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CGIAR GENDER PROGRAM

WORKING PAPER, NO. 14

MAXIMIZING RECRUITMENT RESOURCES: USING THE WORLD WIDE WEB

Prepared by
Bonnie Folger McClafferty

CGIAR Secretariat
World Bank
Washington, D.C.
January 1997

A

LIST OF WORKING PAPERS

- Working Paper, No. 1 Status of Internationally-Recruited Women in the International Agricultural Research Centers of the CGIAR; Deborah Merrill-Sands and Pammi Sachdeva, October 1992.
- Working Paper, No. 2 Spouse Employment in Organizations Around the World: A Toolkit for Developing Policies and Practices; Madelyn Blair, December 1992.
- Working Paper, No. 3 Spouse Employment at IRRI: A Case Study; Deborah Merrill-Sands, March 1993.
- Working Paper, No. 4 Strengthening the Recruitment of Women Scientists and Professionals at the International Agricultural Research Centers: A Guidelines Paper; Sarah Ladbury, October 1993.
- Working Paper, No. 5 Recruitment Resources in Europe: A List of Professional Organizations; Stella Mascarenhas-Keys and Sarah Ladbury, October 1993.
- Working Paper, No. 6 Filipino Women Scientists: A Potential Recruitment Pool for International Agricultural Research Centers; ISNAR and PCARRD, October 1993.
- Working Paper, No. 7 Recruitment Resources in the United States: A List of Professional Organizations; Bonnie Folger McClafferty and Deborah Merrill-Sands, January 1994.
- Working Paper, No. 8 Inventory of Gender-Related Research and Training in the International Agricultural Research Centers, 1990-1995; Hilary Sims Feldstein with Alison Slack, October 1995.
- Working Paper, No. 9 CGIAR Human Resources Survey: 1991, 1994, Key Observations on International Staffing with a Focus on Gender; Deborah Merrill-Sands, October 1995.
- Working Paper, No. 10 Women in Agriculture in West Asia and North Africa: A Review of the Literature, September 1995.
- Working Paper, No. 11 Gender Analysis in the CGIAR: Achievements, Constraints, and a Framework for Future Action, October 1995.
- Working Paper, No. 12 Gender Staffing in the CGIAR: Achievements, Constraints, and a Framework for Future Action, October 1995.
- 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.
- Working Paper, No. 14 Maximizing Recruitment Resources: Using the World Wide Web; Bonnie Folger McClafferty, January 1997.

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PREFACE

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 TCI/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.

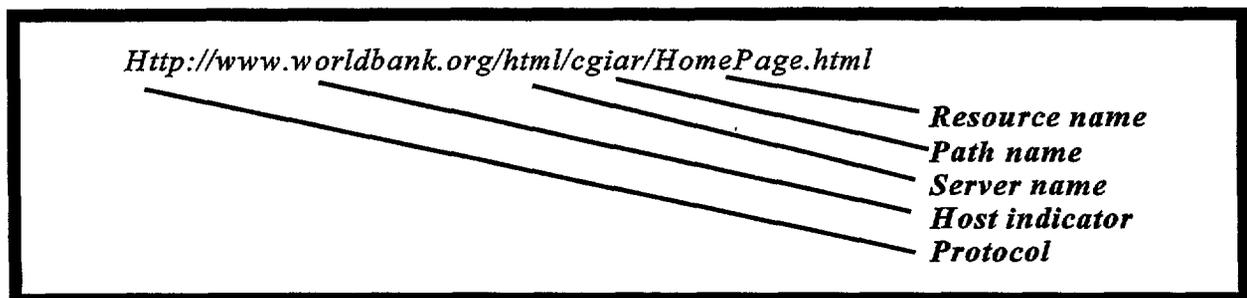
Web Server – The software on a site that enables Web Browsers to access Web documents. Upon receiving a Browser's request, the Web Server sends the requested document back to the browser. The Server does not worry about what the document looks like or how it is presented to the client, which is the Browser's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



■ ***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 there 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

	Search	Browse	Add	Help	News
Alta Vista	x		x	x	
Excite	x	x	x	x	x
GNN		x	x	x	x
Infoseek	x	x	x	x	x
Inktomi	x		x	x	
Lycos	x		x	x	
Magellan	x	x	x	x	x
Open Market	x	x	x	x	
Open text	x		x	x	
Point	x	x	x	x	x
TradeWave	x	x	x	x	
WebCrawler	x		x	x	
WWW Virtual Library		x		x	x
Yahoo!	x	x	x	x	x

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

Name	Web Address
Career Mosaic	http://www.careermosaic.com/
Career Magazine	http://www.careermag.com/
The Monster Board	http://www.monster.com/
Online Career Center	http://www.occ.com/
Virtual Job Fair	http://www.vjf.com/
The Riley Guide	http://jobtrak.com/jobguide/

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

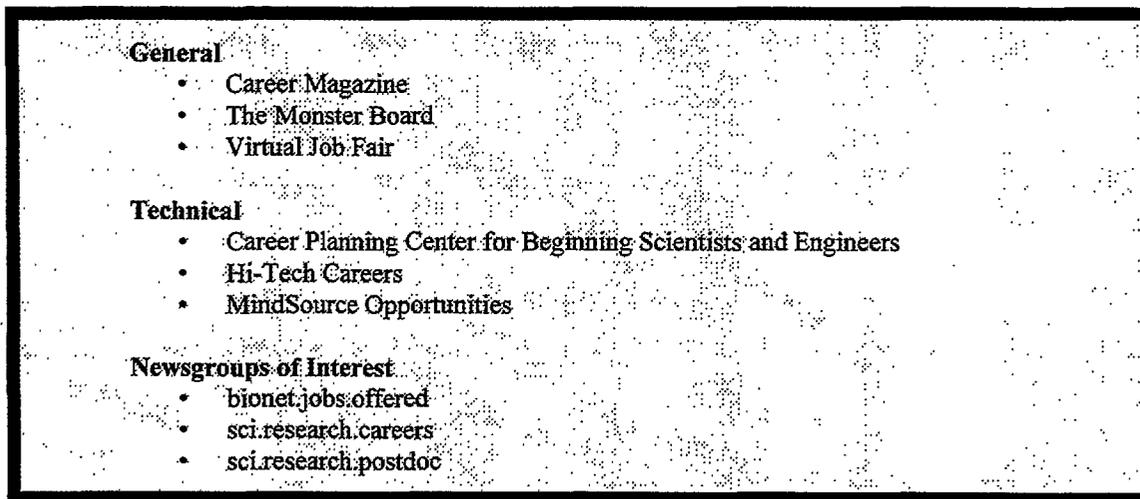
journal's publications division. There is usually an e-mail link on the site where you can leave a message.

☞ *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



General

- Career Magazine
- The Monster Board
- Virtual Job Fair

Technical

- Career Planning Center for Beginning Scientists and Engineers
- Hi-Tech Careers
- MindSource Opportunities

Newsgroups of Interest

- bionet.jobs.offered
- sci.research.careers
- sci.research.postdoc

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.*

PART B

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

- | <u>Services</u> | <u>Cost</u> |
|---|-----------------------------------|
| 1. <i>Agronomy Journal</i> (bimonthly)
Contact: Jay Poster | \$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

1. Newsletter (quarterly)
2. Membership directory

Cost

No fee
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

1. Newsletter (quarterly)
Contact: Bob Schmitt
217-352-4212
E-mail: raschwssa@aol.com
2. Jobs listing *Weedjobs*
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

Cost

No fee

Free

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

2. Mailing lists

3. Will post an e-mailed text of a job
announcement on their Web site

Cost

\$390 1/4 page

\$580 1/2 page

\$890 full page

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: asbmb@asbmb.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

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

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>*

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

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

Affiliate: Women in Cell Biology. Chair: Ursula Goodenough. Tel: 314-935-6836.

Internet: *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

3. Rent Mailing List

Can filter by location and discipline

Contact: Michelle Horowitz, ext 266

Cost

\$200 nonprofit

\$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/-ispm>

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

Services

- | <u>Services</u> | <u>Cost</u> |
|-----------------------------------|-------------------|
| 1. <i>Reporter</i> (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

- | <u>Services</u> | <u>Cost</u> |
|--|----------------|
| 1. Placement Service | No Fee |
| Contact: Deb Merrit | |
| DebM@scisoc.org | |
| 2. <i>Cereal Foods World</i> (monthly) | \$700 1/4 page |
| Contact: Amy Hope | |
| 3. <i>Cereal Chemistry</i> (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%

<u>Services</u>	<u>Cost</u>
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

<u>Services</u>	<u>Cost</u>
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	Free

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

<u>Services</u>	<u>Cost</u>
1. Rent Mailing List	\$0.09/label

International Water Resources Association

University of New Mexico

Tel: 508-277-9400

Contact: Michelle Minnis

MEMBERSHIP 1,500 Overseas: 50% Women: N/A

Services

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

Cost

No fee
\$100 + \$10 set-up fee

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

MEMBERSHIP 10,000 Overseas: N/A Women: 90%

Services

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

Cost

\$800 full page
\$400 1/2 page
\$200 1/4 page
Same prices as journal
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%ServicesCost

1. Directory of Women in the Environment

\$22

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>**MEMBERSHIP** 26,000 Overseas: N/A Women: N/A

<u>Services</u>	<u>Cost</u>
1. <i>Job Openings for Economists</i> (newsletter)	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>

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

<u>Services</u>	<u>Cost</u>
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	\$20/line
2. Mailing labels Can be filtered by sex and international/domestic Contact: Lona Christoffers, Business Office	\$0.06/label
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

<u>Services</u>	<u>Cost</u>
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%

<u>Services</u>	<u>Cost</u>
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%

<u>Services</u>	<u>Cost</u>
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

MEMBERSHIP 2,000

Overseas: 80%

Women: N/A

Services

1. Rent Mailing List

Cost

\$0.20/label

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>

Services

1. Bulletin (monthly)

Cost

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+

Services

1. Academe This Week (online)
2. Academe Today
3. Ads may be placed by e-mail at jobs@chronicle.com; fax; mail to Bulletin Board at address above; phone at 202-466-1050

Cost

\$88 per column inch or
\$1.65 per word for agate-type ads
Same as above

International Council for Continuing Education and Training

1101 Connecticut Avenue, N.W.
Suite 700
Washington, DC 20036
Tel: 202-857-1122

MEMBERSHIP 500 Overseas: None Women: 50%

Services

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

Cost

Negotiable
Negotiable

International Training in Communication

PO Box 4249
Anaheim, CA 92803
Tel: 714-995-3660
Contact: Muriel Bryant, Executive Director

MEMBERSHIP 21,080 Overseas: N/A Women: N/A

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>

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
2. *Agricultural Engineering* (6/yr)
Contact: Delores Gunn
3. Newsletter (6/yr)
Contact: Delores Gunn

Cost

Negotiable

\$50/c.inch

\$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%

<u>Services</u>	<u>Cost</u>
1. <i>SWE Magazine</i> (bi-monthly) Contact: Astel Zito Circulation: 15,000	\$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/>

RECRUITMENT <http://www.entsoc.org/jobopps.htm>

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

<u>Services</u>	<u>Cost</u>
1. Newsletter (monthly) Elizabeth A. Blinn, Editor Opportunities listing Display ads ⁺⁺ (E-mail to mem@entsoc.org)	\$20/line (42 characters/line) \$410 1/2 page \$355 1/3 \$190 1/6
2. Newsletter (online) (E-mail to mem@entsoc.org)	\$3 a word
3. Rent Mailing List Filters by sex, categories, countries, etc.	\$80/1000 names

⁺⁺ 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

Overseas: <10% Women: 100%

Services

1. Newsletter (semi-annual)
Can place position announcements
2. Directory

Cost

Free

Blank diskette + postage

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

Overseas: N/A Women: N/A

Services

1. Newsletter (quarterly)
Can obtain membership directorate

Cost

\$50/column inch

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

Overseas: 1% Women: 10%

<u>Services</u>	<u>Cost</u>
1. Rent Mailing List Can filter by sex, region, professional vs. student, etc. Contact: June Seabolt	\$120/1000 names
2. <i>Journal of Forestry</i>	\$425 1/6 page \$815 1/3 page \$1000 1/2 page

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>

RECRUITMENT <http://www.aag.org/jobs.html>

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

Services

1. AAG Newsletter

2. Jobs in Geography

Cost

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>

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%

<u>Services</u>	<u>Cost</u>
1. <i>Public Administration Times</i> newsletter (monthly) Position announcements appear in section called "The Recruiter" Contact: John Larkin	\$35/column inch No display ads accepted
2. Rent Mailing List Can be sorted by sex Contact: Charlie Rice 301-680-3636	\$90/1000 names \$5/1000 each filter 3000 name minimum
3. Mailing list rental Can filter by "managers," "finance," etc.	\$70/1000 names Minimum 5000 names

American Society for Public Administration—Section on Women in Public Administration

Contact: Mary Bailey, Chair
513-556-3318

MEMBERSHIP 600 Overseas: 0 Women: 100%

<u>Services</u>	<u>Cost</u>
1. <i>Bridging the Gap</i> 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

Beltsville, MD 20705-2350

Tel: 301-504-6413

Fax: 301-504-5096

E-mail: jlocke@asrr.arsusda.gov

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

MEMBERSHIP 4,900 Overseas: 1,200 Women: N/A

<u>Services</u>	<u>Cost</u>
1. <i>Phytonews</i> newsletter (monthly) Contact: Deb Merrit APS@scisoc.org	\$35/column inch
2. Rent Mailing List Can filter by sex and overseas membership Contact: Kayleen Peterson	\$125/1000 + \$125 set-up fee
3. <i>Plant Disease</i> (monthly) Contact: Deb Merrit	\$615 1/2 page \$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

HOME PAGE <http://www.nas.edu/cwse/ASPP.html>

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

<u>Services</u>	<u>Cost</u>
1. Placement Service Contact: Susan Chambers	\$25
2. Rent Mailing List Filters by fields of interest	\$1000 entire list Filtered lists increase cost per label
3. ASPP newsletter (bi-monthly) Contact: Jody Carlson jcarlson@aspp.org	No fee
4. Journals: <i>Plant Physiology</i> <i>Plant Cell</i> Contact: Jody Carlson	\$150 1/4 page \$300 1/2 page

Women in Plant Physiology

Department of Biology

300 College Park

Dayton, OH 45469

Contact: Dr. Mary Jo Vesper

HOME PAGE <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
2. Rent Mailing List
Can filter by sub-discipline (i.e., agriculture)
3. Brochure: *Careers in Anthropology*
4. Placement service

Cost

\$110/100 words

\$150/1000 labels

\$35 (members)

\$110 (nonmembers)

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 Howeny, 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@asamet/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>

<u>Services</u>	<u>Cost</u>
1. Newsletter (quarterly) Contact: Michael Whiteford, Editor 219 Curtiss Hall Iowa State University Ames, IA 50011-1050 Internet: S1.MBW@ISUMVS.IASTATE.edu	
2. Rent Mailing List Can filter for members specializing in social	\$250 for entire list

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

<u>Services</u>	<u>Cost</u>
1. Newsletter (quarterly) Contact: Howard Ladewing, Editor Cindy Lucas, Secretary Texas A&M University Tel: 409-845-7210 Fax: 409-845-6496	Free
2. Rent Mailing List Can sort by sex, international/domestic and specialization (e.g., int'l development, rural policy, rural poverty, and sociology of agriculture)	\$0.10/label

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>*

<u>Services</u>	<u>Cost</u>
1. <i>European Sociologist</i>	£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/membres.htm>*

<u>Services</u>	<u>Cost</u>
1. <i>ISA Bulletin</i>	

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

<u>Services</u>	<u>Cost</u>
1. Journal: <i>AMSTAT News</i> Contact: John Franklin	\$100/classified ad
2. Rent Mailing List Filters by sub-discipline Contact: Richard Foley	\$95 full list
3. Online posting <u>and</u> in journal	\$200 (nonprofit) \$300 for all others

Biometric Society

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

MEMBERSHIP 6,800 Overseas: 50% Women: N/A

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

<u>Services</u>	<u>Cost</u>
Contact: Susan Hosteller, Jobs Editor (202-226-3270)	
1. Newsletter (quarterly)	Free
2. Rent Mailing List	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>

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

<u>Services</u>	<u>Cost</u>
1. <i>AVMA Journal</i> (2/month)*	\$1,525 1/4 page
*Price reduced with more frequent publication	\$1,850 1/2 page
	\$2,800 full page
2. <i>American Journal of Veterinary Research</i> (monthly)	\$400 1/4 page
	\$500 1/2 page
	\$600 full page
3. Rent Mailing List	\$50/1000 labels
Filters by professional activity	\$150 minimum
Also available on diskette	
4. Placement Service	\$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>

MEMBERSHIP 900 Overseas: 2% Women: 100%

Services

Cost

1. Newsletter (quarterly)

\$300 1/2 page

Contact: Dr. Deborah Mitchell

\$550 full page

Managing Editor

141 S. Prospect Street

Roselle, IL 60172

(h) 708-894-3997

(w) 708-893-8944

2. Rent Mailing List

Negotiable

Contact: Dr. Kari Schafer

Advertising Editor

215-269-0255

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)

Cost

\$42/line

Association for Women in Science (AWIS)

1522 K Street, N.W., Suite 820

Washington, DC 20005

Tel: 202-326-8940

Contact: Deb Morman

HOME PAGE <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 Morman

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

HOME PAGE <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

Hogdytsße 3

A-2361 Laxenburg (Austria)

Tel: +43-2236 73616

Fax: +43-2236 736169

E-mail ifip@ifip.or.at

HOME PAGE <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

HOME PAGE <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

HOME PAGE <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>

Services

Cost

1. Membership lists available.

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%

Services

Cost

1. *Outlook* magazine (quarterly)
Contact: Robert Brown
2. Rent Mailing List
Contact: Carolyn Frankel Warren
Tel: 202-785-7747

\$1,450 full page
\$950 1/2 page
\$55/1000 names

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

Services

1. quarterly newsletter

2. Rent Mailing List

Cost

Free

Negotiable

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

Services

1. Newsletter (monthly)

2. Rent Mailing List

Cost

\$50 up to 1/4 page text

\$0.07/label + \$50 set-up fee

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/>

Services

1. HR*News (monthly)

2. SHRM@Online only

Cost

\$20 per line

\$20 per line

ALPHABETICAL LISTING OF ORGANIZATIONS

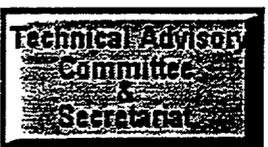
American Agronomy Society	17
American Anthropological Association	39
American Association for the Advancement of Science	45
American Association for Higher Education	29
American Association of Cereal Chemists	22
American Association of University Women	48
American Business Women's Association	36
American Chemical Society	23
American Economics Association	26
American Educational Research Association	30
American Institute of Biological Sciences	19
American Institute of Hydrology	23
American Phytopathological Society (APS)	37
American Society for Biochemistry and Molecular Biology	19
American Society for Cell Biology	20
American Society for Horticultural Science	35
American Society for Information Science	30
American Society for Microbiology	21
American Society for Public Administration (ASPA)	36
American Society for Public Administration — Women in Public Administration	37
American Society of Agricultural Engineers (ASAE)	32
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International Society for Plant Molecular Biology	22
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International Sociological Association	42
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Society for Applied Sociology	40
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Society of Women Engineers	32
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Women in Plant Physiology	38
Women in Technology International Network (WITI)	47
Worldwide Network	26

APPENDIX A

THE CGIAR WEB SITE

WELCOME TO THE CGIAR

	 <p>CONSULTATIVE GROUP ON INTERNATIONAL AGRICULTURAL RESEARCH</p>	
 <p>CGIAR Secretariat</p>	 <p>CGIAR Research Centers</p>	 <p>Technical Advisory Committee & Secretariat</p>
 <p>CGIAR Members</p>		 <p>CGIAR Co-Sponsors</p>
 <p>CGIAR Partners</p>	 <p>What is the CGIAR?</p>	 <p>Inter-Center Initiatives</p>



[CGIAR Secretariat](#) | [CGIAR Research Centers](#) | [Technical Advisory Committee and Secretariat](#) | [CGIAR Members](#) | [CGIAR Co-Sponsors](#) | [CGIAR Partners](#) | [What is the CGIAR?](#) | [Inter-Center Initiatives](#) |



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](#)
- [NEW! CGIAR Photo Album](#)
- [CGIAR Research Centers/Directory](#)
- [CGIAR Partnership Committees](#)
- [CGIAR Newsletter](#)
- [NEW! CGIAR Secretariat Publications](#)
- [Declaration and Plan of Action for Global Partnership in Agricultural Research](#)
- [World Plant Collection Placed Under Intergovernmental Auspices](#)
- [NEW! 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](#)



[CGIAR System Home Page](#)

Comments? Questions? Suggestions? Please send them via e-mail to Danielle Lucca at the CGIAR Secretariat: dlucca@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](#)

APPENDIX B

EXAMPLE OF A JOB BANK: THE MONSTER BOARD



JOB SEEKERS:

JOB SEARCH

RESUME BUILDER

EMPLOYER PROFILES

ON-LINE OPEN HOUSES
FEATURED JOBS
WITH TOP COMPANIES

Never used frames before?

BLOCKBUSTER

Engineers click here
CYMER

3Xentech, Inc.

easier

navigation

find the right job

DOUBLE FEATURE

Jobba-The-Hunt.

employer

profiles

on-line resume

career insight and

advice!



CORPORATE RECRUITER'S ENTER

post a job on-line
Resume City
success stories

Previous Page Blank

WELCOME TO THE CORPORATE RECRUITER'S CENTER

Welcome | Information for Current Clients |
Become a Client | Products and Rates | Log In NOW!

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.
- 'Cruiter - 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:

Password:

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:	<input type="text"/>
Title:	<input type="text"/>
Company:	<input type="text"/>
Address:	<input type="text"/>
City/State/Zip:	<input type="text"/>
Phone:	<input type="text"/>
FAX:	<input type="text"/>
E-Mail:	<input type="text"/>
Comments:	<input type="text"/>



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, 1yr 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.

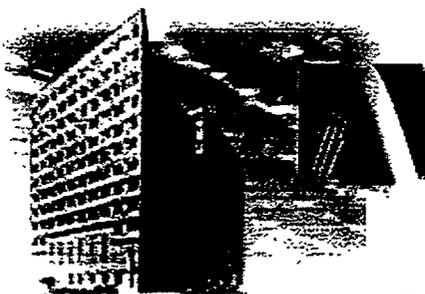
Quarter Membership: \$1900; \$1,000/each

additional user Year membership: \$6900;

\$3,000/each additional user

APPENDIX C

EXAMPLE OF WEB SITES OF JOURNALS OR MAGAZINES: SCIENCE MAGAZINE



AMERICAN ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE

1200 New York Ave., NW, Washington, D.C. 20005

Telephone: 202-326-6400

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All rights reserved.



TEXT ONLY VIEW

[Membership and Meetings](#) / [Science Online](#) / [News And Information](#) / [Science's Next Wave](#) /
[ScienceNOW](#) / [International Programs](#) / [Project 2061](#) / [Education & Human Resources](#)
[Programs](#) / [Science & Policy Programs](#)



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.

Science Online



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.

News And Information

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

Science's Next Wave

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.

ScienceNOW

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.

International Programs

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.

Chinese Premier Li Peng's Address to the Conference of Asia-Pacific S&T Leaders

Project 2061

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

SCIENCE
CLASSIFIED ADS

GUESTBOOK

FEEDBACK

FAQ

bioScience
CAREER FAIRS

HOME

Search
Job Ads

How to
Advertise

Meetings &
Announcements

Other
Career
Resources

SCIENCE PROFESSIONAL NETWORK

Today's Job Listings

Resource Center

Meetings & Announcements
Updated every Friday

bioScience Career Fairs

Academic Connections
*Updated as of
1 December 1996*

SCIENCE's Next Wave

Welcome to SCIENCE Professional Network, offering a variety of career related services and information, including a searchable database of the SCIENCE Classified Advertisements.

Access to Science Online

SCIENCE
CLASSIFIED ADS

GUESTBOOK

FEEDBACK

FAQ

Access to Science Online

HOME

Search
Job Ads

Meetings &
Announcements

Other
Career
Resources

ACADEMIC CONNECTIONS

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_classifieds@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)

RESOURCE CENTER ACADEMIC CONNECTIONS

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APPENDIX D

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 - NEW 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

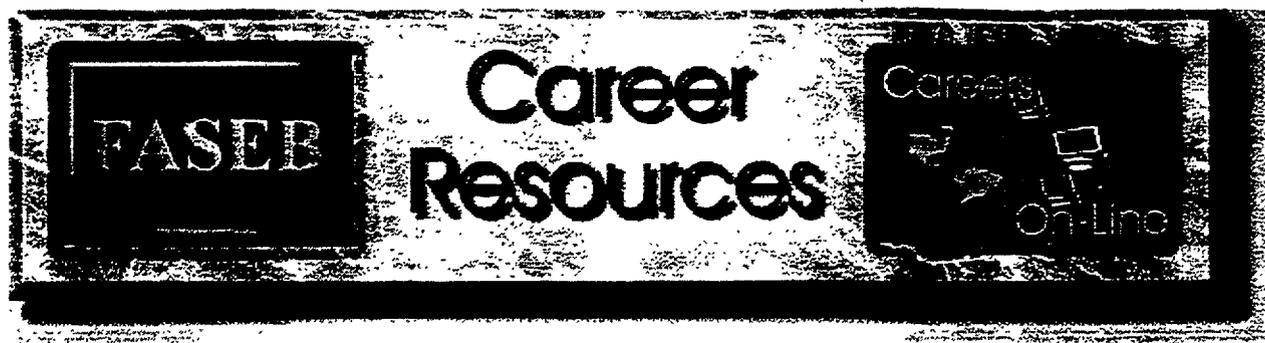
Biofactors

Biotechnology & Applied Biochemistry

Biochemistry & Molecular Biology International

For further information, please contact the Society office

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CAREERS ONLINE CLASSIFIEDS



CAREERS OnLine CLASSIFIED



- Applicant Services
- ● Employer Services

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](#)]



**CAREERS
OnLine
Employer
SearchNet**



**CAREERS
OnLine
Employer
SearchNet "Total
Access"
Coming in Spring
1997!!**

**CAREERS On.
Employer SearchNet
FREE
Search 'n Browse
Applicant Profiles**

**CAREERS OnLine
Employer SearchNet
VIEW
Fee Schedule**



**CAREERS OnLine
CLASSIFIED
CURRENT ISSUE**

**How to Place Your
POSITION
AVAILABLE
Advertisement in the
next available issue**

**CAREERS OnLine
NEWSSTAND**



**Career Resources
Center
1997 Schedule
Registration Info**

**REGISTER NOW
Career Resources
Center Participation**

**Register for
ADDITIONAL**

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

ADDITIONAL
Career Resources
Center(s)
Participation

Submit a
"NO INTERVIEW"
Career Resources
Center Posting



- [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**

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Biology

RATES EFFECTIVE
December 1, 1996

ADVERTISING INFORMATION

- [Ad Rates](#)
- [Commissions](#)
- [Close/Publish Dates](#)
- [Value-added Services](#)
- [Place Your Ad](#)



CURRENT ISSUE

CURRENT ISSUE's
[Position Available/Desired Listings](#)

CAREERS HardCopy OnLine Back Issues

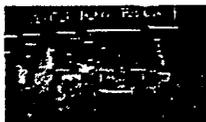
CAREERS OnLine Newsstand

CAREERS OnLine CLASSIFIED Advertising Rates/Info



CAREERS OnLine Applicant Services

CAREERS OnLine Employer Services



Career Resources Center Schedule Registration Info



FASEB Career Resources

CAREERS CLASSIFIED ONLINE

1997

CAREERS ONLINE CLASSIFIEDS



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/chcnews>.

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.

ADVERTISING RATES

Ad Description	FASEB Society Member	Academic, NonProfit & Government	Industry & Commercial	Recruiting Agencies
Line Ad (900 chars., spaces, etc. max)	\$50	\$100	\$100	\$200
Display Ad (formatted, text and border)	\$150	\$300	\$ 300	\$500
Display Ad (with logos, graphics, colors, etc.)	\$ 200	\$400	\$400	\$600

COMMISSIONS

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

ISSUE CLOSE/PUBLISH DATES

Issue Publish Date	Close Date	Issue Publish Date	Close Date
Jan 1	Dec 20	Jul 2	Jun 27
Jan 8	Jan 3	Jul 9	Jul 3
Jan 15	Jan 10	Jul 16	Jul 11
Jan 22	Jan 17	Jul 23	Jul 18
Jan 29	Jan 24	Jul 30	Jul 25
Feb 5	Jan 31	Aug 6	Aug 1
Feb 12	Feb 7	Aug 13	Aug 8
Feb 19	Feb 14	Aug 20	Aug 15
Feb 26	Feb 19*	Aug 27	Aug 20*
Mar 5	Feb 28	Sep 3	Aug 29
Mar 12	Mar 7	Sep 10	Sep 5
Mar 19	Mar 14	Sep 17	Sep 12
Mar 26	Mar 21	Sep 24	Sep 19
Apr 2	Mar 28	Oct 1	Sep 26
Apr 9	Apr 3*	Oct 8	Oct 3
Apr 16	Apr 11	Oct 15	Oct 10
Apr 23	Apr 18	Oct 22	Oct 17
Apr 30	Apr 25	Oct 29	Oct 22*
May 7	May 2	Nov 5	Oct 31
May 14	May 9	Nov 12	Nov 7
May 21	May 16	Nov 19	Nov 14
May 28	May 23	Nov 26	Nov 21
Jun 4	May 30	Dec 3	Nov 26*
Jun 11	Jun 6	Dec 10	Dec 5
Jun 18	Jun 13	Dec 17	Dec 12
Jun 25	Jun 20	Dec 24	Dec 19

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

Special OnLine Advertiser's Value-Added Services

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CAREERS OnLine CLASSIFIED

- Increased world-wide visibility and readership
- FREE hyperlink to your organization's home page
- FREE "No Interview" posting of the position at upcoming FASEB Career Resources Center at scientific meeting.
- FREE referrals (up to 5) of qualified applicants identified through a search of the *CAREERS OnLine Applicant DataNet*

Mail, FAX, E-mail Information

CAREERS OnLine CLASSIFIED

To place your advertisement in the next available issue, [click here](#), or contact:

**FASEB Career Resources
9650 Rockville Pike
Bethesda, MD 20814-3998**

***CAREERS OnLine*: 1-800-43-FASEB, ext. 7020**

Phone: 301-530-7020

Fax: 301-571-0699

Email: careers@faseb.org

Note: Ad text copy and/or graphic files (*.gif, *.jpg, *.bmp) may be submitted via diskette or via electronic mail.

[Career Resources Home Page](#) | [Applicant Services](#) | [Employer Services](#) | [Career Resources Center Info](#) | [CAREERS OnLine CLASSIFIED Current Issue](#) | [CAREERS OnLine CLASSIFIED Archives](#) | [FASEB Home Page](#)

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