MAXIMIZING RECRUITMENT RESOURCES:
USING THE WORLD WIDE WEB

Prepared by
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CGIAR Secretariat
World Bank
Washington, D.C.
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LIST OF WORKING PAPERS


Working Paper, No. 5 Recruitment Resources in Europe: A List of Professional Organizations; Stella Mascarenhas-Keys and Sarah Ladbury, October 1993.


Working Paper, No. 13 Sexual Harassment in the Workplace: How to recognize it, How to deal with it; Joan Joshi and Jodie Nachison, October 1996.

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A series of Recruitment Notes has been prepared as part of the CGIAR Gender Program’s support to the international agricultural research centers supported by the CGIAR. They are designed to assist the Centers in casting their recruitment nets more widely in order to generate a larger and more diverse pool of applicants for internationally-recruited professional, managerial, and scientific positions.

The need for the Centers to strengthen mechanisms for reaching women in recruitment is evident by the fact that in 1992, women accounted for only 8% of the pool of applicants for international staff positions in the CG System. This percentage increased to 11% in 1994, but continuing efforts are needed to reach women in recruitment efforts and attract them as candidates for positions in the Centers. Given the composition of the international pool of women available for the kinds of positions advertised by the Centers, an average rate of applications from women of 20% would be desirable.

This note provides information for using the World Wide Webb (WWW) as a tool for recruitment. In addition, it updates the list of professional organizations and contacts compiled in *Recruitment Resources in the United States*, by Bonnie Folger McClafferty and Deborah Merrill-Sands, CGIAR Working Paper No. 7, January 1994.

The note serves as an information supplement to the guidelines paper on policies and practices for strengthening the recruitment of women for international staff positions within the Centers.

*Guidelines for Strengthening the Recruitment of Women Scientists and Professionals at the International Agricultural Research Centers*, by Sarah Ladbury, CGIAR Gender Program, Working Paper No. 4

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PART A

CASTING A NET INTO THE WORLD WIDE WEB
PART A: CASTING A NET INTO THE WORLD WIDE WEB

1.0 INTRODUCTION

This document has been written as a brief introduction to the basics of the World Wide Web as a tool for recruitment. It includes an introduction to the terminology associated with the Web, gives an idea about how the Web is organized (or not organized), and, finally, it suggests a strategy for assisting CGIAR centers to use the Web to cast a wider recruitment net into a highly targeted pool of applicants. This working paper is also a revision of CGIAR Gender Program Working Paper Number 7: Recruitment Resources in the United States: A List of Professional Organizations. It updates and expands upon the list of services, addresses, and telephone numbers and supplies Internet addresses for the professional organizations cited. This paper is designed for CGIAR centers to assist them in generating a larger and more diverse pool of applicants in their recruitment efforts.

Part A of this document introduces the reader to the World Wide Web, defines some terminology, and suggests appropriate strategies for posting job announcements. An up-to-date list of professional organizations appears as part B of this document. Finally, various appendices walk the reader through World Wide Web sites and pages that are used for procuring talented staff.

1.1 INTRODUCING THE INTERNET FOR RECRUITMENT

The Internet is a collection of interconnected computer networks from around the world that provides a wealth of information on nearly any topic you can imagine. The World Wide Web, often referred to as the Web, is a subsystem of the Internet that allows anyone or any institution to graphically “advertise” themselves. In essence, the Web can link problems with solutions from anywhere in the world and make them available to anyone. For our purposes, for example, the World Wide Web can connect position announcements at the International Service for National Agricultural Research in the Netherlands with qualified applicants from private industry in India, candidates coming from academia in Tanzania, or potential employees in public research institutes in the United States. The trick for the user is to select a Web site that is widely read by suitable candidates, and that accepts and posts position announcements. In addition, the user needs to have a basic understanding of the World Wide Web environment in order to realize its potential as a recruitment tool.

1.2 DEFINING THE INTERNET AND THE WORLD WIDE WEB

If you are confused about what the Internet is, you are not alone. There appears to be no neat answer. The best definition the experts can live with is that the Internet is a Transmission Control Protocol/Internet Protocol (TCP/IP)-bound network of computer networks and their
accessible resources. Essentially, it is a network of computers that speak the same language (TCP/IP). The TCP/IP network protocol’s great strength is that it enables computers of different architectures and operating systems to communicate with each other easily. It is not bound in any way to a physical medium and is not any one company or government’s property. The rule is, if you can transmit data through it, you can use TCP/IP on it. This characteristic is essential to ensure the most extensive global network possible.

The *World Wide Web* (WWW) is only part of the Internet, but a burgeoning part. It links information into what has been referred to as a seamless whole. This can mean that one may begin looking for information on a neighboring institution in Manila and finally locate an answer at a Web site located in Quito. The World Wide Web manages this feat by employing the concept of hypertext and hypermedia. In hypertext, information is linked together. Instead of being forced to move linearly from page to page as one would use an encyclopedia, hypertext allows you to jump from word to word using links. In a hypertext encyclopedia, you could be reading about international agricultural research and find a reference to the CGIAR. Using hypertext, the Web allows you to simply click on the phrase CGIAR to give you access to the CGIAR Web site where you have access to a fuller description of CGIAR institutes, publications, and whatever else the CGIAR has decided to include on their page on the WWW. Most CGIAR centers post position announcements on the Web site. At last count, eight of the centers have job listings on their own home page. In addition, the CGIAR has a job announcement Web page that posts position announcements at the centers. Appendix A displays the CGIAR home page and the job announcement Web page.

*Newsgroups* are another part of the Internet, but are not to be confused with the World Wide Web. Newsgroups should also be considered as a valuable recruitment tool. Newsgroups are one step beyond e-mail. They are a collection of messages on a single topic. Like e-mail, they use an electronic editor to write messages. They are interactive discussions that take place electronically and are a location where members can share research findings, discuss issues, or post position announcements. However, Newsgroups are not as accessible as the World Wide Web. The particular system you may have access to will not necessarily carry all Newsgroups. If a position announcement is posted in a Newsgroup, it can only be read by current and specific Newsgroup members.

This paper will not attempt to guide the reader through the use of Newsgroups as a tool for recruitment. Suffice it to say that valuable information is hidden in Newsgroups; the problem is finding it. For our purposes, there is one particularly useful Newsgroup. *Bionet.jobs.offered* is a database that lists employment opportunities for biologists. Access it via the Internet and take a look. On any one day, there may be as many as 250 jobs posted on this Newsgroup.

*Hint:* In short, *Newsgroups can be difficult to read and find. They are highly targeted but, in most cases, narrowly read.*
1.3 SOME ESSENTIAL TERMINOLOGY AND FREQUENTLY ASKED QUESTIONS

**Browser** – A browser is a program that enables you to access the World Wide Web. It is like a car that allows you to travel from one Web site to another on the information super highway. Everything you see on the Web passes through the lens of your browser.

**Home Page** – The Home Page is the first stage of a commercial, educational, or personal Web site—like the cover of a book and its table of contents combined. The Home Page usually has several layers that it links to, creating a whole Web site.

**Hypertext** – In hypertext, related information is linked together. Rather than being forced to move linearly through an encyclopedia, hypertext allows you to jump from word to word using links. Hypertext tries to make computers work like people think; jumping from idea to idea rather than forward or backward. This more sophisticated perspective can help one chase down elusive information but can also lead one far astray from the original query.

**Hypertext Markup Language (HTML)** – The browser can display only those files it understands. HTML is the common language used to view documents on the Web. Any Web browser can read documents written in HTML. HTML tells browsers how to display the various elements of the Web page, such as links, body text, header text, inline graphics, etc.

**Hypertext Transfer Protocol (HTTP)** – A data transfer protocol or set of rules that computers use to exchange information and bind the Web together.

**Web Server** – The software on a site that enables Web Browsers to access Web documents. Upon receiving a Browser’s request, the Web Server sends the requested document back to the browser. The Server does not worry about what the document looks like or how it is presented to the client, which is the Browser’s job.

**Universal Resource Locators (URL)** – The addresses of Web resources.

URLs are also known as Web addresses. It is a good idea to become familiar with them because they appear all over the Internet. The Browser will give access to any Web address by providing a space or clearly defined area to enter the exact URL.
Let's walk through a typical URL to decipher its encrypted address.

**Figure 1. Universal Resource Locators (URLs) explained**

```
```

- **Resource name**
- **Path name**
- **Server name**
- **Host indicator**
- **Protocol**

### What Is a Web Page?

Each Web site is made up of one or more of its basic units, the page. Pages contain:

**Links** — Links take you to other pages in any Web site. They can appear as text or images. Text links are often underlined or highlighted in color or both. You can tell you are at a link when a URL appears at the bottom of your screen (Windows 95) or in a Link URL box (MAC) when the mouse pointer is placed over the link.

**Text** — Text on Web Pages is formatted to appear in different styles. As in most documents, the text in Web documents is organized into the body text and several headers. The text is informative only and does not serve as a link to other Web sites. One needs to locate URL links for that.

**Images** — There are two kinds of images on a Web Page: *Inline images* that are part of the document itself and do not have their own URL. These images, by the way, can be hidden in order to speed up download time. *Downloadable images* are separate files that are external to the page and have their own URL.

**Forms** — Forms make the Web interactive. Forms can be text boxes or other screen display formats in which you can type text, choose from a list, and make a selection using check boxes. Forms supply information to the Web server. They usually have a “Send,” “Submit,” “Reset,” or “Cancel” button to help you communicate the information you want to send to the server. Forms are particularly important for our purposes as they are the tool most commonly used when employing the Web as a tool for recruitment. One enters information into a form at the proper site on a Web Page. From there, it is added to the server's bank of information that is sent out over the Web.
What Is a Search Engine?

Every WWW user has a favorite Search Engine. A Search Engine helps you find the information you are seeking. Search Engines vary in the number of URLs they contain in their databases, how deep they go into Web sites to index information, and how often they crawl the Web to survey sites and make the information available to the user.

There are Browsers and there are Search Engines. Browsers allow you to “surf” the Internet by category. They let you choose subjects of interest and browse through Web sites on that subject. Search Engines help you track down focused information. To search the Web, one simply enters the search text into a box that is provided by the Search Engine. Once entered, the user clicks on a “search” button. If the desired response is not reached, you can try again using other search texts or advance through the site that you did connect with to see if their may be hypertext links that will lead you to your destination. Do not get discouraged if you have not landed on the optimal Web site. Each browser has some sort of search tip area that you can access and get specific searching directions. It may take some searching, moving from one page to another using links, but carry on, and you will get to your preferred site soon. Below is a list of the most commonly used search engines and the tools they provide.

Table 1. Search Engines

<table>
<thead>
<tr>
<th>Search Engines</th>
<th>Search</th>
<th>Browse</th>
<th>Add</th>
<th>Help</th>
<th>News</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alta Vista</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td></td>
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<tr>
<td>Excite</td>
<td></td>
<td>x</td>
<td>x</td>
<td>x</td>
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<tr>
<td>GNN</td>
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<td></td>
<td>x</td>
<td>x</td>
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<tr>
<td>Infoseek</td>
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<td>x</td>
<td>x</td>
<td>x</td>
<td></td>
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<tr>
<td>Inktomi</td>
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<tr>
<td>Lycos</td>
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<td>x</td>
<td></td>
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<tr>
<td>Magellan</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td></td>
</tr>
<tr>
<td>Open Market</td>
<td>x</td>
<td>x</td>
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<td></td>
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<tr>
<td>Open text</td>
<td>x</td>
<td></td>
<td>x</td>
<td></td>
<td></td>
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<tr>
<td>Point</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td></td>
</tr>
<tr>
<td>TradeWave</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td></td>
<td></td>
</tr>
<tr>
<td>WebCrawler</td>
<td>x</td>
<td></td>
<td>x</td>
<td></td>
<td></td>
</tr>
<tr>
<td>WWW Virtual Library</td>
<td>x</td>
<td>x</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yahoo!</td>
<td>x</td>
<td>x</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Search   | Enter words to search for and generate custom results |
| Browse   | "Surf" a directory by category                        |
| Add      | Submit a URL to be added to a directory               |
| Help     | View a directory's help resource                      |
| News     | Read current world news and features                   |

**Hint:** There are these great tools called bookmarks or favorite places, etc.—use them. They store your favorite URLs so that you do not have to remember the often convoluted pathway you took to get to the desired Web site.
How Do I Get Onto the Web?

This will very much depend on the type of server that has been selected to provide the Internet connection but all will have an icon that will direct users to the Internet. From there, one can jump on the World Wide Web by clicking on its icon. It really is so simple that one might assume they are not really there.
2.0 RECRUITMENT USING THE WORLD WIDE WEB

Most CGIAR centers either have Web sites or are in the process of developing a Web site. These sites are a nearly perfect spot to post job opportunities in the Center. We emphasize nearly because these sites may not be the most widely read Web sites on the Internet. An even better conduit may be to post position announcements on the CGIAR Web site embedding links to your institution’s Web site. This way, a highly skilled irrigation scientist who browses the Web might find the CGIAR, find an opening for an irrigation specialist at IIMI, and be able to have immediate access to the IIMI Home Page. Had that same individual not known of IIMI’s existence, without the CGIAR serving as a conduit, the two paths may never have converged. Or conversely, an irrigation scientist familiar with IIMI may link into IIMI’s Web site and be able to access position announcements at other CGIAR centers via the IIMI link to the CGIAR Home Page. In short, the CGIAR Career Page is an excellent catalyst for capturing Browsers—linking individuals with institutions.¹

It is important that centers use the CGIAR Web site and their own sites to advertise their organizations and employment opportunities. But if we want to attract potential employees that are not inclined to locate the CGIAR or its Centers on the World Wide Web, we must develop a supplemental strategy that will cast the recruitment net beyond the waters of the CGIAR. To do so, a recruiter needs to ask herself who she actually wants to view the advertisement. Are we recruiting for a person who needs specific scientific skills like a plant molecular biologist? If so, the recruiter might want to access the Web site of the trade journal of the American Society for Biochemistry and Molecular Biology, which will be read almost exclusively by those scientists with a specific technical expertise. Alternatively, the recruiter may try to cast the net more broadly and advertise positions in widely read magazines or on an electronic job bulletin board. In either case, recruitment using the World Wide Web is simple. In most cases, you can place position announcements on the Web without making telephone calls, without even addressing an envelope, or licking a stamp—even your fax machine may not be necessary.

The following section will walk the reader through three sample recruitment exercises using the World Wide Web. The first sample will guide the reader using scientific electronic job bulletin boards or job banks to get the broadest cast of the recruitment net. The second example will walk the reader through locating and using trade journals through the Web and explain how one would electronically post a job announcement on a journal’s Web site and in the journal itself. Finally, we will take a more targeted approach to using the WWW in the recruitment of, in our case, a molecular biologist via accessing the Web site of professional associations. But before we begin the process, the recruiter needs to do a bit of homework.

¹ Danielle Lucca at the CGIAR Secretariat is responsible for adding Centers’ position announcements to the Secretariat’s Web site. She can be e-mailed at dlucca.worldbank.org for text specifications.
Box 1. Considerations for using the World Wide Web

- Identify the exact skills, region, or area of discipline of candidate you seek.
- Select a search engine that will “search” for the information you seek.
- Brainstorm to determine if similar organizations might have links into the ideal applicant pool and search their Web site for suggestions of recruitment sources.
- Identify key words for all of the above. For example, one may want to recruit a female molecular biologist from Sub-Saharan Africa. One may want to try to access sources that such a candidate would be inclined to read. Professional journals in Molecular Biology, Professional Women Scientist networks, Molecular Biology Associations, Third World Women’s Organizations, and Scientific Universities around the globe are potentially good sources of candidates.

2.1 Recruiting Using Electronic Bulletin Boards or Job Banks

There are several dozen job banks on the World Wide Web. Each has its own way of organizing, displaying, and accessing career information. A job bank is a listing of jobs according to career categories and regional interests. For an additional fee, job banks will provide links to your organization’s Web site, or include a corporate profile. Job banks allow you to post new jobs, modify existing jobs, include or modify a company’s profile, search by keywords, search by codes, search by job indexes, and access a variety of employer services. Of course, these services do not come free and there is a membership fee requested of the employer. The list below includes a few job banks (each can be accessed by typing their name in the search box of your search engine):

Table 2. Job Banks

<table>
<thead>
<tr>
<th>Name</th>
<th>Web Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career Mosaic</td>
<td><a href="http://www.careermosaic.com/">http://www.careermosaic.com/</a></td>
</tr>
<tr>
<td>Career Magazine</td>
<td><a href="http://www.careermag.com/">http://www.careermag.com/</a></td>
</tr>
<tr>
<td>The Monster Board</td>
<td><a href="http://www.monster.com/">http://www.monster.com/</a></td>
</tr>
<tr>
<td>Online Career Center</td>
<td><a href="http://www.occ.com/">http://www.occ.com/</a></td>
</tr>
<tr>
<td>Virtual Job Fair</td>
<td><a href="http://www.vjf.com/">http://www.vjf.com/</a></td>
</tr>
<tr>
<td>The Riley Guide</td>
<td><a href="http://jobtrak.com/jobguide/">http://jobtrak.com/jobguide/</a></td>
</tr>
</tbody>
</table>
While each of these job banks acts as a service for potential employees, they are also a mechanism for disbursing a job announcement to a wide audience. Essentially, an organization enters a job announcement into the job bank and, for a small fee, the job announcement then becomes accessible to all subscribers. All jobs are coded according to various fields and categories. The precision of those codes depends on the job bank you chose. The membership fee and cost for setting up an account will vary as well. For example, Job Bank USA, a leading Internet employment resource, will place a single employment ad in the Job Bank USA database at a cost of $125.00 per ad. Ads may contain a maximum of 500 words, and each ad remains online for 60 days. In the case of Job Bank USA, candidates respond directly to the employer via e-mail, phone, fax, or letter as specified by the employer.

Appendix B walks the reader through The Monster Board, another leading job bank that a CGIAR Center might consider accessing with the intention of posting a position announcement. A word of caution—while these tools are read by a large audience, job boards are not the most targeted recruitment instruments. A position posted on the Monster board will have over 12,000 readers, but those readers do not promise to be the most highly skilled professionals.

**Hint:** Electronic Job Banks generate a wealth of applicants, but they also necessitate sending a large number of rejection letters.

### 2.2 Recruiting Using Electronic Links to Magazines and Journals

Most trade journals have Web sites that allow the user to access current and previous issues of the journal, tables of contents, and society membership services. They also give you the ability to sign up as a member, linking you to their membership/circulation division via e-mail. Some of the more sophisticated journals and magazines have developed job pages that allow members to post position announcements immediately on-line. Others simply ask you to fax them a copy of your job announcement, giving you the submission specifications and billing you later. Using World Wide Web sites for journals and magazines disburses job announcements to a wide and relatively targeted audience. Many CGIAR Centers are already using these magazines and journals for posting position announcements. Thus recruiters are already familiar with rate information and formatting requirements. The Web simplifies the submission process and encourages recruiters to look beyond traditional publications.

Appendix C shows the reader, step-by-step, how to access Science magazine (the journal for the AAAS) and its Web page designed for Classified Advertisements. Not all professional journals have Web pages specifically developed for submitting position announcements. One needs to search the Web for the specific journal’s home page and advance through the site to find a job listings section. If this service is not built into the Web site, look for an e-mail link to the
journal's publications division. There is usually an e-mail link on the site where you can leave a message.

Hint: Don't forget to leave your e-mail address for a response.

2.3 Recruiting Using Electronic Links to Professional Associations

Most professional societies and associations have Web sites. Some do a good job of providing their members with job listings or instruction about where they might find job listings. The American Association for Women in Science (AWIS) gives an extensive list of Web addresses for job banks, technical Web sites, and Newsgroups where they suggest one looks for jobs (Box 2).

Box 2. American Association for Women in Science (AWIS) suggestions

<table>
<thead>
<tr>
<th>General</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Career Magazine</td>
</tr>
<tr>
<td>• The Monster Board</td>
</tr>
<tr>
<td>• Virtual Job Fair</td>
</tr>
<tr>
<td>Technical</td>
</tr>
<tr>
<td>• Career Planning Center for Beginning Scientists and Engineers</td>
</tr>
<tr>
<td>• Hi-Tech Careers</td>
</tr>
<tr>
<td>• MindSource Opportunities</td>
</tr>
<tr>
<td>Newsgroups of Interest</td>
</tr>
<tr>
<td>• bionet.jobs.offered</td>
</tr>
<tr>
<td>• sci.research.careers</td>
</tr>
<tr>
<td>• sci.research.postdoc</td>
</tr>
</tbody>
</table>

Some associations are better than others at providing recruitment services for their members. At their best, associations listed in Part B of this document provide forms in their Web site where you can enter position announcements directly. They may or may not charge a fee, depending on the policy of the association. At worst, there will be no indication of how one submits a job announcement with the career placement service of the association. Mind you, not all of the career services provided by associations actually appear on the World Wide Web, and, for that matter, not all associations have career services. Sometimes the Web site for these organizations just gives basic information about the association. In most cases, the associations in this category of organizations will have at least an e-mail address and contact name for inquiring about posting position announcements in their journals or newsletters.
Appendix D guides the reader through posting a position announcement with the American Society for Biochemistry and Molecular Biology (ASBMB). Clearly, Professional Associations carry the most potential for targeting highly trained agricultural scientists and research managers.

**Hint:** Because Web sites are getting more sophisticated by the day, a site that did not have a page for recruitment today may have one tomorrow. Recruiters need to update their bookmarks frequently and revisit their favorite Web sites for new tools and revised pages.
RECRUITMENT RESOURCES
Agronomy

American Society of Agronomy
677 South Segoe Road
Madison, WI 53711
Tel: 608-273-8080
Fax: 608-273-2021
Contact: Dr. Robert F. Barnes, Executive Vice President

HOME PAGE http://www.nas.edu/cwse/ASA.html
RECRUITMENT  http://www.agronomy.org/services/career.html

MEMBERSHIP: 12,700 Overseas: 21% Women: 8%

Services
1. Agronomy Journal (bimonthly)
   Contact: Jay Poster
   Cost $50
2. Placement Service
   Contact: Leann Malison
   Free to employers
3. Rent Mailing List
   Can screen according to seven selection criteria, including areas of specialization.
   Cannot be sorted by sex.
   Contact: Leann Malison
   $80/1000 names + $25 set-up fee
4. Six professional journals
   All will place ads.
   Contact: Leann Malison
   $300-$400 1/4 page

Comments: AAS is comprised of the Crop Science Society of America (CSSA) and the Soil Science Society of America (SSSA). The services offered by AAS are available to all associated members.

Affiliates: Association of Women in Soil Science,
Committee on Women in Agronomy
Association of Women Soil Scientists
USDA Soil Conservation Service
600 Agribank Building
375 Jackson Street
St. Paul, MN 55429
Tel: 612-290-3677
Contact: Mary West, Chair, Executive Committee

HOME PAGE  http://www.nas.edu/cwse/AWSS.html

MEMBERSHIP  200  Overseas: 1%  Women: 95%

Services  Cost
1. Newsletter (quarterly)  No fee
2. Membership directory  Possible to receive

Weed Science Society of America
1508 W. University
Champaign, IL 61821-3133
Tel: 217-356-3182
Fax: 217-398-4119
Contact: Vicki Baker

HOME PAGE  http://piked2.agn.uluc.edu/wssa/subpages/about.html
RECRUITMENT  http://www.nrlan.gc.ca/cfs/fpmi/weedjobs/#A4

MEMBERSHIP: 3,000  Overseas: 7%  Women: N/A

Services  Cost
1. Newsletter (quarterly)  No fee
   Contact: Bob Schmitt
   217-352-4212
   E-mail: raschwssa@aol.com
2. Jobs listing Weedjobs  Free
   Contact: Robert A. Campbell
   Canadian Forest Service
   P.O. Box 490
   1219 Queen Street East
   Sault Ste. Marie, ON
   CANADA P6A 5M7
   E-mail: bcampbel@NRCan.gc.ca
**Biology**

American Institute of Biological Sciences  
1444 I Street, NW, Suite 200  
Washington, DC 20005  
Tel: 202-628-1500  
Fax: 202-628-1509  
Contact: Donald Been, Acting Executive Director

**HOME PAGE**  
http://www.nas.edu/cwse/AIBS.html  
**RECRUITMENT**  
http://www.AIBS.org

**MEMBERSHIP**  
10,000 approx.  
Overseas: N/A  
Women: 50%

**Services**

1. *Bioscience* (monthly; circulation = 12,000)  
   Contact: Rebecca Chassen  
   202-628-1500  
   Cost:  
   $390 1/4 page  
   $580 1/2 page  
   $890 full page

2. Mailing lists  
3. Will post an e-mailed text of a job  
   announcement on their Web site  
   No charge

American Society for Biochemistry and Molecular Biology (ASBMB)  
9650 Rockville Pike  
Bethesda, MD 20814-3996  
Tel: 301-530-7145  
Fax: 301-571-1824  
E-mail: asmb@asmb.faseb.org  
Contact: Adele Wolfson and Miriam Greenberg, Subcommittee of Equal Opportunities for Women

**HOME PAGE**  
http://www.nas.edu/cwse/ASBMB.html

**MEMBERSHIP**  
9,000  
Overseas: 6.8%  
Women: N/A
## Services

<table>
<thead>
<tr>
<th>Service</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Rent Mailing List</td>
<td>$95/1000 names</td>
</tr>
<tr>
<td>Cannot filter</td>
<td></td>
</tr>
<tr>
<td>Contact: Deb Stoutamire</td>
<td>301-530-7003</td>
</tr>
<tr>
<td>2. Placement Service</td>
<td>$300</td>
</tr>
<tr>
<td>Contact: Dot Doyle, ext. 7154</td>
<td></td>
</tr>
<tr>
<td>3. Journal (3/year)</td>
<td>$400  1/4 page</td>
</tr>
<tr>
<td>Contact: Charles Hancock</td>
<td>$650  1/2 page</td>
</tr>
<tr>
<td>4. Directory of Women Scientists available</td>
<td></td>
</tr>
<tr>
<td>Contact: B. Gordon at ASBMB</td>
<td></td>
</tr>
</tbody>
</table>

Comments: Sub-Committee on Equal Opportunities for Women. Contact: Adele Wolfson and Miriam Greenberg

---

**American Society for Cell Biology**  
9650 Rockville Pike  
Bethesda, MD 20814  
Tel: 301-530-7153  
Fax: 301-530-7139  
Contact: Elizabeth Marincola, Executive Director

**HOME PAGE**  
[http://www.nas.edu/cwse/ASCB.html](http://www.nas.edu/cwse/ASCB.html)

**MEMBERSHIP**  
7,310  
Overseas: 13.6%  
Women: N/A

## Services

<table>
<thead>
<tr>
<th>Service</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Newsletter (monthly)</td>
<td>$7.50/line</td>
</tr>
<tr>
<td>Contact: Ed Numan</td>
<td></td>
</tr>
<tr>
<td>2. Rent Mailing List</td>
<td>$95/1000 names</td>
</tr>
<tr>
<td>Can be filtered by sex and sub-discipline</td>
<td></td>
</tr>
<tr>
<td>Contact: Ed Numan</td>
<td></td>
</tr>
<tr>
<td>3. Placement Service</td>
<td>$150</td>
</tr>
<tr>
<td>Contact: Dot Doyle</td>
<td></td>
</tr>
</tbody>
</table>


Internet: [Goodenough@WVSTLB.WSTL.edu](mailto:Goodenough@WVSTLB.WSTL.edu)
American Society for Microbiology
Department of Microbiology
Miami University
Oxford, OH 45056
Tel: 513-529-2028
Fax: 513-529-2431
Bitnet: AMHOOKE@MIAMIU
Contact: Dr. Anne Morris Hooke, Chair, Department of Microbiology

**HOME PAGE**  http://www.nas.edu/cwse/ASM.html

**MEMBERSHIP**  41,000  Overseas: 24%  Women: 33%

**Services**

1. *Applied and Environmental Microbiology*  
   (monthly)  
   Contact: Daffney Greenwood, ext 357

2. Placement Service  
   Contact: Kate Spare  
   $200 nonprofit

3. Rent Mailing List  
   Can filter by location and discipline  
   Contact: Michelle Horowitz, ext 266  
   $300 for profit  
   $130/1000 names

**Affiliates:** Committee on the Status of Women in Microbiology.

Federation of American Societies for Experimental Biology
9650 Rockville Pike
Bethesda, MD 20014
Tel: 301-530-7090
Fax: 301-530-7001
Contact: Dr. Robert Krauss, Executive Director

**HOME PAGE**  http://www.nas.edu/cwse/FASEB.html

**Services**

1. Monthly journal

**Cost**
International Society for Plant Molecular Biology
University of Georgia
Department of Biochemistry and Molecular Biology
Athens, GA 30602-7229
Tel: 706-542-3239
Fax: 706-542-2090
E-mail: Ldure@uga.cc.uga.edu

HOME PAGE  http://www.uga.edu/~ispmb

MEMBERSHIP  2,000  Overseas: 40%  Women: 30%

Services  Cost
1. *Reporter* (quarterly)  $280  1/2 page
   Contact: Dr. Carl Price, Editor  $400  full page
   908-445-2920 (Rutgers University)
2. Rent Mailing List  $350  entire list
   Contact: Diane Tyner

Chemistry and Biochemistry

American Association of Cereal Chemists
3340 Pilot Knob Road
St. Paul, MN 55121-2097
Tel: 612-454-7250
Fax: 612-454-0766
Contact: Dr. Raymond J. Tarleton, Executive Vice President Emeritus

HOME PAGE  http://www.nas.edu/cwse/AACC1.html

MEMBERSHIP  3,371 + 230 corporate  Overseas: 33%  Women: 35%

Services  Cost
1. Placement Service  No Fee
   Contact: Deb Merrit
   DebM@scisoc.org
2. *Cereal Foods World* (monthly)  $700  1/4 page
   Contact: Amy Hope
3. *Cereal Chemistry* (bimonthly)
American Chemical Society
1155 6th Street N.W.
Washington, DC 20036
Tel: 202-872-4600

HOME PAGE  http://www.acs.org/
RECRUITMENT  http://acsinfo.acs.org.8004/plweb/indexpl.html

MEMBERSHIP  144,000  Overseas: N/A  Women: N/A

Services
1. Chemical Engineering News
   Contact: Jane Gatenby
2. Placement Service - ACS Job Bank
   (Professional databank)

Cost
$70/line/110 characters

American Society for Biochemistry and Molecular Biology
9650 Rockville Pike
Bethesda, MD 20814
Tel: 301-530-7145
**See: Biology

Ecology, Environmental, and Natural Resource Management Sciences

American Institute of Hydrology
2499 Rice Street, Suite 135
St. Paul, MN 55113
Tel: 612-484-8169
Fax: 612-484-8357
Contact: Helen Klose, Executive Manager

HOME PAGE  http://www.nas.edu/cwse/AIH.html

MEMBERSHIP  1000  Overseas: 10%  Women: 5%
Services

1. Bulletin (quarterly)
   Job announcements
   Need text two weeks before publication
   Contact: Hestelle Richardson
   Tel: 205-752-5543; Fax: 205-752-4043

2. Rent Mailing List (labels)

3. Rent Registry of Members
   Organized by area of specialization

Ecological Society of America
2010 Massachusetts Avenue, Suite 400
Washington, D.C. 20036
Tel: 202-833-8773

HOME PAGE  http://www.sdsc.edu/~esa/esa.html

MEMBERSHIP  7,300  Overseas: 14%  Women: N/A

Services

1. Newsletter (6/yr)
   Posted on Web site with position announcements
   http://www.sdsc.edu/~ESA/newspage.htm  
   $90/75 words

2. Electronic Bulletin Board
   Contact: Nadine Cavender
   ESA -- Public Affairs Office
   202-833-8773
   nadine@esa.org

International Association for Ecology
Drawer E
Aiken, SC 29802
Tel: 803-725-2472
Fax: 803-725-3309

MEMBERSHIP  1,300  Overseas: 70%  Women: N/A

Services

1. Rent Mailing List
   Cost
   $0.09/label
International Water Resources Association
University of New Mexico
Tel: 508-277-9400
Contact: Michelle Minnis

<table>
<thead>
<tr>
<th>MEMBERSHIP 1,500</th>
<th>Overseas: 50%</th>
<th>Women: N/A</th>
</tr>
</thead>
</table>

**Services**
1. *Update* newsletter (quarterly)
2. Rent Mailing List
   Geographic filter only

<table>
<thead>
<tr>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>No fee</td>
</tr>
<tr>
<td>$100 + $10 set-up fee</td>
</tr>
</tbody>
</table>

Women in Natural Resources (WINR)
Bowers Lab
University of Idaho
Moscow, ID 83844-1114
Tel: 208-885-6754
Fax: 208-885-5878
Contact: Dr. Dixie Ehrenrich

<table>
<thead>
<tr>
<th>MEMBERSHIP 10,000</th>
<th>Overseas: N/A</th>
<th>Women: 90%</th>
</tr>
</thead>
</table>

**Services**
1. Journal (quarterly)
2. Bi-weekly flyer w/position announcements
3. Custom direct mail to subscribers or to mailing list

<table>
<thead>
<tr>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>$800 full page</td>
</tr>
<tr>
<td>$400 1/2 page</td>
</tr>
<tr>
<td>$200 1/4 page</td>
</tr>
<tr>
<td>Same prices as journal</td>
</tr>
</tbody>
</table>

Contact WINR

Comments: 2000 members subscribe to the journal. An additional 10,000 are on the mailing list and receive flyers with position announcements (includes all major university departments in the U.S.). The largest group of members are in forestry, fisheries, and wildlife. Most are middle and senior level scientists and professionals. WINR is eager to assist the CG Centers and will provide customized services.
Worldwide Network
1331 H. Street, N.W., Suite 903
Washington, DC 20005
Tel: 202-347-1514
Contact: Susan Brackett

**Membership** 7,600   Overseas: 4,600   Women: 95%

<table>
<thead>
<tr>
<th>Services</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Directory of Women in the Environment</td>
<td>$22</td>
</tr>
</tbody>
</table>

Comments: Worldwide Network is a network of women working in environmental conservation and science around the world. They are seeking to expand the services they offer to their members but at this time offer no mechanism for publishing position announcements. The Directory of Women in the Environment has in the past been used by organizations to serve as a consultant roster and mailing list.

---

**Economics and Agricultural Economics**

American Economics Association
Department of Economics
Northwestern University
2003 Sheridan Road
Evanston, IL 60208
Tel: 708-491-3784
Contact: Rebecca Blank, Committee on the Status of Women in the Economics Profession
Nancy M. Gordon, Chair, Committee on the Status of Women in Economics
Congressional Budget Office
2nd & D Streets, SW
Washington, DC 20515
Tel: 202-226-2669

**Home Page**  [http://www.nas.edu/cwse/AEA.html](http://www.nas.edu/cwse/AEA.html)

**Membership** 26,000   Overseas: N/A   Women: N/A
Services
1. *Job Openings for Economists* (newsletter)  
   Cost: Free (200 words or less)

Comments: See also Committee on the Status of Women in the Economics Profession

**Association of Agricultural Economics**  
Business Office  
Iowa State University  
Tel: 515-233-3202  
Contact: Lona Christoffers

**HOME PAGE**  
[http://www.aaea.org](http://www.aaea.org)

**MEMBERSHIP**  
4,000  Overseas: Approx. 15%  Women: 10-15%

**Services**
1. Newsletter (quarterly)  
   Michael Ellerbrook  
   Editor of Newsletter  
   Dept. of Agricultural Economics  
   217 Hutchinson Hall  
   Virginia Tech.  
   Blacksburg, VA 24061-0401  
   Tel: 703-231-7417

2. Mailing labels  
   Can be filtered by sex and international/domestic  
   Contact: Lona Christoffers, Business Office

3. Will place job announcements on their Web site

Comments: See also Committee on Women in Agricultural Economics

**Association of Environmental and Resource Economists**  
1616 P. Street, N.W., Room 507  
Washington, DC 20036  
Tel: 202-328-5077  
Fax: 202-939-3460  
Contact: Marilyn Voit, Membership  
Ann Checkley, Mailing List

**MEMBERSHIP**  
750  Overseas: 11%  Women: N/A
Services | Cost
---|---
1. Newsletter (bi-annual) | Free
2. Rent Mailing List | $25
No filtering available

Committee on the Status of Women in the Economics Profession (CESWEP)
Contact: Dr. Elizabeth Hoffman, Chair
Tel: 602-621-6227
Fax: 602-621-2606

MEMBERSHIP 6,000 Overseas: 7% Women: 95%

Services | Cost
---|---
1. Newsletter (quarterly) | 
2. Rent Mailing List | $0.15/label
Can be filtered by area of specialization
Contact: Marty Cox
Economic Research Services
4901 Tower Court
Tallahassee, FL

Affiliate: Committee of American Economics Association

Committee on Women in Agricultural Economics (CWAE)
Economic Research Service (ERS-ATD)
USDA
1301 New York Avenue, N.W.
Washington, DC 20005
Tel: 202-219-0803
Fax: 202-219-0371
Contact: Janet Terry

HOME PAGE  http://cc.usu.edu/~thilmany/cwae.htm

MEMBERSHIP 206 Overseas: 12% Women: Approx. 95%

Services | Cost
---|---
1. Newsletter (3/yr) | Free service
No restrictions on length

Comments: Newsletter has run articles on women in CG Centers. Eager to place job announcements.
Affiliate: Association of Agricultural Economics

International Association of Agricultural Economics
Farm Foundation
1211 West 22nd Street
Oakbrook, IL
Tel: 708-571-9393
Fax: 708-571-9580
Contact: Dr. Walter Armbruster

<table>
<thead>
<tr>
<th>SERVICES</th>
<th>COST</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rent Mailing List</td>
<td>$0.20/label</td>
</tr>
</tbody>
</table>

Comments: Good mechanism for reaching agricultural economists in developing countries.

Education and Training

American Association for Higher Education
One Dupont Circle, Suite 360
Washington, D.C. 20036-1110
Tel: 202-293-6440
Fax: 202-293-0073
202-462-7326
Contact: Russell Edgerton, President
Judy Corcillo, Chair, Women’s Caucus

HOME PAGE http://www.nas.edu/cwse/AAHE.html

<table>
<thead>
<tr>
<th>SERVICES</th>
<th>COST</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bulletin (monthly)</td>
<td></td>
</tr>
</tbody>
</table>
American Educational Research Association
1230 Seventeenth Street, N.W.
Washington, D.C. 20036-3078
Tel: 202-223-9485
Fax: 202-775-1824
E-mail: aera@asu.edu

HOME PAGE http://www.ed.asu.edu/aera/about.html
RECRUITMENT http://tikkun.ed.asu.edu/-jobs/joblinks/html

American Society for Information Science
8720 Georgia Avenue, Suite 501
Silver Spring, MD 20910
Tel: 301-495-0900
Fax: 301-495-0810
E-mail: asis@asis.org

HOME PAGE http://www.asis.org/

The Chronicle of Higher Education
Department E
1255 23rd Street, N.W., Suite 700
Washington, D.C. 20037
Tel: 202-466-1000
Fax: 202-296-2691
Contact: Christopher Sheppard
202-466-1050
E-mail: christopher.sheppard@chronicle.com

HOME PAGE http://chronicle.merit.edu/.about/.atinfo.html
RECRUITMENT http://chronicle.merit.edu/.about/.bb-ad.html

MEMBERSHIP: 400,000+
<table>
<thead>
<tr>
<th>Services</th>
<th>Cost</th>
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</thead>
<tbody>
<tr>
<td>1. Academe This Week (online)</td>
<td>$88 per column inch or</td>
</tr>
<tr>
<td></td>
<td>$1.65 per word for agate-type ads</td>
</tr>
<tr>
<td>2. Academe Today</td>
<td>Same as above</td>
</tr>
<tr>
<td>3. Ads may be placed by e-mail at <a href="mailto:jobs@chronicle.com">jobs@chronicle.com</a>; fax; mail to Bulletin Board at address above; phone at 202-466-1050</td>
<td></td>
</tr>
</tbody>
</table>

**International Council for Continuing Education and Training**
1101 Connecticut Avenue, N.W.
Suite 700
Washington, DC 20036
Tel: 202-857-1122

<table>
<thead>
<tr>
<th>Membership</th>
<th>500</th>
<th>Overseas: None</th>
<th>Women: 50%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Services**
Contact: Marla Klayton
1. Newsletter (quarterly)
2. Rent Mailing List

**International Training in Communication**
PO Box 4249
Anaheim, CA 92803
Tel: 714-995-3660
Contact: Muriel Bryant, Executive Director

<table>
<thead>
<tr>
<th>Membership</th>
<th>21,080</th>
<th>Overseas: N/A</th>
<th>Women: N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**National Association for Women in Education**
1325 18th Street, N.W.
Suite 210
Washington, DC 20036-6511
Tel: 202-659-9330
Contact: Lynn Gangone, Executive Director

**HOME PAGE**  [http://radcliffe.harvard.edu:70/R3...rk-Culture/Career-research-netfile](http://radcliffe.harvard.edu:70/R3...rk-Culture/Career-research-netfile)

Membership 5,000 Overseas: minimal Women: 95%
Services  
1. *About Women on Campus -- Job Line*  
   (quarterly)  
   Contact: Dr. Patricia Farran, Editor  
   Cost  
   $150  1/4 page  
   $200  1/2 page  
   $300  full page  

---

**Engineering**

**American Society of Agricultural Engineers (ASAE)**  
2950 Niles Road  
St. Joseph, MI 49085-9659  
Tel: 616-429-0300  
Fax: 616-429-3852  
Contact: Roger R. Castenson, Executive Vice President

**HOME PAGE**  
http://www.nas.edu/cwse/ASAE.html

**RECRUITMENT**  
http://asae.org.personnel

**MEMBERSHIP**  
11,000  
Overseas: 25%  
Women: 1%

**Services**  
1. Rent Mailing List  
   Filters by technical interest areas  
   Contact: Joe Walker 616-428-6338  
   Cost  
   Negotiable

2. *Agricultural Engineering* (6/yr)  
   Contact: Delores Gunn  
   Cost  
   $50/c.inch

3. Newsletter (6/yr)  
   Contact: Delores Gunn  
   Cost  
   $50/c.inch

---

**Society of Women Engineers**  
210 Wall Street, 11th floor  
New York, NY 10005-3902  
Tel: 212-509-9577  
Fax: 212-509-0224  
E-mail: 71764.743@compuserve.com

**HOME PAGE**  
http://www.swe.org/

**MEMBERSHIP**  
15,000  
Overseas: 30%  
Women: 90%
Services

1. *SWE Magazine* (bi-monthly)
   Contact: Astel Zito
   Circulation: 15,000
   Cost:
   $435 1/4 page
   $770 1/2 page

2. Electronic job postings at
   swe-joblisting@swe.org
   Information at vp-special.services@swe.org
   150 words

**Entomology**

Entomological Society of America
9301 Annapolis Road, Suite 300
Lanham, MD 20706-3115
Tel: 301-731-4535
Fax: 301-731-4538
E-mail: esa@entsoc.org
Contact: Dr. W. Darryl Hansen, Executive Director

**HOME PAGE** [http://www.entsoc.org/](http://www.entsoc.org/)
**RECRUITMENT** [http://www.entsoc.org/jobopps.htm](http://www.entsoc.org/jobopps.htm)

**MEMBERSHIP** 8,300 Overseas: 8% Women: N/A

<table>
<thead>
<tr>
<th>Services</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Newsletter (monthly)</td>
<td>$20/line (42 characters/line)</td>
</tr>
<tr>
<td>Elizabeth A. Blinn, Editor</td>
<td></td>
</tr>
<tr>
<td>Opportunities listing</td>
<td></td>
</tr>
<tr>
<td>Display ads**</td>
<td>$410 1/2 page</td>
</tr>
<tr>
<td>(E-mail to <a href="mailto:mem@entsoc.org">mem@entsoc.org</a>)</td>
<td>$355 1/3</td>
</tr>
<tr>
<td>(E-mail to <a href="mailto:mem@entsoc.org">mem@entsoc.org</a>)</td>
<td>$190 1/6</td>
</tr>
<tr>
<td>2. Newsletter (online)</td>
<td>$3 a word</td>
</tr>
<tr>
<td>(E-mail to <a href="mailto:mem@entsoc.org">mem@entsoc.org</a>)</td>
<td></td>
</tr>
<tr>
<td>3. Rent Mailing List</td>
<td>$80/1000 names</td>
</tr>
<tr>
<td>Filters by sex, categories, countries, etc.</td>
<td></td>
</tr>
</tbody>
</table>

**++** Need to submit two months before publication; need to specify that organization is an equal opportunity employer or ad will not be accepted.
Women in Entomology
22 Anderson Avenue
Columbia, MO 65201
Tel: 314-874-4143
Bitnet: outdiane@mizzoui or userxp8x@waynemts
Contact: Dr. Diane Calabrese, Editor

**HOME PAGE**  http://www.nas.edu/cwse/WIE2.html

**MEMBERSHIP**  400

<table>
<thead>
<tr>
<th>Services</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Newsletter (semi-annual)</td>
<td>Free</td>
</tr>
<tr>
<td>Can place position announcements</td>
<td></td>
</tr>
<tr>
<td>2. Directory</td>
<td>Blank diskette + postage</td>
</tr>
</tbody>
</table>

Overseas: <10%  Women: 100%

---

Forestry

International Society of Tropical Foresters
5400 Grosvenor Lane
Bethesda, MD 20814
Tel: 301-897-8720
Fax: 301-897-3690
Contact: Dr. Warren Doolittle

**MEMBERSHIP**  1900/60 orgs./40 corporate

<table>
<thead>
<tr>
<th>Services</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Newsletter (quarterly)</td>
<td>$50/column inch</td>
</tr>
<tr>
<td>Can obtain membership directorate</td>
<td></td>
</tr>
</tbody>
</table>

Overseas: N/A  Women: N/A

Society of American Foresters
5400 Grosvenor Lane
Bethesda, MD 20814
Tel: 301-897-8720
Fax: 301-897-3690
Contact: Carol McKernon, ext. 108

**MEMBERSHIP**  18,000

<table>
<thead>
<tr>
<th>Overseas</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>1%</td>
<td>10%</td>
</tr>
</tbody>
</table>
**Services**
1. Rent Mailing List
   Can filter by sex, region, professional vs. student, etc.
   Contact: June Seabolt
2. *Journal of Forestry*

<table>
<thead>
<tr>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>$120/1000 names</td>
</tr>
<tr>
<td>$425 1/6 page</td>
</tr>
<tr>
<td>$815 1/3 page</td>
</tr>
<tr>
<td>$1000 1/2 page</td>
</tr>
</tbody>
</table>

**Geography**

Association of American Geographers (AAG)
1710 16th Street, N.W.
Washington, DC 20009-3198
Tel: 202-234-1450
Fax: 202-234-2744
E-mail: gaia@aag.org
Contact: Dr. Susan Cutter, Director (908-932-4103)

HOME PAGE  [http://www.aag.org/intro.html](http://www.aag.org/intro.html)
RECRUITMENT [http://www.aag.org/jobs.html](http://www.aag.org/jobs.html)

MEMBERSHIP 7,400 Overseas: N/A Women: N/A

**Horticulture**

American Society for Horticultural Science
113 South West Street, Suite 400
Alexandria, VA 22314-2824
Tel: 703-836-4606
Fax: 703-836-2024
Contact: Dr. Christine A. Radiske, Executive Director

HOME PAGE  [http://www.nas.edu/cwse/ASHS.html](http://www.nas.edu/cwse/ASHS.html)

MEMBERSHIP 5,000 Overseas: 33% Women: N/A
Services  
1. Newsletter (monthly)  
2. Rent Mailing List  
   Can filter region only  
   Contact: Margot Storm  

Cost  
$10/line  
$100/1000 names  

Management and Administration

American Business Women's Association  
900 Ward Parkway  
PO Box 8728  
Kansas City, MO 64114-0728  
Tel: 816-361-6621  
Fax: 816-361-4991  
E-mail: info@abwahq.org  

HOME PAGE  http://www.abwahq.org  
MEMBERSHIP  80,000 (21% managers)  
Overseas: 0  
Women: 99%  

Services  
1. Job Bank USA  
   Contact: 800-296-IUSA  
2. Women in Business magazine (bi-monthly)  
   Contact: Lynn Weddle, Advertising Manager  

Cost  
$922 1/6 page  
$2079 1/2 page

American Society for Public Administration (ASPA)  
1120 G Street, N.W.  
Washington, DC 20005  
Tel: 202-393-7878  

HOME PAGE  http://www.aspanet.org  
MEMBERSHIP  12,000  
Overseas: 1.28%  
Women: 19.56%
<table>
<thead>
<tr>
<th>Services</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. <em>Public Administration Times</em> newsletter (monthly)</td>
<td>$35/column inch</td>
</tr>
<tr>
<td>Position announcements appear in section called &quot;The Recruiter&quot;</td>
<td>No display ads accepted</td>
</tr>
<tr>
<td>Contact: John Larkin</td>
<td></td>
</tr>
<tr>
<td>2. Rent Mailing List</td>
<td>$90/1000 names</td>
</tr>
<tr>
<td>Can be sorted by sex</td>
<td>$5/1000 each filter</td>
</tr>
<tr>
<td>Contact: Charlie Rice 301-680-3636</td>
<td>3000 name minimum</td>
</tr>
<tr>
<td>3. Mailing list rental</td>
<td>$70/1000 names</td>
</tr>
<tr>
<td>Can filter by &quot;managers,&quot; &quot;finance,&quot; etc.</td>
<td>Minimum 5000 names</td>
</tr>
</tbody>
</table>

American Society for Public Administration—Section on Women in Public Administration
Contact: Mary Bailey, Chair
513-556-3318

<table>
<thead>
<tr>
<th>MEMBERSHIP</th>
<th>Overseas: 0</th>
<th>Women: 100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>600</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Services

1. *Bridging the Gap* newsletter (quarterly)
Contact: Ann Sneider (503-378-6998)

Plant Breeding

American Phytopathological Society (APS)
3340 Pilot Knob Road
St. Paul, MN 55212-2097
Tel: 612-454-7250
Fax: 612-454-0766
E-mail www.scisoc.org
Contact: Maureen Mullen
Potomac Division
James Locke
USDA, ARS, FNPRU B-010A, Rm. 238, BARC-West
Beltville, MD 20705-2350
Tel: 301-504-6413
Fax: 301-504-5096
E-mail:jlocke@asrr.arsusda.gov

HOME PAGE http://www.scisoc.org/

<table>
<thead>
<tr>
<th>MEMBERSHIP</th>
<th>Overseas: 1,200</th>
<th>Women: N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>4,900</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Services

1. *Phytonews* newsletter (monthly)  
   Contact: Deb Merrit  
   APS@scisoc.org  
   Cost: $35/column inch

2. Rent Mailing List  
   Can filter by sex and overseas membership  
   Contact: Kayleen Peterson  
   Cost: $125/1000 + $125 set-up fee

3. *Plant Disease* (monthly)  
   Contact: Deb Merrit  
   Cost: $615 1/2 page  
   Cost: $935 full page

**Plant Physiology and Plant Pathology**

American Society of Plant Physiologists  
15501 Monona Drive  
Rockville, MD 20855-2768  
Tel: 301-251-0560  
Fax: 301-279-2996  
Contact: Dr. Mel Josephs, Executive Director

**HOMEPAGE**  
[http://www.nas.edu/cwse/ASPP.html](http://www.nas.edu/cwse/ASPP.html)

**MEMBERSHIP**  
5,300  
Overseas: 1,000  
Women: 19%

Services

1. Placement Service  
   Contact: Susan Chambers  
   Cost: $25

2. Rent Mailing List  
   Filters by fields of interest  
   Cost: $1000 entire list  
   Filtered lists increase cost per label

3. ASPP newsletter (bi-monthly)  
   Contact: Jody Carlson  
   jcarlson@aspp.org  
   No fee

4. Journals:  
   *Plant Physiology*  
   *Plant Cell*  
   Contact: Jody Carlson  
   Cost: $150 1/4 page  
   Cost: $300 1/2 page

**Women in Plant Physiology**  
Department of Biology  
300 College Park  
Dayton, OH 45469  
Contact: Dr. Mary Jo Vesper

**HOMEPAGE**  
[http://www.nas.edu/cwse/WPP.html](http://www.nas.edu/cwse/WPP.html)
Social Sciences

American Anthropological Association
4350 N. Fairfax Drive, Suite 460
Arlington, VA 22203-1620
Tel: 703-528-1902
Fax: 703-528-3546

HOME PAGE http://www.ameranthassn.org/
RECRUITMENT http://www.ameranthassn.org/carple.htm

MEMBERSHIP 11,000 Overseas: 1,500 Women: Approx. 50%

Services
1. Anthropology Newsletter (monthly)
   Contact: Susan Scomo
   Cost: $110/100 words
2. Rent Mailing List
   Can filter by sub-discipline (i.e., agriculture)
   Cost: $150/1000 labels
3. Brochure: Careers in Anthropology
   Cost: $35 (members)
   $110 (nonmembers)
4. Placement service

Comment: Recommend purchasing mailing list for culture and agriculture
group. Membership of over 400, comprised largely of
anthropologists carrying out applied work in agriculture, forestry,
and the environment.

Society for Applied Anthropology
(Business Office)
PO Box 24083
Oklahoma City, OK 73214
Tel: 405-843-5113
Fax: 405-843-8553
E-mail: sfaa@telepath.com
Contact: Jean J. Schensul, President

HOME PAGE http://www.telepath.com/sfaa/

MEMBERSHIP 2,000 Overseas: 15% Women: N/A
American Sociological Association
1722 N. Street, N.W.
Washington, DC 20036
Tel: 202-833-3410x323
Fax: 202-785-0146
Bitnet: CBH22@GWUVM
Contact: Dr. Carla Howeney, Deputy Executive Director

HOME PAGE  http://www.asanet.org/ebsub.htm

MEMBERSHIP  12,300  Overseas: N/A  Women: 34%

Services
1. Monthly employment bulletin
   Contact: Michelle Walback
   Reaches 2200 university departments
   and 2600 subscribers
   Classified ads only
   Address ads to:
   ASA Employment Bulletin Advertising, or
   Fax: 202-466-4245
   E-mail: eb@asamnet/prg
   E-mail ads must include billing information.
2. Directory available

Cost
$100/18 lines
$1 each additional line

Comments: Also Committee on the Status of Women in Sociology. Contact: Carolyn Bugnoe

Society for Applied Sociology
Anne Arundel Community College
Division of Social Sciences
101 College Parkway
Arnold, MD 21012-1895
Tel: 410-541-2835
Fax: 410-541-2239
E-mail: rbedea@clark.net

HOME PAGE  http://www.indiana.edu/~appsoc/
RECRUITMENT http://www.indiana.edu/~appsoc/membene.htm
Services | Cost
---|---
1. Newsletter (quarterly) | Free
   - Contact: Michael Whiteford, Editor
     219 Curtiss Hall
     Iowa State University
     Ames, IA 50011-1050
     Internet: S1.MBW@ISUMVS.IASTATE.edu
2. Rent Mailing List | $250 for entire list
   Can filter for members specializing in social

Rural Sociology Society
Montana State University
Department of Sociology
Wilson Hall
Bozeman, MT 59717
Tel: 406-994-5248
Contact: Bonita Fabre

MEMBERSHIP
1100
Overseas: 10-15%
Women: N/A

European Sociological Association
Robert Miller, Editor
European Sociologist
Department of Sociology & Social Policy
The Queen’s University of Belfast
Belfast BT7 1NN
Northern Ireland
Tel: +44-232-245133 extension 3715 or 3716
Fax: +44-1232-320668
E-mail: r.miller@queens-belfast.ac.uk
RECRUITMENT  http://www.qub.ac.uk/socsci/miller/submit.html

Services  Cost
1. European Sociologist  £130  two-sided insert sheet
   Charges for commercial  £100  full page
   advertisements  £60  half page
   £45  third of a page
   £30  sixth of a page

International Sociological Association
Secretariat: Facultad C. C. Políticas y Sociología
Universidad Complutense
28223 Madrid
Spain
Tel: 34-1 352 76 50
Fax: 34-1 352 49 45
E-mail isa@sis.ucm.es

HOME PAGE  http://www.ucm.es/OTROS/isa/
RECRUITMENT  http://www.ucm.es/OTROS/isa/memberses.htm

Services  Cost
1. ISA Bulletin

Statistics

American Statistical Association
1429 Duke Street
Alexandria, VA 22314-3402
Tel: 703-684-1221
Fax: 703-684-2031
E-mail: asainfo@amstat.org
Contact: Marilyn Humm, asainfo@asa.mhs.compuserve.com

HOME PAGE  http://www.amstat.org/
RECRUITMENT  http://www.amstat.org/opportunities/
MEMBERSHIP  19,000  Overseas: 15%  Women: N/A
Services
1. Journal: AMSTAT News
   Contact: John Franklin
   Cost: $100/classified ad
2. Rent Mailing List
   Filters by sub-discipline
   Contact: Richard Foley
   Cost: $95 full list
3. Online posting and in journal
   Cost: $200 (nonprofit)
   $300 for all others

Biometric Society
1429 Duke Street
Alexandria, VA 22314-3402
Tel: 703-836-8311
Contact: Elise Thull, Business Manager

<table>
<thead>
<tr>
<th>MEMBERSHIP</th>
<th>6,800</th>
<th>Overseas: 50%</th>
<th>Women: N/A</th>
</tr>
</thead>
</table>

Services
1. Biometric Bulletin (quarterly)
   Ad copy to:
   G. K. Sukla
   Indian Institute of Technology
   Dept. of Mathematics
   Kanpur - 208 016, India
   Cost: $245 1/4 page
   $385 1/2 page
   $635 full page
2. Rent Mailing List
   Can filter by country
   Cost: $95/1000 names

Caucus for Women in Statistics
C/o Cynthia Struthers
St. Jerome College
Waterloo, Ontario N2L 3G3
Canada
Tel: 519-888-4801
Fax: 519-746-6530
Contact: Barbara Tillie, President
313-354-8060

| MEMBERSHIP | 350 | Overseas: N/A | Women: N/A |
**Services**

**Contact:** Susan Hosteller, Jobs Editor  
(202-226-3270)

1. Newsletter (quarterly)  
2. Rent Mailing List

**Cost**

Free  
Price to be determined

**Affiliate:** American Statistical Association

---

**Veterinary Medicine**

**American Veterinary Medical Association**

1931 North Meacham Road, Suite 100  
Schaumburg, IL 60173-4360

**Tel:** 708-925-8070  
**Fax:** 708-330-2862  
**Contact:** Dr. Roland Dommert, Executive Director

**HOME PAGE**  
[http://www.nas.edu/cwse/AVMA.html](http://www.nas.edu/cwse/AVMA.html)

**MEMBERSHIP**  
54,689  
Overseas: 1.5%  
Women: 28%

**Services**

1. *AVMA Journal* (2/month)*  
   *Price reduced with more frequent publication*
2. *American Journal of Veterinary Research* (monthly)
3. Rent Mailing List  
   Filters by professional activity  
   Also available on diskette
4. Placement Service

**Cost**

$1,525  
$1,850  
$2,800  
$400  
$500  
$600  
$50/1000 labels  
$150 minimum  
$100

---

**Association of Women Veterinarians**

32205 Allison Drive  
Union City, CA 94587

**Tel:** 510-471-8379  
**Fax:** 510-471-8379  
**Contact:** Dr. Chris Stone Payne, Secretary

**HOME PAGE**  
[http://www.nas.edu/cwse/AWV.html](http://www.nas.edu/cwse/AWV.html)
MEMBERSHIP 900 Overseas: 2% Women: 100%

Services
1. Newsletter (quarterly)
   Contact: Dr. Deborah Mitchell
   Managing Editor
   141 S. Prospect Street
   Roselle, IL 60172
   (h) 708-894-3997
   (w) 708-893-8944

2. Rent Mailing List
   Contact: Dr. Kari Schafer
   Advertising Editor
   215-269-0255

Cost
$300 1/2 page
$550 full page

Negotiable

Poultry Science Association
E-mail: psa@adsa.org

PLACEMENT http://gallus.tamu.edu/1h/psa/psaplacement.html

Services

Cost

Poultry Science

Other Scientific Organizations

American Association for the Advancement of Science
1333 H. Street, N.W., Room 1126
Washington, DC 20005
Tel: 202-326-6680
Fax: 202-371-9849
Contact: Yolanda George, Director of Minority Programs,
   Office of Opportunities in Science. Contact
Debbie Cummings for European Recruitment
   Advertising at (44) (0) 1223 302047

HOME PAGE http://www.nas.edu/cwse/AAAS.html

MEMBERSHIP 110,000 Overseas: N/A Women: 20%
Services
1. *Science* (monthly)  

**Association for Women in Science (AWIS)**
1522 K Street, N.W., Suite 820  
Washington, DC 20005  
Tel: 202-326-8940  
Contact: Deb Mormon

**HOME PAGE**  
[http://www.nas.edu/cwse/AWIS.html](http://www.nas.edu/cwse/AWIS.html)

**MEMBERSHIP**  
4500-5000  
Overseas: N/A  
Women: 90%

**Services**
1. Bi-monthly magazine  

**Cost**  
$90/column inch  
$420 1/2 column  
$765 2 x 1/2 column  
$970 1/2 page

2. Directory
3. Electronic Bulletin Board  
Contact: Deb Mormon

Comments: See text (Part A, page 12) for AWIS recruitment suggestions.

**Interagency Committee on Women in Science and Engineering (WISE)**
PO Box 746  
Safety Harbor, FL 34695-0746  
Tel: 813-789-6319  
Fax: 813-789-6569  
Contact: Joan Humphries, Executive Director

Comments: WISE has no regular mechanism for placing position announcements. However, they hold an annual National Training Conference for all federally employed women where they can post position announcements.
National Network of Minority Women in Science
AAAS Directorate for Education and Human Resources Program
1333 H Street, N.W.
Washington, DC 20005-4792
Tel: 202-326-6400
Contact: Dr. Betty Mandel, Chair

HOMEPAGE  http://www.nas.edu/cwse/MWIS.html

MEMBERSHIP  N/A  Overseas: N/A  Women: N/A

Services  N/A  Cost  N/A

International Federation for Information Processing
Hogdyshe 3
A-2361 Laxenburg (Austria)
Tel: +43-2236 73616
Fax: +43-2236 736169
E-mail ifip@ifip.or.at

HOMEPAGE  http://www.ifip.or.at/

Women in Technology International Network (WITI)
4641 Burnet Avenue
Sherman Oaks, CA 91403
Tel: 818-990-6705
Fax: 818-906-3299
E-mail: info@witi.com

HOMEPAGE  http://www.witi.com/Center/Offices/Contact/

Graduate Women in Science
SDE/GWIS
7557 Clear Sky Road
San Diego, CA 92120
Tel: 619-534-6024
Fax: 619-534-6020
Contact: Dr. Sheri P. Cole, President

HOMEPAGE  http://www.nas.edu/cwse/GWIS.html
Services          Cost
1. *GWIS Bulletin*

Commission on Professionals in Science and Technology
1500 Massachusetts Avenue, N.W.
Suite 831
Washington, D.C. 20005
Tel: 202-223-6995
Fax: 202-223-6444
Contact: Ms. Betty Vetter, Executive Director

**HOME PAGE**  http://www.nas.edu/cwse/CPST.html

<table>
<thead>
<tr>
<th>Services</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Membership lists available.</td>
<td></td>
</tr>
</tbody>
</table>

**Other Professional Organizations**

American Association of University Women
1111 16th Street, N.W.
Washington, DC 20036
Tel: 202-785-7700
Fax: 202-872-1425
TDD: 202-785-7777
E-mail: info@mail.aauw.org

**HOME PAGE**  http://www.aauw.org

**MEMBERSHIP** 160,000 Overseas: N/A Women: Approx. 100%

<table>
<thead>
<tr>
<th>Services</th>
<th>Cost</th>
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<tbody>
<tr>
<td>1. <em>Outlook</em> magazine (quarterly)</td>
<td>$1,450 full page</td>
</tr>
<tr>
<td>Contact: Robert Brown</td>
<td>$950 1/2 page</td>
</tr>
<tr>
<td>2. Rent Mailing List</td>
<td></td>
</tr>
<tr>
<td>Contact: Carolyn Frankel Warren</td>
<td>$55/1000 names</td>
</tr>
<tr>
<td>Tel: 202-785-7747</td>
<td></td>
</tr>
</tbody>
</table>
Association for Women in Development (AWID)
1511 K St., N.W., Suite 825
Washington, D.C. 20005
Tel: 202-628-0440
Fax: 202-628-0442
Contact: Meta Gupta

<table>
<thead>
<tr>
<th>Services</th>
<th>Cost</th>
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<tbody>
<tr>
<td>1. quarterly newsletter</td>
<td>Free</td>
</tr>
<tr>
<td>2. Rent Mailing List</td>
<td>Negotiable</td>
</tr>
</tbody>
</table>

Society for International Development -- Washington Chapter
1401 New York Avenue, N.W, Suite 1100
Washington, DC 20005-2121
Tel: 202-347-1800
Contact: Lawrence Goldman

**MEMBERSHIP** 1,290 Overseas: 7% Women: N/A

<table>
<thead>
<tr>
<th>Services</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Newsletter (monthly)</td>
<td>$50 up to 1/4 page text</td>
</tr>
<tr>
<td>2. Rent Mailing List</td>
<td>$0.07/label + $50 set-up fee</td>
</tr>
</tbody>
</table>

Comments: SID-Washington is the largest chapter in the United States. There is no nation-wide service which combines all chapters.

Society for Human Resource Management
606 North Washington Street
Alexandria, VA 22314-1997
Tel: 703-548-3440
Fax: 703-836-0367
E-mail: shrm@shrm.org

**HOME PAGE**  [http://www.shrm.org/](http://www.shrm.org/)

<table>
<thead>
<tr>
<th>Services</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. HR*News (monthly)</td>
<td>$20 per line</td>
</tr>
<tr>
<td>2. SHRM@Online only</td>
<td>$20 per line</td>
</tr>
<tr>
<td>Organization</td>
<td>Page</td>
</tr>
<tr>
<td>------------------------------------------------------------------------------</td>
<td>------</td>
</tr>
<tr>
<td>American Agronomy Society</td>
<td>17</td>
</tr>
<tr>
<td>American Anthropological Association</td>
<td>39</td>
</tr>
<tr>
<td>American Association for the Advancement of Science</td>
<td>45</td>
</tr>
<tr>
<td>American Association for Higher Education</td>
<td>29</td>
</tr>
<tr>
<td>American Association of Cereal Chemists</td>
<td>22</td>
</tr>
<tr>
<td>American Association of University Women</td>
<td>48</td>
</tr>
<tr>
<td>American Business Women's Association</td>
<td>36</td>
</tr>
<tr>
<td>American Chemical Society</td>
<td>23</td>
</tr>
<tr>
<td>American Economics Association</td>
<td>26</td>
</tr>
<tr>
<td>American Educational Research Association</td>
<td>30</td>
</tr>
<tr>
<td>American Institute of Biological Sciences</td>
<td>19</td>
</tr>
<tr>
<td>American Institute of Hydrology</td>
<td>23</td>
</tr>
<tr>
<td>American Phytopathological Society (APS)</td>
<td>37</td>
</tr>
<tr>
<td>American Society for Biochemistry and Molecular Biology</td>
<td>19</td>
</tr>
<tr>
<td>American Society for Cell Biology</td>
<td>20</td>
</tr>
<tr>
<td>American Society for Horticultural Science</td>
<td>35</td>
</tr>
<tr>
<td>American Society for Information Science</td>
<td>30</td>
</tr>
<tr>
<td>American Society for Microbiology</td>
<td>21</td>
</tr>
<tr>
<td>American Society for Public Administration (ASPA)</td>
<td>36</td>
</tr>
<tr>
<td>American Society for Public Administration — Women in Public Administration</td>
<td>57</td>
</tr>
<tr>
<td>American Society of Agricultural Engineers (ASAE)</td>
<td>32</td>
</tr>
<tr>
<td>American Society of Agronomy</td>
<td>17</td>
</tr>
<tr>
<td>American Society of Plant Physiologists</td>
<td>38</td>
</tr>
<tr>
<td>American Sociological Association</td>
<td>40</td>
</tr>
<tr>
<td>American Statistical Association</td>
<td>42</td>
</tr>
<tr>
<td>American Veterinary Medical Association</td>
<td>44</td>
</tr>
<tr>
<td>Association for Women in Development (AWID)</td>
<td>49</td>
</tr>
<tr>
<td>Association for Women in Science</td>
<td>46</td>
</tr>
<tr>
<td>Association of Agricultural Economics</td>
<td>27</td>
</tr>
<tr>
<td>Association of American Geographers (AAG)</td>
<td>35</td>
</tr>
<tr>
<td>Association of Environmental and Resource Economists</td>
<td>27</td>
</tr>
<tr>
<td>Association of Women Soil Scientists</td>
<td>18</td>
</tr>
<tr>
<td>Association of Women Veterinarians</td>
<td>44</td>
</tr>
<tr>
<td>Biometric Society</td>
<td>43</td>
</tr>
<tr>
<td>Caucus for Women in Statistics</td>
<td>43</td>
</tr>
<tr>
<td>Chronicle of Higher Education</td>
<td>30</td>
</tr>
<tr>
<td>Commission on Professionals in Science and Technology</td>
<td>27</td>
</tr>
<tr>
<td>Committee on the Status of Women in the Economics Profession</td>
<td>48</td>
</tr>
<tr>
<td>Committee on Women in Agricultural Economics (CWAE)</td>
<td>28</td>
</tr>
<tr>
<td>Ecological Society of America</td>
<td>24</td>
</tr>
<tr>
<td>Entomological Society of America</td>
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<td>Society for Applied Anthropology</td>
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APPENDIX A

THE CGIAR WEB SITE
WELCOME TO THE CGIAR

CONSULTATIVE GROUP ON INTERNATIONAL AGRICULTURAL RESEARCH
The mission of the Consultative Group on International Agricultural Research (CGIAR) is to promote sustainable agriculture for food security in developing countries. Fifty-two members provide funds that support 16 international agricultural research centers. These centers, located primarily in developing countries, work in close collaboration with partners in national research systems, to develop resource-efficient technologies that contribute to sustainable improvements in the productivity of agriculture, forestry and fisheries, thereby enhancing the nutrition and well-being of the poor. They also conduct research into agriculture-related policy and assist in capacity building.

- What is the CGIAR?
- Recent CGIAR Press Releases
- CGIAR Photo Album
- CGIAR Research Centers/Directory
- CGIAR Partnership Committees
- CGIAR Newsletter
- CGIAR Secretariat Publications
- Declaration and Plan of Action for Global Partnership in Agricultural Research
- World Plant Collection Placed Under Intergovernmental Auspices
- CGIAR: Twenty-Five Years of Food and Agriculture Improvement in Developing Countries
- CGIAR Ministerial-Level Meeting, Lucerne, Switzerland, February 9-10, 1995
- CGIAR Job Announcements

Comments? Questions? Suggestions? Please send them via e-mail to Danielle Lucca at the CGIAR Secretariat: dluca@worldbank.org

Research Page
CGIAR Job Announcements

The CGIAR research centers employ over a thousand internationally-recruited senior staff from over fifty countries. These staff are recruited by each center through an international search and recruitment process. The positions described below are posted by the individual centers and do not necessarily reflect all vacancies in the CGIAR institutions. For further information about the job announcements, please contact the posting CGIAR center.

- Centro Internacional de Agricultura Tropical (CIAT) : Plant Pathologist/Postdoctoral Position
- Centro Internacional de Agricultura Tropical (CIAT) : Sociologist or Economist Research Fellowship
- Centro Internacional de Agricultura Tropical (CIAT) : Resource or Development Economist and Sociologist or Anthropologist
- Centro Internacional de Agricultura Tropical (CIAT) : Postdoctoral Position: Agronomy/Soil Science
- Centro Internacional de Agricultura Tropical (CIAT) : Postdoctoral Positions: Rice Breeder and Weed Agronomist
- Centro Internacional de la Papa (CIP) : English Writer/Editor - Head, Communications Unit
- International Center for Agricultural Research in the Dry Areas (ICARDA) : JOB LISTINGS
- International Centre for Research in Agroforestry (ICRAF) : Geographer/Systems Ecologist
- International Centre for Research in Agroforestry (ICRAF) : Assistant to the Director General
- International Centre for Research in Agroforestry (ICRAF) : Positions in Southern Africa
- International Centre for Research in Agroforestry (ICRAF) : Director of Research
- International Centre for Research in Agroforestry (ICRAF) : Natural Resources Policy Economist
- International Food Policy Research Institute (IFPRI) : Chief Financial Officer
- International Food Policy Research Institute (IFPRI) : Postdoctoral Fellow
- International Food Policy Research Institute (IFPRI) : Research Fellow
- International Irrigation Management Institute (IIMI) : Coordinator for the Women in Water Program
- International Plant Genetic Resources Institute (IPGRI) : Job Postings
- **International Rice Research Institute (IRRI) : Project Scientists**
- **International Rice Research Institute (IRRI) : Plant Pathologist**
- **International Rice Research Institute (IRRI) : Head, Soil and Water Sciences Division**
- **International Rice Research Institute (IRRI) : Project Scientist - Post Doctoral Fellow**
- **International Rice Research Institute (IRRI) : Affiliate Scientist**

✈️ [Return to CGIAR Secretariat Home Page]
EXAMPLE OF A JOB BANK:
THE MONSTER BOARD
Never used frames before?

For easier navigation and to help you find the right job,

Jobba-The-Hunt.

Choose employer profiles, get on-line resume services and career insight and advice:

POST A JOB ON-LINE
Resume City
success stories
Welcome to the Corporate Recruiter's Center!
The Monster Board is committed to helping today's progressive companies create online recruiting strategies that work. The Corporate Recruiter's Center (CRC) provides information on The Monster Board's wide range of recruitment products and rates. Whether you're interested in posting jobs or accessing Resume City, our extensive resume database, the CRC will show you the way! All roads lead to a Monster Board account representative who will work with you closely to develop a customized recruitment solution.

Information for Current Clients
If you are a current client of The Monster Board and already know your user name and password, log in below. If you do not have a user name and password, please contact your account representative at 1-800-MONSTER.

Become a Monster Board Member
To realize your online recruiting goals, you want to go with the leader. The Monster Board is the #1 career hub on the Web, visited by 25,000 people every day. With the advertising and marketing resources necessary to stay on top, The Monster Board helps you reach more of the best job seekers on the Web. To speak with an account representative today, call 1-800-MONSTER. Or, use the links below to request information online.

The Monster Board's Products & Rates

• Products & Rates Overview
• Post a Job NOW!
• About Resume City - our searchable database of resumes,
• 'Cruiiter - your personal resume search agent, coming soon!
• Sign Up for Resume City!

Log In NOW!
If you are a current client and know your user name and password, log in here to access the information you need.

Username: [Enter]
Password: [Enter]
[Login]
Attention Employers! Find top candidates for your open jobs using The Monster Board! If you are responsible for your company's hiring needs, simply fill out the form below. We'll help you get your job listings out to more than 25,000 potential recruits every day!

This is where you can check out The Monster Board's 1996 Products & Rates.

Your Name: 
Title: 
Company: 
Address: 
City/State/Zip: 
Phone: 
FAX: 
E-Mail: 
Comments:

Submit  Clear Form
The Monster Board

Fall 1996 Rates | Winter 1997 Rates

Fall 1996 Rates

Job Postings:

Job postings are entered into an actively searchable
database according to location and discipline.
Candidates can apply instantly on-line. Price includes
$25 resume management and handling fee.
Up to 4 job postings: $125 each
5 or more job postings at one time: $100 each
Internship Listings: $75 each
Job postings run for 60 days: use our on-line form

Corporate Value Packages:

1. Introductory Package
This package includes a company Solo (outlined
below) and 5 job postings (running for 60 days).
Package Price: $1950

2. Job Packages
Packages include a 6 month time period to post the
specified number of jobs. Each posting runs for 60
days.
30 Jobs: $3000
60 Jobs: $5000
100 Jobs: $6500
200 Jobs: $10,000

Employer Profile Products:

1. Folio - Corporate Profile
Extensive corporate profile with a preselected search
of your company's job postings which may include:
in-depth descriptions of company technology, senior
management, financials, environment, new products,
etc. Photographs and graphics can be woven into this
multi-purpose, on-line Human Resources recruiting
brochure. 3 page minimum.
Lead Page: $1500
Additional Pages: $1250/page
Lease: $50/page/month
Link to an existing corporate website will be billed at $300/month.

2. Link Page
Corporate profile page which includes 4 links to your corporate website, as well as a preselected search of your company's job postings, on-line application capabilities, and an e-mail link.
Lead Page: $1500
Link Fee: $500/month
Lease: $50/page/month

3. Solo - Company Overview
A one page company overview that features a preselected search of your company's job postings, a corporate logo, a graphic provided by your company, and text which may include a description of your Products/Services and an Environment/Benefits summary. A Solo will run for one year with a minimum of one job posted.
Price: $1500
Link to an existing corporate website will be billed at $300/month.

Employer Profile products are subject to a $1000 placement fee to be listed in additional regions. Additional development, stock photography, illustration, animation, audio and video components will be quoted individually and depend on the scope of the brochure.

Additional Products:

1. Banner Advertising
More than 25,000 visitors/day hit The Monster Board's home page! Increase your on-line exposure by securing your spot, sending traffic directly to your jobs, profile, Open House, or on-line ad.
Home Page: $5000/week
Community Home Page: $2000/week

2. On-Line Open House
Advertise job openings by hosting an on-line event. This includes prominent display of your corporate logo, 5 current job postings, standard on-line application, an e-mail link, and one general questionnaire.
Price: $5000/4 weeks

3. Resume City
Sign-up as a Resume City member to search our international database of over 70,000 qualified candidates. Resume City lets you search according to Age of Resume, Location and Keyword. This is an introductory offer - good until Dec. 31, 1996.
Price: $1900 for 3 months of unlimited searching. $500 per additional user.
Winter 1997 Rates

Job Postings:

Job postings are entered into an actively searchable database according to location and discipline. Candidates can apply instantly on-line. Price includes $25 resume management and handling fee.

Job Postings: $150 each
Internship Listings: $100 each
Job postings run for 60 days: use our on-line form

Corporate Value Packages:

1. Introductory Package
   This package includes a company Solo (outlined below) and 8 job postings (running for 60 days).
   Package Price: $2700

2. Job Packages

Employer Profile Products:

1. Folio - Corporate Profile
   Extensive corporate profile with a preselected search of your company's job postings which may include:
   in-depth descriptions of company technology, senior management, financials, environment, new products, etc. Photographs and graphics can be woven into this multi-purpose, on-line Human Resources recruiting brochure. 3 page minimum.
   Lead Page: $2600 - includes 15hrs creative time, 1 yr lease, and $500 media charge
   Additional Pages: $2100/page - includes 10hrs creative time, 1yr lease, and $500 media charge
   Any creative time spent beyond the above will be billed at $100/hr
   Link to an existing corporate website will be billed at $300/month.

2. Link Page
   Corporate profile page which includes 4 links to your corporate website, as well as a preselected search of your company's job postings, on-line application capabilities, and an e-mail link.
   Lead Page: $2600 - includes 15hrs creative time, 1yr lease, and $500 media charge
   Link Fee: $6000/year
   Any creative time spent beyond the above will be billed at $100/hr
3. **Solo - Company Overview**
   A one page company overview that features a preselected search of your company's job postings, a corporate logo, a graphic provided by your company, and text which may include a description of your Products/Services and an Environment/Benefits summary. A Solo will run for one year with a minimum of one job posted.
   **Price:** $2000
   Any creative time spent beyond the above will be billed at $100/hr
   Link to an existing corporate website will be billed at $300/month.

   Employer Profile products are subject to a $1000 placement fee to be listed in additional regions. Additional development, stock photography, illustration, animation, audio and video components will be quoted individually and depend on the scope of the brochure.

---

**Additional Products:**

1. **Banner Advertising**
   More than 25,000 visitors/day hit The Monster Board's home page! Increase your on-line exposure by securing your spot, sending traffic directly to your jobs, profile, Open House, or on-line ad.
   **Home Page:** $5000/week
   **Community Home Page:** $2000/week

2. **On-Line Open House**
   Advertise job openings by hosting an on-line event. This includes prominent display of your corporate logo, 5 current job postings, standard on-line application, an e-mail link, and one general questionnaire.
   **Price:** $5000/4 weeks

3. **Resume City**
   Sign-up as a Resume City member to search our international database of over 70,000 qualified candidates. Resume City lets you search according to Age of Resume, Location and Keyword.
   **Quarter Membership:** $1900; $1,000/each additional user
   **Year membership:** $6900; $3,000/each additional user
APPENDIX C

EXAMPLE OF WEB SITES OF JOURNALS OR MAGAZINES:
SCIENCE MAGAZINE
Membership and Meetings

Members: Renew your membership or upgrade your membership to access Science Online.
Non-members: Join AAAS and receive Science, choose to also receive access to Science Online, find out about other AAAS member benefits.

AAAS Annual Meeting and Science Innovation Exposition (AMSIE'97): See Program Information, Science Innovation, Seminars, Exhibitor Listing, Sponsorship Listing, General Information, Session Aide Information, Field Trips, and more. Register for the meeting and reserve your hotel accommodations.

SCOPE Online: The online newsletter about AMSIE'97, includes; news updates and other information about the meeting, hot sessions, recently confirmed speakers, Exploring the Host City, Sponsorship Listing, Exhibitor Prospectus, Exhibit Hall Floorplan, Exhibitor Forms, Program Book Advertising, and more.
Access our online resources:
- **Science** - fulltext of the journal plus enhancements
- **Science Now** - daily news stories
- **Science Professional Network** - job, career and meeting information
- **Science Electronic Marketplace** - current product Information

Join AAAS and receive a subscription to **Science**, access to **Science Online** plus a wide array of member benefits.

Participate in online forums, get information on building a science-based career, and read reports from a network of correspondents—all aimed at the next generation of scientists.

Programs of scientific cooperation in sub-Saharan Africa, Europe, Central Asia (including the countries of the former Soviet Union), the Pacific Rim, and the Western Hemisphere; and focus on global concerns of population and sustainable development.

Find out the latest news about AAAS activities and **Science** magazine.

**EurekAlert!** The latest research news from journals and institutions about science, medicine, and technology.

Now available: the 1995 Annual Report

Get your breaking science news and updates on the world of science from **Science's** global news team. New items are posted each working day.

K-12 educational reform to improve science and technology literacy for all citizens.

---

**Chinese Premier Li Peng's Address to the Conference of Asia-Pacific S&T Leaders**
Welcome to SCIENCE Professional Network, offering a variety of career related services and information, including a searchable database of the SCIENCE Classified Advertisements.
Display Classified Advertisements

Call for rate and deadline information on display classified advertisements. Email: science_displayads@aaas.org

Bren Peters-Minnis
Recruitment Display Advertising
Telephone: (202) 326-6541
FAX: (202) 289-6742
Email: science_displayads@aaas.org

Janis Crowley
Recruitment Advertising Manager
Telephone: (212) 496-7704
FAX: (202) 289-6742

Debbie Cummings
European Recruitment Advertising
Telephone: +44 (0) 1223 302067
FAX: +44 (0) 1223 576208

Line Classified Advertisements

How to Submit a Line Classified Ad:
Submit double-spaced typewritten copy. Do not include any abbreviations. SCIENCE will edit and typeset ads according to SCIENCE guidelines. Include billing information and desired publication date. Available categories: Positions Open, Meetings, Announcements, Courses and Training, Services. SCIENCE cannot provide proofs of typeset line ads. Line advertisements are not commissionable.

Estimates:
SCIENCE will provide a cost estimate for line ads. This is an approximate cost only. Allow for variation between estimated lines and actual typeset lines and resulting final cost. Purchase orders must allow for some degree of flexibility and/or adjustment.

For line advertising deadlines, call Eric Banks. Telephone: (202) 326-6555; FAX: (202) 289-6742. Email: science_classifiedads@aaas.org

Credit Cards:
SCIENCE accepts American Express, MasterCard and VISA. Discount does not apply to credit cards.

Cancellations:
Deadline for cancellation is Tuesday, 10 days prior to issue date.

Discounts:
A 3% cash discount is granted to all prepaid ads.

Ads from Outside the U.S.:
A discount of $30 will be offered to advertisers making payment in U.S. dollars by checks drawn on U.S. banks. Contact Debbie Cummings. Telephone: +44(0) 1223 302067; FAX: +44(0) 1223 576208.

SCIENCE Professional Network:
Unless otherwise instructed, every classified advertisement submitted for publication in SCIENCE is automatically posted on SCIENCE's on-line classified advertising service, SCIENCE Professional Network, at no additional charge.
http://www.sciencemag.org

Mail, FAX or Email materials to:
SCIENCE Classified Advertising
1200 New York Avenue, N.W.
Room 911
Washington, DC 20005
FAX: 202-289-6742
Email: science_classifieds@aaas.org (please include your telephone number in Email)
Example of a Web Site of a Professional Association: ASBMB
American Society for Biochemistry and Molecular Biology

The American Society for Biochemistry and Molecular Biology (ASBMB) is a nonprofit scientific and educational organization with over 9,000 members. Most members teach and conduct research at colleges and universities. Others conduct research in various government laboratories, nonprofit research institutions and industry.

Founded in 1906, the Society is based in Bethesda, Maryland, on the campus of the Federation of American Societies for Experimental Biology. The Society’s day-to-day affairs are managed by a staff of sixteen which is divided among an Executive Office, an Editorial Office, and a Public Affairs Office.

MEMBERSHIP INFORMATION
MEETING INFORMATION
GOVERNANCE
PUBLIC AFFAIRS
SOCIETY COMMITTEES - Educational Links
ASBMB News
ASBMB Member Email Address Update
FASEB Careers On-line

Publications offered by ASBMB

The Journal of Biological Chemistry (Printed & On-Line Version)
Annual Review of Biochemistry
Minireview Compendia
IUBMB Publications

Trends in Biochemical Sciences (TIBS)
Biochemical Education
Biofactors
Biotechnology & Applied Biochemistry
Biochemistry & Molecular Biology International

For further information, please contact the Society office
FASEB Career Resources embodies new concepts, technologies, and services combined with the best of our former "FASEB Placement Service". Your biomedical career development is our main focus at FASEB Career Resources. We offer a time- and cost-effective means for biomedical professionals and employers to find the right match. Career Resources has been tailored to ease the difficulties of the career search process. We offer a variety of career resource tools to assist the job hunter and employer in meeting their ultimate goals.

FASEB Career Resources is a year-around career opportunities and development service that matches applicants at all career levels with employers who hire biomedical scientists and technicians. Our CAREERS OnLine database is the vehicle on the information superhighway that provides global access to services that match the right candidate/employer for your needs. The Office conducts on-site Career Resources Centers at national/international scientific meetings where computerized search-and-referral, scheduling of interviews, interview facilities, a message center, and a "Position Available" job posting section are provided. Additionally, Career Development Seminars and Workshops are conducted during these scientific meetings. CAREERS OnLine CLASSIFIED is our new weekly online newsletter devoted solely to employment opportunities and positions desired within the biomedical professions.

Whether you are an undergraduate, postgraduate, postdoctoral, seasoned scientist ... or if you are an employer seeking to hire top-notch scientists and professionals ... FASEB Career Resources is ready to assist you!
Attention subscribers of online services (America Online, CompuServe, Prodigy, etc.)

The current version of one of the following web browsers is highly recommended for utilizing the FASEB Career Online Services:

- [Netscape Navigator]
- [Microsoft Internet Explorer]
- [NCSA Mosaic 2.0]
TABLE OF CONTENTS: EMPLOYER

NEW CAREERS OnLine SERVICE COMING SOON!!!!

** New CAREERS OnLine Employer SearchNet Annual Subscription - providing "total access" to the CAREERS OnLine Applicant DataNet profile data. (Including contact and publications information.) If you'd like to receive advance notification of this new service availability via email, send your request to FASEB Career Resources.

- CAREERS OnLine Newsstand
  - CAREERS OnLine CLASSIFIED Advertising Rates/Info
  - Place Ad in CAREERS OnLine CLASSIFIED
  - CAREERS OnLine CLASSIFIED [current issue - text]
  - Position Available/Desired Advertisements [current issue - text]
  - CAREERS OnLine Newsletter Archives

- CAREERS OnLine Employer SearchNet & Referral Services
  - Employer SearchNet TOTAL ACCESS Subscription: Registration Form
    Available Spring '97
  - Employer SearchNet Subscriber: Search/Browse/Contact Applicants
    Available Spring '97
  - FREE Search & Browse Applicant DataNet
  - Obtain Applicant DataNet Referrals
  - View Fee Schedule

- FASEB Career Resources Centers

  First-time Registration:
  - Initial/Basic Employer Registration
• Print Registration Forms [PDF format]

Active Registration:

• Register an Additional Position
• Register for Additional Career Resources Center(s)
• Update Your OnLine Information

Career Resources Center Schedule

Career Resources Center: Full-service Option
Career Resources Center: Limited-service Option
Career Resources Center Procedures
View Fee Schedule
Career Resources HELP

Additional Services
• Use Outplacement Services

About FASEB Career Resources

Guest Book

FASEB Home Page

© Copyright 1997 Federation of American Societies for Experimental Biology
CAREERS OnLine CLASSIFIED is a special weekly newsletter devoted solely to employment opportunities and positions desired within the biomedical professions. Leading institutions and companies throughout the world seek qualified biomedical professionals at all career levels. The "reader-friendly" format includes display ads, line ads and position desired listings. Relevant and timely editorials are of interest to both employers and applicants within the biomedical field. There is no other publication devoted solely to the employment opportunities that targets specifically the life sciences community.

READERSHIP: Worldwide international scope. Basic research scientists from the biomedical sciences who are employed by industry, universities, research institutions, government agencies, foundations, medical schools, and hospitals.

ISSUANCE: Published every Wednesday on the FASEB Career Resources web site located at http://www.faseb.org/careers/chcn/. 

ACCEPTANCE: FASEB Career Resources reserves the right to edit or decline any advertisement.

CANCELLATION: Cancellations are subject to a 25% cancellation fee if ad is cancelled after close date. Cancellations are not accepted after advertisement has been published.

PAYMENT POLICY: Net 30 days. No cash discounts. Payment may be submitted via credit card (VISA, MasterCard and American Express), or via check. Only checks drawn on US banks in US dollars accepted. Any and all expenses incurred while collecting on a delinquent account are billable to the delinquent account.

PUBLISHER LIABILITY: FASEB Career Resources will not be liable for any special, indirect, or consequential loss or damage occasioned by the failure of any advertisement to appear due to any cause whatever, nor does it accept liability for errors in any advertisement published, nor of its failure to appear on any specific date.

ADVERTISING POLICY: FASEB assumes no obligations as to qualifications of candidates or responsibility of employers, nor shall FASEB obtain further information concerning positions advertised or those seeking
concerning positions advertised or those seeking employment. Accuracy and completeness of all listings are the responsibility of the submitting party.

U.S. national and state laws prohibit discrimination in employment in the United States because of race, color, religion, national origin, age, sex, or any reason not based on bona fide occupational qualification. FASEB endorses these principles and reserves the right to edit all copy and to refuse advertisements not in consonance therewith.

Employment outside the United States may be restricted by government visa and other policies. Moreover, it is suggested that the generally accepted employment practices, the cultural conditions, and the exact provisions of the specific positions being considered be investigated thoroughly. U.S. Embassies in countries of interest to potential employees should be able to provide data concerning internal conditions.

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**ADVERTISING RATES**

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**COMMISSIONS**

Line ads are noncommissionable. Display ads are 15% commissionable (gross) for ad agencies.

**ISSUE CLOSE/PUBLISH DATES**
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NOTE: * denotes early close dates due to Career Resources Centers: EB'97 (April); ICBMB/ASBMB (August); SFN (October); Thanksgiving Holiday (November).

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