in 1990/91 as compared to 35% for social sciences and 40% for biological sciences). In fact, the employment of women in the CGIAR centers reflects the supply of women in these respective fields from academic institutions in developed countries.

Summary and Conclusions: What Is to be Done?

It is tempting to accept structural explanations for discrimination, and quantitative analyses encourage this approach. To this point, this study reminds me of the growing research in economics which indicates that the female wage gap can be largely explained by career interruption for childbearing. I experience a sense of fatalism when I read this type of analysis. I hear the following chorus: women choose not to enter scientific fields, women choose not to go on to doctoral programs, women choose to have children, women choose not to have careers. Unfortunately, the

quantitative assessment neutralizes the discussion of discrimination and doesn't lend us insight into our own situations, which we might gain from case studies or interviews, but instead leaves us hoping that the next generation faces better odds.

For those of us who have been concerned with the representation of women in the field of agricultural economics in the U.S., the statistics in this report beg for illustration through anecdotal information. We went through graduate school in tight groups of twos and threes. We have few female mentors, and we have worked throughout our careers mostly with men. We try to balance our personal and professional lives. Those of us with husbands or male companions realize that they find it difficult to make lateral or downward career steps to accommodate our career moves. We discover that as we move into better positions, we just face different choices whether it is forming relationships, or having and spending time with our children. We would like to hear the voices of the women who are in the Centers, and those who have come out of the Centers. We don't need a quantitative perspective. Unfortunately, the quantitative evidence is needed to convince those who are in policy-making positions that our situations (our individual perceptions and anecdotes) have an objective basis.

I would like to commend the authors for a difficult task well done. They have provided the quantitative assessment which was needed, but they have gone beyond relying on a structural explanation by calling for several important interventions. First, in a section on regional origin, it is recognized that despite a higher percentage of Asian women trained in agricultural sciences (up to 27% of Asian foreign graduate students studying agriculture in the U.S. are women), their representation is particularly low in the Centers. (Any structural explanations for this imbalance would be very weak). This group of qualified women, as well as a growing pool from Eastern Europe, are recommended to be drawn upon. Secondly, the authors call for recruitment strategies aimed at women, and the recruitment of more senior and experienced female professionals (this is despite the knowledge that the pool of candidates is

limited). In addition, they emphasize the need to ensure that advancement and retention of the women who cluster in junior professional positions continues. Better family policies with accommodation for dual career families are also recommended. And most importantly, they emphasize that: "Change within the CGIAR System can only happen through the initiatives of the Centers". They recognize that we can't wait for the next generation. I look forward to future outputs from the CGIAR Gender Program.

For a copy of the report, write to:
Dr. Michael Collinson
Scientific Advisor
CG Secretariat
World Bank
1818 H St.
Washington, D.C. 20036

THE CGIAR GENDER PROGRAM AND THE GENDER STAFFING COMPONENT

The CGIAR Gender program was established in 1991 to improve research through a two-pronged approach of hiring more women, and strengthening the use of gender analysis in research. The Gender Staffing Program is aimed at promoting conditions and mechanisms within the IARCs for ensuring the recruitment, advancement, and retention of women scientists and professionals. Recognizing that the gender composition of the pool of scientists and professionals from which the Centers recruit has changed dramatically in the past 10 years, the Centers are actively seeking to tap these pools of women scientists and professionals more effectively. The CGIAR Gender program is actively supporting their efforts and has placed a high priority on helping these institutions strengthen recruitment efforts targeted at women. There is also work with the Centers to ensure that workplace conditions are supportive of women (given that they are still few in number) both in terms of their productivity and their career development. Special attention is given to spouse employment since most of the Centers are based overseas where employment opportunities are often limited.

The working paper "Status of Internationally-

Recruited Women in the International Agricultural Research Centers of the CGIAR" is among the first of a series of outputs from a broad on-going analysis and agenda of work which will cover the issues of women in the workplace, their advancement, and retention.

If you are interested in learning more about the IARCs, please contact Deborah Merrill-Sands at the following address: Wolf Pine Ledge, RR #1, Box 122B, Orfordville Rd., Orford, NH 03777, USA.

(Editors note: In the next issue, we will do a follow-up article on Women Agricultural Economists in the Area of International Agricultural Research)

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.

ACADEMIC

North Carolina State University
Department of Agricultural and Resource
Economics

Seeking: 2 Assistant Professors, tenure track, extension (80%) and research (20%), position beginning July 1, 1994.

Responsibilities: Development and implementation of an economics extension and research program in environmental and natural resource issues, with a focus on agriculture.

Qualifications: Ph.D. in agricultural economics or economics. Ability to communicate orally and in writing and the skill to be an effective teacher

Position Open until: January 1, 1994.

Interested applicants should contact:

Dr. Michael Walden, Chair
Department of Agricultural and Resource
Economics, Box 8109
North Carolina State University
Raleigh, NC 27695-8109

**University of Minnesota, St. Paul
Department of Agricultural and Applied
Economics**

Seeking: Assistant Professor, Community and Regional Economic Development, 12 month, 100% time, tenure track, research (50%) and extension (50%), beginning July 1, 1994.

Responsibilities: Develop a research program that will include work in rural and/or urban economic development, regional economic development, local, state or national governmental programs and the economic implications of various public policies; develop and conduct an extension teaching program; interact with local community, regional and state leaders, and extension educators; develop and teach appropriate courses on and off campus.

Qualifications: Ph. D. in agricultural economics, economics, or a closely related field. Strong oral and written communication skills for professional and lay audiences. Experience developing extension educational programs. Analytic, quantitative and computer skills.

Application deadline: October 15, 1993.

Send letter of application, a summary of career goals, within the context of this position, curriculum vitae, official graduate transcript, publication list and the names, addresses and phone numbers of three references to:

Jean Kinsey, Search Chair
Dept. of Agricultural and Applied Economics
1994 Buford Ave, Room 317B ClaOff
University of Minnesota
St. Paul, MN 55108-6040

NON-ACADEMIC

Resources for the Future

Seeking: One or more openings for research fellow, at the Ph.D. entry level, in applied microeconomics, public economics, industrial organization, economic development, or agricultural, natural resource and environmental economics.

Qualifications: A Ph.D. in agricultural economics or economics, with a strong foundation in microeconomic theory.

Interested applicants should send a letter of application, graduate transcript, curriculum vitae, and three letters of recommendation to:

Debbie Groberg, Personnel Manager
Resources for the Future
1616 P Street, NW, Box F
Washington, DC 20036

East-West Center

Seeking: Research position: Fellow in the Program on Population. Full-time, four-year renewable limited appointment.

Responsibilities: Initiate and conduct collaborative research focusing on the determinants of fertility and mortality decline in selected Asian and Pacific countries; develop cooperative research relationships; disseminate research results to policy makers, program managers and researchers through publications and other activities; organize educational and training workshops.

Qualifications: Ph.D. or equivalent in sociology, economics, demography, public health or other population-related social science field with demonstrated ability to conduct high quality research and analysis. All applicants should have a good working knowledge of personal computers and software relating to multivariate statistical analysis; be willing to travel to countries in the Asia-Pacific region. Preferred Qualifications: research experience in the Asia/Pacific region.

Send a cover letter including position title and a statement addressing how the qualifications are met, a resume, names and addresses of three professional references, and a recent authored research publication or report as a sample of your work to:

Karen Lam,
Personnel Office
Dept 655
East-West Center
1777 East-West Road,
Honolulu, Hawaii 9648
FAX: (808) 944-7970

Application deadline: October 15, 1993.

**International Irrigation Management Institute
(IIMI)**

Seeking: Irrigation Management Specialist

Responsibilities: Develop and manage a collaborative research program on irrigated agriculture in Mexico, and to a lesser degree in Latin America. The IIMI Specialist will be posted at Chapingo, an hour from Mexico City.

Qualifications: An advanced degree in engineering, economics, agriculture or the social sciences: experience or a formal degree in a second discipline related to irrigation management; demonstrated accomplishments in irrigation management research, experience preparing proposals and successful negotiation with senior staff of national governments and donor organizations. Excellent oral and written communication skills in English and Spanish.

Application Deadline: October 31, 1993, or until the position is filled.

Send resume and the names and addresses of three referees to:

International Recruitment Consultant
(Ref. No. 602 ML)
IIMI
P.O. Box 2075
Colombo, Sri Lanka
Fax: 941-566854

HELP!! HELP!!

For members who would like to contribute notes, articles or information about career changes, advancements, publications, and awards, the CWAE Newsletter is published three times a year—Spring, Fall, and Winter. The schedule is:

Issue	Due	Published
Fall	Aug. 15	Sept. 15
Winter	Nov. 15	Dec. 15
Spring	Mar. 15	Apr. 15

RESEARCH OPPORTUNITIES FOR WOMEN

The National Science Foundation offers a number of research opportunities that are targeted to women. The following initiatives are applicable to all NSF-supported disciplinary fields, including social, behavioral and economic sciences. The submission date for application for these grants varies with the program.

- Research Planning Grants (RPG). These grants enable women who have not had prior independent Federal research support to develop a competitive research project.
- Career Advancement Awards (CAA). Through this effort, women may undertake one-year enhancement projects to increase their research capability and productivity.

For more information on the RPG and CAA programs, contact:

Senior Staff Associate
Directorate for Education and Human Resources
National Science Foundation
Washington, D.C. 20550
(202) 357-9549

- The Visiting Professorships for Women (VPW). This program enables experienced women scientists from academe, industry, government and other non-profit organizations to do research at a U.S. host university or college which has the necessary facilities. The application deadline is October 15. For forms and additional information, contact:

VPW
 Division of Graduate Education and Research
 Development
 National Science Foundation
 Washington, D.C. 20550
 (202) 357-7456

- Graduate Research Fellowships (GRF). These are awarded at or near the beginning of graduate study leading to master's or doctoral degrees in science. The fellowships are for a maximum of three years, with the deadlines for filing Fellowship Application Part I in November, and Part II in December. For forms and additional information, contact:

The Fellowship Office
 National Research Council
 2101 Constitution Ave.,
 Washington, DC 20418
 (202) 334-2872

Other NSF Programs of Interest to Women

NSF has other programs that are designed specifically for women. Research and education programs for young investigators, for minorities without prior independent Federal funding, and for faculty in predominantly undergraduate institutions. These and other programs are described in the NSF Guide to Programs (NSF 91-80), available from:

NSF Forms and Publications Unit
 National Science Foundation the
 Washington, D.C. 20550
 (202) 357-7861

Publications may also be requested by electronic mail:
 INTERNET: pubs@nsf.gov
 BITNET: pubs@NSF

CONFERENCE ANNOUNCEMENT

**Sixth International Forum
 Association for Women In Development
 AWID**

The Association for Women in Development, founded in 1982, is a nonprofit, international professional membership association. This year's conference program will highlight issues for women in education and training, family, employment and income generation, health, political participation, community and institutional development, agriculture, livestock and forestry and the environment. The conference will be held from October 21-24 at the Omni Shoreham Hotel in Washington, DC. For questions about the conference, call (913) 532-5575. Registration for AWID members is \$215; for non-members \$240; and for students \$140. To register over the phone, call (913) 532-5569, between 8 am and 6 pm CST. Registration at the door will also be available.

**COMMITTEE ON WOMEN IN
 AGRICULTURAL ECONOMICS
 (CWAE) BOARD MEMBERS FOR
 1993/94**

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Dept. of Ag. Economics
Cornell University
203 Warren Hall
Ithaca, N.Y.
Phone: (607) 255-2194
Fax: (607) 255-9984

Second-year Board Members (also served in 1992/93):

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Pennsylvania State University
University Park, PA 16802
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email: fa2@psuvm

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Dept. of Ag. Economics
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Phone: (606) 257-7260 (W)

First-year Board Members (will also serve in 1994/95):

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Dept. of Commerce
1335 East West Hwy.
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Phone: (301) 713-0174
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Madison, WI 53706
Phone: (608) 262-9487 (W)
Fax: (608) 262-4376
email: aepda@calshp.clas.wisc.edu

**COMMITTEE ON WOMEN IN
AGRICULTURAL ECONOMICS
SUBCOMMITTEE CHAIRS FOR 1993/94**

The Archives Subcommittee maintains and compiles the history of CWAE.

Ardelle Lundeen, Chair
Economics Dept.--Box 504A Scobey Hall
South Dakota State University
Brookings, SD 57007
Phone: (605) 688-4141 (W)

The Arrangements Subcommittee arranges meetings, luncheons, and gatherings at the AAEA annual meeting.

Laurian Unnevehr, Chair
(See above address)

The Elections Subcommittee compiles the list of nominees for the Board; tabulates the returns; notifies the Board, the candidates, and the Newsletter Editor of the election outcome; and addresses election procedures.

Shida Henneberry, Chair
Dept. of Agricultural Economics
310 Ag. Hall
Oklahoma State University
Stillwater, OK 74075
Phone: (405) 744-6834 (W)
Fax: (405) 744-8210

The Employment Subcommittee improves employment opportunities for women agricultural economists by identifying opportunities and disseminating information.

Nancy Morgan, Chair
USDA/ERS/CED/CTA, Room 1024
1301 New York Ave., N.W.
Washington, D.C. 20005-4788
Phone: (202) 219-0825 (W)
Fax: (202) 219-0035

The Graduate Student Subcommittee identifies and addresses the particular needs of graduate student members and strives to increase graduate student involvement in the AAEA.

Cynda Clary, Chair
Dept. of Agricultural Economics and Agric.
Business
New Mexico State Univ.
Box 30003, Dept. 3169
Las Cruces, NM 88003-003
Phone: (505) 646-3215
Fax: (505) 646-3522
email: cclary@nmsu.edu

The Membership Subcommittee provides membership services, keeps a roster of members, and addresses the recruitment of new members.

Joyce Hall Krause, Chair
Dept. of Agricultural Economics
North Dakota State University
Fargo, ND 58105-5636
Phone: (701) 237-8641
Fax: (701) 237-7400
email: jkrause@vm1.nodak.edu

The Newsletter Subcommittee prepares the CWAE Newsletter.

Carol Levin, CWAE Newsletter Editor
(See above address)

The Planning Subcommittee helps identify and evaluate emerging issues relevant to the activities and purposes of CWAE.

Stephanie Mercier, Chair
USDA/ERS/CED/Crops, Room 1024
1301 New York Avenue N.W.
Washington D.C. 20005-4788
Phone: (202) 219-0824

The Professional Activities Subcommittee plans, encourages, and coordinates professional activities such as career workshops and pre-conferences at the AAEA meetings.

Rebecca Lent, Chair
(See above address)

The Research Subcommittee promotes the role of women in the research community by organizing sessions at the AAEA annual meeting and by carrying out other relevant activities.

Jill Findeis, Chair
(See above address)

The Fellowship Subcommittee informs the Newsletter editor of scholarship opportunities and furthers the development of the Sylvia Lane Fellowship fund.

Maureen Kilkenny, Chair
The Economics Institute
1030 13th Street
Boulder, CO 80302-7306
Phone: (303) 492-6966 (W)
Fax: (303) 492-3006
email: Kilkenny_m@cubldr.colorado.edu

The Gender and Workplace Issues Subcommittee will facilitate productive cross-gender work relations and seek to remove barriers to the full participation of women in agricultural economics by providing a forum within AAEA for dialogue on, and resolution of, workplace issues.

Kristy Cook, Chair
Office of Foreign Disaster Assistance (OFDA)
U.S. Agency for International Development
320 21st Street, NW
Rm. 1262-A
Washington, D.C. 20532-0008

HAVE YOU CONTRIBUTED TO THE
SYLVIA LANE FELLOWSHIP FUND?

WOULD YOU LIKE TO BE A MEMBER OF A CWAE SUBCOMMITTEE?

Subcommittees	Rank preference (1=most preferred)	Ideas for future activities
<u>Elections</u> --conducts CWAE elections		
<u>Finance</u> --proposes the budget, prepares financial statements, and addresses fundraising issues		
<u>Membership</u> --membership services, roster, recruitment		
<u>Newsletter</u> --plans and produces the newsletter		
<u>Archives</u> --maintains and compiles the history of CWAE		
<u>Arrangements</u> --arranges meetings, luncheon and social gatherings at the AAEA annual meetings		
<u>Employment</u> --works to improve employment opportunities by identifying such opportunities and disseminating information		
<u>Fellowship</u> --informs the Newsletter editor of scholarship opportunities and furthers the development of the Sylvia Lane Fellowship fund		
<u>Graduate Students</u> --identifies and addresses the particular needs of graduate student members and strives to increase their involvement in the AAEA		
<u>Planning</u> --identifies and evaluates emerging issues relevant to CWAE		
<u>Professional Activities</u> --plans, encourages and coordinates professional activities at the AAEA meetings, and provides statistics on the status of women in the profession		
<u>Research</u> --promote the role of women in the research community by organizing sessions at the AAEA annual meetings, and other activities		
<u>Gender and Workplace Issues</u> --address gender and workplace issues of particular concern to women in the profession		

Your Name, Address, Phone, Fax and E-mail address:

Please return to: Ann Vandeman, CWAE Chair
 Economic Research Service
 1301 New York Ave., NW, Room 532
 Washington, D.C. 20005-4788
 Fax: (202)219-0477

American Agricultural Economics Association
Business Office
80 Heady Hall
Iowa State University
Ames, Iowa 50011-1070

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COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS

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