

# women in FORESTRY

VOLUME 5, NUMBER 3

FALL 1983



## THIS ISSUE

- Career Advancement in the Forest Service
- How to Have Your Baby and Keep Your Job
- Visibility: Liability or Asset?
- An International Anthropologist's View of Resource Problems Abroad
- Josephine McCrackin's Battle to Save the Redwoods
- Sex Roles and Camping Behavior



Patsy Peralta, Park Ranger,  
Smokey Bear Historical State Park, Capitan, New Mexico

Photo by William Clark

## WOMEN IN FORESTRY

### Information for Contributors

The quarterly journal *Women in Forestry* aims to provide information and ideas for, from, and about women on topics related to: 1) the natural resource professions and associated social science fields, 2) the use and conservation of natural and cultural resources, and 3) issues of administration and personnel of special interest to women in natural resources. We want to serve as a source of ideas, contact, and support, to help women in the natural resources reach their professional goals.

We seek contributions that will effectively integrate the factual, the personal, and the philosophical aspects of our profession. There is a place to express insights or experiences as brief as a few lines or paragraphs, as well as for articles several pages long. We want *Women in Forestry* to provide interesting, thought-provoking reading, and not to be merely a repository for factual data buried in esoteric technical jargon and statistics.

Look through this issue to get ideas of where and how *you* can contribute. Contributions in the following categories are especially welcome:

- Letters and opinions
- Articles and reports
- Interviews or suggestions for people to interview
- Calendar events, conferences, meetings
- Book reviews and announcements of new publications
- News and notes
- Abstracts or clippings from other publications (please provide information on source)
- Announcements and awards
- Positions wanted and positions available
- Requests for specific types of information
- Summaries of research in progress
- Cartoons or other humor (original or clipped with source noted)
- Advertisements
- Photographs or drawings

As you can see from this issue, our format is flexible. For material acceptable for publication in *Women in Forestry*, we will provide, as needed, help with editing, illustrations, and layout. Authors of feature articles will be sent a photocopy of the final version of their article for proofing and approval. All letters must include author's name and address, but names will be withheld from publication upon request.

With all contributions, please include your name, job title or specialty, full address, and phone number(s) where you can be contacted most easily. For longer letters, opinions, or articles, please also include a brief biographical sketch (approximately one paragraph) giving both professional and relevant personal information about yourself and your article that might interest readers of *Women in Forestry*.



# WOMEN IN FORESTRY

VOLUME 5, NUMBER 3

FALL 1983

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Published jointly by the College of Forestry, Wildlife, and Range Sciences, John H. Ehrenreich, Dean; and the Laboratory of Anthropology, Roderick Sprague, Director; University of Idaho.

All editorial communications should be addressed to the Editor, *Women in Forestry*, Department of Forest Resources, University of Idaho, Moscow, Idaho 83843 (208/885-7033 or 6444). See facing page for information for contributors.

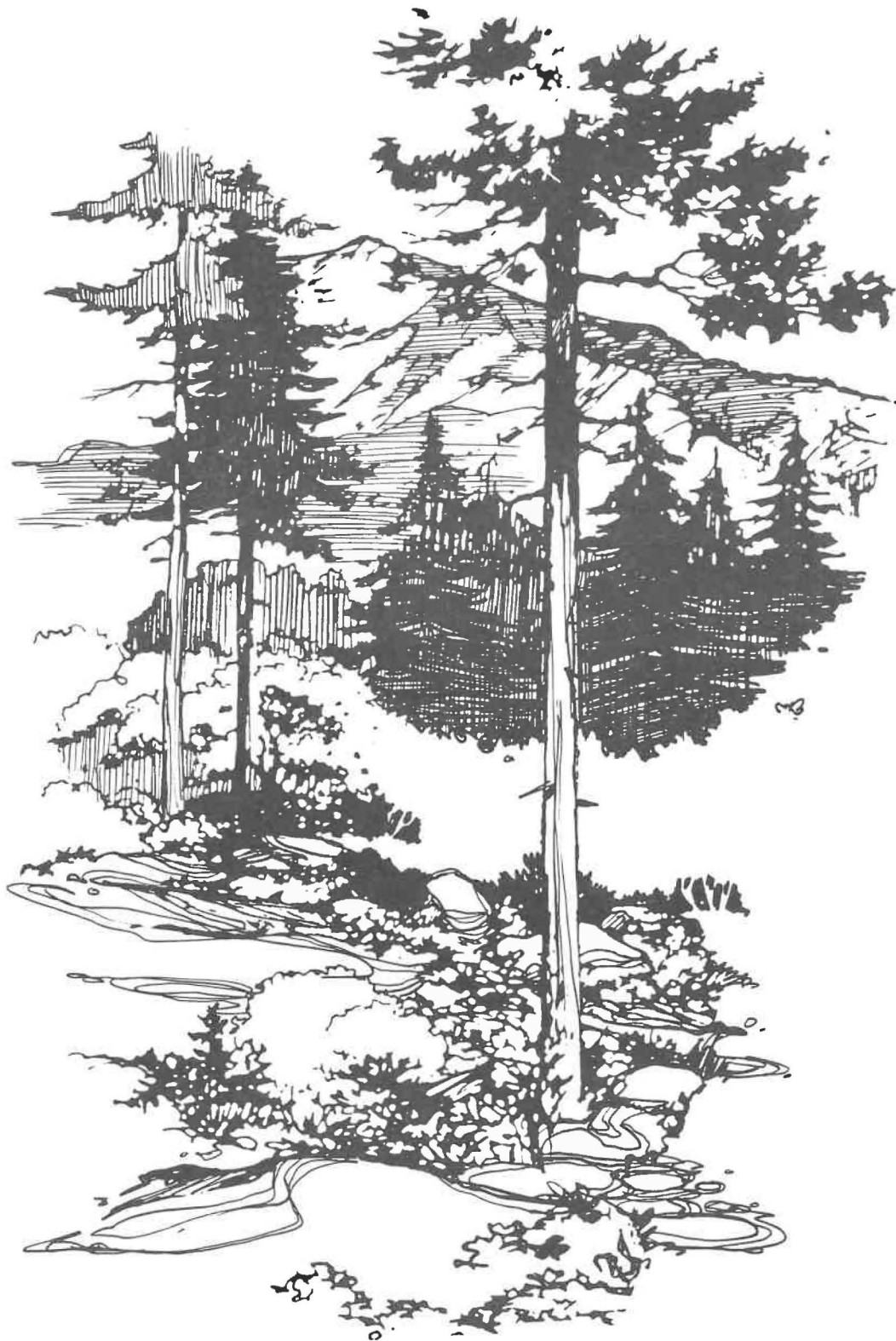
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Subscriptions are \$15/year (4 issues) for non-students, \$10/year for students. Send subscriptions to the Editor, *Women in Forestry*, Laboratory of Anthropology, University of Idaho, Moscow, Idaho 83843 (208/885-6754). See inside back cover for advertising information.

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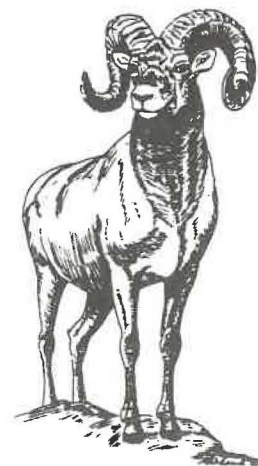


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## EDITORIAL

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### "Making the tent... ...truly home"



Recently we ran across a hardbound book called On Your Own in the Wilderness (Stackpole Co., 1958), by Colonel Townsend Whelan and Bradford Angier. In the dust-cover illustration, dusk deepens in the forest as a woman and a small child, sheltered beneath a sapling-supported lean-to, prepare dinner on an open fire. A man--presumably the husband and father--steps from the forest darkness into the firelight. A rifle hangs from his shoulder. A packboard and bighorn trophy "rack" are slung on his back. The husband/father has returned "home" from a long, successful day in the woods. The husband/father is happy. He returns to his happy family, and to a well-deserved meal.

This illustration brought home to us several changes in attitudes towards camping that have occurred in the 25 years since the book was published. The illustration reflects the earlier emphasis on hunting, by men, as an intrinsic part of what was then called "the wilderness experience"--now, of course, wilderness is a technical and legal description of a given piece of land. Inside the book, the reader is given tips on "how to keep fresh game on your table 52 weeks a year," what rifle to pack into the woods, and how to skin, flesh, and "dehair" one's kill.

Camping technology, too, has undergone considerable change since the book's publication. On Your Own extols the virtues of the frame rucksack and the Alaskan packboard, as well as those of the tarpaulin shelter, the teepee, the hunter's lean-to, and the forester's tent, all covered by tarps and supported by poles cut from the surrounding forest.

In the 1960's we camped with heavy, awkward, rucksacks, packboards, and tarps. Now, modern, lightweight packframes permit heavy loads to be comfortably carried for long distances, even by the neophyte. We no longer chop down saplings to support our tents; we seldom slash down pine boughs from which to make mattresses; we no longer burn or bury our trash, we "pack it out."

Choosing among the available camping products is a quantum level more difficult than it was in 1958, a winter's project in itself. Even choosing long underwear takes several evenings surrounded by Backpacker and catalogs from REI, Eddie Bauer, and others--silk? wool? polypropylene? mesh? The simple glob of zinc oxide we used to put on our noses has now become a choice among 49 different grades of sun protection!

Returning to the cover illustration, we know what the man has been doing all day, but what of that happy woman--what has she been doing all day? One chapter, "Women in the Woods," written by Vena Angier, the wife of one of the authors, suggests that while a woman may want to do a little fishing, hunting, photography, and tree identification, "the biggest item

of women's work anywhere, of course, revolves about cooking." And, after passing along a number of culinary tips to other wives who would accompany their spouses into the wilderness, she admonishes, "Nothing is as disappointing and eventually more infuriating to a hunter or fisherman than to have that sleek flashing trout or fast bounding deer ruined by thoughtlessness, carelessness, disinterest, or continued inefficiency."

And we find what else that woman in the cover illustration has been doing all day (before beginning supper). Writes Vena Angier, "When the men folk are out hunting is a good time to do your washing, so that you'll be free to listen to their adventures when they return."

One of this issue's contributors, Lei Lane Burrus-Bammel ("Gender, Sex Roles, and Camping") has investigated this traditional division of camping labor by gender. Citing earlier investigations, which indeed found the sort of role differences implicit in On Your Own, Burrus-Bammel describes the form of her own recent investigation and details its results. She concludes, ". . . The traditional roles assigned to men and women are no longer representative of recreational campers . . . The American social world has dramatically changed since much of the classic gender-related camping data were gathered." Her thought provoking article also shows us areas where we haven't changed that much in gender-related camping assignments.

Molly Stock and Dixie Ehrenreich

In this issue, the editors have featured, to some extent, recreation articles. Next issue (Winter, 1983) we hope to emphasize social science work in natural resources. Those of you who have done archaeology, history, sociology, anthropology, or other social science articles with natural resource subject matter are requested to send them in now. We need photographs and research in progress stories as well. Send them to: Editor, Women in Forestry, Department of Forest Resources, University of Idaho, Moscow, ID 83843 (208/885-7033 or 208/885-6754).

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## LETTERS AND OPINIONS

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For several years I have thought how wonderful it would be to have a magazine for women foresters. After reading my first issue, I am delighted! I've been a forester on the Mark Twain National Forest for 7 years now and am currently an assistant district ranger in a supervisory position and love it. But supervising men twice my age is by far the biggest challenge for me. I'd enjoy reading an article on supervision related to women in natural resources.

Kris England  
Houston, Missouri

While working for the U.S. Forest Service, I became acquainted with Women in Forestry and continue to be impressed with it. I congratulate you on such a fine format and its transformation into a journal.

Barbara Leuelling  
Isabella, Montana

I read my first copy of Women in Forestry from cover to cover with great interest. In the '40s, as I pursued my education, I so desperately wanted to study forestry, but no one would take me seriously. They couldn't. Women were not admitted to the Forestry School at the University of Maine in those days. so my esteem for all women now working and teaching in forestry is great indeed. We have so much to offer one another and your publication will be a great help.

Barbara Honkala  
Botanist, U.S. Forest Service  
Falls Church, Virginia

I am looking forward to reading about what women are doing in forestry in other parts of the country. We are somewhat scarce around here.

Helene Miller  
Rolla, Missouri

I've enjoyed both the spring and summer issues of your magazine. I hope that in the fall issue you'll have information on how to order the 1984 Northwest HERSTORY engagement calendar. I'm sure I'm not the only one who will want to get one.

Valerie Rapp  
Finn Rock, Oregon

Congratulations on the fine job you're doing with Women in Forestry. I eagerly read each new issue cover-to-cover the evening it arrives and then it becomes dog-eared as it circulates among my colleagues (both male and female) at Glide Ranger Station.

Kathryn Axton  
Idleld Park, Oregon

I was very pleased when I heard that Women in Forestry would continue and am even more excited after receiving my first copy. I am very impressed with the quality and diversity of the publication. It reflects the diversity of situations and challenges that women find themselves in as resource managers today. I was also pleased that the name Women in Forestry was maintained. We began out of a need for women to share ideas with other women facing similar situations and challenges. Many of these needs and problems were not, and are still not, experienced in the same way by our male peers. Society is full of special groups made up of people having common interests, needs, and goals. These groups allow members to have a higher sense of belonging and a more specialized, understanding support system. By broadening or neutralizing any group too far, the focus or purpose can become faded or lost. Women in Forestry does not exclude men, but it was created by women out of their unique needs. We do not need to apologize or feel guilty about this. I believe there is still a need for women to share and help one another through our network. We have come a long way in 5 years and I am happy that Women in Forestry will continue to let us share our experiences, challenges, and successes. Thanks to all of you who have helped us get this far, and to all who are helping the network continue!

Deborah Black  
Olympia, Washington

I was delighted to learn that you are continuing publication of Women in Forestry. I am a wildlife management student at Mississippi State University and would very much like to receive it.

Elizabeth Rooks  
State College, Mississippi

I feel a need to write. I'm going through what seems to be a biannual case of blues from being a woman in forestry and I need a shoulder to lean on. I can go for months feeling happy and like part of the team but then, bit by bit, one subtle comment after another and that feeling is broken down. I have to make more of an effort to be part of the team and I wonder if it is worth it. Maybe these blues were brought on because I've been working more with the public (with tree planting contractors) and they haven't seen many women working in the woods. So I have to keep answering their questions. How do you like working in the woods? Bugs? Brush? Do you even work in the winter? (Winters are notoriously cold here.) Do you do the same things men do? And, of course, are you married? (Just variations of the standard "Why did you go into forestry?" that I got all through college.)

But my grievance goes deeper than dealing with the sometimes unenlightened public. It permeates the relationships I have with co-workers. Women have



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## LETTERS AND OPINIONS

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made progress in forestry and so I see little blatant sexism. Yet I am not accepted in my job; I am tolerated and the difference is important. I am continually reminded that I'm only tolerated by subtle and sometimes unconscious comments and confrontations. I've been working as a forester in timber for a couple of years now. Last month a guy from recreation came into the timber section, looked around, then asked me if there was anyone in from timber. That is tolerance, not acceptance. He is friendly and works with me when our paths cross, but he doesn't think of me as being "in timber." If he has a timber-related question, he wants to talk to one of the men; he wouldn't think of asking me.

Last week our district had to organize a search party. As each man came into the office, the head of the search told them it was important that they help with the search and cancel whatever else they had planned. He didn't say anything to me when I came in. When I asked him if he needed help, he replied, "Well, if you have other work to do, go ahead and do that . . . . We already have a number going . . . . It will be lots of walking up and down hills . . . ." In other words, he didn't want me to come but, if I forced him, he'd let me. Should I let it slide, or should I confront him? Did I really want to go? Would I have stuck out and felt uncomfortable if I had gone? Was I shirking responsibility by not going? The questions kept coming. I vacillated awhile and then became angry, angry for not being included as everyone else had been and for being forced to think about those questions.

Those two events are minor but I keep encountering similar situations. It takes extra energy to handle those situations. I'm not looking for sympathy though; life is rough all over. Maybe what I want is empathy, someone to say they've been through similar situations and survived.

Name withheld by request

I am not in forestry but am interested in it. It is good not to have to resort to trade journals (the language of which is not always understandable to lay people) to become informed. The item that impressed me the most was Rosemary Holsinger's historical article about Hallie Daggett, the first woman U.S. fire lookout. The article is well researched, intelligent, entertaining, and has just a touch of humor--ingredients for a thoroughly delightful piece. I hope to see more of her work in Women in Forestry in the future.

Sharon Severini  
San Jose, California

Congratulations on a fine publication. I am very pleased that it is still alive and well and continuing with the original intent that we started in 1979.

Andrea Warner  
Juneau, Alaska

My issue of Women in Forestry just arrived and I am impressed. Thanks for your obvious effort in resuscitating the journal. It has not only returned to life but promises to grow stronger. I am not particularly keen on the title as it does not reflect the interdisciplinary nature of the folks involved, but I applaud the attempt to provide a place for women in natural resources to communicate and be heard. And special thanks to Jennifer James for her article putting our (women's) hassles into perspective with our (collective) hassles of changing ideas, morals, lifestyles, etc.

Karen Jerger  
Swan Valley, Idaho

### ★ When I'm Fully in Charge of Me

When I'm fully in charge of me,  
I can let you, too, be free.

When I am using my fullest potential,  
I can help others do the same.

When I am empowered and strong and sure,  
I feel neither envious nor threatened.

When I can grow at my own rate,  
I do not fear your taking anything away.

I do not fear your overtaking me.

### ★ Territory\*

Are you more if I'm less?  
Do I breathe your air  
or fly in your space?  
When I take up more room,  
do you become constrained?  
Do you value me more  
when I'm beholden to you?  
Do you value me less  
when I'm free and I soar?  
Are you less if I'm more?

\*Adapted from "Woman to Man" by J. R. Wells, August 1977.

★ *from Is This Where I Was Going?* by Natasha Josefowitz, Warner Books, 1983.

# A VETERAN'S PERSPECTIVE: Career Advancement in the Forest Service

Mary Jane Moore  
Planning Staff Officer  
Chatham Area, Tongass National Forest  
Sitka, Alaska 99835

There is no general formula for success in the Forest Service. Each individual's career is influenced by her/his background, skills and ambition. It is also true, though, that advancement is influenced by factors other than sheer skills and qualifications. I believe these factors deserve some exposure and attention.

As a professional woman in the Forest Service for the past 11 years, I have worked with and among a number of professional women with a variety of skills and backgrounds. My own experience and contacts with other professional women have provided me with a set of suggestions about career growth and advancement in the Forest Service. Although these suggestions are set in the context of professional women, they are generally applicable to both men and women in the organization.

## 1. UNDERSTAND THE HISTORY AND CULTURE OF THE FOREST SERVICE

Dr. Jennifer James writes and speaks of the need for women to have an historical perspective (see *Women in Forestry*, Spring 1983). Women in the Forest Service must understand the history of the agency. The Forest Service is often characterized as a conservative organization within which change occurs slowly and deliberately. Nevertheless, many changes have occurred in the last 10 years, and many of them have been rather dramatic, considering the Forest Service's relatively long history of stability. Not only have women entered the professional ranks, but so have people with different skills--economists, archaeologists, operations research analysts and many other specialists besides the traditional foresters and engineers. For young women entering the work force, integration of professional women may seem to be occurring at a snail's pace. From my perspective, it appears that changes have occurred amazingly fast.

Even though the work force composition has expanded, the agency structure (i.e., hierarchy) has not substantially changed. Culture and traditions have evolved based on this structure and its associated mode of operations. The historical perspective is important for women because culture and tradition continue to influence many decisions involving personnel policies, resource management policies and operational directives. Each person in the organization implements decisions made by management; understanding and being able to work effectively with those decisions is vital for success and advancement.

Because many of the professional Forest Service women are new and young, while many of the men have been in the agency for a longer time, communications and working relationships are influenced by the differences in experiences and values. Professional women must be sensitive to these differences and learn to work with them.

Caution is recommended in any attempts to institute major changes. These changes come only slowly and require a broad base of support to be successful. The Forest Service mission, goals, objectives and policies are all linked to tradition and culture. Opportunities for change will become available over time. Patience and determination, while working within existing policies, will improve the chances for successful change.

A number of publications addressing the history of the Forest Service are well worth reading. The *Forest Ranger*, by Herbert Kaufman (Johns Hopkins University Press, revised 1967), provides considerable insight into the history and culture of the agency. In addition, talking with and listening to the "old timers" provides valuable information.

It is important for professional women to understand where the agency has been if they are to work in today's environment and help influence tomorrow's direction.

## 2. KNOW YOUR JOB AND DO IT WELL

Performance is one of the most important keys to moving ahead in an organization. Doing your job professionally and competently cannot be over-emphasized. In our impatience to get ahead, we often dwell on the next step, the next position, the next promotion. Everyone should have goals. However, reaching those goals is possible only by attaining each step, one at a time.

Most professional women I know are highly competent in their jobs and have spent considerable time and energy gaining that competence and the associated self-confidence. Rapid advancement in the Forest Service is dangerous; one tends not to learn the basics of a job thoroughly and completely before moving on. It is important to recognize that the next position will most likely build on the previous one. Taking the time to build the skills necessary to be proficient in a position will definitely enhance the probability of success in subsequent positions.

Professionals entering the Forest Service generally start in an entry level position--GS 5 or GS 7. Positions at GS 5-9 are considered training positions, and advancement to the GS 9 level is noncompetitive, based on satisfactory performance. Positions classified at grade levels GS 11-15 are competitive. These positions are either line positions (i.e., decision-making) or staff positions (i.e., advisory with possibly some limited decision-making authority).

Through the training position levels (GS 5-9), skills, competence, confidence and reputation are all subject to growth and development in a noncompetitive atmosphere. In higher grade levels (GS 11-15), however, a professional woman must be willing to take



some risks for career advancement. It is likely that opportunities will arise involving duties and responsibilities with which you do not feel completely familiar or accomplished. These feelings should not inhibit you from taking advantage of an opportunity. You should realize there is a training element in higher level positions and you need not be an expert before taking a position.

Each professional woman should concentrate on developing skills, competence and confidence in the professional training levels. Before taking the next step, make sure you are ready for it. However, do not feel inhibited in pursuing promotions into the higher levels if you feel you are capable and qualified. Because competition is stiff for high grade-level positions, particularly line positions, you must be willing to take risks and be aggressive.

### 3. FIRST IMPRESSIONS ARE IMPORTANT--MAKE YOURS A GOOD ONE

If a person does a good job, why should anyone care about her/his looks? You may know you are competent, but getting ahead in the Forest Service depends on other people believing it too. First impressions are important in establishing a sense of credibility and competence. Dressing appropriately for the job and the occasion is very necessary. You are not only trying to sell your skills, but yourself as well.

Because, compared to other federal agencies, the Forest Service is a relatively small organization, it is quite possible that through meetings, training sessions and conferences you may meet someone destined to be your future supervisor. That person's impression of you may make the difference between selecting you or someone else for a position. I am often kidded about the little banker suit that I wear to meetings with higher level Forest Service officials. I am keenly aware that the responses I get when wearing that suit are very different than if I were wearing jeans and a T-shirt. In order for me to be a professional, other people must treat me like one, and they may not treat me like one unless I look like one.

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**“DRESSING APPROPRIATELY FOR THE JOB AND THE OCCASION IS NECESSARY. YOU ARE NOT ONLY SELLING YOUR SKILLS BUT YOURSELF AS WELL.”**

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The little banker suit is appropriate only in certain situations, however. Thinking about what you will be doing, who you will be with and what impression you want to leave will help ensure you are dressed appropriately for your job.

### 4. LEARN AND UNDERSTAND THE DIFFERENT SECTIONS OF THE ORGANIZATION

Being knowledgeable and competent in your position are only part of the picture. It is very important for professional women to be knowledgeable about all parts of the organization. Often supervisors assume that their employees are aware of how personnel, budget, contracting, planning and other sections operate. We're supposed to gain this knowledge through a passive process like osmosis. For many women, particularly in the lower grade levels, this osmosis does not occur.

The best thing to do is to ask questions, lots of questions. Get to know other people in sections outside your own. Find out what they do and why they do it. If you understand what other sections do, you have potential sources of assistance. For example, knowing how to write a proper job description could save considerable time in processing the paperwork necessary to fill a position you need to help accomplish your job.

Being able to find your way through the maze of interconnected functions of the agency allows effective use of time and ultimately makes your job easier. The ease and agility of carrying out your responsibilities will be reflected in your performance.

### 5. BE HELPFUL AND ASSIST OTHERS OUTSIDE YOUR DEPARTMENT WHENEVER POSSIBLE

One of the historical aspects of the Forest Service was the Ranger who did everything from timekeeping to timber sale administration on his district--he was a Jack-of-all-trades. This concept and attitude of being flexible and versatile persists strongly in the organization today. Persons who refuse to help or assist in activities outside their direct responsibility do not fare well when it comes time for recommendations for promotion.

Some other very positive benefits may accrue from doing things outside one's own job. These activities expand your contacts with other people and help you learn about the variety of functions in the Forest Service. They also demonstrate your motivation and desire to be part of the organization and your eagerness to contribute to the organization's goals and objectives. These attributes are recognized and valued by supervisors.

### 6. KNOW THE INFORMAL AND FORMAL SYSTEMS FOR ADVANCEMENT AND PROMOTION

Obtaining a promotion in the Forest Service requires knowledge and understanding of both the formal and informal systems. The formal system is fairly straightforward, and information concerning it can be obtained from any personnel section. As positions become vacant, they are generally advertised either locally, regionally, or nationally. Anyone interested and qualified may submit an application and compete with the other applicants according to preset criteria. An important factor in the formal system is to know which type of positions you qualify for. For example, district ranger positions are advertised in the forester-administration series. However, people with academic degrees in forestry, engineering, wildlife biology, fisheries biology, hydrology, soils science, geology and landscape architecture may qualify, if they meet all other requirements.

A professional woman must realize and understand that an informal system works in conjunction with the formal system. This informal system is not well documented and varies from place to place in its application. Generally, however, it involves several key principles.

The first principle is that decisions on candidates to fill higher grade-level positions are not always based completely on merit or qualifications. A person must meet the basic qualifications, but, beyond that, other factors--including personality, political savvy, organizational commitment, and type and quality of experience--come into play. These factors rarely show

up on applications. This is where having a wide range of contacts and supporters becomes a necessity. These people can communicate personal attributes that are not readily apparent on paper.

The second principle is to take aggressive action toward a promotion. When you feel you are ready, knowing where and how to look for opportunities is vital. Because of the geographic nature of the vacancy announcement process, vacant positions will not always be advertised in your locale. Having a wide range of contacts around the agency helps you find out when positions may be coming open that may not be advertised in your area. This knowledge will enable you to submit a voluntary application prior to the issuance of the vacancy announcement and permit your application to be considered. (There are two types of applications—direct application to a specific vacancy announcement and a general voluntary application to a forest(s) and/or regions(s) to be considered as vacancies arise. If a voluntary application is received during advertising it is not considered.) Because the structure of Forest Service offices varies from place to place, knowing which positions occur in which places allows you to concentrate your efforts. Having a network of contacts and doing some private research will make looking for promotion opportunities easier.

Once a promotion opportunity becomes available, taking aggressive action is very important. Prospective employers must be aware of your availability and desire for a position. Call or visit the person who supervises the position you are interested in. Contact other people who may have some influence on the selection for the position and express your interest. Seek out your supporters and request that they provide any assistance they can. In many cases, a promotion depends on a prospective employer having as much information about you as possible. That definitely includes information not available on the application.

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**“TAKE AGGRESSIVE ACTION TOWARD PROMOTION. HAVING A NETWORK OF CONTACTS AND DOING SOME PRIVATE RESEARCH WILL MAKE LOOKING FOR PROMOTIONS EASIER.”**

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In these times of tight budgets and personnel ceilings, opportunities for advancement have become more and more limited. Making contacts and taking aggressive action toward promotion opportunities will be critical to realizing the next step in your career.

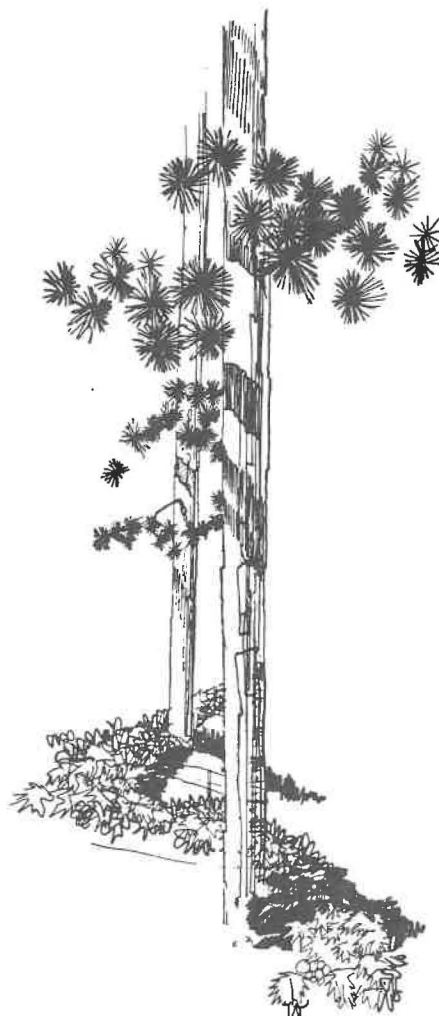
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I am very sensitive to the difficulties and hardships confronting many professional women in the Forest Service. Full integration of the work force is a long way from reality. If opportunities for advancement and promotions continue to be restricted, the professional woman will have to use all her available resources to move ahead.

My suggestions certainly will not guarantee successful advancement in the Forest Service. I do feel, though, that understanding the historical perspective, and the organizational structure and mechanics are very important. In addition, the importance of performing professionally and competently and developing

a wide range of contacts and supporters cannot be overemphasized. Last, but not least, understanding and using the informal and formal systems for advancement should definitely help improve a professional woman's promotion opportunities.

Mary Jane Moore has a B.S. degree in Political Science from Portland State University (1972). She started her career in the Forest Service on the Mt. Hood National Forest as a temporary statistical clerk, working with the Mt. Hood Planning Team. She was later converted to a writer-editor and promoted in place several times. In 1976, Mary moved to the Siuslaw National Forest and was later promoted to Planning Team Leader. In 1981, she became the Planning Staff Officer at Sitka, Alaska. She is responsible for long-range planning, environmental coordination, and public information and involvement. During 1982, she was acting district ranger on the Sitka Ranger District for 5 months. As a result of her experience as acting ranger, Mary is taking educational leave from the Forest Service to go to school at Northern Arizona University for 9 months. In order to qualify for a line position (e.g., district ranger), she must earn 24 semester credits in forestry. People with degrees outside forestry do not easily qualify for line positions in the Forest Service.



# VISIBILITY: PUTTING YOURSELF IN THE LIMELIGHT \*

Verda Colaw  
Stress Analysis Lead Engineer  
Boeing Military Airplane Company  
Wichita, Kansas

It can be an asset or a liability--for you, your employer, and for the women who follow in your footsteps. What is it? Do you need it? If so, how do you obtain it and how can you make it work for you?

Visibility--an often used but little understood term. Visibility--a concept, a technique that can help you get ahead in your chosen field or help you be more effective where you are. As a concept it can change your whole way of thinking about what it takes to move ahead. As a technique it will introduce you to stimulating knowledgeable allies you didn't know you had.

## WHAT IS IT?

I'm sure you have heard the terms networking, connecting, mentor, imaging, opportunity, promotion. Visibility is like a thread weaving through them all--a necessary ingredient for any of them to exist. Visibility is not the road to success. Neither is it the car in which you travel along that road. It is more like the gasoline you put in that car; you can't go anywhere without it.

Okay so you accept an assignment, learn and adhere to the groundrules, and forge a good working relationship with your boss. You're working hard and doing a great job. But unless people know about you, you're going nowhere. (Perney 1981.)

It takes more than hard work, more than "doing a great job," to get ahead. It takes visibility. So what is visibility?

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## VISIBILITY IS THE RESULT OF PUTTING YOUR WORK, AND YOURSELF, IN THE LIMELIGHT.

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For you to be able to get ahead, someone has to know about you.

In her book *Skills for Success*, Dr. Adele Scheele says that working people are divided into two distinct categories, *Sustainers* and *Achievers*. "The Sustainers are most of us who do our jobs well and derive our job satisfaction from doing just that. In fact, most of us Sustainers spend about 70% of our working lives doing our jobs well and 30% unconsciously waiting for recognition for what we have done." We wait for our colleagues to tell us how good our report was, for our boss to appreciate our last assignment, for higher management to use X-ray vision to see us at our best

\* Reprinted with permission from the proceedings of the national meeting of the Society of Women Engineers, Seattle, June 1983.

and give us both psychic and financial rewards. We stay in the same job for years, watching others move up, without having any way to draw attention to our achievements.

"The Achievers, on the other hand, work not only harder and longer, but better and different than the Sustainers. But hours spent working is hardly the only factor for success, and it is not the most crucial one. Success lies primarily in what we do with the other portion of our work lives," she continues, ". . . it is important that we get recognition for what we have done or are about to do . . . Achievers have learned along the way to tell other people about the jobs or projects that they've done, what they've learned, and what they think are the next applications or steps. They know they must interact with others within their own departments, other departments, and the whole organization . . . Good work counts to your advantage only if it is seen, heard, and somehow recognized."

"Those of us who are Achievers also enhance our careers by building contacts and alliances with others . . . Connecting gives us perspective about how we work, provides us with different approaches to problems and sharpens our ideas of what is important, relevant, or new, and makes us visible to others like us."

There's that word again. Visible. What does it really mean? Let me give you a hypothetical situation. Your boss gives you an assignment. He tells you that you can choose two people to work with you on the assignment and hands you a list of three available people. Two of the three people you know. Both, in your opinion, do outstanding work. The third person you do not know. Whom do you choose? Obviously you will select the two people you know. Why? Because they and their past work were "visible" to you and made a good impression.

Suppose that of the two people you know, one does outstanding work and the other does below average. Now whom do you choose? First you select the one who does outstanding work. But now what? Probably you will talk to someone you trust who knows the third person for an evaluation of his/her work. With this additional information, you will decide between the two remaining available people. Of course if neither are acceptable, you have another problem.

In both of these hypothetical cases, the work of two of the three people was "visible" to you. In the first case, the "visibility" was an asset to both persons, while the "lack of visibility" kept the third person from being considered for the job. In the second case, the "visibility" was an asset to one person and somewhat of a liability to the second person. Notice that even though the work of the third person was not directly visible to you, the visibility of that person became very important when you contacted the fourth person for information.



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## VISIBILITY CAN BE DIRECT OR INDIRECT.

### VISIBILITY CAN BE AN ASSET OR A LIABILITY.

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For you to be able to get ahead, someone has to know about you. And what they know must be positive.

#### THE ABC'S OF BUILDING VISIBILITY

Opportunities and promotions are based on visibility. Don't fade into the woodwork. Develop visibility to maximize your opportunities. How? "There are ways to make yourself visible even if nobody's whispering your name in the boss's ear," claims Perney. It's as simple as A, B, C . . . and D. Following are the building blocks for developing your visibility.

#### A ccept New Challenges and Responsibilities

Draft proposals and documents when given the opportunity. Volunteer to serve on task forces studying particular problems of the company. If you know that the job you are working on will require correspondence from your boss, prepare a rough draft for him. Always sign your work.

Learn to make presentations. You can do this by joining Toastmasters; or become an officer of a professional organization and you will have several chances to speak.

Take risks. Don't be afraid to be "the only woman." Don't be afraid to make decisions!

Increase/improve your knowledge and capabilities. Attend seminars; read books; attend classes.

#### B uild Contacts Inside and Outside the Company

Attend meetings. Get to know the people you come in contact with. Become active in professional organizations. Participate in company activities such as sports, hobby clubs, picnics.

In her book Networking, Mary Scott Welch tells us we can enhance our careers by building contacts and alliances with others. Make sure that important people get to know who you are. Make yourself seen; hand deliver memos from your boss to the department head, for example.

#### C reate a Professional Image

People see you according to the image you project. Your appearance, behavior, way of speaking are crucial to being taken seriously. Dress appropriately and professionally. Numerous articles have been written on this subject so it will not be covered in any detail here.

"How you look at work is important--to yourself, your superiors and your co-workers. The care and attention you give to your on-the-job appearance not only reflects your self-regard, but also the image of the organization . . . ." (New Woman May 1983).

Drawing attention is not good visibility. You can be outstanding without standing out.

#### Demonstrate Competence

Apply yourself. Complete assignments on time. Take your responsibility seriously no matter how trivial it seems. Do your homework. Present what you know in a way that commands attention. Emphasize your assets, rather than your liabilities. Learn to deal with criticism. Maximize your efforts and learn how to set priorities. Do your best on all assignments. Start now by doing the best you can with the job at hand.

"While things go wrong in every project," according to Dr. Scheele, "you need to demonstrate how you are capable, trustworthy, personable, yet relentless in getting the job done effectively and efficiently."

#### MAKING VISIBILITY WORK

Everything you do or say will create an impression. How others perceive you will very much determine whether you move ahead. So do everything you can to make sure you are perceived in a positive way. It's up to you to "sell yourself."

As women engineers you are likely to have additional "visibility" by being the "only woman" in your area. When you attend a meeting and are the only woman, chances are when the meeting is over, everyone there will remember who you are whether you remember them or not. But be careful; this can work against you as well as for you.

#### Building a Visibility Chart

Everyone has some visibility, whether they want it or not. To demonstrate, let's draw a visibility chart. On a sheet of paper, draw a small circle in the center. This box represents you. Label it "ME." Below this circle put another circle and connect it with a solid line to the first circle. The solid line will represent "direct" contact. Label this circle "family." To each side draw additional circles; label one "university" and another "co-workers." Above the first circle, add another circle labeled "boss" and one above that labeled "upper management." Draw additional circles for each outside organization you belong to such as SWE, ASME, Church, . . . . All of these circles should be connected to the first circle (you) by solid lines. Now, stop and think about the people you know that are represented by each of these circles. Do any of them in one circle know someone in another circle? If so, connect these two circles with a dotted line which will represent "indirect" contact or relationship. For instance, your "co-workers" will know your "boss" and "upper management" and probably some of them belong to the same organizations.

#### Building Visibility

This is how visibility works. Look at the chart again.

Start applying the building blocks for developing visibility.

A ccept new challenges and responsibilities.

B uild contacts inside and outside of the company.

C reate a professional image.

Demonstrate competence.

Use building block "B" to expand your visibility chart. This should open up opportunities to apply

building block "A". Concentrate on those organizations and activities that will help move you along your chosen career path.

Visibility can occur at unexpected times. You never know when someone else may see you, or what will impress (or not impress) that person. Keep building blocks "C" and "D" constantly in mind. Remember that "visibility is the result of putting your work, and yourself, in the limelight." Also remember that visibility can work for you or against you.

Other women will be judged by your success or failure, as will your employer. So do your best. Make visibility work for you. You, your employer, and the women who follow you will bask in the reflection of your accomplishments.

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- Welch, M.S. 1980. Networking The Great New Way for Women to Get Ahead. Harcourt Brace Jovanovich, New York & London.
- Perney, L. Career Pushups. Self, March 1981.
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#### Good Management Potential ★

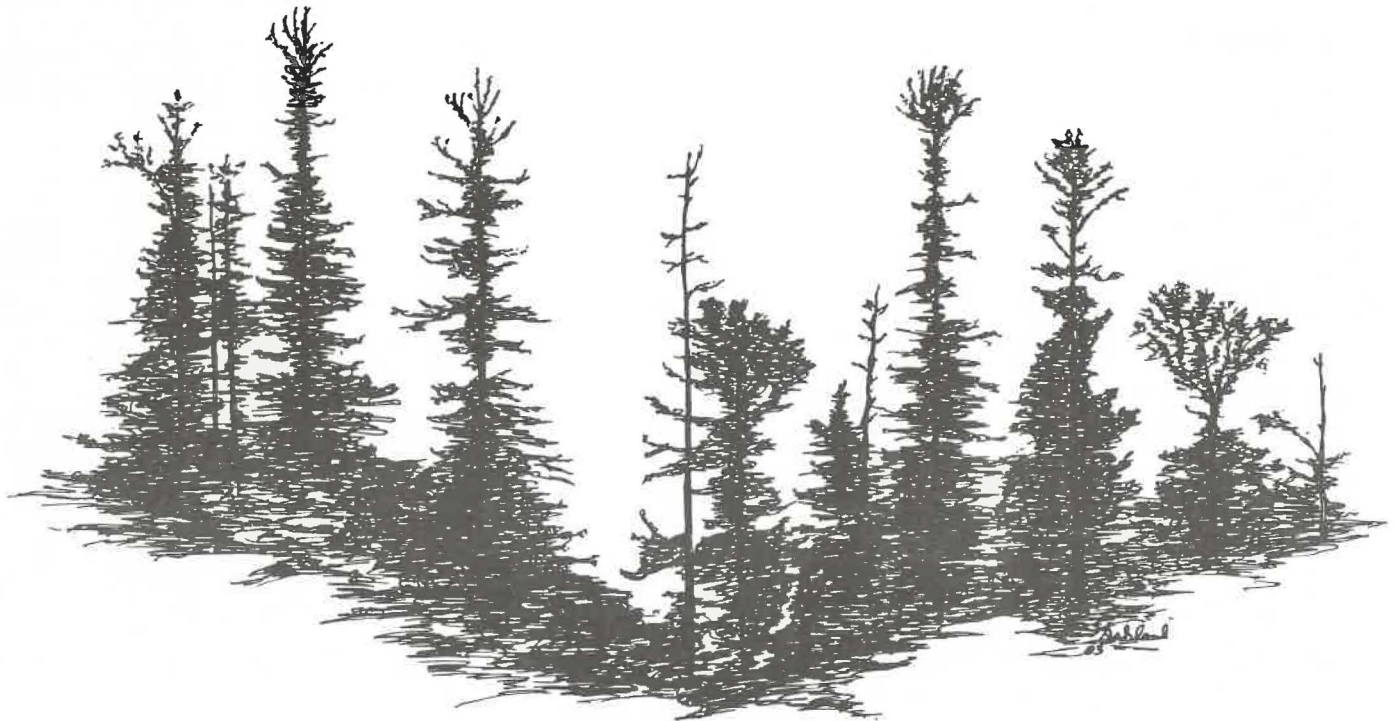
If I'm assertive,  
I'm seen as aggressive.  
If I'm aggressive,  
I'm a bitch.  
I won't be promoted.

Let's try it again.  
If I'm nonassertive,  
I'm seen as a patsy.  
If I'm a patsy,  
I won't be promoted.

Let's try it once more.  
If I'm very careful,  
I can go unnoticed.  
If I'm unnoticed,  
no one will know  
I want to be promoted.

Any suggestions?

★ *from Is This Where I Was Going?* by Natasha Josefowitz, Warner Books, 1983.



**POSITION AVAILABLE  
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Urbana-Champaign Campus**

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Please contact Melvin Rothbaum, Chair, Search Committee for Director of International Programs and Studies and Associate Vice Chancellor for Academic Affairs, c/o Office of the Chancellor, University of Illinois at Urbana-Champaign, 601 East John Street, Champaign, Illinois 61820, Attention: Andreen A. Neukranz-Butler.

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**Qualifications:** Ph.D. in forestry or closely related field. Achievement in teaching, research, and/or extension; good communication and organizational skills; timeliness in completing responsibilities; and ability to work with diverse groups and assignments necessary. Past academic leadership and administrative accomplishment very important. **Salary:** Commensurate with qualifications. **Available:** 1 March 1984.

For more information write Richard A. Skok, Dean, College of Forestry, University of Minnesota, 1530 N. Cleveland Avenue, St. Paul, Minnesota 55108 or call Carl Mohn or Marilyn Workman (612-373-0825).

The FORESTRY SUPPORT PROGRAM was established to help the U.S. Agency for International Development (USAID) design, establish, manage, and troubleshoot field projects jointly with the U.S. Forest Service and the Office of International Cooperation and Development (OICD), U.S. Department of Agriculture. Technical skills most often requested relate to village or social forestry. There are many requests for people specialized in extension, plantation practices, arid zone forestry, nursery establishment, watershed or range management, agroforestry, shelterbelts, soil conservation, and similar activities for rural areas and small-scale projects. Occasionally, there are requests for specialists such as ecologists, pathologists, geneticists, remote sensing specialists, economists, and sociologists.

A Forest Service employee can accept a long-term United Nations or AID job for up to 5 years and normally retain "return rights" to the USDAFS, continuing to pay into retirement during the period of absence.

If you are a natural resource specialist with development experience overseas, write to FSP and request a "roster packet." FSP also seeks out foresters or resource people fluent in French and Spanish. Write to: Forestry Support Program, c/o TMR, Room 811 RPE, USDA Forest Service, P.O. Box 2417, Washington, DC 20013.

**Don't Let the  
Gypsy Moth  
Ruin Your Trees!**



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Washington, D.C. 20013

The McCALL, IDAHO, SMOKEJUMPER BASE is accepting applications for employment for 10 June to 15 September. Entry grade level is GS-5, paying \$6.43 per hour. Forms should be submitted from 1 December to 15 January. The competition is extremely keen for smokejumping and candidates must be in sound physical health and be capable of performing arduous duties. During the 1981 season, the McCall Base had the first woman smokejumper in the nation to successfully complete the training; they want to encourage more women and minorities to apply. Submit SF-171, Personal Qualifications Statement, and questionnaire to Payette National Forest, Attn: Personnel Section, P.O. Box 1026, McCall, Idaho 83638 (208-634-2255, extension 142).

DEVELOPMENT ANTHROPOLOGY NETWORK (The Bulletin of the Institute for Development Anthropology, P.O. Box 818, Binghamton, New York 13902) will publish in its forthcoming issue the second part of an overview of Social Forestry, is written by David Brokensha. Social scientists and foresters, who are interested in this topic, have contributed. One purpose of the article is to establish a network of those actively engaged in this activity, and to serve as a forum for the exchange of information. Copies can be obtained from David Brokensha, Department of Anthropology, University of California, Santa Barbara, Santa Barbara, California 93106.



# A FOREMAN WITH CHARACTER

FICTION

Valerie Rapp  
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Finn Rock, Oregon 97488

As the midsummer day relaxed into evening, the sun-faded afternoon sky deepened into a rich, dusky blue. Below the darkening forests of the Cascade Mountains, the McKenzie River's blue waters silvered in the twilight. At the Olallie Ranger Station, lights were on. Jerri Hawkins, assistant foreman of the Olallie fire crew, was in the office. She pulled a triplicate form towards her and started writing out the crew manifest while she held the phone and listened.

"Will you look after Howie? He's never been on a big forest fire before."

"You bet, Mrs. Vogel." Order unit: that was the Klamath National Forest. It must be a big fire for California to be pulling crews from Oregon.

"Should I send a lunch with him, to eat while you're on the road? He did just eat dinner, but that's such a long drive."

"No, Mrs. Vogel, the Forest Service will feed him," Jerri said. Charlie, the crew boss, walked into the office. Jerri looked at him, pointed to the phone, and rolled her eyes towards the ceiling.

"What about a sleeping bag? I'll send his good down bag."

"No, Mrs. Vogel, it would just get stolen." Project name: Lucky Creek Fire. This might be a good summer. It was only mid-July and they were going to a big fire already. "The Forest Service will provide him a sleeping bag."

"Are you sure?" Mrs. Vogel asked anxiously. "What does he need to take?"

"Socks. Lots of wool socks."

"Oh, of course, socks!" Mrs. Vogel sounded relieved that she could send something with her son. "He has lots of socks. I'll be sure to pack them. How long do you think he'll be gone?"

Departure: Olallie Ranger District on the Willamette National Forest. Jerri answered, "This is a big fire. I have no idea how long we'll be gone."

"Oh, Howie's never been on a big fire before. Will you look after him, Jerri?"

"For Chrissake tell her to tell Howie to get his goddam ass over here and stop talking about it," Charlie said.

Jerri smiled into the sudden hush on the phone. Charlie's voice must have carried. "Make sure he doesn't forget his toothbrush. Thanks, Mrs. Vogel," she said, and hung up.

"If that guy would move away from home he'd have half a chance of growing up." Charlie shook his head. "He hasn't got a chance at all as long as he lives with Mommy. Did you get hold of everybody else?"

"Uh huh. I'm making up the manifest right now." Jerri gestured at the form she was working on.

"Good." Charlie pulled a tin of chew out of his back pocket. "You putting in for that foreman's job on the Deschutes?"

"You bet!"

Charlie dipped out a pinch, slipped it between his lower lip and gum, closed and repocketed the tin. Jerri leaned forward in her chair.

"What do you think my chances are?"

Charlie rolled the chew in his lip and spit into the wastebasket. "Competition's pretty tough. They've been cutting that budget up like a kid slicing watermelon. There's a lot of hungry people around."

He looked at her. Jerri looked straight back at his cool brown eyes, watching their look as he considered her. Charlie was a good foreman, quietly in control of himself and the crew, and she liked him. In the year and a half that she had been assistant foreman, she had come to respect the depth of insight that lay pooled behind his casual, everyday talk. Lately he'd been giving her more responsibility, more chances to run things. She grasped every opportunity eagerly; she was bucking hard for a foreman's job.

Charlie spoke slowly, studying her face as he spoke. "You've been pretty sharp lately, Jerri, in fact, real sharp. When the Deschutes calls me, I'm going to give you the best recommendation I can. Like I said, there's a lot of hungry people around, but your chances are excellent."

Well, maybe even a better summer than she had thought. She waited to speak; Charlie didn't look as if he'd finished. He glanced out the window.

"Well, Dave just pulled in and here's Paula, right behind him. I'll take them and go get the tools together." He started towards the door.

"Charlie."

He paused in the doorway and turned back, one hand on the open door.

"You looked like you had something more you were going to say."

"I did but I don't know if there's any good in me trying to say it." He looked out the door, then spit on the ground. "You're smart and you work hard, Jerri, but there's more to running a firefighting crew than just that. There's a high price you pay to be a foreman. No, price isn't it." He rolled his thoughts around a moment, tasting their flavor and choosing his words.

"It's like when you love somebody and you hurt that person. You don't mean to, but it happens. You feel a pain something awful when you realize the

responsibility and power you've got--the same responsibility and power you've got as a foreman. But you go on loving anyways. You haven't suffered that pain yet, Jerri. Or paid that price, if you think of it that way. When you have, you'll be an even better foreman."

"Charlie, what the hell are you talking about?"

He looked away from her. "Aw, I shouldn't have even mentioned it. I guess it's nothing a man can explain." He shrugged his shoulders and left.

## **“YOU’RE SMART AND YOU WORK HARD, BUT THERE’S MORE TO RUNNING A FIRE- FIGHTING CREW THAN JUST THAT”**

Jerri stared at the door that closed behind Charlie and tapped the desk with her pen. A price she hadn't paid yet? What about all the long hours she had put in, working 24-hour shifts sometimes, 100-hour weeks? What about all the hours she had put in on her own time, coming in early and staying late? What about her personal life, that she had sacrificed to the long hours and the fire dispatches that came at any time of the day or night? What about the danger, the close calls she'd had on fires when death whispered by? She knew the price, and she understood the responsibility. She would never ask anything of her crew that she hadn't already demanded from herself. What price, Charlie, short of actually dying, could she possibly have left to pay for this work she loved?

She pulled her attention back to the manifest. No matter how hot or how urgent the fire was, the crew couldn't move an inch without the required paperwork. Damn Forest Service bureaucracy. All right, names, sexes, and weights--she worked on and neared the end: Ritter, Charles, M, 180; Smith, Paula, F, 130; Vogel, Howard, M, 165.

Jerri set down her pen and smiled at Howie's name. He was the youngest on the crew, only 20, and new this year. Just like the chicken and the egg; she couldn't tell which had come first, Howie's overprotective mother or Howie's bumbling nature. One of his remarks from early in the season had become a standard comic line repeated over and over by the crew. Charlie had been pushing him to work harder near the end of a long day.

"Come on, Howie," he'd said, "It'll build character."

"But I don't want character," Howie had answered plaintively.

Well, maybe he'd turn out all right. But in the meantime, he sure needed a lot of looking after. Jerri pulled together the manifest, the fire order, and the maps, and took them outside.

Everybody had arrived but Howie. They were taking two vans and a pick-up. The men and women of the fire crew loaded their personal gear, made one last trip to the bathroom, got a bottle of pop or cup of coffee, argued over whether one van should be a non-smoking rig and which one it should be, found seats, argued over which radio station to play, and Howie still was not there. As the drivers were getting in, Mrs. Vogel pulled up and dropped Howie off. She called to Jerri, who silently cursed herself for getting caught in the open.

"Will you take him under your wing a little,

Jerri? He's never been on a big fire before. I feel like you can understand a mother's worries better than Charlie can." Mrs. Vogel winked at her and smiled.

Jerri winced. "No problem, Mrs. Vogel. Don't you worry about a thing."

"Hey, Howie," someone called from the van. "We saved you a middle seat. Sitting in the middle builds character, man, you can't get that at a window seat."

\* \* \* \* \*

The fire was hot but not crowning out. The Olallie crew was assigned to a sector along a ridgeline high above the Lucky Creek drainage where the fire burned. The fire plan called for them to spend the day digging a fire line along that ridge. Early the next morning, a helicopter dangling a flying torch from its belly would work its way back and forth over the mountainside and drop burning blobs of jellied gasoline on the unburned slope. The searing stripes of fire would spread and burn out all the available fuel--the live forest--between the fire's edge and the fire line. Only the use of the helicopter was new; fighting fire with fire--burning the forest to save the forest--was an old way of firefighting.

The crew came in on a hiking trail that switch-backed up the backside of the mountain. They dug line along the ridge from the crest to a small saddle, working through a mixed forest of Douglas fir, pine, and madrone. Charlie took the crew on up the other side of the saddle and left Jerri behind to fall the trees and snags near the fire line. Dave was spotting for her, watching above her for the widomakers that might break loose and fall as she cut. Everybody else was cleared out.

The saw was running well and the trees going down beautifully. Each tree snapped neatly at the hinge between the face cut and back cut and toppled exactly where she had planned. Working hard, Jerri breathed the fresh air deeply, glad that the smoke billowing up from the fire was far away from the ridge. She tasted salty sweat on her lips; she tasted her ambition to make foreman as if it too were salt on her lips.

She had been six years at this work, firefighting--good work, and right for her. She was tough enough to accept everything that was tough about her calling: small things, like long, unpredictable hours and low pay; subtle things, like backfiring a live forest, torching green trees and sometimes trapping animals; hard things, like a friend getting killed or almost getting killed herself. But the tough things gave a keener edge to the good, like this very moment, when the joy of her work cut into her as sharply as the saw chain bit into the wood of the tree she was cutting.

And then, as the Douglas-fir went neatly down, crashing through the underbrush, she heard a yell. She cut the saw off and ran with it, Dave right behind her. The tree had knocked Howie flat on his back and fallen diagonally across his chest and the right side of his face. He was still alive, thank God. Jerri started the saw and bucked the foot-diameter log, her mind screaming as the saw whined into the tree. How did this happen? How bad is he hurt? She finished the cuts and Dave lifted the bucked log off Howie.

Jerri knelt beside Howie. He was breathing in loud, choked-sounding gasps. Blood ran down the

right side of his face but it didn't look serious. That breathing sounded bad, though. She unbuttoned his shirt and saw the right side of his chest swelling and purpling. It didn't seem to move right when he breathed. Broken ribs, for sure, maybe worse, maybe lung damage. Goddammit. She looked at his stomach. Nothing that she could see, but maybe internal injuries.

"It hurts . . ." Howie rasped out, "really bad."

"Hang in there, Howie. You got hurt pretty good, you got some broken ribs, but we're gonna get you out of here right away, you're gonna be all right, you're gonna be okay." Jerri spoke rapidly and softly as she buttoned his shirt back up. Nothing to be done there. Dave had a gauze pad out of his first aid kit and pressed it against Howie's forehead. Charlie was there already, calling over the radio for a helicopter medivac. And the whole crew was there, everywhere, in a swirl around her, trying to help, asking questions, looking, their words buzzing in her ears.

Jerri stayed where she had knelt and kept talking, her words rushing out in a gentle flood that she could not stem. "How're you doing, Howie? I know it hurts, don't try to talk or move, just take it easy. Now don't try to move, but just see if you can wriggle your fingers, that's great, that's good, no don't do any more. Can you wiggle your toes? Great, Howie, that's great, you're gonna be all right, yeah, just some broken ribs, we're gonna get you out of here. Just hang in there, Howie, hang in there."

The world swirled dizzily around her. Jerri felt like she had been sucked down into a whirlpool, the faces of the crew spiraling around her, a blurred whorl of forest surrounding them. At the whirlpool's deep center, and corkscrewing swiftly deeper, were herself and Howie, with his bloody face, his half-heaving chest, his mangled breathing. His breathing . . . it was getting worse, sounding now like he was pushing it in and out through a swamp of mud. She heard him work for each breath, heard the air bubble in and out through the ooze.

She stared intently at his face, the only thing she could focus out of the whirling blur. Sawdust from her cutting of the log had fallen on his left cheek; gently she brushed it off. Keep breathing, Howie, I know it hurts, but you just gotta keep on breathing, dammit. Out of the babble around her, she heard one voice clearly: Charlie, who never yelled, yelling over the radio.

"I don't know where the sector boss is. Look, this man is seriously injured. He can't wait while everybody goes through channels. I need that helicopter out here now!"

Charlie listened; he argued. Jerri heard Howie struggling to breathe through the broken muck of his lungs; she heard a faceless voice over the radio informing Charlie that a crew boss couldn't order a helicopter and that he must go through the proper channels before the ship could be dispatched.

"Goddam Forest Service! Sonofabitchin' rules!" Charlie's voice, loud and mad, pounded in her ears.

Keep breathing, Howie, come on, one . . . after . . . another . . . that's the way. Jerri looked at his tangled blood-soaked hair stuck to his forehead. He was a mess--he needed so much taking care of. If only she hadn't been trying so hard to be fast, if only she had looked down the hill and seen him.

She started talking again, slower, trying to

drown out Charlie's angry voice. "That helicopter's on the way, Howie. You're going to fly right out of here, right out of all this dirt and heat. Yeah, you'll have clean sheets and air conditioning and you'll be surrounded by beautiful nurses. You're going to the hospital, but you're going to be all right. I know it hurts, just hang in there. This'll build character like you won't believe."

"I don't . . . want . . . character."

Jerri almost smiled but stopped herself. Then she realized, with the sharpness of a stab, that Howie was trying to be funny. He was bloody and broken and fighting to breathe, and he was trying to make a joke. She forced herself to smile, for him. She saw, with amazement, something that she had never seen before--a different Howie. Different from the Howie whose mother hovered like a neurotic hummingbird, different from the Howie who bumbled through the woods, different from the Howie they had all had to look out for all summer--she saw now a Howie who wanted to be accepted by, and friends with, the other, older people on the crew. He wanted to be funny; he wanted to grow up, to become a person, a real, adult, well-liked person. She hadn't thought of him like that before. Keep breathing, dammit, come on, you'll make it if you just . . . keep . . . breathing.

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**“JERRI FELT LIKE SHE HAD BEEN  
SUCKED DOWN INTO A WHIRLPOOL,  
THE FACES OF THE CREW SPIRALING  
AROUND HER...”**

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His breath sheared off in the middle, then bubbled out, and started in again. It had no rhythm. Jerri felt Howie and herself spinning deeper; together and powerless, they were being sucked to the very bottom of the whirlpool. She talked, then listened for a fitful breath, spoke and then listened for the air bubbling through the thickening mud inside Howie's lungs. His lips parted as he exhaled. As he sucked his next breath in, his lips tightened and small muscles twitched above his lips where a mustache had persistently refused to grow.

From the trees and faces wheeling around her someone new emerged. A man with sector boss identification on his hard hat ran up, leaned over Howie for a second, said, "Oh my God!", and stepped back. She heard the man's voice over the radio, "Get that helicopter here right now."

The missing link had spoken, and the message moved smoothly through the proper channels. The sector boss had called the division boss; the division boss called the line boss, the line boss called the air service manager, and the air service manager called the heliport manager, who dispatched a helicopter.

Howie was trying to say something. Jerri bent close to his lips. "One word at a time, Howie. Easy now." She thought she made out what he said:

"It doesn't hurt any more."

Then she heard nothing at all. Howie wasn't talking. Or breathing. He had slipped beneath the smothering mud.



Jerri sat back on her heels and stared at Howie's silent face. They had plummeted to the whirlpool's bottom and found the calm there, the nothing in the eye of the storm. There was a stillness on the mountain, a stillness in which the trees and the rocks seemed to hold their breath respectfully. In the hush that gripped her and held the mountain, Jerri was aware, again, of the sunlight shining on the conifers and madrones, and the smoke column rising from the fire burning below them. Into the silence entered a low, throbbing sound. She heard it far off, a familiar sound that she could not name. It grew louder and reverberated off the mountainside, filling the space that had been silent. Only after Charlie helped her up from her knees did Jerri remember the name of that sound: helicopter.

\* \* \* \* \*

Jerri sat in her kitchen staring past the steam rising from her cup of tea. Why did she have to be troubled by that dream tonight, when a good night's sleep was so important? She stared at the unfamiliar wallpaper of her new house and blinked, trying to see the pattern of the wallpaper instead of the image that had wakened her, Howie's bloody face.

It wasn't her fault. The officials who had investigated the accident had concluded that in their report. The official blame had been laid on Howie, who gave no argument. Nobody ever had figured out how or why Howie had come to be in that spot. Even Mrs. Vogel refused to blame her. She had managed a brave little smile at the funeral, taken Jerri's hand, and said, "Don't blame yourself, dear. I know you looked after him as best you could."

Maybe it would have been easier if everybody had blamed her. If her career had been destroyed, if she had lost all her friends, if she had somehow felt physical pain, she could have felt that she was being justly punished. Instead she sat here sleepless, thinking if only she had been taking her time and looking around more, if only she had seen him, if, if . . . . Then Howie might be alive now, still having his lunch packed by his mom, still hoping to grow a mustache someday, still not wanting character.

A tree felled and Howie dead--she had been ready to face pain, but she had never imagined this kind of pain. It was easier to face a whole mountainside ablaze than to face the knowledge that her deeds and decisions might be paid for by somebody else in blood. Every time she had used a chainsaw since the accident her stomach had knotted and her fingers trembled. Her fingers had trembled again on the day she left Olallie District when Charlie shook her hand and looked at her with his cool taking-her-measure look that she knew so well.

She needed to get back to sleep--of all nights to be up in the middle of the night. In the morning she started her new job, as the new fire crew foreman on the Deschutes. She had wanted to be well rested, but now she'd have to settle for getting what sleep she could in what was left of the night. Jerri drank her lukewarm chamomile tea, taking two aspirin with the last swallow, and went to bed. A few minutes later she got up and took two more aspirin and went back to bed. After a while, she slept.

Valerie Rapp has worked in the woods in Oregon for six years, for the Forest Service for the last three. She says she's managed to do just about every woods job that is hard, dirty, and low-paying ("Some people are just lucky, I guess."), including fire fighting, tree planting, precommercial thinning, brush cutting, and trail work. She is currently a rappeller on the Rigdon District of the Willamette National Forest. Rappelling, in the Forest Service, means helicopter rappelling; from a hovering Bell 212 helicopter, workers rappel down 250-foot ropes to the ground. The technique is used mainly to get to wildfires in wilderness and heavily timbered areas, but also for medivacs, search and rescue, and other work in remote areas. The crew also does other firefighting and helicopter-related work. Valerie does some freelance writing during the winters and has had a number of articles published. Her most recent article, "Gift of the Three Sisters," is in the July 1983 issue of American Forests.



# WITH PEN IN HAND: Josephine Clifford McCrackin Opens the Battle to Save the Redwoods

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For centuries the giant redwoods had stood as sentinels, surveying the Pacific coast area from the mountains above Santa Cruz, California. Only a few trails ribboned into their depths. During the late 1880s, however, the gradual encroachment of logging operations denuded the lower mountain slopes. By the turn of the century, the narrow trails into the remaining forests were being widened for passage of logging equipment. Sites for sawmills were under consideration. Conversion of the ancient trees into board feet was imminent.

From the pages of the Santa Cruz Sentinel on March 7, 1900, erupted a call as startling as the blue-jay's cry within the silent forests. In a letter to that paper, Josephine Clifford McCrackin urged California citizens to act. She suggested pressure be applied to convince a reluctant legislature and governor to purchase for public use the Big Basin area of the Santa Cruz mountains. Startling as this demand was for the time, her idea caught fire and spread among the coastal counties as rapidly as the flames which had destroyed acres of redwood groves in 1899. Yet, in spite of positive initial reaction, much groundwork had to be done. Two and a half years were to pass before this dream became a reality.

Who, then, was this gentle, but determined, strong-willed woman, and from whence came her interest in conservation? Why, at age 62, should she concern herself with such an issue?

In 1866, Josephine Clifford, fleeing from a tragic marriage to a mad Cavalry officer, joined her mother and a brother in California. Finding that teaching in San Francisco's South Cosmopolitan School was not to her liking, she approached Overland Monthly editor Bret Harte with a story. "Down Among the Dead Letters," based on her experiences in Washington, D.C., provided her entree into Harte's coterie of realistic writers. Other stories followed, telling of her childhood in Petershagen Castle on the Weser River in Germany, her arrival at age 8 in New Orleans, of crossing the plains with the military troops of General George Sykes, of experiences on the frontier, of tragic heroines and of her various pets.

Interspersed throughout these tales are candid observations of the natural environment. One example is the experience related in "Marching With a Command." With 800 men, 200 army wagons, a dozen or two carriages occupied by military families, horses and mules, General Sykes' entourage departed Fort Leavenworth, Kansas, for Fort Union, New Mexico. Josephine states:

Well I remember the camp we made that first day - amid grass so high that we felt and looked like ants moving among the blades . . . . .

When we left our campgrounds in the morning and returned to the highway, there was a broad road with deep ruts behind us, and hundreds of acres of prairieland made bare and torn up . . . where the day before . . . the tall grass had waved untouched

over the soft, black soil . . . . No wonder the grass never grew again where General Sykes' command had passed!

Near Santa Fe, the entourage turned aside to visit the mining operations of a medical doctor from Pennsylvania. Josephine commented:

Wild and rugged as the scenery was, it was not so dreary as I had always fancied every part of the Territory must be. In some places it seemed as if man had done a great deal to make the face of nature hideous. Great unseemly holes were dug here, there, and everywhere - the red staring earth thrown up and then left in disgust . . . .

Other examples of her attunement to nature abound in her writings, as do illustrations of her deep love for animals. At various times a trained squirrel drank coffee from a cup and slept under her pillow; a chicken hopped through the window each afternoon and napped with her; a mink rode beside her in the army ambulance. She admits to failure, however, in domesticating a horned toad, a land turtle and a prairie dog. Published in 1877, her first book, Overland Tales, is a collection of such stories and articles.

With this love for nature, it is not surprising, therefore, that Josephine purchased property in 1880 at the head of Loma Prieta Avenue in the mountains above Santa Cruz, near others of German heritage. Majestic redwoods towered overhead, birds and wildlife abounded, the blue Pacific shimmered below in the bay of Monterey.

In December 1882, following her mother's death, Josephine married Jackson McCrackin, a miner from Arizona who had served as representative to both the First and Second Arizona Territorial Legislatures. On her property they continued to develop "Monte Paraiso," their mountain paradise. There they lived a pastoral life amid developing vineyards and orchards. Josephine continued writing, contributing to the local papers and publishing her second book, Another Juanita and Other Stories. Army friends and literary figures visited frequently. Ambrose Bierce, then at the height of his career, lived nearby, a frequent visitor to the McCrackins.

Fall 1899 culminated another successful growing season, although a pall of smoke hung over the mountains. Loggers were burning off undergrowth to ease access to larger trees. In early October, the McCrackins, after a restless night, were awakened early by shouts of neighbors. The burn was out of control, consuming all in its path. In horror the family fled, their only avenue of escape to the south. For almost a week the fire raged. When finally they were able to return, they walked among smoldering embers. Only the brick fireplace remained to mark the site of "Monte Paraiso."

Wide World of London magazine asked Josephine to write a story about the fire. She commissioned Andrew P. Hill, San Jose artist and photographer, to take



Josephine Clifford McCrackin amid the burned ruins of her home. Photo from *Overland Monthly*, August 1911.

pictures of the redwoods. His attempts were rebuffed by landowners who commented that these trees were soon to become railroad ties. Hill pushed further and further into the Basin area. Finally, guided by wood-choppers, he came upon redwood giants 100 feet around and over 300 feet tall.

Realizing that only urgent action could save the redwoods, Josephine and Andrew Hill began their campaign. Her letter sounded the call to action. The largest stockholder of the Big Basin Lumber Company was virtually kidnapped and taken on a camping trip into the area to convince him to delay logging operations. A "Governor's Camp" was established. Politicians and civic leaders were entertained there to win them to the cause. On May 18, 1900, the Sempervirens Club of California was formed. Stressing the adverse effects that logging would have upon water supplies, the campaign appealed to both practical and aesthetic personalities. To offset the reluctance of the state administration to invest \$250,000 for 3,500 acres of redwood forests, influential supporters were recruited: Attorney D. M. Delmars of San Francisco; Father McKenna, president of Santa Clara University; officials of Stanford University; Senator James D. Phelan and Mrs. Frank Sullivan. The latter two agreed to guarantee the \$50,000 initial payment. Legislative maneuvering almost killed the bill. Finally, however, Bill No. 800, to purchase Big Basin property for public use, passed both houses and was signed by Governor Henry Tift Gage. California Redwood Park, the first state park in California, was established on September 24, 1902. The giant redwoods, *Sequoia sempervirens*, were saved.

Not one to rest on her laurels, Josephine Clifford McCrackin continued her campaigns in the cause of conservation. She founded the Ladies' Forest and Song Birds Protective Association, composed, as she

candidly states, "of women who were educated beyond the state of savagery that demands bird feathers for hat ornaments." Josephine was a honorary vice president of the California State Humane Society and the California Audubon Society. She was the first woman member of the California Game and Protective Association.

Following the death of Jackson McCrackin on his 76th birthday in 1904, Josephine returned to Santa Cruz. She lived in a small bungalow presented to her by friends and grateful citizens of the "City of the Holy Cross." To support herself she took a job, at age 67, as a reporter for the *Santa Cruz Sentinel*. Her beginning salary of \$5 per month was supplemented by free-lance articles sold to other newspapers and journals.

In her "glass cage" at the *Sentinel* she wrote as many as three columns per day, six days a week. Her sharply penned letters to officials continued to attack poachers and despoilers of nature. All this she did decades before "ecology," "environment," or even "conservation" had become household words.

Josephine Clifford McCrackin died in 1920 at the age of 82, working until a few weeks before her death. She is buried next to a brother and her mother in Cavalry Cemetery, Salinas, California.

Thousands each year visit the California Big Basin Redwood Park. They find there a stone fountain, erected by the Sempervirens Club in 1924, bearing a memorial plaque:

In Memory of the Public Service  
of Andrew P. Hill  
1853-1922  
HE SAVED THE REDWOODS

At one time the portrait Hill painted of Josephine Clifford McCrackin, his co-worker in the struggle, hung in the park's headquarters. It is no longer there. Only from old newspapers and journals can one glean the amazing story of this fascinating woman. No plaque in the forest bears her name. The great trees themselves are her memorial. They still stand tall--an everlasting tribute to the valiant lady whose wisdom and writings aided in preserving them: *Sequoia sempervirens*, the everlasting redwoods.

Eleanor Ferrall is a library reference subject specialist in criminal justice and public affairs at Hayden Library, Arizona State University, where she also teaches graduate seminars in library research. She first encountered Josephine Clifford McCrackin's name about a decade ago. Unravelling the fascinating story of this enigmatic lady has become a challenging avocation, involving on-site explorations in Santa Cruz and Salinas, California, as well as delving into records at the Bancroft, the Southwest Museum, the Santa Cruz Historical Society, and the University of California at Santa Cruz. Materials from the National Archives contributed additional pieces to the puzzle. Eleanor presented a paper covering Mrs. McCrackin's entire career at the Fourth Annual Women's History Conference, Brigham Young University in 1979. With their three boys grown and two granddaughters in California, Eleanor and her husband enjoy traveling in their fifth-wheeler, ever alert to possibilities for historical research.



# GENDER, SEX ROLES AND CAMPING\*

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For generations our culture has developed, nurtured, and passed on male and female stereotypes (Bammel and Burrus-Bammel 1982). Historically, outdoor recreation activities have been associated with males (Burch 1963, Hendee and Burdge 1974, Bishop 1970, Burrus-Bammel 1978). For example, Burch (1964) asserted that women's actions while camping are "prosaic," while men tend to be more "dramatic," that women want increased comfort items such as cleaner toilets and less dust in the area, while men are more concerned with "play" items such as more fish or better access roads.

In terms of numbers, men are generally reported as dominating outdoor recreation activities; a greater percentage of the camping, fishing, hunting, boating, sailing, swimming, and skiing population is male (Young and Kronus 1977, Hendee and Burdge 1974, O'Leary et al. 1980, Romsa 1973, Goeldner and Standley 1980, Marmo 1980). Witt (1971) found that more high school males than females scored high on "sport" factor, but that no sex difference occurred on an "outdoor nature" factor. However, when the same instrument and methodology was used by Bishop (1970) on an adult sample, males were more likely to score higher on a "potency" factor related to rugged out-of-doors activity. A year later, Jubenville (1971) reported that wilderness party leaders were almost exclusively men.

A majority of literature presenting an image of the rugged male outdoor recreator, contrasted with the passive female participant, was written before the effects of the women's movement and Title IX clause of the Education Amendments of 1972 were felt (Burch 1964, Bishop 1970). Recently, more attention has been given to current female outdoor activity participants as well as to females who might become participants but who are currently considered inactive. Kaiser and Moeller (1980) noted that "the changing role of women may have a greater impact on recreation consumption than all other factors combined."

Numerous studies, conducted prior to and since Title IX, have included sex (gender) as one of the traditional socioeconomic variables. Few have gone beyond head counts to investigate specific behaviors, needs, personality characteristics and/or sex-role orientation of the various populations as they relate to camping behavior, even though personality traits are one of the "real" units of measure of outdoor recreation (Bhullar et al. 1980).

Traditional sex typing is grounded in the belief that men are independent, tough, and assertive, while women are dependent, sweet, and retiring (Bem 1975a). Masculinity and femininity can be viewed either as opposite ends of a continuum or as two independent

dimensions with various degrees within each. The degree relates to an individual's endorsement of personality characteristics that have been assigned to the two genders (Bem 1975b). Therefore, one's biologically determined sex is not necessarily the same as one's sex-role orientation, which is affected by environmental, social, and psychological determinants. An individual is either a male or female, but that individual can possess low to high amounts of masculinity or femininity. A male with high femininity is said to be cross-sexed typed; he has a female sex-role orientation. High masculinity in males and high femininity in females restricts behavior and has been classified as psychologically unhealthy (Harford et al. 1967, Cosentino and Heilbrun 1964, Gall 1969, Gray 1957, Sears 1970, Webb 1963). The movement away from sexual polarization embraces the concept of "androgyny" (Heilbrun 1973). Individuals with a balance of masculinity and femininity are called androgynous. Androgyny comes from the Greek words *andro* (male) and *gyne* (female), a condition in which individuals are liberated from the confines of rigidly expressed characteristics for the sexes.

After conducting 5 experiments, Bem (1975a) concluded that "rigid sex roles can seriously restrict behavior." Substantial shifts away from traditional and toward androgynous orientations have been noted in the past decade (Bem 1975a, Orcutt 1974). Androgynous individuals are most likely to participate in leisure activities such as swimming, bicycling, and movie going (Gentry and Doering 1979). Females with camping experience have exhibited more masculine interests on the Strong Vocational Interest Blank than females who did not camp (Wenger and Videbeck 1969). Likewise, traits of female campers have differed from general female traits (Driver and Knopf 1977). Chalfant (1979) reported that university female athletes were more androgynous than females who did not participate in athletics.

The purpose of this study was to investigate specific camping behaviors and establish the relationship, if any, to sex typing (the degree of masculinity, femininity, and/or androgyny).

In 1964, Burch identified 12 camping activities done primarily by either men or women. Men established and maintained campsites and fires, drank, played games, organized, and fished. Females, on the other hand, were in charge of meals, read, sunbathed, and relaxed.

Camping does require versatility and adaptability, especially if one camps alone or in a single-gender group. Adaptability has been associated with the concept of androgyny (Bem 1975b). Androgynous behavior might be taught through camping experiences or androgynous people might have a more enjoyable time camping and/or tend to camp more frequently. Witt (1971) did not find any significant sex differences for the outdoor-nature factor of leisure behavior among high school youths. However, Bishop (1970) found differences among adults. Therefore, androgynous

\* Work on this project was supported by McIntire-Stennis cooperative forestry research under project WVU-921. Published with the approval of the Director of the West Virginia Agricultural and Forestry Experiment Station as Scientific Article no. 1844.

adults may be more likely to camp than non-androgynous adults.

The hypotheses tested in this study were:

- (1) On-site campers exhibit less traditional sex typing than randomly selected individuals.
- (2) Gender-related camping activity patterns have changed during the past 15 years.
- (3) Men and women do not have significantly different behavior patterns while camping.

#### METHODS

The Bem Sex-Role Inventory (BSRI) (1974) was selected as the measure of masculinity, femininity, or androgyny. To enhance usability, this highly reliable (.93) 60-item scale was reduced to 30 items. The original 60 items were equally divided to represent a masculine, feminine, and a neutral classification. Each of these categories was reduced, by a process of drawing numbers from a hat, to 10 items. The following items from the BSRI comprised the final version: 2, 4-6, 10, 4-5, 21, 27-29, 31, 34, 36-37, 39, 41-50, 54, and 58-59 (Table 1). Masculine items included such descriptors as aggressive and ambitious; gentle

Table 1. Items on the reduced BSRI.

Masculine	Feminine	Neutral
Acts as a leader	Cheerful	Conceited
Aggressive	Childlike	Friendly
Ambitious	Flatterable	Happy
Athletic	Gentle	Inefficient
Defends own beliefs	Gullible	Likable
Dominant	Loves children	Moody
Makes decisions easily	Tender	Reliable
Self-sufficient	Understanding	Solemn
Willing to take a stand	Warm	Truthful
Willing to take risks	Yielding	Unsystematic

and gullible were classified as feminine, while conceited and happy were neutral. The respondents were asked to indicate on a 7-point scale how well each item described himself or herself. The low end of the scale represented the response of "Never or almost never true," while a 7 indicated that the item was perceived as "Always or almost always true."

Instrument reliability needed to be checked, since the original form had been substantially altered. The reduced BSRI was given twice--a test-retest situation--to 20 university students. Statistical analysis indicated a reliability correlation of .95 for the resulting "t" scores.

A second part of the questionnaire contained a rating scale of 27 activities commonly associated with camping behavior (Table 6). Respondents were asked to indicate which of the 5 alternatives (never→always) best represented the frequency of their involvement in that activity while camping. The third and final part of the questionnaire requested some general background information on age, gender, education, etc. There were also a few questions about their previous camping experiences.

Table 2. Within group gender sex role typing by percent.

Sex Role Classification	Campers		Combined Sample*		General		University		High School	
	M(N=54)	F(N=44)	M(N=194)	F(N=176)	M(N=61)	F(N=46)	M(N=83)	F(N=74)	M(N=50)	F(N=56)
Feminine	0.0	2.3	1.0	6.8	0.0	8.7	1.2	6.8	2.0	5.4
Near Feminine	3.5	13.6	5.7	17.6	6.6	10.7	4.8	18.9	6.0	21.4
Androgynous	66.7	70.5	50.5	50.6	55.7	50.0	44.6	51.4	54.0	50.0
Near Masculine	28.1	13.6	24.2	17.0	11.5	17.4	31.3	18.9	28.0	14.3
Masculine	1.8	0.0	18.6	8.0	25.2	13.0	18.1	4.1	10.0	8.9

\* General + University + High School.

Questionnaires were sent to 900 randomly selected individuals in spring 1979: 300 Morgantown, West Virginia, residents randomly selected from the phone book; 300 West Virginia University students randomly selected by computer; and 300 high school students selected by a local high school administrator. Each sample population was half male, half female. An additional 98 questionnaires were given to (and returned by) on-site campers at two of West Virginia's developed camping areas--Cooper's Rock State Forest and Bluestone State Park--during summer 1979.

#### RESULTS

Overall, 53% of the questionnaires were completed and returned: 52% for males and 54% for females. University students had the highest return at 65% (N=195), and high school students the lowest at 45% (N=134). Responses totaled 577 with the 98 on-site returns.

Resulting "t" values from the reduced Bem Sex Role Inventory (BSRI) were used to classify respondents as masculine ( $t < -2.025$ ), near masculine ( $-2.025 < t < -1.000$ ), androgynous ( $-1 < t < +1$ ), near feminine ( $1 < t < 2.025$ ), or feminine ( $t \geq 2.025$ ). Fifty % of the mailed survey groups were androgynous, 70% of the camping females and 67% of the camping males were androgynous (Table 2).

The first hypothesis, that campers exhibit less traditional sex typing than randomly selected individuals, was accepted. When compared to campers, a larger percent of each randomly-selected group (general phone book, University students, high school students) was comprised of "masculine" males (Table 2). Response classifications on the BSRI were significantly different for on-site camping males (Tables 2 and 3) when they were compared to the high school,

Table 3. Chi-square analysis of between group sex-role typing classifications.

Groups	N <sub>1</sub>	N <sub>2</sub>	x <sup>2</sup>	df
Male groups (N <sub>1</sub> ,N <sub>2</sub> )				
Campers/high school	54	50	17.53*	3
Campers/university	54	83	11.49*	3
Campers/general	54	61	4.89	3
Campers/combined	54	194	11.56*	3
Female groups (N <sub>1</sub> /N <sub>2</sub> )				
Campers/high school	44	56	6.23	3
Campers/university	44	74	4.50	3
Campers/general	44	46	4.35	3
Campers/combined	44	176	6.11	3

\* Significant p < .01.

university, and the combined sample. No similar differences were found among the females. On-site campers averaged more camping days per year than any of the other groups. "Feminine" females and cross-sex typed males ("feminine" classification) tended to camp less frequently than those classified as androgynous, "masculine" males, or cross-sex typed females (Table 4). The number of days per year that the

Table 4. Within group average number of camping days per year.

Gender and Classification*	Campers N	Campers Days	General N	General Days	University N	University Days	High School N	High School Days	All Groups N	All Groups Days
<b>Males</b>										
F	0	0.0	0	0.0	1	9.0	1	3.0	2	6.0
NF	2	12.0	5	5.0	5	5.6	3	18.0	15	8.7
A	46	20.8	52	8.3	42	9.2	33	17.0	173	13.5
NM	16	16.7	12	4.5	30	8.7	16	13.2	74	10.7
M	1	30.0	16	11.8	15	10.1	6	25.3	38	13.7
Avg		19.6		8.2		9.0		16.6		12.5
<b>Females</b>										
F	1	17.0	5	4.0	6	7.7	3	5.7	15	6.7
NF	6	10.3	9	3.8	18	3.3	13	21.6	46	9.5
A	41	21.5	36	5.0	52	7.2	42	10.9	171	11.1
NM	6	41.0	10	4.2	17	6.2	12	20.8	45	14.3
M	0	0.0	8	8.8	5	4.0	6	12.7	19	8.7
Avg		22.0		5.1		6.2		14.2		10.9
<b>Combined</b>										
F	1	17.0	5	4.0	7	7.9	4	5.0	17	6.6
NF	8	10.8	14	4.2	23	3.8	16	20.9	61	9.3
A	87	21.1	88	6.9	94	8.1	75	13.6	344	12.3
NM	22	23.3	22	4.4	47	7.8	28	16.4	119	12.1
M	1	30.0	24	10.8	20	8.6	12	19.0	57	12.1
Avg		20.9		6.8		7.5		15.3		11.7

\* F = Feminine, NF = Near Feminine, A = Androgyny, NM = Near Masculine, M = Masculine

sampled groups reported camping decreased as the age of the group increased. High school students averaged 15.3 days, university students 7.5, and the phone book sample 6.8 (Table 5). The men in each group reported camping more days per year than the women; this difference increased from 15% in the high school group to 32% for the university sample to 38% for the phone book sample. A greater percent of the females in each group had never camped, and this percentage increased from a low of 17% for the high school group to a high of 28% for the general phone book sample

(Table 5). The lowest percent of non-campers was recorded for the university men. Sectional data indicate a reduction in camping days from the high school sample to the university sample to the general phone book sample. A slightly larger percent of the general sample, which is an older sample, reported no camping experience, and more females than males in each group were non-campers (Table 5).

Table 5. Number and percent of group that camped.

Group	Males		Females		Total	
	No.	Percent	No.	Percent	No.	Percent
High School	51	86	62	83	113	84
University	86	91	77	76	163	84
General	66	80	49	72	115	77
Combined	203	86	188	77	391	82

When all 27 activities were considered, no significant overall differences between male and female on-site campers were found (Table 6). However, significant differences did occur on three individual items. Males indicated more responsibility for both vehicle driving and fire building, while more females were in charge of meals. Two of the three randomly selected groups, which contained a smaller percent of androgyny, had significant overall gender differences and all three had slightly more significant individual items (Table 6). Only one item was consistently different in all groups--males did the driving. Campers and university students groups indicated that males are responsible for starting camp fires. University students and the general sample indicated that males are responsible for selecting the campsite. The only female-dominated activity appeared to be meals.

Table 6. Chi-square analysis of between gender activity patterns.

Activity	Campers			General			University			High School		
	$\bar{x}_1^a$	$\bar{x}_2^b$	$\chi^2$	$\bar{x}_1$	$\bar{x}_2$	$\chi^2$	$\bar{x}_1$	$\bar{x}_2$	$\chi^2$	$\bar{x}_1$	$\bar{x}_2$	$\chi^2$
Gather equipment	4.3	4.4	3.297	4.2	4.1	7.729	4.1	3.9	5.048	3.9	3.9	4.329
Load vehicle	4.6	4.6	3.131	4.5	4.0	8.824	4.4	4.0	8.709	4.3	4.3	6.541
Drive vehicle	4.7	3.0	47.227 <sup>d</sup>	4.4	2.6	42.882 <sup>e</sup>	4.0	2.9	31.085 <sup>f</sup>	2.3	1.5	12.958 <sup>c</sup>
Select campsite	4.6	4.3	6.197	4.2	3.3	14.917 <sup>d</sup>	4.1	3.4	15.109 <sup>d</sup>	3.1	3.0	0.970
Establish campsite	4.8	4.7	2.139	4.5	4.2	2.248	4.5	4.1	8.744	4.1	4.1	4.276
Camp maintenance	4.5	4.8	6.878	4.5	4.5	2.654	4.4	4.4	3.495	3.9	4.0	2.309
Meal preparation	3.5	4.8	35.734 <sup>d</sup>	3.8	4.5	15.151 <sup>d</sup>	4.0	4.2	5.264	2.7	3.9	25.841 <sup>f</sup>
Drink alcoholic beverages	2.8	2.2	5.075	3.0	2.5	8.101	3.4	2.7	12.946 <sup>c</sup>	2.3	1.7	5.372
Converse	3.9	3.7	7.069	3.5	3.4	4.531	3.7	3.7	1.949	3.7	3.8	9.053
Read	3.7	3.6	9.152	2.6	2.7	0.495	2.6	2.8	3.858	2.6	2.8	7.659
Build campfires	4.1	3.1	16.648 <sup>c</sup>	4.1	3.4	9.692	4.3	3.8	12.823 <sup>c</sup>	3.9	3.4	9.177
Maintain campfire	4.0	3.4	7.001	4.2	3.6	7.568	4.2	3.8	8.573	4.1	3.7	6.949
Play games	2.5	2.4	0.840	2.8	2.8	1.304	3.0	3.1	3.126	3.9	4.1	2.043
Play cards	2.9	3.0	3.460	2.7	2.6	1.306	2.9	2.8	2.656	3.1	3.5	5.147
1-2 mile hike	3.1	2.9	1.998	3.4	3.0	5.733	3.5	3.5	1.728	3.2	3.4	1.029
3-5 mile hike	2.0	1.8	8.420	2.7	2.0	9.324	3.0	2.5	7.315	2.8	2.5	2.180
>6 mile hike	1.7	1.7	5.365	1.9	1.7	1.989	2.5	1.9	11.738 <sup>c</sup>	2.3	1.8	4.986
Organized activities	3.0	2.8	1.483	2.3	2.0	12.668 <sup>c</sup>	2.1	2.5	7.105	2.7	3.0	4.039
Sunbathe	2.6	2.8	1.747	2.9	3.1	6.311	3.1	3.1	2.528	3.1	4.2	19.882 <sup>e</sup>
Swim	3.4	3.1	3.015	4.0	3.7	1.443	4.0	3.8	5.185	4.4	4.4	1.765
Splash	2.6	3.0	4.525	3.3	3.4	4.945	3.3	3.2	1.511	3.0	3.2	1.045
Fish	2.8	2.3	4.147	3.3	2.9	4.432	3.1	2.8	5.983	4.0	3.3	15.653 <sup>d</sup>
Relax	4.2	4.3	1.799	4.1	4.5	5.017	4.4	4.2	4.118	3.7	3.9	1.305
Photography	3.8	3.6	3.300	3.7	3.9	5.337	3.2	3.7	7.465	3.2	3.7	6.624
Nature observation	3.9	3.8	0.498	3.8	3.6	0.314	3.8	3.8	4.228	3.5	3.4	1.760
Unload vehicle	4.7	4.9	2.831	4.6	4.4	5.985	4.5	4.2	3.489	4.3	4.4	4.349
Clean equipment	4.5	4.8	5.435	4.5	4.2	3.322 <sup>f</sup>	4.3	4.0	6.334	4.0	4.1	0.677
All			8.336			26.867 <sup>f</sup>			33.499 <sup>e</sup>			9.846

a Males                      c Significant p < .05                      e Significant p < .001  
 b Females                    d Significant p < .01                         f Significant p < .005



## DISCUSSION

Findings from this investigation indicate that the traditional roles assigned to men and women are no longer representative of recreational campers. Burch (1964) commented that "play is reflective of the larger social world," and the American social world has dramatically changed since much of the classic gender-related camping data were gathered. Only two of the 12 camping activities observed by Burch (1974) to be done primarily by either men or women persisted in 1979; men still built fires and women fixed meals. Thus the variable of sex or gender may not be as useful for characterizing campers as once believed. One's sex role orientation might be a better index of recreational preferences and behavior.

One practical application of these findings would be more thoughtful preparation of advertisements. Some state park brochures have photographs of males playing golf, fishing, hiking, etc., while females are

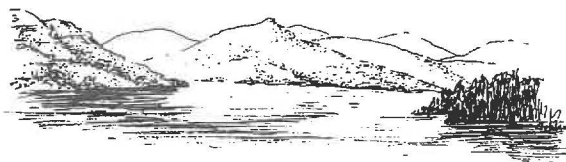
only included in lodge room shots of the dining and sleeping facilities. This "traditional" image may not attract many of the potential users.

Over 70% of each of the 4 study groups reported camping, with males in general averaging less than three days more per year than females (Table 4). This indicates that there is a potential market for camping apparel, like rain gear, designed to fit the female figure. Stores seldom stock recreational equipment for women, even if it is available for ordering, due to perceived limited market. Merchants might be surprised at the buying power of women.

A greater proportion of campers compared to the general population is androgynous, but is this true for other recreational activities? Are androgynous individuals high frequency users in general, or are they especially attracted to those experiences, like camping, which allow/demand use of their adaptability? It might be that natural resource-based opportunities are more attractive to androgynous individuals.

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# RESEARCH IN PROGRESS

This department is designed to share current research activities by providing brief descriptions of an individual's work. We encourage all of you currently involved in natural and cultural resource research to contribute. Please send us a paragraph giving 1) topic of research, 2) topic introduction, 3) research focus, and 4) the value of the work. Send contributions to Editor, WIF, Laboratory of Anthropology, University of Idaho, Moscow, Idaho 83843.

**INSECT CONTROL:** A unique natural product is being tested in the laboratory against western spruce budworm (*Choristoneura occidentalis* Freeman). The chemical, avermectin, a macrocyclic lactone derived from the soil organism *Streptomyces avermitilis*, was originally tested against gastrointestinal parasites of domestic animals. We are now testing the effects of avermectin for possible use in forest insect control. Experiments will be used to estimate the application rate necessary for 90% lethal effectiveness in the field, the degree of rainfastness possessed by the chemical, and whether or not the subsequent generation of western spruce budworm is likely to suffer deleterious effects. If this chemical is sufficiently effective in controlling western spruce budworm, it would be an environmentally desirable alternative to conventional insecticides presently registered for forest use.

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Supervisory Research Entomologist  
USDAFS, Pacific Southwest Forest and  
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Berkeley, California 94701

**PRESCRIBED FIRE:** Chaparral, a dominant shrub vegetation type in central and southern California, has a historical relationship with wildfire. As part of Forest Land Management Planning, southern California forests are proposing a prescribed fire program to manage this vegetation for multi-use resources benefits. Currently, fire effects information by vegetation series has not been summarized for use in the development of site-specific fire prescriptions. My immediate task is to evaluate and categorize all available information on the chaparral, particularly as it relates to the effects of fire, and then to propose and execute research on significant patterns of sexual and vegetative reproduction within each species. Information will also be summarized regarding the fire effects on air quality, water quality and yield, sedimentation, wildlife habitat modification, soil erosion, and vegetation stand characteristics over time.

Susanne James  
Research Ecologist  
USDAFS, Pacific Southwest Forest and  
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Riverside, California 92507

**TOLERANCE OF DOUGLAS-FIR TO ASHFALL:** Two genetic test plantations on the Gifford Pinchot National Forest were covered with 4-6 inches of volcanic ash from Mount St. Helens. After the one-year-old seedlings were uncovered, preliminary analyses of survival data, compiled by family and population, indicated that seed sources located northeast of the volcano seemed to have significantly higher survival. The purpose of my work is to determine if there are genetic differences among these populations in tolerance to ashfall. Genetic traits being studied include survival, growth, isozymes, and phenology.

Douglas-fir was the most important timber species growing in the devastated zones prior to the eruption. If a particular population of Douglas-fir is found to be tolerant to ashfall, that population could be used as a seed source for reforesting the denuded area. Since there will probably be future ash eruptions from this volcano, it would clearly be advantageous to plant the area around the volcano with trees tolerant to ashfall. Then these slopes would again support a growing plant of commercial value and the plants' root systems would help to stabilize surface soil movement.

Sheila Martinson  
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## CORRECTION

In the Summer 1983 Research in Progress column, Susan Conard's name was misspelled.





Marilyn Hoskins in Nepal.

"WE HAVE TO CHANGE FOCUS FROM OUR ECONOMIC POINT OF VIEW OF MAXIMIZING PRODUCTION WHEN PEOPLE WHO LIVE IN A MARGINAL ENVIRONMENT MAY BE FOCUSING ON RISK REDUCTION."

## **MARILYN HOSKINS:**

***World Anthropologist in Natural Resources***





## INTERVIEW

Anthropologist Marilyn Hoskins calls her special interest "helping communities solve local development problems, especially in relation to management of resources and technology." Her skills are varied: among them, teaching in classroom, seminar and extension contexts; directing cross-cultural research; organizing whole communities for specific purposes; and evaluating social solutions for economic soundness. As Director of the Participatory Development Program, she has secured and managed well over \$100,000 in grants for training programs, project design, and evaluation in Africa and Asia as well as all over the United States and Canada. Many of those projects have to do with forestry, range management, soil and water conservation issues, as well as the management of the human factor which can block or facilitate even the most meticulously planned technical design.

Educated at Ohio State University, Hoskins is currently Visiting Anthropologist in the Department of Sociology at Virginia Polytechnic Institute and State University (VPI).

Interviewer Dixie Ehrenreich asked about the scholarly and professional aspects of an international anthropologists' life, her lengthy publication list and international honors (of which there are many), but more about Hoskins' reactions to an exciting and exhausting career.

**WIF:** *Please describe your international work, especially as it pertains to natural and human resources in foreign countries.*

**HOSKINS:** I am an anthropologist. My field is local management of resources and technology, so I deal with a variety of projects. Sometimes it's training, but quite often it's project design. I look at social impact, local management, and project evaluation. I have been working in this for over 16 years.

**WIF:** *I'm always amazed that anthropologists are so versatile. There's a certain social science methodology and you fill it up with other subject matter such as social forestry, don't you?*

**HOSKINS:** It's really a focus as much as anything. I focus on people participation. It is often a very different point of view than the technical people have. I work as a liaison between local people and the various layers involved in a given project.

**WIF:** *Can you describe the layers?*

**HOSKINS:** There are some who say the only people the Agency for International Development (USAID) should be concerned with are the poorest of the poor. But, in fact, there often are ill-equipped extension workers who have little support, or an overworked cabinet level minister who has a donor expecting results too quickly. Or what of the understaffed donor, like the Food and Agriculture Organization (FAO), who must justify the way they are using the funds? I think there are many different levels where priorities are worked into the process. My focus is basically on the people at the local village level, but we need input from all of these different bureaucratic levels to assist the work of foreigners on projects in a developing nation.

**WIF:** *So you're really working within the bureaucracy--all the way up and down.*

**HOSKINS:** Yes. If you're talking about a forestry project, one flaming match can do it in. If you go around a middle man without considering his needs and how the project will work around those needs, then you really miss. People keep saying, "Find out what the villagers think," but you have to know which villagers, and often this gets into women's issues. The men may wish to have a cash crop on land that women may need for fuel wood and gathering leaves for their sauces. Dealing with bureaucracy means class issues, economic issues, or gender issues.

**WIF:** *Do you work mostly with women?*

HOSKINS: That depends. Women are not usually present in the higher authority levels I talk to. At the village level, I do. Sometimes that's tricky because men will answer the questions. Quite often I'm teased. I'll be the only woman on a technical team, and sometimes I'm the only American as well.

WIF: *Since you work often with women and you're the only woman there, is there a difference in the men's attitude toward what you do?*

HOSKINS: In the United States, professionals are treated as men and women, whereas in a lot of countries where there are few professionals, they are not. For instance, in Upper Volta where I used to live, people would say, "Oh, this is a very good dentist," and it would turn out be a woman. In the United States someone would say, "I go to a woman dentist." So I think that being a professional is quite acceptable although I have occasionally found a problem with being a social scientist in a group of technical scientists. But generally speaking, you aren't a threat because you're dealing with things that they consider feminine gender issues. They are, therefore, more open to using my resources. Sometimes funny things happen. I worked and rode with a forester who would say to the chauffeur, "Stop the car, she would like to go speak to the women;" or "She would like to go speak to the peasants." Probably one has to consider that every question asked is a consciousness-raising question to begin with. Because if you ask, "Well what do you have in your programs for women planting trees?" they may never have thought about women planting trees. They tell you absolutely--women don't plant trees--only to go home to find out that their wives planted the trees in their own courtyard. So I think that you are playing a role there, but I have not found that to be difficult. Usually you have the backing of some agency, like AID. Quite often you're there at the invitation of the country's officials, so you say "I'm here at the invitation of the Minister of Agriculture."

WIF: *Have foreign officials' attitudes changed towards you as a person as you've matured from a very young woman into middle-age?*

HOSKINS: As a very young woman, I wasn't going into minister's offices, so I don't know. You have to ask professional questions. You have to be well-prepared, specifically, as to what it is that office has information on that you need. You can't go asking general questions at any age.

WIF: *Explain your situation at the university and how international work fits into an academic life.*

HOSKINS: I was asked to come to the university (VPI) because they received a strengthening grant from USAID to strengthen their ability to work in international development programs. They identified two areas in which they felt they needed help. One area was the social sciences. My title is the Strengthening Chair for Community Development, Rural Sociology/Anthropology. They were flexible in what they had in mind for me to do. I had long been involved in international development, so when I came there for one year assigned to work in the Sociology Department, they found that I was already doing a lot of things they hadn't thought of. I've had great support from the two deans with whom I work. One is the associate dean for international programs in arts and sciences; the other, the associate dean for international agriculture, handles the Title XII program. I have worked to involve people from different departments and I have worked very closely with Women in Development.

WIF: *Do you think that this is a good model for other universities?*

HOSKINS: Well, the model actually is not working out the way they originally planned it. It was planned that this position would be one year in the Sociology Department and then with the Nutrition Department and other departments. I am not on a tenure track, and since I have been working across a number of disciplines, they had asked me to stay on and are considering endowing a chair in the social sciences. They have closed down the anthropology part of our sociology department. So for an anthropologist . . .

WIF: *How is the Strengthening Grant working for women at your university?*

HOSKINS: We sponsored a workshop (among other things) that began with a six-week shortcourse on management for Women in Development, which drew 20 professional women from 11 different countries. We have been getting a lot of feedback from the women who have taken these courses. They are sharing their experiences and putting them in a newsletter that we're sending back out so they can keep in contact. They came from Latin America, Africa, and Asia and often it was the first time they had a chance to talk with people from an entirely different region. That in itself is important.

WIF: *Are young women coming out of our universities well prepared for natural resource work abroad?*

HOSKINS: I don't think I can answer that they are. Most of the young women, and the young men, are being trained technically, but they don't have access to that first foreign experience to give them a feel for it. Quite often their professors have not worked abroad, and it is a whole different perspective. We have an internship program for young women to counteract this.

WIF: *How is that working?*

HOSKINS: One of my students went to Nepal. She studied women, how women get into natural resource professions, and how new information about resources gets into village networks. I think that they did uncover a lot of useful things. It will give her experience overseas and perhaps lead into the next job.

WIF: *Unfortunately, the agencies usually require very experienced people and quite often we hear that they're overqualified, they're not general enough.*

HOSKINS: Well, I come at this from a certain perspective. I think that it's not so much a matter of their being overqualified as it is that perhaps they have narrowed their focus. Most generally the problems from the villagers point of view are very inter-related and very integrated into life. And if you come for a solution on how to stabilize a particular piece of land, you must be open to hearing that they've tried something already and this hasn't worked.

WIF: *To get back to the students, what sort of classes or courses of study would you recommend?*

HOSKINS: I really think up to the master's level, languages are most important. I think that having some kind of background in the social sciences as well as in technical development is important. We've been running a lot of workshops trying to get people to look away from their technical point of view and at the social issues. It's very difficult at first to tell a road engineer there really is not a shortest line between two places. The road connects people to people. If it connects people to the very closest market, it may not be where the people want to go to market. They need to know where the people want to go, and that is what a road is. This is true with any of the technical fields.

WIF: *The use of the forest, for example?*

HOSKINS: Yes, the use of the forest. Technicians have to know--what does a tree represent to the people? It can represent a home for them, or it can represent a very important source of food during a crisis time. The trees are just sitting out there ordinarily, but when there's a drought, it's the only resource many of the people have. Also, we have to change focus from our economic point of view of maximizing production when people who live in a marginal environment may be focusing on risk reduction. They have to spread their risks to anticipate the worst possible times. That's what resources are. We often focus on the opposite because we're just not used to living in that kind of an environment.

WIF: *What are some of the worst natural-resource problems you've encountered?*

HOSKINS: I would say declining soil fertility because of overuse. The most dramatic is the situation in India where they've had mud slides. Women commit suicide in groups because they are unable to bring in the fertilizer to plant the gardens or keep up the terraces. The soil fertility is down and the men are not able to stay. They leave their wives with their mothers-in-law and go to find work elsewhere, and the women have to do all of the men's chores as well as the women's chores. When terraces break down, of course, the soil is lost forever. In Haiti, where they have straight-up mountain sides, the farmers work in an area that is completely unsuitable for agriculture. It certainly would not have been the farmer's first choice. Foresters in a lot of countries have been trained to keep people out of the forest. It's coming to them that where their skills are needed the very most is helping people on their own lands in areas such as in Senegal where they chopped all the trees down and planted it and now their soil is blowing away. They're now trying to get trees planted back in there. It takes a new type of training and new perspective on the part of the foresters. Their technical skills are very much needed, but they need to have their skills responsive to the questions of the local people.

WIF: *Would you comment on the green revolution? In certain countries, like India and China, tree planting is encouraged along with wheat or corn growing.*

HOSKINS: I wish I could say that I had seen lots of voluntary tree planting that has been very successful. I think there are certain countries where they have very organized political structures and where people are rewarded for their participation and it is successful. This is true in China and Korea. I think it's true in some of the



Middle Eastern countries where they have had very dramatic results and a lot of trees have been planted. This is not true in most other countries. They tried planting without knowing what kinds of trees are particularly prized or valued locally. I've seen a lot of colonial planting which was done with organized political detail, but the minute the colonialist left, they were burned, simply because they represented some sort of oppression. Or, it's created competitiveness, such as planting green belts around urban areas for the urban population when that area has been a very important resource area for the rural residents.

*WIF: Do you see new government regulations controlling resource use?*

HOSKINS: In Nepal there used to be village ownership of forests. The government came in and said, "We want to have this be government-controlled--we're not sure that the villagers are controlling it enough." In fact, with the nationalization of the forest, the forests were much more severely used than before. The governments now are saying, "Write a management plan at the village level and let the villagers have control again of the forest." There are also countries, such as Senegal, where the taxation money is kept, a lot of it, in the community to spend as the people wish on development.

*WIF: How do population pressures affect natural resources?*

HOSKINS: If a certain group of people have access to resources and then they get access to technology as well, they can monopolize. For example, tenant farmers lived fairly well in many countries because of reciprocal arrangements with landlords that have been going on forever. Enter the tractors. Suddenly, the tenant farmers are of no value to the landlord, and they are now sent off to be unemployed urban dwellers. It's a matter not only of total population but placement of population, access to resources, and changes in attitude.

*WIF: You see some countries reforesting and "greening," but at the same time the population is increasing dramatically, too.*

HOSKINS: Traditionally, the research says, as your expectations go up, then you have fewer children because you will want to educate the ones you have and you want to have better opportunities for them. But I've seen that as fuelwood and other resources become more difficult to amass, it takes more feet and hands to gather them. Population is increasing because people actually need more feet and hands. I would love to see that documented. I have not.

*WIF: Are you in a position to recommend adjustments to host countries to aid them in remedying a situation?*

HOSKINS: Quite often I'm invited in by a Minister of Agriculture or a Minister of Forestry. They have requested that I design a community forestry potential and then they have asked for advice--and of course I give it to them. Some of the things that I consider my most glowing successes, the things that warm my heart when I think about them, are not necessarily the things that I advised people to do that they did, but things I stopped them from doing that might have been disastrous. Sometimes I go back and I am very, very sad because I put a lot of thought and effort into a project and for some reason or another, it doesn't work. Or, you're working with very, very capable host-country people and the government sees how capable they are and needs them to start a new project someplace else, leaving you with people who do not have the background.

*WIF: I am surprised and amazed at how much foreign aid can be poured into small countries like Nepal, Honduras, or Lesotho. After looking back over a long track-record of this happening, one says, "Is it poor planning on the donor country's part?"*

HOSKINS: Recently I looked at an appropriate technology handbook and at all the different rules. Everything is all laid out as to what's going to work, but when you look to see what appropriate technologies have actually been adopted--that have been introduced through a project of some kind--you can find very few examples. The things that have been introduced on their own, that have just swept areas, almost never follow the guidelines. For instance, they're supposed to be made of local materials, easy to repair, and one step up in technology from what they're already using--and on and on. Then you'll see the bicycles have just taken over in certain areas. They aren't any of those things. Or, electric rice cookers have taken over in the orient where people have been very, very particular about the way they cook and the fuel they use. Your rice can't be spoiled; when your husband comes home, it is always ready; you don't get beaten because dinner isn't ready. Yet we go around trying to introduce all of these fuel-efficient stoves. People are always repairing them, and you find very few still in use. It isn't just because there hasn't been good planning. For instance, in one area in Senegal, a group of people decided they were going to limit the number of animals, look at the carrying capacity of the land, and

have an integrated management plan. They were working on this and cooperating within the communities very well. Then there was a drought in Mauritania and the herders came across the border. They're all related in one way or another, and besides, in those areas you don't refuse life-saving things because it may be your turn next time to live in a drought area. So, the animals came and ate and drank and went home and the project was ruined. However, they at least did have something to offer their distant relatives from across the border; next time, when they have a problem, those distant relatives will help them. It hasn't been a complete loss.

*WIF: What personal satisfaction do you get from your international work?*

HOSKINS: In some ways I'm a realist and in some ways an idealist. I really feel that people can't live harmoniously in a world with a lot of people who have nothing. I love what I do. People say, "Oh, you've been traveling, you live such a glamorous life," and I think of leech bites and bedbugs, and I think of sitting for hours in bucket seats in airports where the airplane isn't going this week, and I think of strikes that keep mail from coming and you don't hear the information you need. I think of all those frustrations and it is anything but glamorous.

*WIF: It's difficult and enervating to work abroad, isn't it?*

HOSKINS: Oh, I think so. I was asked to go to Nepal, for instance, for four weeks. I traveled two-and-a-half days without really sleeping to get there, worked day and night while I was there, including eating in meetings. It is very exhausting to think in a different language. I went on a trek for several days through rice paddies with wet tennis shoes. Then I came home and had this feeling that the information was going to be needed right away if it was to be of any value at all. I wrote day and night to get it out. Sometimes I work in the airplane--you do all these things if you're going to be effective. You may also wear out the people who live there by wanting to have appointments all the time while they have other issues they're also trying to deal with. Every once in a while I think of the fact that I have 20 more years in this and I wonder if I'm going to be able to make it. When everything is new your antennae have to be sharp every second because of what people are saying. I went to Sierra Leone and asked people, "How many times do you cook a meal in a day?" Only after I'd been there awhile and saw that they were cooking three times a day and they were saying once a day, did I discover that I was using the word for meal which meant to sit down to an eating event in which there is rice. At first I thought--well, isn't that strange--and then I realized we could eat potato chips and candy bars and cokes all day long and say, "I haven't had a thing to eat." You have to hear the response, watch the faces, and find out where you're wrong. And then explain yourself.

*WIF: Have you dealt with consulting firms, the so-called "Beltway Bandits" [a reference to the highways around Washington, D.C., where their offices are located], who contract for international work?*

HOSKINS: I have very seldom worked for them, but find some consulting firms excellent. I think that the universities need to recognize what they can and cannot do in international development. They promise too much and have a difficult time finding long-term people to go overseas. Young people who don't have tenure yet can't afford the risks. People who have tenure are involved in research; they can't afford two or three years away. However, universities have laboratories and a body of people who are consistently available for short-term consulting. Consulting firms can offer logistical support and order equipment. Most universities don't have people hired specifically for that job. That is less effective than hiring an organization which has that as its purpose, which knows the customs of people in a given country, and which knows how to get these things done.

*WIF: When universities began international work, the consortia of regional universities were developed to facilitate that. They were to fit strengths of various universities together.*

HOSKINS: There are certain things the consortia can do. Sometimes consortia are collections of universities in one U.S. region when, in fact, the consortia that's needed may be a group of universities from different regions that have different ecologic expertise to fit in. Often there's a need for arid land knowledge plus some other environmental experience.

*WIF: Many of the arid lands countries are also Muslim. Should American women try to work in Muslim countries?*

HOSKINS: Yes. In a lot of the African areas with a Muslim culture, the women are perhaps more free than in the United States. In others there certainly is a need for resource management information from other women. We're finding out more and more that even women behind the walls in their compounds are doing such things as selecting the seed

to be eaten or the seed to be stored. They are making a resource decision that they've never been given information about.

*WIF: Who is doing the best work for women in less developed countries?*

HOSKINS: I think we have not come up with either enough adequate techniques or adequate evaluations to say. Some of our biggest success stories are with very small private voluntary groups. It is effective work that is not written up in journals. Therefore, the overall general feeling is that work with women is not successful. As it is, I worry that we may go back to the old infrastructures. Women's issues would not be considered, nor will local community control, nor will local resources. They're quite often tied to the local women and to local management. You've got to remember, though, that most of the issues that women have (not all of them, but many of them) are the same as poor men have--land tenure, literacy, access to information, access to control. Women have certain tasks like carrying water, so if you're introducing a plantation that needs watering, women may, of course, be more involved than men but, on the whole, it's very difficult to tie off those issues from the issues of being poor.

*WIF: Are social scientists making a valuable contribution in international work?*

HOSKINS: There are certain environments in which if you just know a few things you can say--this is not a politically viable solution, a socially or economically viable solution in this particular cultural pattern, in this particular environment. Those decisions, however, are made well before the social scientist is invited in. She is invited in to help design a community woodlot project, for example. She's not asked whether a community woodlot is a socially viable thing. Or she is asked to build a hothouse, but as far as whether that is best for that environment, it's not asked early enough. I think we need better planning tools, and it's up to the social scientist to offer those. I don't think we've done a good job.

*WIF: Do you recommend foreign work for young women? It seems to me that it takes a lot of inner strength.*

HOSKINS: There are two kinds of women who leave the price tag on items that they give away. There's one group that leaves on the price tag to show how valuable this item was so the people will appreciate it, and there are the people who want to show how they beat the system and got something really nice for next to nothing. I think the first group of people will always have trouble overseas in development work, and the second likes to meet challenges by being innovative. They have a much better chance of being successful. It takes an acceptance of living with ambiguity that a lot of people don't have. You don't know until the day you leave that you're actually leaving. I had 15 different things fall through last summer. One time I was not allowed into a country because there was a mix-up in visas and I was bodily put on a plane and sent off to a country that was cold; I had no clothes for that, I had no money for that, I had no anything. I've had my passport taken away; I thought I wouldn't live through it; but once I did, then it occurred to me I could live through most anything.



Photos courtesy of South East Consortium for International Development.



# GETTING STARTED IN INTERNATIONAL WORK

**INTERNATIONAL**

Tracey Parker  
Department of Forest Resources  
University of Idaho  
Moscow, Idaho 83843

As the world's dwindling natural resources become more and more precious, the shortage of trained foresters within less developed countries (LDCs) has become more and more critical (see, for example, Nora Devoe's article in *Women in Forestry*, Summer 1983). In response to the deficiency, the demand grows for foresters from developed countries to advise on forestry problems in LDCs and to train foresters. Knowing this, and as a graduate student in forest ecology with an interest in international work, I began several years ago to explore the methods of entering the international field and to prepare for the demands such a career would present. I recently submitted a proposal to the Organization of American States and was awarded a research fellowship in Argentina and Chile, where for a year I will investigate the endangered tree species alerce (*Fitzroya cupressoides*) and its natural regeneration. However, making the transition from my initial interest to actually getting started in international work was not easy. It took a lot more than writing and submitting a proposal; it required years of preparation with this goal in mind. Having just landed my first out-of-the-country job (doing something that I find fascinating and rewarding), I think a recounting of my strategy to this point may be useful to others, including non-foresters, with similar aspirations.

## TECHNICAL PREPARATION

Preparation for a career in international forestry should begin years before you want to be considered for a position abroad. Both technical and cultural preparation are necessary and should be tailored to the sort of work you plan to do. Technical preparation is based on the education and experience you would need to work in your field in the United States. For example, a bachelor's degree in a natural resource field is a minimum for a professional position in most LDCs. Higher degrees are usually necessary for high level management and research. In addition to your basic education, specialized training is important and will often tilt the balance in your favor when you are being considered for a position abroad.

To work overseas, where biological systems and facilities are quite different from those in the United States, your educational base must be broadened to cope with a new environment. Though courses in forest planning and land management may be readily applicable in an overseas setting, courses such as dendrology--though helpful in terms of presenting a framework for tree identification and terminology--are very area-specific and will do little good when you are confronted with a completely new flora in the tropics. Similarly, a course in forest harvesting systems from a U.S. institution may have little application in a country that primarily uses human or animal power to harvest wood. Your degree will be of greater value on the international market if you have had exposure to the concept of appropriate technology and are familiar with the land and vegetation of the area where you plan to work. Often, no formal courses in these subjects are

offered at U.S. institutions, and self-education is necessary. The library is often the first place to locate information on distant countries. Conversations with persons from the area you are interested in are also extremely valuable, especially if these people are in a natural resources field.

Make a point of meeting and getting to know faculty and others who are or have been involved with natural resources at an international level. Let them know your goals. They can help by giving you information, but, more important, they can give you emotional support in your endeavor to break into the field. Other ways of making contacts include joining international organizations, especially those involved in natural resources. The Society of American Foresters has an international working group (see list of addresses at the end of this article). There is a Society of Tropical Foresters. Women in Development is a U.S. Agency for International Development (U.S. AID) organization concerned with including women in the development process. Join these organizations. Volunteer for work. Only in this way will people realize you are serious and recognize your abilities. On top of all this, organize your resume to emphasize your interest in and preparation for international work. Make everyone aware of your professional ambitions.

## CULTURAL PREPARATION

Cultural preparation is also extremely important, but usually totally lacking in natural resource curricula. Language mastery is critical. French and Spanish are the more frequently demanded, but another language may be required, depending upon the part of the world in which you wish to work. Any second language will greatly improve your chances of finding employment abroad. Obviously, the greater your language proficiency the better, but you should be able at least to conduct the everyday matters of life, as well as to communicate on a technical level, in the local language.

Cultural preparation also involves being aware of cultural differences. You should know that depression and frustration will probably confront you when first coping with a foreign culture. This sort of reaction to a new society is common and can be greatly minimized and made much easier to deal with if you are sensitive to the customs, attitudes and social roles of the other culture. Most libraries will have information on the subject, or you may talk to experienced travelers.

The ability to communicate with others is also a critical skill. Here I am speaking beyond language, of an open, friendly attitude and a lot of patience and energy. Extension work experience in the U.S. can be beneficial in this social aspect of international work, since it exposes you to reaching and communicating with a large number of people. All of these culture-oriented skills, from improved language skills to increased sensitivity to another's society and values,

can be developed by becoming involved with persons from other countries, students here for a short time or immigrants. You might look into host-family programs in your area or international student exchanges. At a university, an international student advisor can give you information on all students from outside the U.S. These foreign students will probably appreciate your help (especially with English practice) and you could gain an appreciation of their customs and the professional and social roles of men and women in their country. All this will benefit you when working in their area and may include giving them a more positive image of Americans while acquiring valuable friends and contacts for when you are in their country. Remember, without cultural sensitivity, the best technical skills will be useless.

Another way of improving your ability to function in a foreign country is simply to pack up and go. Take a vacation. Your language fluency will improve and so will your understanding of the other country and culture. On the other hand, a short trip of this nature may make you realize the benefits of working in the USA, and you may discover that foreign work is not for you.

#### OVERCOMING THE EXPERIENCE DILEMMA

There is a wide variety of potential employers in the international job market. In the natural resources field, USAID, the Food and Agricultural Organization (FAO) of the United Nations, and CARE are probably the largest. Many large timber companies, such as Weyerhaeuser Company, Davis Forestry International and International Paper Company, also have international holdings and require personnel. However, few openings will be filled by individuals without prior international experience, and I have found none with intern programs for individuals without at least two years work experience abroad. Catch-22.

A common way to overcome this dilemma is through the Peace Corps. Not only will you gain valuable experience, but a successful two years in this organization tells an employer many positive things about you and your abilities. A large number of charitable and church organizations also offer opportunities for volunteers. Fellowships are another possibility; here is where I was successful. Many scientific and international organizations offer research fellowships. The better known are Fulbright and the National Science Foundation, though there are numerous others, often with special geographic focus. Again, university libraries and grants offices can supply you with more details.

#### MY STRATEGY

Being a forest ecologist with a desire to research natural vegetation, I first equipped myself with as many of the technical and cultural skills possible. Language classes were easily available, since I was at a university. Fortunately for me, the College of Forestry, Wildlife and Range Sciences at the University of Idaho has a variety of natural resources courses of an international nature (such as Tropical Dendrology, Problems in World Forestry, The Development Framework for Natural Resource Management), and many seminars dealing with aspects of international work (intercultural communication, women in development, living abroad, culture shock, etc.). These activities are supported by our Title XII Strengthening Grant Program, a joint effort by USAID and selected universities to improve faculty members' ability to contribute to international development. In addition, the Univer-

sity of Idaho has a faculty strong in overseas experience. I made a point of attending any function relating to international work, even when graduate students were not specifically invited. This persistence, over time, was recognized as genuine interest. After volunteering to work on many aspects of the Strengthening Grant Program, I found myself with an assistantship and the title of Assistant Coordinator. This certainly improved my knowledge of the system and provided me with many valuable contacts, both in the college and elsewhere. During this time, I took a semester leave from graduate studies to travel to southern South America for a close look at an endangered tree species. Upon my return I was able to write a knowledgeable and apparently convincing research proposal for the Organization of American States, resulting in funds to conduct research during the coming year.

A beginning. It definitely was not easy and took lots of effort and planning, but with this experience the next overseas job won't be nearly so hard to get.

I didn't begin my effort toward international work with a formal checklist. Perhaps such a list might have helped me order my thoughts, and therefore my activities, more efficiently. Consequently, I have appended a summary of the major areas a person might seek to strengthen while preparing for international work.

#### TECHNICAL EDUCATION

- Basic skills (B.S. Forestry)
- Specialized skills (technical expertise relevant to a particular developing country)
- Knowledge of local biological systems
- Professional contacts/political and government structure in host countries
- Membership in professional societies

#### CULTURAL EDUCATION

- Language skills
- Communication skills
- Cultural sensitivity/tolerance/social science coursework
- Travel experience

The better prepared you are, the greater are your chances of getting the job you want at the level you desire. Your first job will likely be difficult to get and may require some sacrifice, but don't despair; persistence will pay!

\* \* \* \* \*

#### ADDRESSES

When writing to these agencies, ask specific questions. Do your homework first in libraries and with personal contacts. Most agencies do not have the staff or funds to respond to a general request such as "Send me everything you have on Nigeria."

CARE  
660 First Avenue  
New York, New York 10016



## INTERNATIONAL

Davis Forestry International  
P.O. Box 598  
Monticello, Arkansas 71655

FAO  
1776 F Street  
Washington, D.C. 20437

Fulbright Grants  
Institute of International Education  
809 United Nations Plaza  
New York, New York 10017

International Paper Company  
Woodlands & Wood Product Operations  
Headquarters Office  
Mobile, Alabama 36601

National Science Foundation  
Science in Developing Countries Program  
Division of International Programs  
Washington, D.C. 20550

Organization of American States  
17th Street and Constitution Avenue, N.W.  
Washington, D.C. 20006

Peace Corps  
P-307  
Washington, D.C. 20526

Society of American Foresters  
Coordinator, Membership Development & Services  
5400 Grosvenor Lane  
Bethesda, Maryland 20814

Society of Tropical Foresters  
5400 Grosvenor Lane  
Washington, D.C. 20014

U.S. Agency for International Development  
Recruitment Staff, Office of Personnel  
Washington, D.C. 20523

Weyerhaeuser Company  
Attn: R.O. Myrh  
Tacoma, Washington 98477

Women in Development, Inc.  
1302 18th Street, N.W.  
Suite 203  
Washington, D.C. 20036

\$15.00/non-student, \$10.00/student.  
Makes checks payable to WOMEN IN FORESTRY.

Include your name, address, phone, position or title  
(if student, name major), and organization or school.

Send to: WOMEN IN FORESTRY  
Laboratory of Anthropology  
University of Idaho  
Moscow, Idaho 83843

## DEANNE SHULMAN

America's first woman smokejumper, Deanne Shulman was born in Los Angeles and raised in a large house on the edge of a chaparral canyon. Her parents had a keen appreciation for the outdoors and passed that feeling on to their children.

After graduating from high school, Deanne worked at a variety of jobs, traveled, and attended college sporadically, planning eventually to become a psychologist. But in 1974, she was offered a seasonal fire suppression position with the Los Padres National Forest. She enjoyed the challenge of fire fighting, and decided not to return to school in psychology.

Instead, for the next seven years, she was employed by the Forest Service, working seasonally in fire suppression and fire prevention. Fire suppression work requires endurance and stamina, particularly on larger fires where initial attack shifts can be upwards of 24 hours. A fire is controlled when a fuel break is cut completely around the fire, removing the material it feeds on. Burning snags within the fire must be felled using chainsaws and hand-tools. After the fire is controlled, the fire area is checked thoroughly, and all hot spots are put out. This part of the job is particularly dirty and tedious.

Deanne worked with tanker truck crews, helicopter modules, and "hot-shots" (the ground fire fighting crews). A certain amount of stubbornness and determination--as well as a good sense of humor--were needed to work successfully in the male-dominated "macho" environment.

Her work led to a new interest in forest management practices, and she returned to college to complete a bachelor's degree in forest management at Northern Arizona University.

Deanne applied for a position as a smokejumper, and in the summer of 1981 was accepted to begin training at McCall, Idaho. The three-week training program was demanding physically and mentally, and included intensive training in parachute jumping, fire suppression methods, and physical conditioning. Parachute jump training required repeated simulation exercises in aircraft exiting and landing procedures, followed by eight practice jumps into successively more difficult terrain. Each trainee was required to pack 115 pounds of parachute and fire fighting gear 3.5 miles cross-country in three-and-a-half hours. For Deanne, who is 5'5" and weighs 130 pounds, fulfilling this requirement was the most difficult part of the training.

During the summer of 1981, smokejumpers faced a busy season as dry lightning storms swept through the forests of the Northwest. Deanne ended the season with a total of 22 parachute jumps, working in five states.

Excerpted from Northwest HERSTORY, a 1983 engagement calendar copyright 1982. Copies of the 1984 calendar can be obtained for \$8.95 (including postage) from Planned Parenthood of Idaho, 4301 Franklin Road, Boise, Idaho 83843 (208/345-0760).



## Trees May Warn Each Other of Danger

Botanists in Washington and New Hampshire had noticed that when trees were being attacked by insects, other trees nearby took the same defensive measures as the trees actually infested. The defense involves altering the leaves' chemistry to make them less palatable and nutritious to the insects.

The scientists reasoned that chemical substances emitted by the attacked trees were received by nearby trees, which then altered the quantities of such chemicals as terpenes and tannins in their leaves. The researchers have found that a tree can make such insect-repelling alterations within hours of the first damage.

David Rhoades, Lynn Erckmann, and Gordon Orians, researchers at the University of Washington, found that uninfested willow trees changed their leaves' chemistry in the same way as nearby willows that were being attacked by tent caterpillars. At Dartmouth College, Jack C. Schultz, a biologist, and Ian T. Baldwin, a chemist, found that similar defensive actions occurred among sugar maple and poplar seedlings. The scientists reason that airborne emissions of pheromones might be alerting the defensive mechanism of the other trees. Pheromones are chemical substances that convey information to and elicit responses in other individuals of the same species. The most widely known are the insect sex attractants.

Financed by a grant from the National Science Foundation (NSF), Rhoades, Erckmann, and Orians will try to induce changes in leaf quality of undamaged plants by con-



fining them in chambers with damaged plants.

Schultz and Baldwin, likewise supported by an NSF grant, will pump air from a damaged group of trees to an unharmed group, using clear plastic containers. By filtering and sampling the air flowing between the chambers, they hope to isolate and identify the chemicals that are carrying the message.

...Bayard Webster from the *New York Times*

## TIMBER INVESTMENTS IN THE SOUTH

Why is national interest in timber investments directed toward the South? One reason found through independent studies indicates that southern softwoods are from 30 to 50 percent underpriced relative to western species according to *Forest-Gram South*. Changes in the owner's risks, the once widespread risk of fire, insect attack, and disease in southern forests can no longer be considered a valid hindrance to timber investment.

## POSTWAR LOW

Last year was the worst year of a three-year depression that rocked the western lumber industry. Final figures show that softwood production totaled only 13.724 billion board feet; that marked the lowest yearly output since 1945 when production came in at 12.1 billion board feet. In comparison, 1982 totals were 7.7 percent below 1981's 14.869 billion board feet, and 31.5 percent below "normal 1979's" 20.025 billion board feet. (All figures above include Redwood production.)

...Plumb Line  
Western Wood Products Association

## ABOUT THE AWSS

The Association of Women Soil Scientists (AWSS) is an organization whose goals are: 1) to identify women employed as soil scientists; 2) to share technical information; 3) to enhance communication among members; and 4) to provide assistance and encouragement for women seeking employment in the field. Newsletter editor Barbara Leuelling will publish letters, articles, and job information. Dues are \$2.00 per year. All contributions, requests for information, and dues should be mailed to AWSS, 106 W. Harvey Street, Ely, Minnesota 55731.

## LIVE LONGER -- DON'T SMOKE

According to a new study in *Public Health Reports*, a journal published by the Department of Health and Human Services, the "overwhelming" reason for the difference in longevity between men and women is cigarette smoking. The conclusion contradicts the speculation of researchers over the years that job stress and style of life might explain the eight-year gap between the life spans of men and women.

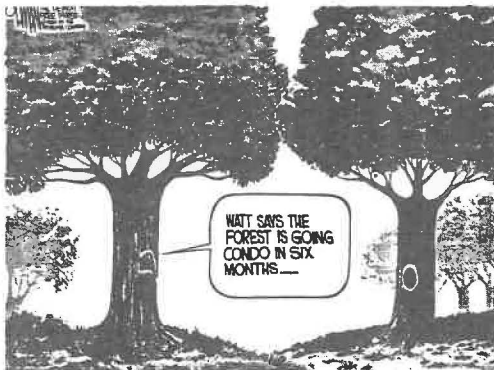
The paper, by Dean R. Gerstein of the National Research Council and Gus Miller of Indiana University of Pennsylvania, warns that the widening gap between the longevity of men and of women eventually may be erased. Both women and men will die at earlier ages statistically, because women now smoke almost as much as men. Insurance benefits should be calculated on the basis of a history of cigarette smoking, which is the actual cause of longer female longevity, not gender.

## MOST CENTENARIANS ARE WOMEN

There are now 32,000 people in this country 100 years old or older, and three-fourths of them are women, the Census Bureau reported recently. The middle-aged and elderly are the fastest growing segments of the population.

The report estimates the nation's total population, as of last July 1, at 232,057,000, an increase of more than 5 million since the national head count in 1980.

...Randolph E. Schmid  
Associated Press



Trees can alert other trees to danger, scientists say ...

**"Incredible Shrinking Woman" Syndrome Affects Many**

The "incredible shrinking woman" syndrome is bringing active life to a halt for many women. The real name for the disease is osteoporosis, a degenerative condition characterized by a progressive loss of bone tissue.

Osteoporosis affects more than five million women in the United States. It is associated with most of the 200,000 or more hip fractures that occur every year. Complications from these fractures now constitute the twelfth leading cause of death in this country, according to figures from the National Institute of Health.

Bone loss can normally begin as early as age 35 and may accelerate after menopause, whether it occurs naturally or is surgically induced. The bone thinning usually proceeds silently until collapsed vertebrae or fractures of the wrist or hip occur.

"The bone thinning is thought to be caused by a decrease in the amount of estrogen the body produces, combined with a decrease in the amount of calcium absorbed in the system," says Dr. Robert Lindsay, director of the Regional Bone Center of the Helen Hayes Hospital in New York.

Dr. Morris Netelovitz, director for the Center for Climacteric Studies at the University of Florida College of Medicine advises a program of regular exercise and an increase in

calcium intake. "Every woman who isn't already outdoors working actively should develop a daily exercise program." Studies have shown that this stress not only strengthens the muscles but adds bone mass as well.

Eating enough calcium-rich foods is important. "Most women eat only about 400 mg of calcium daily," he explains. "This is approximately one-half the recommended daily intake. Some women require as much as 1,400 mg of calcium per day, which is equal to five cups of whole or skim milk."

Dr. Netelovitz points out that milk is just one source of calcium. It also can be found in sardines, broccoli and other leafy vegetables, nuts, yogurt and cheese.

If osteoporosis is diagnosed, estrogen supplements may be added, if appropriate, to prevent further loss of bone.

"Thin women and women with ancestors from the British Isles, northern Europe, China or Japan," he says, "are more likely to develop the disease than are those of African or Mediterranean ancestry. Women who smoke and who do not exercise also seem to be at greater risk."

A study conducted with laboratory rats at Old Dominion University and reported in *Runner's World* (July 83), found that calcium, given orally, was effective in prolonging the onset of muscular

fatigue. Interestingly, the researchers found, calcium alone appeared to improve stamina to a greater degree than exercise alone, with a combination of the two producing the optimal benefit.

Every step we take depends upon the calcium in our bones, nerves, and muscles. Calcium acts between the muscle fibers during contraction, and if the calcium is not there, the muscle fibers do not slide into a contraction or, if they are already contracted, they will not relax. This has led some to speculate that a sudden, debilitating muscle cramp (during field work or exercise) may very well be caused by a lack of calcium.

The presence of vitamin D is, by far, the most important factor in calcium absorption. Not enough vitamin D, and the calcium will not be absorbed properly. Vitamin D can be manufactured in the body through the action of sunlight on the oils of the skin, but in winter, sources such as fish oils and fortified dairy products must serve as the primary source of the vitamin. A companion mineral also needed is phosphorus. Together as calcium phosphate, they form the skeleton. Processed foods and soft drinks usually carry adequate amounts of phosphorus.

Research conducted at Oregon Health Science University in Portland by Dr. David McCarron shows that calcium at adequate levels may also reduce hypertension by relaxing blood vessels.

**FALL IS TIME FOR SNAKEBITES**

About 8000 people are bitten by snakes every year in the United States, but only 12-15 victims die of their wounds, according to figures cited in *The Medical Letter*. Most bites occur in spring, summer, and early fall, in the southwestern and southern regions. Rattlesnakes, cottonmouths, and copperheads are the most dangerous.

A snakebite and its surrounding area--usually a limb--should be wrapped immediately with a wide, firm bandage. It should be tight enough to apply some pressure but should not cut off circulation; a tourniquet may be more dangerous than a snakebite. Next, immobilize the limb with a splint and take the victim to the nearest medical fac-

ility. If possible, kill the snake and bring it along to be identified, but be careful--a dead snake's head can still bite. Don't try to cut the wound and suck out the venom. Contrary to popular belief, this is not the most effective treatment, and in some instances it has done more harm than good. Concentrate on getting medical help as soon as possible.

**AFTER THE FIELD SEASON**

Recent studies at the National Institute of Mental Health in Bethesda, Maryland, show that light--or lack of the right kind of light--can have a profound effect on mood and general well-being. Light deprivation can influence the secr-

etion of the hormone melatonin and may be the reason so many of us have the winter blahs, according to researchers.

Richard J. Wurtman, professor of neuroendocrine regulation at the Massachusetts Institute of Technology says that it does not matter whether indoor light is incandescent or fluorescent; neither is bright enough and both emit only a limited part of the light spectrum --no ultraviolet rays, for example.

One type of indoor lighting--full-spectrum fluorescent marketed by the Duro-Lite Lamps, Inc., under the name Vita-Lites--comes closest to simulating the sun's rays and may help to reduce winter's depression.

...Lorraine Dusky  
excerpted from *Savvy*



## WHERE IS THE PRIDE IN BEING 'FEMINIST'?

"I want to be treated the same as a man is treated, but don't get the idea that I'm a feminist. . ."

"I work and take care of myself --not that I would ever consider myself a feminist. . ."

I hear that sentiment expressed virtually every time women begin to talk about their rights and responsibilities in the world, and I have to wonder: Why?

Why do so many women--who obviously believe in everything that proud feminists believe in--dismiss the term "feminist" as something unpleasant; something with which they do not wish to be associated?

Why did the woman who told me how fervently she supported the Equal Rights Amendment hasten to assure me that she was "not one of those feminists"?

I have never been slow to poke a little fun at proponents of the women's movement when I sense they are becoming a trifle strident, self-important and humorless. And every time I have found humor in the way the female activists were behaving, it was with the implicit understanding that they were, in the main, engaged in an important moral undertaking that has already benefited society.

I imagine this must be frustrating and saddening to those women who do proudly call themselves feminists and who have been in the forefront of the drive to make the world equal for the sexes.

It seems to be the worst among younger women. Women of college age and a little older -- precisely the

women whose lives have been made easier by the accomplishments of activist women before--seem to feel the most disdain toward the term "feminist". In a startling kind of way, they find feminists to be stylistically old-fashioned.

I don't know whether the cause of this is something as trivial as a bad public-relations effort by the women who have been involved in the feminist movement, or something as serious as a secret self-loathing that some women begin to feel every time they sense they are becoming stronger.

I thought that there was a point worth making without the trace of a smile, and the point is this: If I were a woman who had been doing work in the feminist cause during the last 15 years, it would be something I was very proud of. And I would be hurt and confused every time I found out that so many people don't agree.

...Bob Greene

excerpted from The Chicago Tribune

## FEMINIST BUSINESSES EVOLVE

Increasing numbers of women have been opening their own businesses. According to figures from the Small Business Administration, the number has quadrupled in the last five years, to about 2.8 million. Among them have been women's rights advocates who wanted to help the cause and earn a profit, too.

"There came a time when political ideology alone couldn't

run the businesses, and some went bankrupt," said Evelyn Litwack, a financial consultant and executive director of the Women's Resources Distribution Co. in Philadelphia. This business has provided financial consulting services to more than 3,000 companies managed by women.

The survivors have become more efficient in their business operations. For example, Olivia Records, a thriving enterprise, would have gone bankrupt three years ago, according to President Judy Dlugacz, if it had not reduced its staff after a period of overexpansion.

Since it was formed by a women's collective in 1973, Olivia has sold nearly 1 million records, a strong performance for a small music label. The company has grossed about \$1 million annually in recent years.

Olivia's artists--all women--write songs "not about feminism but about topics that reflect their own lives as strong and independent women," Dlugacz said.

As Olivia became successful, it also evolved from a women's collective project into a corporation. "We had formed a collective for creating a vehicle for women's culture. But we knew nothing about business, nothing about the music industry, and we had no money."

To survive, many of the feminist businesses still must rely on their ties to the women's movement, primarily through "networking," which includes referring people to other feminist businesses.

...New York Times News Service

excerpted from the Sunday Oregonian

## When Scientists Testify for Hire

by Michael Jacobson

Of all the values that pervade science, one of the highest is objectivity, which I take to mean judgement uncompromised. This value leads the public to place greater trust in the pronouncements of scientists than of, say, lawyers or used car dealers.

Whenever science moves into the commercial world, scientists come face to face with Mammon and manufacturers. When profits are threatened by legislation, lawsuits, or bad publicity, many companies like to have their positions bolstered by academic scientists.

I have followed nutrition and

food additive debates for more than a decade and witnessed numerous instances in which a professor espoused one point of view on behalf of a corporate sponsor while ignoring or denying scientific opinions on the other side.

Just recently, professors from three major institutions spoke at a press conference on caffeine, saying there was no conclusive evidence the chemical harmed humans. The affair was sponsored by the International Life Sciences Institute, a creature of the food and drug industries, including makers of coffees and soda pops. There is evidence linking caffeine

to fibrocystic breast disease, birth defects in animals, and sleep and behavioral disorders in humans. The professors ignored these studies. The food area is not unique.

Academics need not stop consulting for industry, and industry does deserve their advice. But the public can demand full disclosure: when scientists speak out on public issues, they should say explicitly whether they have links to affected companies. Such forthrightness would help maintain the integrity that is essential if science is to deserve its public trust.

excerpted from Science



# NEWS AND NOTES

## CAUTION: EDUCATED WORKING WOMEN MAY BE HAZARDOUS TO MATES

Are well-educated working women who don't get along with their bosses bringing home heart attacks to their husbands? According to some new conclusions drawn from a Framingham Heart Study subgroup, this was the case from the mid-1960s to the mid-1970s, and it may still have some application today.

- Men married to women with 13 or more years of education were 2.6 times more likely to develop coronary heart disease than men married to women with a grammar-school education.

- If the well-educated women worked outside the home, the men were 7.6 times more likely to develop heart disease.

- Men married to women employed in white-collar jobs were at least three times more likely to develop heart disease.

- The educated working wives of men with heart disease were "significantly more likely to have had a non-supportive boss and fewer job promotions than wives of non-cases." Indeed, this frustrating work environment of the wife may have been the contributing factor.

Speculations on the reasons for the link between heart disease and the wife's job problems include -- the husband's feeling of powerlessness to help wives in unpleasant work situations; and the husband's lack of understanding, thereby creating frustration in the relationship.

## BUSINESSWOMEN ON VIDEOTAPE

Savvy magazine reports that a panel discussion on contemporary businesswomen, hosted by Marlene Sanders of CBS News, is available on videotape from Philip Morris, Inc. Sanders talks about leadership, success, money, and the need for mentors and support systems with Judy Hendren Mello, former president and CEO of the First Women's Bank; Jewell Jackson McGabe, chair of New York State's new Job Training Partnership Council and Commonwealth Fund program advisor; and Julia Montgomery Ward, first woman member of the American Stock Exchange and founder of her own investment banking firm. For a free three-week loan of the 20-minute videotape, contact: Deidre Wall, Corporate Affairs, Philip Morris Incorporated, 120 Park Avenue, New York, New York 10017.

## JOB MARKET GOOD FOR WOMEN

Even though the 1981-82 recession is finally over, it's going to take longer than usual for business to create significant numbers of new jobs. Past economic recoveries were rising tides that lifted all ships. This one will leave many workers beached. The outlook:

- For women. While the manufacturing sectors are shrinking, service jobs are growing--and more women are employed in service industries. In April two-thirds of the newly hired workers were women. In fact, the average woman may have a better chance of finding a job right now than the average man.

- For college graduates. The College Placement Council says that graduates are being offered only half as many jobs as they were last year, and starting salaries are down. It's the technically trained people who command larger starting salaries. It still pays to get a college education. College-trained workers didn't suffer as high a rate of joblessness in this recession as other workers, and college graduates still earn a higher average lifetime pay.

- The growth jobs. Our aging population is creating a huge new geriatric industry. Travel and leisure businesses should prosper, especially in retirement areas. The other highest-opportunity area is, of course, computers.

...Jane Bryant Quinn  
from the Sunday Oregonian

## WOMEN KEEP LISTS TO ORDER LIVES

Diane Sawyer of CBS News says she "lives and dies" by them. Jessica Savitch of NBC News says she writes them on everything, including taxi receipts and matchbook covers. Businesswoman Mary Cunningham compiles them first thing in the morning, often while sitting in the bathtub.

They are lists, the tools with which famous women structure their lives, according to the September issue of Glamour magazine.

"The existence of a measurable definable difference in voting patterns between men and women is the second most important thing to happen to the women's political movement. The first was suffrage."

...Ann Lewis, political director,  
Democratic National Committee

## WOMEN ENGINEERS IN SAME BOAT AS RESOURCE MANAGERS

The field of engineering is opening up for women, but those already inside the profession say men still hold the reins.

"The situation for women engineers has changed dramatically," said Kay Gagnon, an engineer and supervisor at Boeing Computer Services. "But women, even though they are in the companies, are without mentors. Top management is still male." Gagnon said company policies have helped women enter the growing field, "but there is a lot of subtle discrimination on an individual level."

Charmaine Sullivan of Proctor and Gamble added, "Just because you have your foot in the door doesn't mean you have the political know-how to get ahead." One solution, she said, is a network, such as the Society of Women Engineers.

"More and more women are moving away from trying to move against the system," she said. "They are finding the more effective way is to get into the system and change it from within."

## SMOKEJUMPERS SOUGHT

Elsewhere in WIF, under the CAN YOU HELP section, the Smokejumper Base at McCall, Idaho, is advertising for personnel. They are encouraging women to apply. The physical fitness requirements are excerpted here to give notice that interested desk sitters should jump up and start moving.

To become qualified as a smokejumper, you will complete four weeks of intensive training. Eight parachute training jumps are conducted during the training period, beginning with jumps into the most simple terrain and gradually progressing into the more difficult. Personnel should be in excellent physical condition and possess a high degree of emotional stability and mental alertness.

When you report for duty you must pass a physical condition and adeptness test. Any trainee who cannot meet these minimum physical requirements within the first two weeks of training will be separated. The test is given in one time period with a 5-minute break between exercises and consists of performing the following: 25 pushups, 45 situps, 7 chinups, run 1.5 miles in 11 minutes or less. Prepare in advance by regular and strenuous exercise including running and calisthenics.

# NEWS AND NOTES

## ARCHAEOLOGISTS DIG CAPE PERPETUA

A team of professional archaeologists have uncovered the history of a site near the Siuslaw National Forest's Cape Perpetua Visitor Center, according to the USDA Forest Service Region 6 Greensheet.

Archaeologists from the Eugene, Oregon, firm of Heritage Research Associates spent two weeks in late March and early April completing a "data recovery" contract on a shell midden near busy Highway 101. The midden (an archaeological term meaning "trash heap") is one of several near Cape Perpetua. This particular midden, however, will be partially obliterated by the construction of an underpass needed to provide a safe pedestrian route for the Cape Cove trail between the Visitor's Center and the beach.

The midden is made up mostly of discarded clam and mussel shell, according to Bonnie Damitio, Siuslaw National Forest recreation specialist who was the contract officer's representative on the project. "But scattered among the shell, the archaeologists found a clay pipe, fire-scarred rocks, bones and other information which should provide new insights into the lives of the coastal Indians of the prehistory era," she said.



Archaeologists know the middens originated with the Alsea Indians who had a small village at the ocean shoreline. The Alsea people were well adapted to coastal living and they made good use of sea and freshwater life. Their homes were large, dug four to five feet deep into the ground, with posts placed at the corners to support a gabled roof.

"This project ties into a recently completed 'Native American Religious Practices and Uses' study which helps assess the significance of Native American religious use sites found in the Forest," Damitio added.

Further analysis, such as carbon dating, recording, and preserving will be done. The dig was videotaped and edited tapes will be available for showing at the Visitor Center.

...Dave Olson  
Siuslaw National Forest  
Public Affairs Specialist

## ROUNDUP PROVIDES HORSES FOR ADOPTION

The Bureau of Land Management (BLM) is rounding up some 140 wild horses from East Kiger and Smyth Creek wild horse management areas northwest of Steen Mountain, Oregon. Objectives are to place horse numbers in balance with the range and, at the same time, preserve Spanish mustang characteristics in the remaining horses. To do this, 50 of the horses with such characteristics will be returned to the range after the roundup. This will leave 90 horses available for adoption.

Ron Harding, BLM wild horse specialist, said the primitive characteristics derived from the original Spanish horses include dun, grulla, and buckskin colors plus zebra-type marks around the knees and hocks, a dorsal strip down the back, and definite hooked-type ears.

The adoption fee is \$125 per horse. Information is available from BLM Burns District Office, 74 S. Alvord Street, Burns, Oregon 97720 (503-573-2071).

...Teresa Gibson  
in BLM News

## WE HAVE MET THE MINORITIES AND THEY ARE US

Here is a partial rundown of some of the ancestral groups claimed by 100,000 or more Americans, as extrapolated from census "long forms" returned by about one out of two households in non-urban areas and one out of six in metropolitan areas. Overall, the total of all ancestral groups far exceeds the nation's population because many people listed multiple ancestries.

English, 49,598,035; German, 49,224,146; Irish 40,165,702; Afro-American, 20,964,729; French, 12,982,246; Italian, 12,183,692; Scottish, 10,048,816; Polish, 8,228,037; Mexican, 7,692,619; American Indian, 6,715,819; Dutch, 6,304,499; Swedish, 4,345,392; Norwegian, 3,453,839; Russian, 2,781,432; Spanish-Hispanic, 2,686,680; Czech, 1,892,456; Hungarian, 1,776,902; Welsh, 1,664,598; Danish 1,518,273; Puerto Rican, 1,443,862; Portuguese, 1,024,351; Swiss, 981,543; Greek, 959,856; Austrian, 948,558; Chinese, 894,453; Filipino, 795,255; Japanese, 791,275.

...Randolph Schmid  
Associated Press

## FORKS TIMBER MUSEUM

Native Americans, pioneer homesteaders, and "timber beasts" who first settled and logged the forested lands of Washington's northwest corner are the spirits behind the embryonic Forks Timber Museum. It is located in Forks, Washington, on the Olympic Peninsula, according to Susan Trettevik writing in The Thunderbird, a newsletter of the Washington Archaeological Research Center.

One of the museum displays centers around early logging in the Pacific Northwest, including methods, equipment, and lifestyle. The second exhibit area, Pioneer Room, features items from early homesteaders in the Forks area. The final exhibit room, the Peninsula Indian Room, houses exhibits about the early lifeways and language of the local Indian groups. The Quileute Indian tribe has been actively involved in loaning items, particularly a collection of early photographs.

## BIRDERS SETTLE IN THE SLUDGE

Sitting amidst sewage sludge, breathing sewage fumes and hearing sewage noises, about two dozen excited people waited for a stint, a tiny rare sandpiper that blew over from Siberia and landed just outside the Iona Sewage Treatment Plant near Vancouver, British Columbia.

Distinguished from the common sandpiper by a bright red patch along its sides, the six-inch stint has a normal migration route between Siberia and England, said birdwatcher Mike Force. A handful of sightings of the bird have been made in North America.

Force said little Iona Island is a paradise for shore birds that feed on the larvae of flies breeding in the sludge.



# NEWS AND NOTES

## TWO NEW DEGREES OFFERED

Applications are now being accepted at Central Washington University for a new Master of Science degree program in Resource Management which integrates management strategies and policy issues common to cultural and natural resources. After completing a regimen of core courses, students will be able to focus on either Cultural Resource Management (emphasizing the management of ethnographic and archaeological sites and materials, historic properties, and archives); or on Natural Resource Management (focusing on the management of land, minerals, water, energy, and other natural resources). For information contact Resource Management Program Coordinator, Graduate School, Central Washington University, Ellensburg, Washington 98926 (509-963-3101).

At the University of Idaho, the College of Forestry, Wildlife and Range Sciences (FWR) has revised a degree discontinued five years ago. The Master of Forestry (MF) degree is intended primarily for those who wish to "tune up" their skills and increase their knowledge in an advanced, concentrated, nonthesis master's program. The MFs are offered in Forest Products, Forest Resources, and Wildland Recreation Management with several options. Contact appropriate department heads or A. A. Moslemi, Coordinator of Graduate Programs, College of FWR, University of Idaho, Moscow, Idaho 83843 (208-885-6127).

## NEW WILDLIFE RESEARCH DEPARTMENT FORMED

The National Wildlife Federation has established a new Wildlife Research and Program Development Department. According to an announcement by Federation Executive Vice President Jay D. Hair, the Department contains the Institute for Wildlife Research (and its components the Raptor Information and Feline Research Centers), and the Division of Institutional Relations which is responsible for all fund-raising. The fund-raising will support programs in wildlife research which concentrate on research that results in species conservation through habitat management. Hair said, now not only can the Federation continue to use the research of others, but can also direct its own programs to collect the research it needs.

## DOUGLAS L. GILBERT SCHOLARSHIP ESTABLISHED

A scholarship to help bridge the gap between natural resource management and the need for communication skills has been established at the University of Idaho, beginning with the 1983-84 academic year.

James R. Fazio, Associate Dean, College of Forestry, Wildlife and Range Sciences, has donated the royalties from his book, Public Relations and Communications for Natural Resource Managers to endow a fund to provide one or more \$500 scholarships each year to UI students.

Fazio said the endowment was established for two purposes--to encourage students who are aware of the importance of being good communicators as well as good resource managers, and to honor the memory of Dr. Douglas L. Gilbert, of Colorado State University, co-author of the book and an early proponent of resource communication, who died in 1980. The scholarship has been named The Douglas L. Gilbert Scholarship for Conservation Communication.

## CCC CEREMONIES

This year is the 50th Anniversary of the Civilian Conservation Corps (CCC). The first camp, Camp Roosevelt, went into operation on 17 April 1933, in the just-renamed George Washington National Forest, in Fort Valley, Virginia. Ceremonies and reunions are planned this year at several national forest sites where camps were located.



OFFICIAL EMBLEM of the Civilian Conservation Corps. This scene replaced an earlier one with a centered tree and without a lake. The water emphasized the CCC role in water conservation as well as its well-known role in forest and soil conservation, and fire protection.

## DAVE BARRY'S TRUSTY RULES FOR DRESSING TO THE TEETH

RULE NUMBER 1: Women are allowed to show their armpits, but men are not.

Women can wear all kinds of semi-nonexistent upper-body garments that result in frequent flashes of the glandular regions, and everybody thinks it's fine. But when men wear armpit-revealing clothing, they immediately appear to have lost at least 75 IQ points. If Albert Einstein had been wearing a tank top when he announced that  $E = MC^2$ , the other scientists would have said, "Sure it does, Al." Then they would have patted him on his head and sent him out for coffee.

RULE NUMBER 2: Men who hold responsible business positions that involve going to meetings and signing things must wear conservative suits in colors designated as acceptable in dress-for-success books written by recognized clothing snobs. Acceptable colors are blue and gray. Technically, you can also wear a green suit, or a plaid suit, but only if you want to be mistaken for a worm rancher on his way to a funeral.

A businessman in a developing country goes to work in comfortable, loose-fitting clothing, and by noon he's so relaxed he decides to take the rest of the day off to go home and groom the yak. But an American businessman sits there in his restrictive dress-for-success outfit, getting more and more tense, until, at about 3 p.m., an enormous wave of hostility sweeps over him and, without even realizing what he's doing, he lays off every employee in Ohio.

RULE NUMBER 3: Women who want to be taken seriously in business should dress like miniature men, but they should not Go Too Far.

The dress-for-success books are very strict on this point. Women are allowed to wear suit jackets. You may carry a briefcase, but it must be a smallish briefcase, not large enough to contain a masculine object such as a wrench or a catcher's mitt. You may even wear a tie, but it must be a cute little feminine tie, so the men will know you're Just Kidding. The basic strategy is that you want to show the men you're serious enough about business to wear stupid clothing, but not so serious that you expect to be promoted or paid well.

....Dave Barry  
Feature Associates



MUSEUM DIRECTORY TO APPEAR

FOREST HISTORY MUSEUMS OF THE WORLD, compiled by Kathryn A. Fahl, is scheduled for publication this fall. It will be sixth in the Forest History Society's Library Program Series, GUIDES TO FOREST AND CONSERVATION HISTORY OF NORTH AMERICA. Earlier titles in the series have described the Society's oral history collection and important record groups.

Reflecting an increasing involvement with the international scholarly community, the museum directory is not limited to North America. It contains descriptive entries of 311 museums located in 35 countries, including 193 in the U.S. and Canada.

SAVE ENERGY WITH DRYING SYSTEM

Recent shortages and the increasing cost of fossil fuels have forced the wood processing industry to seek ways to conserve energy. The largest possible energy savings are in the drying of lumber. One drying system with great energy-saving potential is drying by dehumidification. A research paper describes the basic theory of low-temperature and high-temperature dehumidification lumber drying systems. Copies of PRINCIPLES OF DEHUMIDIFICATION LUMBER DRYING are available from Peter Chen, Forestry Sciences Lab, Southern Illinois University, Carbondale, Illinois, 62901.

REFERENCE ON FURBEARERS

NORTH AMERICAN FURBEARERS: A CONTEMPORARY REFERENCE is edited by Eugene F. Deems, Jr., and Diane Pursley (International Association of Fish and Wildlife Agencies and the Maryland Department of Natural Resources, 1983, \$14.00). Contains information on the management of, controversy over, and economic values associated with wild furbearers, and gives details on the general status of 30 of North America's major terrestrial, semi-aquatic furbearing animals.

PROFESSIONAL CONNECTIONS

For nationwide women's network listings, mail a \$2.00 check or money order and a stamped self-addressed envelope to: PROFESSIONAL CONNECTIONS, SAVVY, 111 Eighth Avenue, New York, New York 10011.

WOMEN'S WEST PUBLICATIONS

Post-conference publications from the "WOMEN'S WEST CONFERENCE" held in Sun Valley, Idaho, in August are available from Institute of the American West, P.O. Box 656, Sun Valley, Idaho 83353. The Institute published a tabloid, available at the same address, with abstracts of the various articles which were presented in conference sessions. The following is an excerpt from Shirley J. Jacob's "Louise Richter, Independent Ranchwoman."

Louise Richter began ranching in Wyoming in 1915 when she was 14 and her father died of tick fever. Putting on bib overalls, Louise ran the Crazy Woman Canyon Ranch, supporting her invalid mother and herself. "She raised me to be a lady, but I've worked like a man since I was 14... Neighbors helped at first, but later no one did my riding for me."

WILDERNESS ISSUES IN NEWSWEEK

NEWSWEEK (25 July) devotes a good portion of the magazine to an overview of wilderness issues including the human ones. Not technical, the editors nevertheless pose the ongoing dilemmas for Americans as in the excerpt below.

The controversies over public lands go far deeper than one interior secretary or one administration, raising questions that go to the very heart of democracy and the national character. How much access should the people have to their land? What if one man's recreation is another's noisy interruption? Should a government dedicated to the principle of private property own more than half of Utah, Idaho, Oregon and Nevada and nearly 75 percent of Alaska? In addition to splendid forests and awesome canyons, federal lands contain 40 percent of the nation's salable timber, 50 percent of its coal, 80 percent of its shale oil and most of its copper, silver, asbestos, lead, beryllium, molybdenum, phosphate and potash. How much land should be put into commercial production? How much should be saved for future generations or preserved just as it is?

BIOGRAPHY OF BARBARA McCLINTOCK

A FEELING FOR THE ORGANISM by Evelyn Fox Keller (W. H. Freeman, \$14.95) recounts the life of BARBARA McCLINTOCK who was the third woman to be elected to the National Academy of Sciences. It is a story of a pioneer scientist whose challenges to classical genetics have been confirmed. The early proponent of "jumping genes" was nevertheless a woman who had few to champion her ideas, who was isolated personally and professionally during her career. She has been rescued from all but a narrow scientific oblivion for us by this competent biography.

ENCYCLOPEDIA AVAILABLE IN MID-SEPTEMBER

The two-volume ENCYCLOPEDIA OF AMERICAN FOREST AND CONSERVATION HISTORY, compiled by Richard C. Davis (Macmillan), features more than 200 contributing authors. This 871-page work, nearly four years in preparation, reflects the Forest History Society's ongoing commitment to reference tools. It will join NORTH AMERICAN FOREST HISTORY: A GUIDE TO ARCHIVES AND MANUSCRIPTS IN THE UNITED STATES AND CANADA (1977), also compiled by Davis, and NORTH AMERICAN FOREST AND CONSERVATION HISTORY: A BIBLIOGRAPHY (1977), compiled by Ronald J. Fahl.

WOMEN'S JOB RIGHTS BOOKLET

Whether you are looking for a job, happily settled in one, or retired, the Woman's Bureau of the U.S. Department of Labor has published an updated version of the booklet A WORKING WOMAN'S GUIDE TO HER JOB RIGHTS. A variety of laws protect women from discrimination regarding wages, hours, and occupational safety and health. The Equal Pay Act prohibits unequal pay for women and men who work in the same establishment and whose jobs require equal skill, effort, and responsibility. Retirement and divorce situations are also discussed. Send \$4.50 to the Consumer Information Center, Department 130L, Pueblo, Colorado 81009.

# LADY OF THE EVERGLADES\*

Marjory Stoneman Douglas  
fights for Florida's wetlands



It was like nothing else on earth. In Lake Okeechobee, the blue-and-purple water hyacinth was higher than our heads. On the coast, blue-and-green water, blue sky roofed with thousands and thousands of white birds overhead. You would be silent, and all you could hear was the wings rustling. One day we sat in our boats through such a sight, with the sun setting, then the moon, as the birds headed into their rookeries, like a bouquet of white flowers, before nightfall."

For nearly four decades, Marjory Stoneman Douglas, 92, has been the eloquent voice of South Florida's Everglades. As writer, she celebrated the mysteries of the swampy wilderness in the 1947 classic, *The Everglades: River of Grass*. As president of Friends of the Everglades, the 2,800-member organization she founded in 1970, she has battled civilization's encroachments in an effort to preserve and restore North America's only subtropical zone. Douglas and her recruits, dubbed Marjory's Army, have scored impressive victories, helping to block construction of an international jetport in the marshland, forcing the closing of two drainage canals and strengthening restrictions on real estate developers. Those successes are all the more impressive since they depend on a shoestring budget: the Friends of the Everglades' treasury currently contains only \$12,000. Says Douglas of the powerful forces aligned against her: "We're fighting the Federal Government, the U.S. Army Corps of Engineers, water management, realtors and demographics."

Florida's Everglades, a unique mixture of rain forest, wildlife refuge and the world's largest cultivated organic soil bed, stretches 100 miles from Lake Okeechobee in the north to Florida Bay at the state's southern tip. Once the marshland measured an average 45 miles in width; today it extends 35 miles. Little of the land is in its pristine state. Huge tracts have been drained for agricultural and residential development, and thousands of miles of man-made canals have diverted the water from natural channels. Even much of the 62% of land lying within the Everglades National Park, though it remains covered with hardy saw grass, is in sorry condition.

The effect has been devastating. At least 50% of the soil has oxidized and eroded, in some places exposing the barren lime rock. Buried septic tanks on Lake Okeechobee's shores have surfaced. The lake itself has receded, from a depth of 17 ft. in the 1960s to 9 ft. last year. Alligators have lost most of their eggs to artificial flooding in three of the past five years. Flooding also led to the deaths of 5,000 deer last year. The region's spectacular wading birds, many of them rarities, are equally threatened. Wood storks, for example, have successfully nested in only three of the past 18 years. "The wetlands are sending up enough smoke signals to set off anyone's alarm system," warns Research Biologist Bill Robertson, who has been studying the Everglades for a quarter-century. Predicts Arthur Marshall, Florida's leading ecologist: "The Everglades has only 20 years of survival left."

The manager of the fight to preserve this threatened enclave is herself a *rara avis*. Born in Minneapolis in 1890, Douglas was reared near Boston and graduated from Wellesley in 1912. Caught in an unhappy marriage, she fled in 1915 to Florida to become a reporter on the Miami *Herald*, where her father was the editor in

chief. Miami was then a bustling pinelands town, and the region was primitive: few roads, duckboard walks between shanties, mules plowing in burlap "muck shoes." Douglas rambled widely, collecting material for newspaper articles and later for short stories, living through terrifying events like the 1928 hurricane that destroyed a mud dike and killed nearly 2,000 people. "I've seen it," she snaps in her patrician accent. "I've seen it all."

And that is what she constantly reminds bureaucrats and county commissioners in private lobbying sessions and in theatrical public hearings. Her frail, 5-ft. 1-in. frame swaddled in flowery dresses, her head topped with floppy hats, thick-lensed spectacles perched on her bird-beak nose, Douglas is an arresting figure who explains her mission in mischievously simplistic terms: "It's women's business to be interested in the environment. It's an extended form of house-keeping, isn't it?" She is also a master manipulator. "I'm just a tough old woman," she avows. "They can't be rude to me. I have all this white hair. I take advantage of everything I can--age, hair, disability--because my cause is just." Says Hydrologist Jim Hartwell, one of Douglas' advisers: "Marjory has stage presence. I look at the expressions on the faces of decision makers. She grabs them." A frequent and respectful adversary agrees. Says John Malloy, executive director of the region's water management district, which has authorized large-scale drainage projects: "Mrs. Douglas has had a great effect on people like me. We've closed the gap between how far out in front she is and how far behind I am."

Marjory's Army is currently appealing a zoning decision that would allow a condominium development in Upper Key Largo. Environmentalists contend that it will destroy the only living coral reef in the U.S. Douglas' main goal, however, is a \$60 million scheme to buy and restore 30,000 acres of drained land above Lake Okeechobee. The project's chances are slim; it is caught in a jurisdictional dispute between the Corps of Engineers and the state. Beyond that, the future of the Everglades is threatened by the conflicting interests of seven county governments. Marjory Douglas presses on, however, exhorting the troops with a favorite line from Thomas Babington Macaulay's *Lays of Ancient Rome*: "And how can man die better/ Than facing fearful odds,/ For the ashes of his fathers,/ And the temple of his gods?" What keeps her spirits buoyed is visits to the Everglades, like one on a recent early evening. Recalls Douglas: "There was still a faint light. The first star still hadn't come out. The horizon was very far away, and there it was stretching dark and quiet but breathing and still alive."

\* Reprinted with permission from *Time*, 31 January 1983. Photo courtesy Ray Fisher.





**WILDERNESS FIRE**  
15-18 November 1983  
University of Montana  
Missoula, Montana

This workshop and symposium on fire management policy, programs and issues in parks, wilderness, and other natural areas is sponsored by a number of government and state agencies. Speakers include: R. Max Peterson, Chief, USDA Forest Service, on the "Sociopolitical Environment for Fire and Wilderness Management on the National Forests;" Russell E. Dickenson, Director, USDI National Park Service, on the "Sociopolitical Environment for Fire and wilderness management in the National Parks;" and Janet Johnson, Natural Area Specialist, Intermountain Forest and Range Experiment Station, on "The Role of Fire in Research Natural Areas -- A Scientific Dilemma;" Roderick Nash, Professor, Department of History, University of California, on "Historical Perspectives on Wilderness and Fire. Wilderness Management: A Contradiction in Terms?" and Kathleen Davis, Resource Management Specialist, Grand Canyon National Park, and Robert W. Mutch, Fuels and Fire Ecology Staff Specialist, USDA Forest Service, on "Visitor Safety Considerations for Park and Wilderness Fire Management Planning."

For housing and registration information contact Center for Continuing Education, 125 Main Hall, University of Montana, Missoula, Montana 59812.

**FOREST PRODUCTS RESEARCH SOCIETY**  
**PACIFIC SOUTHWEST SECTION**  
**ANNUAL MEETING**  
9-10 November 1983  
Sacramento, California

The theme of this year's meeting is "New Wood Products and Application of Computers in the Wood Industry." For information contact Ryszard Szymani, Forest Products Laboratory, 47th and Hoffman Blvd, Richmond, California 94804.

**74th ANNUAL MEETING**  
**WESTERN FORESTRY AND**  
**CONSERVATION ASSOCIATION**  
12-14 December 1983  
Portland, Oregon

This annual meeting will feature speakers, commercial exhibits for high technology forestry, published proceedings for registrants, and sessions with content for public and private interests. For more information, write Western Forestry Center, 4033 S.W. Canyon Road, Portland, Oregon 97221.

**WOMEN IN DEVELOPMENT CONFERENCE**  
**A DECADE OF EXPERIENCE**  
13-15 October 1983  
Washington, DC

The Association for Women in Development is committed to increasing the awareness of the interdependence of nations, institutions, and individuals in development. It is committed to ensuring that women participate as full and active partners in a more equitable development process, and that they share in its benefits.

The following are some of the invited speakers: Senator Charles Percy; Congressman Clement J. Zablocki; Robert Clodius, President, National Association of State Universities and Land Grant Colleges (NASULGC); Ruth Finney, Food and Agriculture Organization; Martin McLaughlin, Overseas Development Council; M. Peter McPherson, Administrator, U.S. Agency for International Development; Margaret Snyder, Voluntary Fund for the United Nations Decade for Women; Michaela Walsh, Women's World Banking; Jean Weideman, Board for International Food and Agriculture Development; and Clifton R. Wharton, Jr., Chair, Rockefeller Foundation. For more information write Association for Women in Development, NASULGC, One Dupont Circle, Suite 710, Washington, DC 20036.

**1983 ROUNDTABLE CONFERENCE FOR**  
**PROFESSIONAL WOMEN**  
21-23 October 1983

Chatham Bars Inn, Cape Cod  
The theme for this year's conference is "The Courage to be All That We Are." Speakers include Carolyn Lukensmeyer, President, Lukensmeyer Associates, Cleveland, consultants in organizational development; and Jacquelyn Anderson Mattfeld, Provost and Dean of the faculty, University of Charleston (South Carolina), former President of Barnard College, New York City. Write: Roundtable Conferences, Four Linden Square, Wellesley, Massachusetts 02181.

**NEW ZEALAND TOUR**  
10-15 January 1984  
Portland's **WESTERN FORESTRY CENTER** is planning an exciting international tour to New Zealand during that country's mid-summer. Cost of the tour is \$2,990 per person (based on double occupancy), and includes airfare, ground transportation, lodging and most meals. Call 503-228-1367 for further information.

**SOCIETY FOR HISTORICAL ARCHAEOLOGY**  
**AND CONFERENCE ON UNDERWATER**  
**ARCHAEOLOGY ANNUAL MEETINGS**  
4-7 January 1984  
Williamsburg, Virginia

The 1984 Society for Historical Archaeology and Conference on Underwater Archaeology Annual Meetings will be held at the Williamsburg Conference Center located in Colonial Williamsburg. Special tours, a variety of evening events, and a colonial-style Groaning Board Banquet will accompany the formal program of symposia, contributed papers, and workshops. For more information contact the general chair, Norman F. Barka, Department of Anthropology, College of William and Mary, Williamsburg, Virginia 23185 (804-253-4522).

**ANNUAL FARMING SYSTEMS SYMPOSIUM**  
31 October-2 November 1983  
Kansas State University  
Manhattan, Kansas

The role of animals in farming systems--production, products, and process--is the theme for the Third Annual Farming Systems Symposium to be held at Kansas State University. Papers and presentations of case studies will touch on that theme or other aspects of international farming systems research and development. The banquet speaker is Jocelyn Albert, USAID, speaking on "Women, Animals, and Farming Systems." For more information contact Cornelia Butler Flora, International Agriculture Programs, Kansas State University, Manhattan, Kansas 66506.

**UNIVERSITY OF IDAHO SHORT COURSES**

Janet Bishop, Continuing Education Coordinator for the University of Idaho's College of Forestry, Wildlife and Range Sciences reports that the College periodically will sponsor non-technical short courses for interested participants at its Clark Fork Field Campus in northern Idaho. Topics include forestry for the small private landowner, wildlife, purchasing rural land, mushroom identification, and history of the area. Those who wish more information or to be put on the mailing list for future programs should write the University of Idaho Clark Fork Research Station, P.O. Box 87, Clark Fork, Idaho 83811.



# THE MANAGERIAL WOMAN IN PARKS AND RECREATION\*

Pamela Leigh  
Editor, Parks & Recreation  
3101 Park Center Drive  
Alexandria, Virginia 22302

Women in the park and recreation field still occupy only a small percentage of the top managerial slots, even though women in park and recreation curricula outnumber men. What happens from the time a woman receives her leisure education degree(s) to when she ends up on the career ladder? What qualities do women park and recreation managers have that the other, perhaps less successful women lack? Are women being given a fair shot at the top management positions?

Parks & Recreation interviewed 30 women in the park and recreation field who have "reached the top." The interview centered on three major topics--how their careers developed, whether and how they have been discriminated against, and what advice they have for other career-minded women. The interview sought to determine what kinds of experiences and perceptions the women share and what, if any, obstacles they have had to overcome to reach their present positions. The 30 women were selected from five career categories--city/county, state, federal, education, and commercial/private--with approximately five to six women representing each category.

The results, although perhaps not totally startling, nevertheless show a pattern in all three topic areas. Parks & Recreation presents the results of these interviews in hope that the information will help women in the leisure field to identify common areas of concern, to realize they are not alone in what they might be experiencing, and to learn from other women's experiences how they might better cope during the climb up the ladder.

Much emphasis is placed in career development books and seminars on "The Five-Year Plan"--knowing where one would like to be professionally in five years and proceeding, step by step, to reach that goal. The books imply that many, if not most, professionals have achieved success by following such a plan. To determine how prevalent such planning is, the women were asked how their careers in park and recreation management developed: Did they follow specific career goals or did they just fall into their present positions?

The pattern of response emerged: the majority of women took at least one degree (usually the bachelor's degree) in some area of leisure studies, but their career paths were, if anything, a combination of luck and planning. The planning came, oftentimes, after a few years of getting their "sea legs" and sampling various aspects of the park and recreation field. In most cases, the career fantasies (such as wanting to be "recreation director on a cruise ship") gave way to reality.

\* Reprinted from the October 1982 issue of Parks & Recreation by special permission of the National Recreation and Park Association.

Jane Hipps, executive director, Wisconsin Park and Recreation Association, is typical of the women who focused on "job" rather than "career" for the first few years. This was the period during which she collected experiences--doing everything and anything she was asked to do on her first recreation job and working overseas in special services on her second job. All of these experiences proved valuable later on when she landed her first planned career position as director of recreation for the City of Webster Groves, Missouri.

Kay Forest, executive director of the Illinois Park and Recreation Association (who fell into her present position because she was "willing to take a risk when asked") says: "The problem with goals is that often they are too stringent, and one can get frustrated when, by year five, one hasn't reached whatever level one had wanted to." That's good advice to keep in mind because sometimes careers can take quite unexpected turns.

Mary Alice Bivens, director, Arizona Outdoor Recreation Coordinating Commission, took a degree in recreation management and, right on target with her planned career goal, became the first recreation program director for the City of Anchorage, Alaska. However, also about that time, she became interested in recreation planning through her husband, who was working on his master's degree in city planning. When he became involved in planning the State Comprehensive Outdoor Recreation Plan (SCORP) report for Delaware, she worked as his assistant. Now, Mary Alice works with her husband, a private consultant, planning other SCORP reports.

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## “THEIR CAREER PATHS WERE A COMBINATION OF LUCK AND PLANNING.”

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Two of the women who came closest to actually planning their careers from the start are Kathleen Hooper, recreation planner, recreation resources program, Tennessee Valley Authority, Knoxville, and Margaret (Peggy) Payne, assistant commissioner for recreation services, Office of Parks, Recreation and Historical Preservation, Albany, New York.

Kathleen knew that recreation was to be her field ever since junior high, when she was a junior volunteer in her neighborhood playground. In high school, she worked as a counselor at a local day camp and was the first black girl to go to Yosemite for a training program for high school counselors. She graduated from San Francisco State University with a degree in recreation and became a full-time recreation leader for the Berkeley, California, Recreation Park and Community Services Department. Then she was promoted to

recreation supervisor for the performing arts, a position she held for five years until coming to TVA as a recreation planner.

Peggy also knew she wanted a career in recreation since high school and took a degree with an emphasis in public recreation from the State University of New York, Cortland. From there she built her career very purposefully "in succeeding steps from local government on up." Her strategy: "To work in a different level of government each time with an increasingly responsible position."

When questioned whether they had mentors to guide them on their way up the career ladder, only three women believed that they had had none. (One woman said she had no particular mentors because she considered everyone along the way a mentor.) Of the rest, the majority had male mentors who guided them in their career decisions and acted as sounding boards over the years.

It's not surprising that most of the mentors were men; men held and continue to hold most of the top management positions. However, the situation is changing; a few women who have been in the leisure field for a number of years are now surfacing as mentors for women just starting out in the field. Women mentors mentioned include Gloria Rogers, recreation program manager, St. Louis County Parks and Recreation; Francis Cannon, chair, Leisure Services Studies Department, Florida State University; and Fran Wallach. One man who was consistently mentioned is Joe Halper, director of recreation and human services, Long Beach, California, who, according to one woman, "believed in affirmative action before it had a name." Some of the women, though, such as Kay Forest, prefer male mentors because of the "different perspective provided."

Reaching the top of one's profession is, perhaps, not as important as how one is treated at the top. How prevalent are the alleged inequities and injustices experienced by women? Are they myths or have many women still not attained true professional equality with men? One of the women interviewed believed that "we should strive for the day when we don't have to have articles such as this." Such a goal is admirable, but the sad realization is that we are not there yet. As Meg Maguire put it, "I don't really believe, when I look around the country and see how few women park directors there are, that discrimination doesn't exist. Surely there are more qualified women around who could be in those jobs."

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**“WE SHOULD STRIVE FOR THE DAY WHEN WE DON'T HAVE TO HAVE ARTICLES SUCH AS THIS.”**

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The women were asked if they had experienced any problems or inequitable treatment that they perceive is attributable to their gender. The answer was a resounding "yes." Only six of the women answered in the negative, and four of them qualified the "no" answer. The qualifiers came in remarks such as "I really haven't had a problem with discrimination, other than the infuriating little ways that men put women down that I generally try to ignore."

The discrimination these women experience is not the obvious variety of 20 years ago. For example, true to the "Virginia Slims" cigarette advertisement, Pat Delaney, professor, recreation and leisure studies,

California State University, recounted attending staff meetings in the fifties at one municipality. Men could smoke, but women could not. If the women wanted to "light up," they had to go to the "ladies room."

In another example, Joyce Kelly, chief of recreation, cultural and wilderness resources, Bureau of Land Management, says that about 18 years ago she approached a large international company in search of a management slot and was told "we don't hire women."

Thanks in large part to the women's movement of the sixties and early seventies, women now have the Equal Employment Opportunity Commission (EEOC) on their side, and such obvious examples of inequity have all but been obliterated. However, the word that many of the women use to describe today's type of discrimination is "subtle." Says one woman, "You know it by the way people work with you on projects and what they give in terms of information and trust."

Many women see the "new" kind of discrimination when they try to convince their male superiors that they are capable of handling challenging assignments. Often, according to Joyce Kelly, male superiors "won't provide job advancement opportunities for you; it's a mind-set that you have to overcome and all the while create your own opportunities. When you do prove that you're capable and have done a good job, there is still a resistance [on the part of some men] to admit that, yeah, maybe you are responsible."

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**“THE NEW KIND OF DISCRIMINATION OCCURS WHEN TRYING TO CONVINCING MALE SUPERIORS THAT YOU ARE CAPABLE OF HANDLING CHALLENGING ASSIGNMENTS.”**

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Oftentimes, the subtleties are in the nature of the tasks assigned and the willingness of male superiors to delegate; therefore, it's the kind of discrimination that's difficult to put a finger on. But the "Catch 22" is that often assignments that women could use to develop and demonstrate their skills are not forthcoming. Then at promotion time the women are passed over because they haven't developed these very same skills.

While Kathleen Hooper agrees that the withholding of challenging assignments is part of the subtle discrimination, it is a discrimination she does not allow. When she first arrived in Tennessee with a background in urban recreation and planning, her superiors told her that she should specialize only in this area. Kathleen also recognized that if she didn't speak up, her superiors could use it against her at review time and say that she lacked initiative. "So," says Kathleen, "I told them I was hired to do a job that involved a lot more than that area and I was prepared to do it, that if I didn't know how to do something, I'd learn." Then she added that not only would she not allow them to withhold responsibilities, but also if they did, they would have "problems."

Certainly the law has "teeth" and many of the women are not afraid to use it. Of course, not all lawsuits are successful. Jane Hipps recounts one instance when she had applied for a job and been sent a letter telling her she was eliminated as a contender. When she found out that no women had made it to the list of potential candidates and that she had qualifica-



tions equal to those of some of the men on the list, she took her case to the EEOC. In the end, EEOC decided that there had been no discrimination and offered her an out-of-court settlement, which she turned down.

Frequently, though, the mere threat of legal action suffices. In one instance, telling the city manager that she "had been advised that she had grounds to fight" was enough to secure one woman the appointment that she indubitably deserved.

The second major type of discrimination that women often encounter is being "tuned out" by men in meetings and other gatherings. Noted one woman: "Sometimes men just don't listen. They hire a consultant to say the same things you've just said."\*\*

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## **“WOMEN ARE OFTEN “TUNED OUT” BY MEN IN MEETINGS.”**

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There is some encouragement. Many of the women who sometimes feel "tuned out" by men report that the instances occur more frequently when serving on committees outside their field.

Not all the women feel this way, though. Patricia Goggin, director of public lands, Division of Legislative Affairs, National Wildlife Federation, can't remember an instance where her opinions were disregarded strictly because she was a female. However, she also works on Capitol Hill, an environment in which women often are not taken as seriously as men. When she knows that someone of influence has a chauvinistic attitude toward women, she will send in a male counterpart to lobby. The practicalities of the situation take precedence "when you need that person's vote."

Then there are those women who will not allow even such subtle discrimination. According to Fran Wallach, "If at any time I felt that I was being regarded or treated as a token woman, I was very fast to say it. I never resented and burned inside; I always put it out on the table."

On the subject of pay, very few of the women believe that they themselves are not being fairly compensated. This is not to say that they think all women in their field are paid well. Most of the women knew of other women in the field who are not receiving like pay for like work. But certainly in city, state, and federal government, equitable salaries are the law. In the private sector and in education, the picture can be a bit different. Kay Forest is one of the women who believes she was hired because she came cheaper than a man. "They had a man in my position, lowered his salary which forced him out, and then hired me at the same low salary."

Betty van der Smissen, director, school of HPER, Indiana University, has seen too many examples of poor pay to doubt discrimination in women's salaries exists. She also sees men moving out of the park and recreation profession for higher paying jobs in other fields and women moving in. While on the surface this might seem cause for celebration, Betty perceives it as demeaning for women to move into positions the men don't want. All interviewees agreed that most women need to sharpen their negotiation skills. While starting salaries might not be a big problem, convincing superiors that a raise is in order can be difficult.

\*\* Editor's Note: Beth Willhite referred to this problem as the "Gettysburg Dog" (*Women in Forestry*, Spring 1983, page 25).

Many of the women have come to realize that day-to-day working with men can pose special problems. Some of them speak of having to play different roles, depending on the situation. The military is still a problem area. When Jane Hipps worked overseas for a few years, she discovered role playing was required in the male-dominated environment. "I could play up that I was woman and take advantage of it or I could ignore the fact and try to win in spite of it. Sometimes I would be one way one day and another the next. In the military, there was more of a need to play a role."

Janet MacLean, former director, Center of Aging and the Aged, Indiana University, also has adjusted her office personality to the occasion. "There's an awful lot that got done when I was in municipal recreation that might not have if I'd played 'Boss Lady.' If I acted like a helpless female every once in a while, things got done that I didn't have enough in the budget to pay for. But it worked both ways. When I wanted to come down hard on my male subordinates I did if it was necessary."

Another woman put it more bluntly: "You have to learn how to handle men, and you don't do it by bruising their egos. I admit there were lots of times when I came up with a solution to a problem but let a man think he'd had the idea first in order to get something I wanted done."

Of course in every field, and parks and recreation is no exception, there is a need for a certain amount of "politicking." More than one of the women interviewed mused that women can sometimes be their own worst enemies by not being more adept at this necessary part of working well with others. No matter how competent a woman is, if she's very independent--shows up for work, gets the job done, and leaves--she is not going to be developing the kind of trust with her working peers that is going to enable her to be included in decision-making meetings.

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## **“NO MATTER HOW COMPETENT A WOMAN IS, IF SHE'S VERY INDEPENDENT SHE'S NOT GOING TO DEVELOP THE KIND OF TRUST THAT WILL ENABLE HER TO BE INCLUDED IN DECISION-MAKING MEETINGS.”**

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As Peggy Payne put it, "Women often feel that they will socialize with people they want to and not bother with those they don't like--but that's not being a good team player. Whether or not you like the members of your team, you have to work together effectively and have trust and respect between you--at least for the time at work." Another woman quipped, "In my city, if you don't participate on the softball and volleyball team you're suspect!"

As necessary as this type of politicking is, it's not always easy for women to gain a foothold or to escape public gossip over something as innocuous as having a drink with a male co-worker after work. Pamela Crespi, recreation instructor for Recreational Services Division, Department of the Navy, Patuxent River, Maryland, is single and will often go for a drink after work. However, she is sensitive to the fact that for many men (and women) this action is still open to interpretation. Some men, she notes, have



never learned to differentiate political maneuvers from sexual overtures. Pam is not alone in sometimes preferring to go home and avoid that kind of gossip.

A minor but still annoying problem women sometimes encounter is convincing men that liberation means that women, too, can pick up the check when it's their turn. Janet MacLean thinks that she has solved the problem with traditionally insistent men. She reasons that they both have families (single women can substitute high living expenses) and, thus, neither can afford to be so free with his or her money.

When the women were asked if they perceive that being a woman is sometimes an advantage on the job, very few of the women answered negatively. Most of the responses centered on how being female can sometimes help get a foot in the door and is often synonymous with better human relations skills.

Certainly, given the atmosphere of the present administration, the consensus was that nowadays women should not rely on affirmative action as a vehicle to catapult them into higher positions. Jean Henderer, chief of cooperative activities, National Park Service, says, "Women must move out of the posture they've been in. We're not going to get anything handed to us anymore. There might have been a time when women were given jobs because they were women, but the women's movement has advanced far enough to where there is equality in job selection."

Even Peggy Payne, who readily admits that affirmative action was a factor in getting her an interview for the job she now has, agrees that "it can help you get a foot in the door; after that, it becomes the responsibility of the person to keep that job."

Although, as some of the women pointed out, there is a danger in attributing certain talents to one sex or the other, all but a few of the women interviewed held that they and most of the women they knew have better human relations skills than the men they work with. For example, Patricia Farrell, chair of recreation and parks, The Pennsylvania State University, explained that she can sit down with a faculty member or her dean and tell them what she thinks about things in a different way than a man could. "And I think I do better than a man would in these circumstances because tremendous human skills are needed and I have those skills. Men have them, too, but they are afraid to use them; it's been culturally induced in them that it's not 'manly' for them to behave like that."

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### **“WOMEN GO THAT EXTRA MILE IN ESTABLISHING TIES WITH EMPLOYEES.”**

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Susan Eaves, executive director of the Texas Recreation and Park Association, often went to her former boss and told him when he was coming across negatively to employees. "I helped him soft-tone some directives that were necessary but were not being presented in the best way they could be."

Betty Lloyd, superintendent of recreation for the City of Detroit, has found that many times she had been arbitrator for infighting departments, helping them to develop a better esprit de corps. She also believes that women, by and large, go that extra mile in establishing ties with employees: "It is generally women who ask how their secretary is feeling or how the wife of a colleague is doing after giving birth--all

things that contribute to developing better working ties."

Jean Fountain, executive director of the Georgia Recreation and Park Society, cautions that the same sensitivity women have for reading feelings and the nuances of interactions at meetings can trip them up if they let themselves become too emotional. "When emotion starts to well up," she advises, "you've got to pull yourself up by your bootstraps and remind yourself you're a manager and you can't let that get to you."

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### **“...BUT YOU HAVE TO KNOW WHERE THE LINE IS DRAWN BETWEEN BEING A SUPERVISOR AND BEING A FRIEND.”**

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And, while it's good to be sensitive to other people's needs, their good and bad days, you also have to know where the line is drawn between being a supervisor and being a friend. Mary Alice Bivens, for one, has had to learn to curb her tendency to become too involved with her employees, knowing from experience that it can interfere with her administrative responsibilities if someone is not working out and needs to be fired.

During the interviews, the women were asked what advice they would give to other women who aspire to a career in parks and recreation management. Several of the women stressed that women can be their own worst enemies by virtue of not being more adept at networking and helping each other out. For example, Fran Wallach has seen women managers with responsibility of ranking other women for an eligibility list rank the qualified women so high as to eliminate them from the running.

There seems to be a tendency on the part of women to be loners and not to develop healthy competition or share job-related information. Jackie Vaughan is not alone in observing that there is most certainly a good ol' boy network, but there is no comparable good ol' girl network. And Kay Forest has too often seen women not apply for a job because a friend did or find out about a job opening and keep the information to themselves rather than spread the word. It's this lack of camaraderie that helps to keep women isolated and lacking in the kind of strength such solidarity develops.

Just as important for women as establishing a network is becoming involved in the political process of their community, county, or state government. The future of the park and recreation field quite literally depends on getting elected officials to support the leisure movement. In community recreation, for example, women should identify the decision-makers and then become involved in community issues and serve on committees not associated with parks and recreation. In so doing, women foster the kinds of relationships with key people that are going to help when and if departmental cutbacks are considered. As Dolores Williams says, "We've got to be as outspoken about recreation as those who are about sanitation, fire safety, police, and so forth. If we don't believe in recreation, who will?"

Of course, there is no substitute for knowing one's field and working hard. All of the women noted the value of collecting experiences, of being willing to do any job when asked, no matter how mundane, and, in fact, volunteering for tasks. The women agreed that the park and recreation field demands that pro-

professionals, no matter what their specialty, know a little about everything.

But skills are indeed transferable. For example, Connie McAdam, chief of recreation, Arlington, Virginia, Department of Community Affairs, Recreation Division, learned a lot about assertiveness when she worked on a playground in Richmond, Virginia. It was three blocks from the penitentiary, and she had to deal with the toughest kids she had ever known. She also learned first-hand the benefits of recreation when she saw the changes it made in the lives of those young people.

And when it is clear, as it sometimes is, that a woman is selected to participate in a meeting or on a committee as a token, none of the women are insulted. They all have learned to turn "tokenism" into an advantage. At the meeting, they all draw the line at going for coffee, unless it is understood that both sexes will take turns. But they never turn down an opportunity to take minutes, claiming that it bestows upon the notetaker the power to control the meeting's final report.

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**“THEY HAVE ALL LEARNED TO TURN  
“TOKENISM” INTO AN ADVANTAGE.”**

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The point of such willingness to go that extra mile is that eventually a person becomes known as a hard and dedicated worker and reaps choicer assignments. As for becoming more visible, all the women agree that nothing beats the advantages of joining one's professional organizations, both state and national. They also agree that it is particularly advantageous to become as active as time and opportunity allow. Such involvement gives women greater acceptance as competent professionals and dramatically ups their chances of being offered higher positions, not only in their own cities or states, but also nationwide.

Besides acquiring practical experience "in the trenches," the women echoed similar advice on the areas women need to master in order to compete favorably with men. First is the importance of acquiring at least a bachelor's degree. Acquiring a master's degree would give women the edge over many men who still only have their bachelor's degree. Knowledge of finance and budgeting, computers, and business admin-

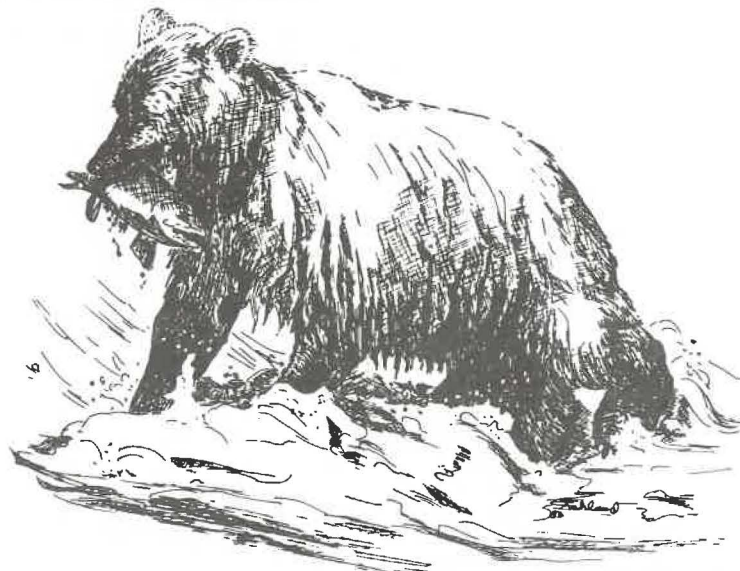
istration was consistently mentioned as important. Skills in these areas are becoming mandatory for a career in management. Some women also cited park management and landscape architecture as employment categories in which few women are found.

Naturally, it goes without saying that women should love what they are doing and believe that the park and recreation field is an important one. Each woman needs to define what success means to her and to determine what will really make her happy and satisfied. No one has to be a manager to be considered successful. If one's heart's desire lies in programming, for example, it's just as important to be competent and successful at that.

It is also important to understand that, for all the fun it is to be boss and all the prestige it brings, management can be very lonely at times. The same people a woman lunched with as peers will often snub her when she's boss. Patricia Farrell spoke for many of the women when she said, "There were some days I wondered if anyone was going to include me in on anything again--like drinks after work or coffee in the cafeteria."

The women advised that the way to cope with this loneliness is to understand that human nature is at work, and that sometimes, as boss, a woman is going to feel alienated. It is also extremely important that women (and men) managers seek balance in their lives by pursuing outside leisure activities (other than watching TV and drinking) to ensure a fulfilling life away from work. "For me," one woman explained, "when a day starts to get tough, I look forward to the evening when I can get out and sing with my group."

It is also obvious that, given the present economic and political atmosphere, women are going to encounter obstacles in their climb up the career ladder. The difference between the women who make it and the ones who don't is often determination not to give up and savvy to turn obstacles into opportunities. Advancement requires tenacity and persistence and the ability to nurse one's wounds and try again and again. The rewards, though, are worth the struggle. Not one of the 30 women interviewed for this article had ceased to love what she does or to think that the view from the top isn't worth the difficult times. They all agreed that if management is what a woman has her eye on, she should never lower her sights.







**FOREST SERVICE WOMEN LINE OFFICERS INCREASE SERVICE-WIDE**

There are now a total of 658 District Rangers and 8 are women. In 1980 there were two. There are 108 Deputy Forest Supervisors and one is a woman. There are no women Forest Supervisors. WIF congratulates the following women:

ROBERTA MOLTZEN, District Ranger, Forester, Winema National Forest, Chemult Ranger District, Region 6 (see article, this page).

HELEN CASTILLO, Monument Manager, Archaeologist, Tongass National Forest, Admiralty National Monument, Region 10.

BEVERLY HOLMES, Assistant Director of Research Support Services, Intermountain Range and Experiment Station.

ANNE HARRISON, Public Affairs Officer for the Rocky Mountain Forest and Range Experiment Station, updates WIF on women professionals working at the Station and on the Arapaho and Roosevelt National Forests:

SUE McELDERRY, SALLY HAASE, Research Foresters; KATHY DAWLEY, MICHELE ELLIS and MARTHA TWARKINS, Foresters; MARGARET FOSTER and REGINA STOCK, Forestry Technicians; LINDA JOYCE, Research Range Scientist; MARGUERITE VOORHEES and MARGIE EWING, Soil Scientists; ALICE JOHNS, Hydrologist; MARY GOOD, Physical Science Trainee; LAURA MERRILL, Research Plant Pathologist; MARY ELLEN DIX and JUDITH PASECK, Research Entomologists; CINDY SORG, CAROLYN SIEG and DEBORAH FINCH, Research Wildlife Biologists; MARY ERTL and PAM FARRAR, Biologist Technicians, Wildlife; TAMMY MALONE, Lands Technician, Wildlife; AUDREY MATSUMOJII, Civil Engineer; DOREEN KILBY and NANCY MITCHELL, Civil Engineer Technicians.

MARY VARGAS ALBERTSON, Federal Women's Program Manager of the Pacific Northwest Region sends the following recent notable placements in Region 6 USDA Forest Service. All are in Oregon.

SOCORRO KIUTTU, Group Leader, Review and Analysis, Fiscal Management, Regional Office, Portland; DONNA LAMB, Leader, Data Management Group, Management Systems, Regional Office, Portland; SUSAN SKAKEL, Bend Pine Nursery Manager, Deschutes National Forest, Bend.

ROBERTA MOLTZEN is the new District Ranger of the Chemult Ranger District, Winema National Forest. Moltzen moved from the Cle Elum Ranger District, Wenatchee National Forest, where she served as timber management assistant. Her promotion was effective 12 June. Moltzen is the second woman to hold a District Ranger position in Region 6, the first being Janet Wold, Dale Ranger District, Umatilla National Forest.

Moltzen is a native of Minnesota and forest management graduate from the University of Florida, 1975. She worked for private industry in hardwood tree research and as a logging supervisor and unit manager in Alabama. She has worked for the Forest Service since 1981 on the Ellensburg Ranger District.

DONNA GLEISNER, a master's degree candidate in wildlife communications at the University of Idaho, captured a first and second place in a photography contest sponsored this past fall by Idaho Wildlife, the magazine of the Idaho Department of Fish and Game.

Idaho Wildlife editor ROYCE WILLIAMS said there were 719 "top quality" entries for the contest, compared to 642 in 1981, the first year of the contest.

Gleisner said she's "been a shutterbug ever since I was old enough to hold a camera." She has an undergraduate degree in biology from Carroll College in Waukesha, Wisconsin. She hopes for a career in wildlife communications and also plans to try her hand at free-lance photography and writing.

SUSAN R. SCHREPFER, former Forest History Society staff member now an associate professor of history at Rutgers University, New Brunswick, New Jersey, is the author of The Fight to Save the Redwoods: A History of Environmental Reform, 1917-1978 (University of Wisconsin Press). The study focuses on the work of the Save-the-Redwoods League, a San Francisco-based preservationist organization that has cooperated with the timber industry and landowners in California to set aside the better groves as redwood state parks.

DIANE M. CALABRESE, Assistant Professor of Biology and Director of the Florence Jones Reineman Wildlife Sanctuary at Dickinson College, Carlisle, Pennsylvania, is one of 47 outstanding American professionals chosen for Class IV of the W. K. Kellogg Foundation's National Fellowship Program. Group IV will examine national priorities relating to natural resources, technology and growth, world populations and food supply, and quality of life, among others. Calabrese joined the Dickinson faculty in 1981 and has taught at Trinity College in Washington, D.C.

ROBERT A. DANIELS, Extension Forester for the Mississippi Cooperative Extension Service, conducted a mini-workshop entitled "Forestry and the Homemaker" in conjunction with an Extension Homemakers Council meeting. The group discussed where future wood would be grown (on private lands) and how women have important roles to play in developing their own and their family's forests. Attendees were given a survey instrument to use in determining whether or not there was interest among other women owners in short courses and seminars on forest management programs. For more information write him at the Mississippi Cooperative Extension Service, Mississippi State University, Mississippi State, Mississippi 39762 (601-325-3150).





# HOW TO HAVE YOUR BABY AND KEEP YOUR JOB\*

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As the number of pregnant workers increases, many new problems are emerging, from the search for professional maternity clothes to the far more serious problems of occupational health and safety during pregnancy. Among these new issues, maternity leave is a central concern. Present maternity leave policies deal only with the most obvious technical aspects--compensation, eligibility requirement, length of leave. Most organizations have no formal position on the many other significant issues that arise around pregnancy and time away from work. Nearly all women find that the benefit given by their employer falls far short of their needs. They are left to their own devices, either to return to work too early for their own and their child's welfare or to negotiate an individualized leave plan, often at personal and professional expense.

Leaving an organization for several weeks or months is risky business. Organizations change, jobs get altered, and relationships become strained. But careful planning and preparation dramatically reduce these disruptions. As with other career issues, knowing what to expect, what to avoid, and what to do creates a strategic advantage and prevents many problems from ever developing. The way you handle your maternity leave marks the beginning of your efforts to strike a balance between your major roles. While your departure from the work force is not permanent, it will have some real-life implications for your career. A combination of good planning and a willingness to respond to your own needs and values will result in a leave that has a minimal negative impact on your career, but that keeps your heart and conscience intact.

## WILL I STILL BE A PROFESSIONAL?

A fear grips many professional women facing maternity. If they've been caught up in their careers and have gained pleasure and status from being identified by their professions, then the sudden cessation of professional activity, even for only a few months, can loom as a threat to their identities.

Not all of these fears are groundless--job circumstances do affect the kind of leave you can take and still be assured of your influence when you return. However, fears of loss of professional identity may surpass real-life concerns, and it is these inappropriate levels of trepidation that need to be dealt with firmly.

Talking with other professional women who are new mothers is the best thing you can do to allay

\* From the book *Managing Your Maternity Leave* by Meg Wheatley and Marcie Schorr Hirsch, published by Houghton Mifflin Company, Boston. Copyright © 1983 by Margaret Wheatley and Marcie Schorr Hirsch. Reprinted by permission of the publisher.

these fears. Their stories and reassurances will be more meaningful to you than anything else you will hear. You can also benefit from discussions with colleagues who know your professional circumstances. With them, you can test your perceptions of how long you can stay away, and what kind of professional involvement will be necessary during your leave. These friends will also verify a fact well known to everyone but you--that your professional identity will not disappear because of these impending changes in your life.

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## “NEARLY ALL WOMEN FIND THAT MATERNITY BENEFITS FALL FAR SHORT OF THEIR NEEDS.”

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### WILL SOME PEOPLE THINK I'M NOT CAREER MINDED?

Your reactions to your pregnancy and your handling of work and motherhood may be affected by how others feel about pregnant workers. Many stereotypes still prevail about women in the work force. Will others assume you're not really interested in a career? Will they think you're copping out of a difficult work situation? Will your boss fail to give you challenging assignments, and treat you like a lame duck? Will those in the office whom you've always suspected of being sexist start smirking and saying, "See, I told you women always go and get pregnant!"

Your fears of others' reactions can wreak havoc with your peace of mind and lead to unnecessary actions. If you assume that colleagues view your pregnancy as your return to a traditional female role, you may develop Superwoman tendencies just to prove them wrong. If you believe that your boss sees pregnancy as a signal of impending desertion, you may feel compelled to work extra hard or take a shorter leave just to counter his or her doubts.

The more you react to your perception (or misperception) of other people's fears, the deeper in trouble you get. The point here is that you need to base your plans and responses on your colleagues' actual reactions to your pregnancy and not on how you think they'll react. Although stereotypes about women still play a role, the number of women now combining work and pregnancy is helping to dispel many of the more negative stereotypes. The only way that people alter their perceptions is when confronted by others who violate their preconceived notions. So it will be helpful to you and your friends and coworkers to talk through issues as straightforwardly as possible. As people learn about your plans, see the seriousness with which you have thought out even small details, and listen to your desire to combine parenting with a career, stereotypes will fade.

## WHEN TO ANNOUNCE YOUR NEWS

When you first learn you are pregnant, you may feel like telling the whole world, or informing no one. Regardless of your personal feelings, however, there are strategic issues to consider that can affect the timing of your news. For example, if you have been expecting a jump in pay or responsibility, we advise you to think about securing it before you announce your pregnancy, as long as you truly feel you'll be returning to work after your leave. Sometimes a boss, once he learns you are pregnant, suggests postponing your promised salary increase until your return--a not-so-subtle carrot to make sure you'll come back. This really isn't fair; if you've earned a raise, it's yours because of your performance and should not be made contingent on anything else. So if you feel comfortable about, or justified in, concealing your pregnancy because of others' inability to deal with it in an unbiased manner, do so until you have that new salary or position in hand. And if you do announce your news prior to a pay or promotion decision, don't be lulled into the carrot routine. Argue hard and persuasively on your own behalf and don't let pregnancy become an issue in delaying the promotion or increase that you've earned.

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### **“DON'T LET PREGNANCY DELAY THE PROMOTION OR RAISE YOU'VE EARNED.”**

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Psychologists and social workers who have examined the psychological issues of work and pregnancy advise that the ideal time for a woman to announce her pregnancy to her boss and co-workers is after she has made her own initial adjustment and dealt with her own conflicts and ambivalent feelings about being pregnant. If a woman hasn't made her own decision about what she is going to do about her work, she feels pressured to make that decision as soon as she makes her announcement.

Once you do tell your news, you will be the recipient of an unsolicited barrage of stories and advice--how long you should work, if you should stay home, who should take care of your child. You may also be in for a heavy dose of horror stories, both gynecological and work-related. How will you react to all that information? If you hear all this while your own thoughts are still confused, it is more than likely that such tales will create vivid images that adversely color your own plans. It is much better, and far less disturbing, to sit on your news until you have achieved some personal clarity about how you intend to handle work and motherhood. Then you'll be able to listen to all that free advice without feeling you have to respond to it. However, you don't have to wait with your announcement until all your plans are specific and time-dated or rush your plans to premature certainty because you want to tell of your approaching parenthood. You need only define for others your general direction. Do you expect to continue full-time work, pursuing your career goals at full throttle? Or do you think you'll slow down and either work part-time or resist moving into a different job area until your new home life settles down?

One final caution. Whenever you decide to go public with your pregnancy, make sure to respect office protocol and inform all those who need to be told in the correct order. Your pregnancy is an important piece of information, and failure to announce the news to key individuals at work could be interpreted as a deliberate slight.

## THE LAW AND COMPANY POLICIES

The United States stands alone among advanced industrialized nations in making no statutory provision that guarantees a woman the right to a leave from employment for a specified period, protects her job while she's on leave, and provides a cash benefit equal to all or a significant portion of her wage while she is not working because of pregnancy and childbirth. In France, women are entitled to 90% of their earnings for a 16-week period and are guaranteed the same or a comparable job on their return. In Sweden, "parent insurance" allows either parent to leave work for up to nine months after the birth of their child, without loss of pay. In West Germany, women enjoy a seven-and-a-half-month paid maternity leave; in Finland, eight months' paid leave. In fact, according to Kamerman, 75 other nations provide such benefits, averaging among them a paid maternity leave of six months.

One of the unfortunate aspects of any equal opportunity legislation is that its passage lulls the public into thinking that the problem has been resolved. If only it were that simple! In 1978, when Congress passed the Pregnancy Disability Act (PDA), amending Title VII of the Civil Rights Act, most people assumed that pregnant workers would now be treated well by their employers. Although this amendment did constitute a vital step forward for women's rights in the workplace (in 1964, 40 percent of employers terminated pregnant employees), the protection it affords can be described at best as primitive.

As you plan your leave, it is important to understand the Pregnancy Discrimination Act so that you are not misled about your legal rights. But it is also important to be aware of the law's limitations. The law creates the image that pregnancy is nothing special, but simply another illness. As long as this view of childbearing permeates the thinking of employers, expectant workers will not get the consideration and recognition they merit.

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### **“AVERAGE PAID MATERNITY LEAVE IN 75 OTHER OTHER ADVANCED INDUSTRIAL NATIONS IS SIX MONTHS.”**

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The 1978 amendment to Title VII of the Civil Rights Act broadened the definition of sexual discrimination to include discrimination based on pregnancy, childbirth, or related medical conditions. It provided that "women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work . . ."

The amendment, therefore, simply prohibits discriminatory treatment. It requires that women affected by pregnancy and related conditions be treated the same as other employees as far as their ability or inability to work is concerned. It does not, however, require employers to establish new programs where none currently exist. Under the terms of the act, an employer must hold your job open on the same basis as jobs held for employees on sick or disability leave. Once you return to work after maternity leave, your seniority must be upheld or accrued on the same basis as it would be for anyone else who had been on disability. Vacation and pay increases also must be applied in a manner equal to that for other disabilities. However, if you extend your leave beyond the time



when you are medically disabled, either through taking an unpaid leave or by applying accumulated vacation time, the law no longer protects your job or your salary. In this case, your rights upon return to work are left to the discretion of your employer.

#### ORGANIZATIONAL HISTORY WITH MATERNITY

"Am I a pioneer?" is a central question in understanding your leave options. Have others gone before you and marked a path? What kind of leave did they take, and how did it work out for the organization? How do people remember that experience--as easy or disruptive?

Answers to these questions are important for two reasons. They help you understand the attitudes that may surface when you present your own demands, and they also reveal experiences from which you can learn. Did one woman negotiate successfully for a long leave by combining it with vacation and personal days? Has anyone succeeded in getting a replacement? Did another move into part-time work on her return? Did someone's career suffer badly because of her leave?

Information of this sort gives you a sense of your company's unwritten policy on maternity leave. Precedents and traditions are usually more powerful predictors than written policy, so get as much information as you can on past experiences. It needn't determine exactly how you design your own leave, but it will give you a better sense of where organizational supports and barriers lie.

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### **“ORGANIZATIONS ARE MORE WILLING TO BEND AND STRETCH RULES FOR AN EMPLOYEE WHO HAS PROVED HER WORTH.”**

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Also keep in mind that organizations are more willing to bend and stretch for an employee who has proved her worth. Women who are well established in their careers report that their organizations are far more willing to hold their jobs for them while on leave and to grant them work alterations on their return than they would have been early in their careers. Your own value to the organization may place you in a better bargaining position than you think.

#### TIMING YOUR LEAVE

If America were as progressive in its benefits policies as many other Western nations, women would be able to take maternity leaves that suited their physical needs and their emotional desires for time with their babies. Sadly, for many women, this is hardly the kind of personal freedom they enjoy. Their leaves are planned around financial considerations because companies offer minimum paid leave and around professional factors because few employers acknowledge childbearing as an important function that merits a long absence.

Although severe constraints are placed on many women, for those who have more latitude in designing their leave, there are important physical and psychological factors to consider. For example, it is common for women to work through their ninth month. However, there are some advantages to withdrawing from work toward the end of the eighth month. Many women find it more difficult to concentrate on work-related tasks as their delivery date nears. This is

probably nature's way of preparing you for the transition to a new role and of focusing your energies on the most important work at hand. Some medical people have called this phenomenon "maternal amnesia"--a time when the woman turns inward to her body and her child and forgets about other less immediate things. This is not to suggest that it is a bad idea to work through your ninth month, or that you'll be unproductive if you do. But it is important to understand that many factors, psychological and physiological, are competing for your energies at this time.

Most organizations offer a leave of approximately six weeks following the birth of a child. While you may not be in a position to effect a change in this policy, we urge you to use any resources at your disposal to negotiate an extension of this period. There is good evidence that returning to work after only a six-week absence may not be in the best interest of you, your baby, or your organization. At about six weeks your uterus is just beginning to return to normal size; your episiotomy, if you had one, is just finished healing, and if you are nursing, you have probably just developed some synchronization between your milk supply and your baby's hungry times. Although things are feeling more stable than they have during the past five weeks, it still is a difficult time to uproot yourself and return to work. Your sleep patterns are still erratic and, perhaps most compelling of all, your baby has just begun to develop social skills that may make the prospect of spending time at home even more enchanting.

Given all of these physical and emotional reasons, it's hard to reenter the work world after only a six-week leave. If you have the flexibility to arrange it, shoot for a minimal leave of three months. Life will be so much easier for you and your family if you've all had more time to settle in and develop your relationships. And you will be able to devote more energy and clear thinking to your work role because all is quiet on the homefront.

#### STIR-CRAZY FEARS

Those of us who have worked for many years may find it hard to picture ourselves at home, day after day, contentedly caring for a tiny infant. Specters of loneliness, boredom, decaying skills, and a loss of professional identity float through our heads. Sometimes these specters cause us to create leaves that are too short or crammed with unnecessary activities. There is just no way of knowing how you'll react to being home before you know your baby. But if fears of stir craziness are what's motivating you to plan a short leave, we advise you not to let those fears determine your leave. If you do start to feel bored and stale, you can always add on additional activities. This is far easier to do than having to ask for a leave extension because of the fascinating new person now in your home.

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### **“THERE IS NO WAY OF KNOWING HOW YOU'LL REACT TO STAYING HOME BEFORE YOU KNOW YOUR BABY.”**

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#### THINGS TO NEGOTIATE

Typical negotiation points around the issue of maternity leave are:



length of leave  
 timing of leave  
 paid versus unpaid leave  
 use of vacation or personal time to extend paid leave  
 replacement during leave  
 return to same or different job  
 return to job on less than full-time basis  
 request for flexible scheduling or job-sharing  
 request for work-at-home option  
 request for permission to bring child to work

Additional issues relevant to your job situation may be added to your list of things to be negotiated. A well-known TV anchorwoman obtained the services of a full-time nurse plus an off-stage nursery to enable her to return to work while still breastfeeding. Your requests are likely to be more modest--for example, no overnight traveling assignments for the three months following your child's birth--but they can improve the quality of your return to work just the same!

One of the most critical decisions you will make concerns how your job will be handled in your absence. You have three options:

- You can put your job on "hold" or in a state of suspended animation while you are gone.
- You can distribute your responsibilities and tasks to other members of your organization.
- You can bring in an understudy to perform your job until you return.

In deciding which of these options is both appropriate and feasible, you need to consider the nature of your job, the length of your leave, and the stability and flexibility of your organization.

If you do decide to turn your work over to someone else, realize that it may not be easy, especially if you have invested a great deal of time and effort in what you do. So for your own sanity and that of your substitute, you need to give much thought to laying out the boundaries of how involved you'll be during your leave. and it will save you much difficulty later on if you put down in writing the terms of your agreement with your replacement. How long is she to fill in, at what compensation, and with what promises at the end? (Is she to return to her old job, be promoted to a new position, permanently take on certain responsibilities?) Even though everything seems crystal clear to you as you sit and make plans with your replacement, memories and organizational changes can muddy the brightest water. What if you believe she is to be give certain duties permanently only if she performs well during your absence, yet she remembers being promised a promotion regardless, with no conditions. Or what if the two of you have agreements, but in the interim your boss leaves. Who now will verify those agreements or enable you to act on them?

A written agreement can also reduce anxiety about your replacement doing so well at your job that she finesses you out of it. You can set this fear to rest by putting the terms of your arrangements in writing prior to your leave and giving a copy to your boss. Making all the arrangements clear and concrete leaves them less open to reinterpretation and protects your agreement from being tampered with in your absence.

## MAINTAINING VISIBILITY

The need to protect your leave from subtle encroachment is only matched by the need for effective strategies for staying in touch. How do you remind colleagues not only of your existence but of your intelligence? How do you create in them the desire to welcome you back because they're aware of how much you have to offer? How do you convince people that in spite of new motherhood, you're still committed to work and career issues? And how do you accomplish all of this without violating the boundaries you've so carefully constructed?

Fortunately, there are a number of strategies available to you for creating these positive effects, and many are more a matter of timing than of difficulty. Basically, you will need to stay in touch with four "constituencies": your boss, your colleagues, your organization, and your replacement.

## “HOW DO YOU CONVINCe PEOPLE THAT IN SPIE OF NEW MOTHERHOOD YOU'RE STILL COMMITTED TO YOUR WORK?”

Keeping yourself in the forefront of your boss's mind is the best way to insure that his or her future plans will include you. Prior to your leave, arrange for a regular means of communicating with your boss. The intervals between conversations and the type of contact you agree upon will depend on the nature of your relationship, the types of information that need to be exchanged, the time your boss has available, and the length of your absence. Whatever best suits your situation, make certain that you discuss the need for regular contact with your boss, and agree upon the format before your leave begins.

Staying on all distribution lists for office memoranda is essential. Make sure both your boss and your colleagues continue to send all relevant materials to you. You may find that you don't read all of these memos (did you ever?), but you will have access to information and, in the process, keep yourself somewhat visible to others.

If, in your regular work, your boss frequently passes ideas and reports by you for comments, you can volunteer to continue serving this role. You may want to comment only on more important reports or ideas, but being available for some work of this type is extremely useful. It keeps you knowledgeable about new directions and keeps your boss feeling that you're still a valued member of the team.

In any strategy that you develop for staying visible and important to you boss, try to focus on issues that have less to do with daily crises and more to do with long-range plans. In this way, you'll preserve the sanctity of your leave while also demonstrating a willingness to contribute to the long-term good of the organization.

The means you employ to stay current with your colleagues, including those in other organizations, will undoubtedly include both professional and social occasions. Be available to attend important office functions, such as a visit by an important guest, a strategic planning session, a retirement party. Your reappearance in a nonpregnant state will also remind people of the professional you.

Your contacts with your boss and colleagues will keep you reasonably informed about your department's functioning and recent gossip. But because your sources of information are necessarily more selective and restricted at this time, you may find yourself cut off from other organizational news that would normally find its way to you. To create as coherent and informed an image as possible about events in your entire organization, think about lining up people from other departments or areas who would be willing to talk with you by phone occasionally. It may require no more than remembering to call certain friends, or it may mean establishing new contacts before you leave, and obtaining permission to call them periodically.

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As you work to integrate work and mothering, don't be seduced by Superwoman images. You may begin to picture yourself as her, or she may be projected on to you by a colleague or boss whose own self-interest would be best served by believing you can do it unaided, without any help. To imagine yourself as Superwoman is to deny the number of changes that will have to occur in your worklife. Even if your worklife ends up looking unaltered by your new child, it will only look that way because of your attention to details, because of careful arrangements with colleagues, and because of organizational supports that you have garnered.



## CHRISTMAS WISH LIST

Ellen Goodman's list of gift ideas for working women or the Woman Who Has Everything (WWHE) does not include a bottle of stress vitamins or a ticket to a time management seminar (they don't have time to go). Her survey indicated what working women really want:

\* 1) A wife. However, with full-time wives in short supply, some women opted instead for Mary Poppins, preferably at her original wage.

\* 2) A parent-sensitive school system, with hours coinciding with the working day, parent-teacher conferences scheduled either before or after work, and a school policy that announces "no school" days only in case of an imminent tidal wave.

\* 3) A professional neighbor who is happy to hang around waiting for repair and delivery people during the day.

\* 4) Meals on Wheels, arriving with varied nutritious items, not to mention napkins, for our evening dining pleasure. It would return in the morning for the dishes.

\* 5) Child sick days so that WWHEs don't have to go to work when they're sick in order to stay home when their children are sick.

If all else fails, she says, the working woman will settle for a 28-hour day.

... excerpted with permission from the Boston Globe

## CHILDREN WILL BE GROWN FROM SEEDS WITHIN A CENTURY

"Major advances in genetic engineering and our understanding of human reproduction will revolutionize family life in the 21st century," declares Dr. Arthur Harkins, an expert on the future at the University of Minnesota.

"Men and women will be able to buy frozen, fertilized 'seeds' from a genetic engineering laboratory and plant them in a chemical solution inside a portable artificial uterus.

"The artificial uterus will probably be about the size of a basketball. There could even be an observation window so they can watch the fetus growing in its artificial environment."

The uterus will have its own built-in power supply, so women can take it to work or on vacation, according to Dr. Harkins.



# PREGNANCY AND THE FOREST SERVICE

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The influx of young women into the ranks of the USDA Forest Service in recent years will most probably pose some ticklish questions in the near future for the agency. These women, the majority ranging in age from 22 to 30 years, will be passing through what is commonly called their "child-bearing" period during the next 15 or 20 years, and, assuming that national averages hold true, most of these women will have children. Are pregnancy and child-rearing compatible with a Forest Service career?

When researching this subject, the first thing I learned is that there is no such thing as maternity leave in the Forest Service. Rather, the term is "absence for maternity reasons." The difference between the two phrases is more than semantic. An acquaintance recently took maternity leave from her position with a large Seattle corporation for 10 weeks after her daughter was born. During this period, she received her normal salary without having to use any of her regular vacation leave. A Forest Service employee absent for maternity reasons is given the option of using "any combination of sick leave, annual leave, or leave without pay, as appropriate" (Forest Service Manual 6163.7). So maternity leave, per se, is not available; an employee must use her regularly accrued annual leave (vacation) or sick leave to cover her absence, and when those are exhausted she will be in leave without pay status. An exception to this would be sometime after the birth, when the employee herself is feeling fine but chooses to remain absent from her job for infant care or personal adjustment reasons. In this instance, the employee is not entitled to sick leave; all absence is either charged to annual leave or unpaid. Advance leave (leave not yet accrued that will be "paid back" over time) is available to an employee who is medically certified as being temporarily disabled, but eligibility for advance leave is usually lost shortly after childbirth. A general rule of thumb used by the Forest Service has been to grant maternity absence extending up to six weeks after childbirth, in cases without complications, even if more sick and annual leave has been accumulated.

Paternity leave is also unknown in the Forest Service vocabulary; rather (you guessed it), "absence for paternity reasons" is the term used. A male employee absent for the "purposes of assisting or caring for his minor children or the mother of a newborn child while she is incapacitated" (FSM 6163.71) may be granted only annual leave or leave without pay; sick leave may not be used for this.

A pregnant employee is provided the "opportunity to work as long as she is not incapacitated, with awareness of any working conditions which could have adverse effects on the employee" (FSM 6163.7). Also, the employing unit is obligated to make reasonable adjustments in working conditions, if necessary. This could mean reassigning a field-going employee to other lighter duties, if indicated and if lighter duties are available. The expectant mother's health and attitude would dictate whether reassignment is appropriate. One pregnant woman working in the California Sierra cruised timber well into her seventh month.

The Forest Service also has "the responsibility to ensure continued employment in the same or like position for an employee who wishes to return to work, unless termination is otherwise required by termination of appointment, reduction in force, or other unrelated reason" (FSM 6163.7). So an employee absent for maternity reasons can be relatively sure that her job will be waiting when she returns.

A pregnant employee also has certain obligations to the Forest Service. She is expected to make her intent to request leave for maternity reasons known (including approximate dates), to consult her physician regarding any working conditions which she or her supervisor perceive as potentially hazardous, and to inform her supervisor of her plans regarding her return to duty.

For the sake of the women themselves, "We like to encourage women to take 'maternity absence' rather than to separate them from service when the time comes," says Jackie Call, personnel management specialist for the Clearwater National Forest. Even if a woman doesn't plan to return to work, she may change her mind after the child is born, or, as terrible as the thought may be, the child may die. In such cases, "it is much easier for a woman to return to her waiting job than to try to be rehired," Call explains.

Through a job-sharing program, the Forest Service also allows women to work part-time in order to be home more often. Unfortunately, this program is now only available to employees in clerical, non-supervisory positions. In spite of the influx of women in recent years into the professional ranks, the program does not yet extend to them.

As professional women in the Forest Service move through their 20's and 30's in the years to come, they will be making some hard decisions concerning their careers and families. Forest Service regulations do not currently offer much support to women making these decisions, and, if it continues unchanged, this policy may start to indirectly select for career employees who choose not to have families. The question here is: Does the U.S. Forest Service wish to encourage a high rate of turnover in these professional women or would it be more beneficial, in the long run, to hang on to their experience and ability? Will the regulations change? Only time will tell.

Patricia Serafini is the Timber Stand Improvement/Reforestation Forester on the Powell Ranger District of Clearwater National Forest.

# Wage Earning Women

Book by Leslie Woodcock Tentler

Review by Karen E. Smith

The idea that employment outside the home emancipated women has been widely circulated for years. According to Leslie Woodcock Tentler, this may not be true, particularly for women participating in the industrial work force in the early 1900s. In Wage Earning Women: Industrial Work and Family Life in the United States, 1900-1930 (Oxford University Press, 1979), Tentler argues that employment in unskilled and skilled occupations in industry tended to reinforce rather than expand traditional concepts of femininity.

The years 1900-1930 are important for two main reasons: there was significant female participation for the first time in the maturing industrial economy and there were important investigations into the condition and welfare of working women. More than four pages of government agencies' reports are listed in the lengthy bibliography.

The first half of Wage Earning Women addresses the consequences of the low wage paid to women. Tentler points out that a woman could not support herself on her own wages, and most women worked only to supplement a family income. This assumption by employers strongly reinforced the notion of women dependent upon a male who was head of the household. In truth, women played an important role in the economic life of a family--their wages often meant the difference between barely making ends meet and living comfortably. Because what they earned was "supplemental" however, most failed to see low wages as an insult. In addition, low wages served to underscore the low value of women in a non-domestic role. Tentler cites additional reasons for the maintenance of low wages for women workers, among them: women were concentrated in tedious low skilled jobs, women appeared unwilling to negotiate for higher wages, employers used deductions from wages to pay for work materials (for example, many seamstresses were required to pay for the sewing machines they used), women's work was often of a seasonal nature and in poor work places. In addition, chances for advancement were nonexistent. Thus it is not surprising to learn that job satisfaction was derived primarily from social relationships formed at the work place.

The second half of Wage Earning Women is devoted to characterizing the three main types of industrial women workers. The first and largest group are the daughters of working class families. During this period, families considered wage earning by daughters a domestic obligation. Girls left school to take jobs as frequently as boys; unlike boys, they surrendered all of the earned money to the family. Tentler adds that boys accepted jobs to become men, while girls took jobs to add to the family coffer and pass time before marrying.

The second category of workers were women on their own. This was an important minority; these women did not reject traditional values--but often embraced them more closely. Tentler asserts that this independent life merely emphasized the absence of the family and its function in the lives of working class women. Few actually chose to go it alone and most sought marriage or other situations that might provide them with surrogate families. The New York State Factory Investigating Commission in 1915 noted the following:

"I live with a mussus" is the recurring explanation of an immigrant shop girl. To her, this is the nearest approach to home... On the other hand, the girls repay in kind, giving their services in every conceivable way. To quote Jennie, who lives very closely [near poverty]: "When I don't work I look after the three children and the home. My Missus was deserted by her husband. She depends lots on my rent. Now I must go and live with my sister, because her husband is out of work. But first I must find someone to take this room."

Married women constituted the smallest group of working women and worked when there were no adolescents around to pick up the financial slack or in times of crisis. Their cycles of employment reflected private cycles of fertility and family need. The married woman's wage in 1911 typically provided only 5% of her family's income; her having to work at all was an admission of defeat for the entire family. And working women wanted to retain their domestic roles -- it was in that capacity that women possessed some status, authority, and a sphere of influence.

Author Leslie Woodcock Tentler is an Associate Professor of History at the University of Michigan at Dearborn, but is on leave of absence for three years in order to write a history of the Archdiocese of Detroit. She has researched and written about immigrants, labor history, women's history, ethnic, and religious history for most of her professional life. Married to another history professor, the Tentlers and their three children live in Ann Arbor, Michigan.

Tentler concludes that the work community facilitated a degree of social emancipation for working class women, but failed to support a vision of adulthood where women could achieve individuality and autonomy in non-familial roles. This book is a thoughtful, sympathetically written history of the first industrial women workers and their families. It is a scholarly work, but reads like a novel. Wage Earning Women is good reading for anyone interested in work, women or the family.

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