



**NEWSLETTER OF THE
COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS
SPRING ISSUE 2000**

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CWAE WEBSITE: <http://www.aaea.org/cwae/>

Dorothy Comer
CWAE Chair
Food and Resource Economics
P.O. Box 110240
University of Florida
Gainesville, FL 32611-0240
(352) 392-1826, Ext. 213

Margot Rudstrom
CWAE Co-Editor
West Central R.O.C.
P.O. Box 471
Morris, MN 56267
(320) 589-1711

Cheryl DeVuyst
CWAE Co-Editor
NDSU, Ag. Economics
P.O. Box 5636
Fargo, ND 58105-5636
(701)231-8000

LETTER FROM THE CHAIR

Greetings,

Two years ago, the organization of AAEA proposed a policy to allow for the creation of self-governing Sections. There was considerable debate about whether or not Sections would be in the best interest of AAEA and last year the AAEA Executive Board decided to adopt this proposal. At that time, CWAE debated whether or not it wanted to reorganize as a Section. At the business meeting in Salt Lake City, the decision was not to become a Section. The AAEA Board asked us to reconsider this decision and in Nashville, last summer, we again voted not to become a Section although the feelings did not appear to be as strong as the previous year.

In the January/February 2000 issue of *the Exchange*, John Antle discusses the proposed new mission and vision for AAEA in 2000. If you have not read John's letter, I strongly encourage you to do so. Given the direction in which AAEA is moving, it appears that CWAE will not fare well unless it reorganizes.

I have polled the Board for CWAE, and the consensus of opinion is that we should reconsider our decision and to become a Section. It is quite clear that AAEA intends to delegate more responsibility for organizing special interest and subject matter programs to Sections. When we considered the option of becoming a Section, we did not think this was an important point because CWAE did have an opportunity to propose sponsored papers or symposia. This does not seem to be the case now. It appears that if we choose to remain as a committee, we will lose the input into the program that we have enjoyed in the past. Becoming a Section should allow us to design components of the annual meetings to meet our needs.

Another concern about becoming a Section revolved around the issue of the name for CWAE. Some felt that CWAE had name recognition and did not want to change it again. Some objected to the idea of going by SWAE. I agree that the association and members have become accustomed to the acronym of CWAE and I feel that it would be desirable to keep it, if possible. There are several possibilities we could use instead of Section of Women in Agricultural Economics. We could consider the following:

- ✓ Committee of Women in Agricultural Economics,
- ✓ Coalition of Women in Agricultural Economics,
- ✓ Collaborating Women in Agricultural Economics, or
- ✓ Caucus of Women in Agricultural Economics.

I have no strong feelings about the specific name but I do feel that keeping the acronym of CWAE is a good idea. Please voice your opinion on CWAENET.

Some objected to becoming a Section because of the proposed organizational structure for Sections. AAEA suggests that the officers of the section shall consist of a chair, chair-elect and secretary. Currently CWAE is governed by a chair, past chair and vice-chair, all of whom serve for a two-year period. In addition there are four members at-large who serve on board. I definitely feel that we would benefit from having the past-chair work with the board. I do question our current structure in which someone takes over being chair and then serves for the next four years, two as chair and two as past chair. My personal preference would be a three-year commitment in which the individual served as chair-elect, chair, and past chair.

I am completing a draft of new by-laws for the CWAE board to discuss. I encourage you to visit the AAEA website and look at the AAEA model of by laws (<http://www.aaea.org/sectionpage.html>). You may also want to visit the CWAE website and look at our current rules (<http://www.aaea.org/cwae/rules.html>). If you have suggestions, please contact me or another member of the Board.

We plan to have a draft of bylaws for a section available in the near future. I will post them on the Internet for you examine. I plan to have you vote on this issue during the summer elections for new Board members.

Lorie Srivastava, a graduate student at Michigan State University, and Aslihan D. Spaulding, a graduate student at the University of Kentucky, approached me about revising the CWAE website. They will be working with Joan Poor, University of Maine. I am sure that they would welcome ideas for the website.

Hong Holly Wang (wanghong@wsu.edu) and Meredith Soule (msole@econ.ag.gov) are on the nominating committee for CWAE. If you are interested in becoming active, please let them know that you are interested. Also if you know of someone who would like to be a member of the Board, please let Holly and Meredith know.

Dori Comer

CWAE Chair

PERFORMANCE AND PAY: ANALYSIS OF THE 1998 CWAE TRACKING SURVEY

Submitted by Dawn Thilmany
Colorado State University

In the 1980's and 1990's, as well as earlier, numerous studies examined the status of the profession. By 1993, the growing body of literature on the status and performance of professional agricultural economists provided the impetus for CWAE to more closely examine issues and trends that were occurring in the profession and to report on the progress of women and minorities over time. A feature series of articles from this study will be published in the Spring/Summer 2000 *Review of Agricultural Economics (RAE)*. This article briefly summarizes the findings of article on performance and pay.

In Spring 1998, a tracking survey was mailed to nearly 900 individuals who were members of the AAEA. The survey population included all identified women and/or minorities in the AAEA professional (non-student) membership and a random sample of their white male counterparts. After a second mailing, 494 useable survey responses were returned and included in the analysis. This article presents salary, employment, and performance findings from the survey. The sample is divided to allow comparisons of respondents across type of employer, type of appointment, and gender.

Salary in any field of work is likely to be strongly correlated with age and experience. Figure 1 shows the average age, experience and salary for all survey respondents, as well as the female and male sub-samples. Although females are paid less, it may be explained by fewer years of experience. It is interesting to note that females are an average of nine years younger, but have only five years less experience, indicating that they enter the job market at an earlier age than males.

In theory, salary should also be related to accomplishments (which may likely be correlated with experience). Figure 2 presents initial statistics on research productivity from the survey, divided into gender sub-samples. The greatest variance across gender is refereed journal articles and paper presentations at professional meetings. The lower average in these categories for females may be due to less experience or a function of other factor. These results likely influence salaries, regardless of cause.

The Role of Gender in Salaries

Analysis of the relationship between salary and several employment factors, including experience,

gender and productivity was conducted using simple correlation estimates on individual observations. Salary was most highly correlated with number of years of experience ($\rho=0.37$ for men and $\rho=0.34$ for women). The second most important factor was the number of refereed journal publications in the past five years.

The relationship between journal articles and the salary of females was higher ($\rho=0.26$ for women and $\rho=0.12$ for men). The opposite is true if one looks at all publications and presentations (refereed and non-refereed), where men are rewarded with relatively more salary for being productive in these areas ($\rho = 0.11$ for men and $\rho = 0.04$ for women). Moreover, the level of teaching load had a more adverse effect on publishing for women than for men ($\rho=-0.204$ for women and $\rho=-0.05$ for men).

Comparative Analysis of Agricultural Economists by Type of Employer

The effect of employer objectives, philosophy and performance evaluation on the professional choices made by agricultural economists is of interest to this study for at least two reasons. First, such effects may influence the relative success of a professional in terms of both salary and promotion. Also, perceptions of such differences may influence the employment choices made by individuals at the outset or throughout their careers. The expectations and merit criteria for different employers may also create issues for those who switch between types of employers mid-career since their human capital may not be fully transferable. Aggregate means can provide a method to broadly compare. In this case, the means show that agricultural economists employed in different areas of the field may have different incentives, expectations, or may simply self-select to employment that best suits their comparative advantage.

Although academics make up a significant portion of the sample (Cheney), those employed by government, industry and international organizations are also well-represented (Table 1). The results presented focus on research output, and although this biases the analysis to some degree, such measures are the only common output expected among employers. Taking this bias into account, Table 1 presents various measures of scholarly output and salary for all survey respondents grouped by their current employer.

The average number of refereed journal articles, presented papers, books, chapters in books, and other publications, varies significantly across employers. The relatively high publication and presentation

numbers for academic employees is not surprising given perceptions of a "publish or perish" mentality in academia. It is interesting to see that the number of awards does not vary greatly, or follow any trend with respect to employer, which may indicate an appreciation for the diversity of work done by agricultural economists for various institutions.

The salary comparison across employers is also interesting, especially given how closely aligned average salaries are across types of employers. This may signal that the skills and experience of agricultural economists is equally valuable to various employers, even though expectations of effort allocation and output differ. It may also simply suggest that competitive markets work, and with the movement of agricultural economists across employers, supply and demand keep salaries in equilibrium.

In conclusion, there is a diverse set of professionals that call themselves agricultural economists, and their employers and positions may determine job priorities and output. However, such diversity should be considered a strength as long as individuals know employers' expectations and rewards. Because of the diversity of individual professionals, future research may necessitate regression analysis of longitudinal survey data to analyze the effects of specific factors on individual professionals across time. Presentation and discussion of further results, including more in-depth analysis of academic professionals will appear in the forthcoming *RAE* series.

Endnotes

1. Other publications is the sum of several categories including, other edited articles and reports, experiment station publications, extension publications, abstracts published, and book reviews

References:

Cheney, L.M. "Tracking Agricultural Economists: An Overview of the Profession and an Introduction to the 1998 CWAE Tracking Survey." Forthcoming, *Review of Agricultural Economics*. 2000.

GRADUATE STUDENT CORNER

There have been some changes to the Graduate Student Sub-Committee since the last CWAE newsletter came out. Aslihan Spaulding, a Ph.D. candidate at the University of Kentucky, is Co-chair of the Graduate Student Sub-Committee. We have set a few objectives for ourselves as co-chairs:

- 1) How to increase awareness of CWAE amongst women graduate students?
- 2) Clarify the role of graduate students within the mission of CWAE

The first step we are taking to achieve these objectives is to update the CWAE web page, along with the Graduate Sub-Committee section within it. Dr. Joan Poor of the University of Maine will be helping us with this project.

If you have any suggestions, ideas, or comments on how we can achieve our objectives, or if you have other ideas on what we should address, please contact either one of us: Aslihan Spaulding (ademi0@pop.uky.edu) or Lorie Srivastava (srivast3@msu.edu).

Aslihan Spaulding

and

Lorie Srivastava

Graduate Student Sub-Committee Chairs

Upcoming Conferences and Meetings

April 2-4:

Measuring the Performance of Export Promotion: Overcoming Barriers of Size, Policy, and Economic Turmoil, NEC-63, Denver, CO.

April 17-18:

Applied Commodity Price Analysis, Forecasting and Market Risk Management, NCR-134, Chicago Mercantile Exchange, Chicago, IL

May 25-26:

Global Agricultural Trade in the New Millennium, S-287, New Orleans, LA

June 12-13:

Northeastern Agricultural and Resource Economics Association annual meeting, University of Rhode Island.

June 24-28:

Consumers, Technology, & Environment: Creating Opportunity and Managing Risk, IAMA World Congress, Chicago, IL, see website: www.ifama.org for more information.

June 29-July 3

WAEA and WEAI annual meeting, Vancouver, BC, Canada

July 10-13:

Valuation 2000, Las Vegas, NV, see website: www.val2000.org for more information

Table 1: Position, Performance and Salary for Agricultural Economists by Type of Employer, 1993-98

<i>Employer</i>	N	Refeered Journal Articles	Presented Papers	Books/ Chapters	Other Pubs.	Awards	ResearchS hare (%)	Grant Dollars per year	Salary (Unadjusted)
Government	90	4.19	6.46	0.28/1.97	22.68	2.05	4	\$19,100	\$62,300
1862 Land Grant University	221	8.35	12.27	0.54/2.64	35.53	1.76	39	\$37,400	\$63,500
1890 Land Grant University	20	6.50	14.50	0.57/6.22	17.84	2.27	41	\$49,400	\$62,100
Other Academic Employer	61	5.22	9.16	0.30/1.73	14.46	1.00	6	\$24,000	\$47,000
Industry	33	3.09	6.38	0.08/0.82	12.74	0.67	5	\$23,200	\$66,400
Internat'l Organization	28	5.90	6.00	0.67/3.24	12.39	0.82	8	\$53,300	\$71,800
Non Gov't Org. (NGO)	9	8.00	17.17	1.00/3.20	54.50	1.60	25	\$44,000	\$65,600
Self-Employed	8	2.00	2.75	2.33/0.67	11.63	0.67	14	\$10,000	\$52,500
Retired	12	1.20	2.20	0.75/1.40	50.75	8.67	18	\$28,600	\$27,500
Other	10	1.83	2.67	0.0/0.67	17.83	1.20	22	\$16,700	\$31,000

CALL FOR NOMINATIONS OF CWAE BOARD MEMBERS

We are soliciting nominations for two CWAE board members-at-large for next term. The election will be held at the CWAE luncheon during AAEA meetings in August. A minimum of two candidates per position is needed for each position, whose bios will be published in the summer issue of this newsletter. Please feel free to nominate yourself and/or other CWAE members you like to serve as our board members. Please contact Holly Wang at wanghong@wsu.edu or Meredith J. Soule at msoule@econ.ag.gov for nomination and information.

Below is a brief description of the duties and responsibilities of the board members and the new working rules. More information is available at our webpage at <http://www.aea.org/cwae/>.

The Board manages the affairs and activities of CWAE. The Board consists of eight members: the current chairperson, the past chairperson, the vice-chairperson, four members-at-large; elected from the membership, and a representative of the AAEA Board. Board members must be members of the AAEA.

Board members advise and assist the chairperson. The Board decides policy issues. The four at-large members serve two-year terms that begin on September 1 of the year they are elected.

A WOMAN YOU SHOULD KNOW

Joyce Cacho, Ph.D. Vice President,
Food & Agribusiness Research/North America
Rabobank International
New York, New York, U.S.A.

One of CWAE's newest board members, Joyce Cacho, is a woman you should know. Some of you may remember her from her talk at CWAE's Inaugural Undergraduate Breakfast, motivating students to claim agricultural and agribusiness economics as their career anchor. CWAE Board membership, is yet one more avenue Joyce actively works toward AAEA being the beacon for all agricultural and agribusiness economics professionals. As the first industry-employed chair of AAEA's Industry Committee, Joyce has worked to increase agribusiness participation and membership. This leadership led to collaboration between the Development and Industry Committees in developing the landmark 1999 pre-conference on the topic of Globalization and Industrialization. For the 2000

AAEA Annual Meeting, Joyce has been instrumental in developing the "Industry Track" idea, whereby industry sessions and activities are clustered in one day. The 'clustering' concept increases the Annual Meeting accessibility to industry economists, improving the profession's efforts to be *inclusive*.

After growing up in Chevy Chase, Maryland and completing her B.A. in economics, with a minor in computer science at the University of Windsor, Windsor, Ontario, Canada the opportunity for a dynamic career in agricultural economics was not readily apparent. Her first job after graduation was with the research staff for the Washington, D.C. economic consulting firm of Brimmer & Company. Life changed dramatically for Joyce when she joined the U.S. Agency for International Development (U.S.A.I.D.), Lusaka, Zambia. Her observation of repeated cycles of incongruence between Zambia's food production and consumption and resulting issue of persistent hunger, was a source of tremendous personal growth and led to her decision to pursue a M.S. degree program in marketing policy at Virginia Polytechnic Institute & State University, Blacksburg, Virginia. Joyce's master's studies were fully supported by a Rotary International Foundation's Freedom from Hunger Fellowship.

Joyce's master's thesis, developed under the tutelage of Eluned Jones, focused on the soybean marketing policy and the influence in determining export market share. Joyce's Ph.D. dissertation topic choice of assessing the role of public finance policy on the soybean processing plant investment decision reflected the fact that Joyce recognized the agribusiness' pivotal role in the economic viability of the agriculture sector. Nicholas Kalaitzandonakes, Joyce's doctoral dissertation major professor, currently co-chairs the AAEA Industry Committee.

This international focus continued as Joyce chose industry as a career path. She joined Rabobank International, a food & agribusiness bank with a global network, as Vice President for Food & Agribusiness Research. While Joyce is located in New York City, she maintains a true global focus in her agricultural research. As the Agricultural Economist for Rabobank/USA, Joyce's skills and experience are key to the strategic advice she provided on ethanol industry investment risk, the impact of biotechnology on the corn and soybean value chains, and in identifying sources of synergy in mergers and acquisitions of firms in food and agribusiness industries. Joyce's language skills, knowledge and ability to analyze sources of change to the global landscape of food and agribusiness will increasingly be valuable to industry and our profession.

*Apply Now
for the first
Sylvia Lane Mentor Research Fellowships
in the new millennium.*

The Sylvia Lane Mentor Fellowship Fund is a special purpose fund in the Foundation of the AAEA. Its earnings are designated to fund young women professionals and graduate students to go to another institution to study with a "mentor" - an expert - to advance their own innovative research skills related to food, agriculture or natural resources.

In its history this fund has supported three mentee/mentor relationships. We are now soliciting applications for new Mentor Fellowships to be awarded in 2000. **Deadline for applications - July 1, 2000.**

Fellowships are awarded to mentee/mentor pairs. *Mentee* applicants must have 1) completed an academic year in residence in an accredited American graduate degree program in agricultural economics or a closely related discipline, and 2) initiated a mentor association with an expert in agricultural economics or closely related discipline or industry. Women with recent PhD degrees and advanced graduate students are also encouraged to apply. *Mentors* should have a PhD.

Grants defray the direct research costs, travel, and temporary relocation expenses for a new researcher to work with an established expert on an important topic of common interest. Dollar amounts range from about \$1000-4,000. We can award one or two new fellowships this year.

Application announcements and materials will be sent out by CWAENET. For questions or application materials, call Jean Kinsey, Sylvia Lane Fellowship Chair, University of Minnesota (612) 625-2744 or Dori Comer, CWAE Chair, University of Florida (352) 392-1826 ext. 213.

JOB ANNOUNCEMENTS

Colorado State University

Department of Agricultural & Resource Economics

Assistant Professor of Agricultural and Resource Economics
Specialization in Integrated Resource Management

Position is available for annual nine-month tenure track appointment beginning August 15, 2000. Eleven months of funding is provided for a minimum of the first two years. Application deadline is June 1, 2000, or until a suitable candidate is found.

Required Qualifications

- Ph.D. in agricultural economics, economics, or related field.
- Ability to develop and maintain a problem-oriented teaching/applied research and outreach program in agricultural economics with a specialization in integrated resource management.
- Potential research productivity as evidenced by graduate research, references, and/or research publications.
- Ability to form and work with interdisciplinary groups within the University and among relevant interests in the state and region to develop information generation and delivery systems.
- Ability to communicate research results to clientele groups across Colorado.
- Ability and willingness to aggressively pursue contract and grant funding.

Desired Qualifications

- Experience with production agriculture (e.g., crop and livestock).
- Knowledge of agricultural and natural resource issues of importance to the western United States.

Description of Responsibilities

This position will address integrated agricultural (e.g., farm and ranch management, finance, and production risk management) and resource management issues (e.g., range management, soil and water quality, wildlife issues, and public land management) of importance to Colorado and the region. The department has significant needs in this area. Therefore, while the focus of the position has considerable breadth, the applicant should be primarily interested in emphasizing livestock and/or grain production economics and should have broadening interests in areas which might include: natural resource economics, environmental economics, and/or business management. Within the first two years of employment, a leadership role is expected in the development of an innovative applied research and outreach program in the areas of focus. Both graduate and undergraduate classes may be taught, consistent with the department's teaching program in integrated resource management. Academic advising of graduate and undergraduate students is expected in conjunction with teaching responsibilities. The initial appointment will be approximately 20% teaching and 80% applied research and outreach supported by Resident Instruction and Cooperative Extension funding.

Salary

Negotiable, competitive and based upon professional credentials and experience.

Non-Discrimination Policy

Colorado State University is an equal opportunity

affirmative action employer and complies with all federal and Colorado state laws, regulations, and executive orders regarding affirmative action requirements. The Office of Equal Opportunity is located in Room 101, Student Services Building. In order to assist Colorado State University in meeting its affirmative action responsibilities, ethnic minorities, women and other protected class members are encouraged to apply and to so identify themselves.

Contact

Interested persons are encouraged to submit a letter of application, graduate transcripts, a C.V. or other biographical information, and arrange to have three letters of recommendation sent to:

Dr. S. Lee Gray
Department of Agricultural and Resource Economics
Colorado State University
Fort Collins, CO 80523-1172
Phone: (970) 491-6955.

Colorado State University

Department of Agricultural & Resource Economics
Assistant Professor of Agricultural and Resource Economics
Specialization in Agribusiness Management

Nine-month tenure track appointment beginning August 15, 2000. Eleven months funding is provided for a minimum of the first two years and subject to annual review and availability of funds thereafter.

Application Deadline

Application deadline is April 15, 2000.

Required Qualifications

- Ph.D. in agricultural economics, economics, business, or related field
- Ability to develop a teaching/applied research program in agricultural economics with a specialization in agribusiness management
- Ability to teach undergraduate quantitative methods
- Ability to communicate research results
- Potential research productivity as evidenced by graduate research, references, and/or research publications
- Teaching ability at the undergraduate and graduate levels
- Facility with economic theory, quantitative methods and their application to applied problems
- Ability and willingness to aggressively pursue contract and grant funding
- Ability and interest in collaborating with the College of Business and the business community

Desired Qualifications

- Industry experience and knowledge of agriculture
- Background in both business and economics
- Ability to teach courses from the Department's offerings in Ag Marketing, Ag Finance, International Trade, and Agricultural and Resource Policy

Salary

Salary is competitive at the entry level

Description of Responsibilities

The initial appointment will be approximately one-half teaching and one-half research. Classes to be taught will be graduate and undergraduate offerings in agribusiness management, agricultural marketing, and agricultural finance. The incumbent will advise undergraduate and graduate students. The incumbent will develop an innovative applied research program on issues of importance to Colorado agribusinesses within the first two years of employment. The incumbent will publish in refereed journals, provide service to the University and profession, and participate in departmental outreach.

Non-Discrimination Policy

Colorado State University is an equal opportunity affirmative action employer and complies with all federal and Colorado state laws, regulations, and executive orders regarding affirmative action requirements. The Office of Equal Opportunity is located in Room 101, Student Services Building. In order to assist Colorado State University in meeting its affirmative action responsibilities, ethnic minorities, women and other protected class members are encouraged to apply and to so identify themselves.

Contact

All interested persons are encouraged to apply. Please submit a letter of application, graduate transcripts, biographical information, and arrange to have three letters of recommendation sent to either:

Dr. Don Lybecker, Search Committee Chairman
Department of Agricultural and Resource Economics
Colorado State University
Fort Collins, CO 80523-1172
Phone: (970) 491-5496
Fax (970) 491-2067
E-mail: deew@lamar.colostate.edu

Dr. S. Lee Gray, Chairman
Department of Agricultural and Resource Economics
Colorado State University
Fort Collins, CO 80523-1172
Phone: (970) 491-6955.
Fax (970) 491-2067
E-mail: lgray@ceres.agsci.colostate.edu

University of Illinois at Urbana Champaign

Department of Agricultural and Consumer Economics
Full/Associate/Assistant Professor, Consumer and Family
Economics

Position Description

The Department of Agricultural and Consumer Economics seeks to fill a tenure-track faculty position. Applications are encouraged from individuals with specializations in one or more of the following: consumer or family economics, consumer or family finance, human capital economics, or welfare policy and poverty. This position offers the opportunity to join a diverse, active 45-person department with numerous strengths. It offers undergraduate, masters, and doctoral degrees for 500 majors and 100 graduate students. It has a distinguished tradition of research achievement and an outstanding, supportive university environment for scholarly research. Several faculty members have partial appointments in Extension and conduct outreach activities to improve the economic and environmental well being of producers, consumers, families, and communities. The Department's activities combine economics, business, finance, law, demography, and policy analysis and range in scope from local to global.

Responsibilities

This faculty member is expected to 1) develop and maintain a nationally recognized extension program in consumer and family economics and provide programmatic leadership to extension educators; 2) conduct nationally prominent research, communicating results to both peer and non-peer audiences; and (3) advise students and teach one course in consumer and family finance.

Qualifications

Ph.D. in Consumer and Family Economics, Economics, Applied Economics, Finance, or a related field. Candidates at the full or associate professor level should have a distinguished record of academic publications, extension programming, and classroom teaching. Candidates at the assistant professor level should demonstrate clear potential to build a strong extension, research, and teaching program in consumer and family economics and finance.

Salary

Competitive; based on qualifications and rank.

Appointment

Nine-month academic year; tenure track or tenured; extension, research, and teaching; negotiable starting date

Application

To ensure full consideration, applications should be received by March 28, 2000 and consist of (1) a letter of application describing qualifications, experience, and

interests, (2) a vita and publication list, (3) the names, e-mail addresses, and telephone numbers of four references, and (4) for recent Ph.D.s only, three letters of recommendation and a transcript of graduate coursework.

Please send to:

Dr. Robert J. Hauser, Head
Department of Agricultural and Consumer Economics
University of Illinois
326 Mumford Hall, MC-710
1301 West Gregory Drive
Urbana, Illinois 61801-3681

North Dakota State University

Department of Agricultural Economics
Two research associates in trade and marketing

Full-time, non-tenure track appointments for two years with possibilities for extension. The positions require a Ph.D. in agricultural economics or economics with a field of study in international trade, agribusiness, and/or marketing. Must have strong training in economic theory, including trade theory, econometrics, and quantitative methods. Must be able to work in a team setting. The research associates will be involved in a team researching trade and marketing policies for agricultural commodities grown in the Northern Great Plains region. The positions are housed in the Northern Great Plains Trade Research Center. Expertise in agricultural trade with Canada under NAFTA is preferred.

Application deadline is March 15, 2000, or until the positions are filled. Send letter of application, including academic resume, official transcript, and three names of references to: Dr. Won Koo, Department of Agricultural Economics, North Dakota State University, P.O. Box 5636, Fargo, ND 58105-5636. Phone: 701-231-7448; Fax: 701-231-7400; E-mail: wkoo@ndsuxext.nodak.edu. For more details, see <http://www.ext.nodak.edu/homepage/aedept/jobs>.

North Carolina State University

The Economics Graduate Program and the Departments of Agricultural and Resource Economics and Economics at North Carolina State University are pleased to announce the availability of two USDA National Needs Fellowships for Ph.D. study, beginning in 2000. The program of study will focus on forest products issues including marketing, management, environmental issues, policy and resource economics. The fellowships provide an annual stipend of \$22,000 and include full tuition and health benefits. The fellowship appointment is for 3 years. For more information or application materials, contact Jim Easley (jim_easley@ncsu.edu) or Barry Goodwin (barry_goodwin@ncsu.edu) or call (919)515-7156.

COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS

To Become a Member of CWAE/AAEA

Submit a completed a membership application to the AAEA Business Office, or send an e-mail message to Dawn Thilmany (thilmany@lamar.colostate.edu), Membership Chair, for further information. CWAE membership is open to any member of the AAEA. Students can be CWAE members at no charge. Annual dues for professionals are \$10.00.

The purpose of CWAE is to promote the welfare of women agricultural economists by representing their interests within the American Agricultural Economics Association (AAEA) and by engaging in activities which will encourage the professional advancement of women agricultural economists. The Board of CWAE is a special committee of the AAEA.

AAEA Business Office
415 South Duff Avenue, Suite C
Ames, IA 50010-6600
phone: 515-233-3202 fax: 515-233-3101

AAEA Website: <http://www.aaea.org/>