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Women in Forestry

Jan. - Feb. 1981

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The following 17 pages are from the Report on Barriers for Women Professionals in Natural Resources - Region 6. This report is the result of a workshop held Nov. 4 - 6, 1980, in Portland, Oregon.

INTRODUCTION

Men's and women's roles in society are changing. Due to this evolution, relationships, expectations and attitudes towards women are being re-evaluated and in some cases altered. These changes are having an impact on the Forest Service. In an attempt to deal with this impact, the Deputy Regional Forester Resources Area, in conjunction with Timber Management, sponsored the November 1980 Workshop for Professional Women in Natural Resources (See Appendix A for objectives and agenda). This session was attended by over 100 professional women from throughout the Region who identified barriers that hinder their employment, advancement and retention as well as create an unfavorable working atmosphere. The impact from each of these barriers can vary greatly for each woman; what is a barrier for one may not be for another. (A barrier is anything that hinders advancement and retention as well as creates an unfavorable working atmosphere.)

This report is a compilation of those three intense days of barrier identification, solution exploration, frustrated feelings, venting of pent-up emotion and getting to know other professional women. We all came from different backgrounds, but have a common bond: We are employees, professionals, and career women in the Forest Service.

The participants at the workshop identified both organizational and individual barriers; this report will only discuss the organizational ones. (See Appendix B for the complete list). These identified organizational barriers represent a cross section of those encountered by professional women in Region 6.

The identified barriers have been condensed into four barriers, they are: 1. Isolation, 2. Lack of Awareness of Changing Roles and Values, 3. Sexual Harassment, and 4. Maternity Leave.

Aspects of some of the barriers that we will address are unique to women and they vary in magnitude for each individual. When added to the daily job demands, they siphon off energy that could otherwise be used for productive work. These barriers might seem trivial in and of themselves. However, when they are continually encountered and have to be dealt with over and over again, they can overwhelm and exhaust the individual, especially and isolated woman.

Identified individual barriers will not be discussed here in detail. The workshop group decided that the only solution to these barriers (shown in Appendix C) is that professional women need to continue to support one another in dealing with them.

With support from management, all employees can work toward overcoming the "organizational barriers."

Barrier 1: ISOLATION

Isolation, whether it is professional, geographic, or social can negatively impact a women's professional career in the Forest Service. There are not enough women in these positions yet to: (1) Give support to each other on and off the job, and (2) reduce each individual woman's continual visibility, or the "spotlight" effect.

Recommended Changes:

1. Forest Supervisors and District Rangers need to recognize and accept that isolation can negatively impact a woman's professional career and that this will occur until the Forest Service has a greater representation of women in the professional positions.

2. The "isolation impact" needs to be taken into consideration when assigning Affirmative Action targets to units. Placing two to three women professionals on one District rather than having one on each District might increase overall retention. We recognize that this would be a departure in the way we now assign targets since units would have to be given more flexibility in how targets are met.

3. First line Supervisors need to allow as well as encourage women to: (1) Attend technical meetings within their profession as full participants, and (2) to fully utilize their skills in order to give them professional visibility and credibility and experience.

4. Management needs to recognize how important mentor/sponsorship is to the career development and advancement of professional women. Supervisors and managers should be encouraged to sponsor competent professional women in career development. (A mentor is an informal counselor or guide.)

Background:

The decentralized Forest Service organization, recent Affirmative Action targets and increased hiring of specialists has increased the number of women in isolated environments. When a woman is hired she may be the only professional woman on the unit. If that position is already a slow to be accepted position, it becomes double jeopardy.

Sexual innuendos, traditional Forest Service culture and peer pressure often develop which inhibit male sponsorship of professional women. The result is that many highly qualified professional women are an unrecognized, and an underutilized resource within the Forest Service.

Another result of isolation and lack of sponsors is that women are eliminated from the informal information pipeline, which is so necessary for career advancement. This can slow career advancement because information such as lateral job opportunities, knowledge of which skills are necessary for which line and staff positions, special training, i.e., silviculture institutes and FEI, and special hiring techniques are not received. The lack of access to the pipeline by women also deprives male managers of information about qualified and/or interested professional women available for their organization.

Women also lack role models and mentors as a result of being isolated in a male dominated organization. Without available patterns (role models), women often do not know what is expected in terms of appearance, speech, dress, and social behavior. Peers and supervisors are also unsure of what to expect in these terms. A lone woman is therefore highly visible and overly scrutinized, by herself, her peers, and her supervisor. This creates additional pressure to not only be without fault as a professional but also to be a "superwoman."

The feeling is often expressed by women that to be accepted, a woman must act "female," but to be taken seriously as a professional she must act "male." This creates a great deal of ambiguity and conflict within the individual.

The lack of a sponsor, lack of support and uncertainty of "proper professional behavior" creates for women, increased levels of anxiety and depression which sidetracks energy and can reduce effectiveness and productivity. This loss of effectiveness and productivity may not be limited to the lone woman, but it may also affect others who work with or supervise her.

Barrier 2: LACK OF AWARENESS OF CHANGING ROLES AND VALUES

The changing roles of men and women in society are having an impact on the Forest Service's traditional organization which is male-forester-dominated. Traditional Forest Service culture in many instances includes compound living, frequent moves for career advancement, overnight travel and active community involvement expected. Adaptation of the Forest Service culture to include the new women professional (often single, usually young proficient and aspiring) has been slow and even cold.

Channeling women into less macho professional positions, i.e., recreation, silvicultural, and nonsupervisory, believing that women are only hired to meet a target and are not qualified, and continuing to use gender specific language are a few of the traditional values that have not changed.

Recommended Changes:

1. Unit managers have the responsibility for setting and maintaining a positive work environment for Affirmative Action programs. Supervisors need to inform their employees of what Affirmative Action is and why it is needed (explain targets).

2. A management review of the inadequacies of traditional equipment and clothing is needed to respond to the number of women entering the work force. For example, tree climbing gear may not always fit and fire clothes and gloves may be too big. Both of these situations may create a safety problem.

3. Many units do not permit a husband and a wife to work in the same unit/department even if they are under different supervisors. We recommend that inconsistencies in applying nepotism policies be scrutinized and eliminated.

4. Encourage managers to explore workshops such as "Changing Roles for Men and Women in the Forest Service" as a tool for increasing awareness.

5. Ensure professional women at all levels have training plans which provide for career development and cross training of women for positions where they currently are under-represented, for example, supervisory positions, crew bosses, TSO's and line/staff positions.

Background:

It is believed by many professional women that the Forest Service culture is not accepting women in non-traditional roles as rapidly as the rest of society. This may be due in part to the many isolated Forest Service stations. It may also be due to past lack of emphasis from management to accept women in these new roles.

The consequences of slow change and lack of awareness can be stifling to career advancement of a professional woman. Managers often channel professional women into traditional tasks, which limit development, and/or underutilize professional and supervisory skills. Traditional tasks include such things as making professional meeting arrangements, taking notes in the EA planning team meetings, replying to letters, and compiling data but not presenting it. Other jobs women are being stereotyped into, although less traditional, are silvicultural and recreation positions. Women are often discouraged from applying, or not selected for, TSO or fire management type positions, or supervisory roles such as crew leaders. Without supervisory experience women are not able to compete for line and staff positions.

Stereotyping is also perpetuated by gender specific language. In the Forest Service organization, hypothetical managers, directors, and professionals are always referred to as "he." This may negate women's potential as a professional and discourage women from aspiring to "he" positions. It also fails to prepare others, both within and outside the organization, to accept women as professionals.

Job duties may be assigned based on gender rather than skill or development opportunity. Office space, equipment (desk, telephones) may also be assigned based on traditional roles. For example, placing the "lady forester's" desk by the door, reinforcing the receptionist role. Assigning the lady forester (EA writer) a table shared with YACC enrollee because "neither one would use a full desk anyway."

There is a general lack of understanding of what Affirmative Action is, why it is needed, and, how it works. This hostility, when expressed on the job, creates a tense, defensive, and less productive work environment.

Male coworkers often believe a professional woman is hired only because she is a woman, and overlook her qualifications and training as a professional. Women, therefore, must spend unnecessary extra time and energy overproving their competence. This happens not only on their first appointment but again as they transfer. It is not uncommon to be asked to not only defend ones own ability but that of every woman who receives recognition in the service.

The push to meet Affirmative Action targets may also lead a supervisor to promote a woman into a position, or grade, before she has had adequate training and no training plan is provided to prepare her. This only "sets her up to fail."

While isolation puts the professional woman at a disadvantage due to lack of role models and support the lack of awareness of changing roles and values on the part of male peers and supervisors can be detrimental to both women and men. Men are uncertain how to interact and communicate with women as professionals; they often fall into the familiar pattern of treating women professionals as they do wives/mothers/lovers/daughters. Few men are familiar or comfortable with treating a woman as a peer, a professional equal. The consequences can be devastating to both job production and career advancement. In these situations the male supervisor, or peer, fails to give the woman professional all of the information necessary to perform the job fully and efficiently.

The agency's general lack of awareness of changing roles and how it responds to these changes is compounded by inadequate supervisors. It has already been pointed out that supervisors have many responsibilities which may be the key to whether a professional woman performs well in her job and/or advances in her career. It is important that supervisors be better trained and better informed than they currently are. More consideration should be given to the selection of supervisors. Not everyone can be a supervisor, but many employees can be developed into supervisors. This development is important, especially for first line supervisors as they are the ones holding the keys to many professional women's careers.

Male supervisors may overprotect the professional woman by holding back criticism, not encouraging her to take risks or by stepping in when she is debating a technical issue with a co-worker.

Inadequate feedback from a supervisor is certainly a problem faced by all employees, however, conflicting messages are often given to women in lieu of constructive feedback. For example, "You held your own today. I don't think they expected that of a lady," or, "She can give me the data to take in. A pretty face will just distract the meeting." (These are real experiences). These messages reinforce the double standard, create confused expectations of what professional women should be or are and undermine her professional status and credibility, especially when expressed in the presence of peers or agency managers.

Supervisor's are also responsible for career counseling. Without awareness of the changing roles of men and women, this counseling could be very detrimental to a professional woman's career future. Training may be inadequate as male supervisors determine training needs or desires based on their own values of what a woman's career development needs are or where her place really is.

More and more the work force is becoming increasingly female and male, with families and without, married and single, and more frequently, married couples with dual careers. Current interpretation of nepotism on many forests severely limits the mobility of married employees with dual Forest Service careers, and their individual career options. It also limits managers options to fully utilize the qualifications and abilities of these employees.

Other married employees have a similar problem with dual careers when one is employed by the Forest Service, the other with another agency or the civilian work force. When the non-Forest Service partner is offered a promotion, the other discovers mixed interpretation for how much assistance the Forest Service is willing or able to give in relocation of the Forest Service employee. It is recognized that the agency may not have any responsibilities in such a case. However, with such changes in the work force, it may be time to consider such responsibilities in order to maintain high morale and a productive work force. Some mechanisms may already exist to assist employees in this type of situation.

Personnel Management as well as Supervisors should be encouraged to be more responsive to either situation as it may accomplish some beneficial transfers, and retain qualified professional women.

Barrier 3: SEXUAL HARASSMENT

Sexual harassment is occurring at all levels within the agency. Efforts so far to educate the work force on the definition and what to do if you are a victim have only reached a limited number of employees.

Sexual harassment seems to be encouraged by sex role stereotyping of women and the double sexual standard that has been a part of western culture for so long. The slow changes in attitudes and/or acceptance of changing roles has not yet alleviated the behavior toward sexual harassment.

Recommended Changes:

1. A program needs to be implemented to increase the awareness by employees of sexual harassment and how to deal with it.

2. Sexual harassment is a prohibited act and managers are responsible for setting a climate so it will not occur. Employees found guilty of sexual harassment should be reprimanded, suspended, or terminated, depending on the extent of misconduct, and managers held responsible when appropriate. Accountability by managers for carrying out the Regional sexual harassment supplement to the Affirmative Action Plan must be enforced.

Background:

The Office of Personnel Management defines sexual harassment in a recently issued policy statement in part as:

. . . a form of employee misconduct which undermines the integrity of the employment relationship. All employees must be allowed to work in an environment free from unsolicited and unwelcome sexual overtures. Sexual harassment debilitates morale and interferes in the work productivity of its victims and co-workers.

Specifically, sexual harassment is deliberate or repeated unsolicited verbal comments, gestures, or physical contact of a sexual nature which are unwelcome.

. . . any employee who participates in deliberate or repeated unsolicited verbal comments, gestures, or physical contact of a sexual nature which are unwelcome and interfere in work productivity is also engaging in sexual harassment.

(See Appendix D for complete statement.)

Sexual harassment singles women out, it adversely affects them and unfairly burdens them as employees. "Sexual harassment limits women in a way men are not limited. It deprives them of opportunities that are available to male employees without sexual conditions." (From Personnel Journal, August 1980.)

Sexual harassment in the Forest Service occurs in every work situation and in every form. Although there have been no studies conducted to date in the Forest Service, according to workshop participants the most frequently encountered forms of sexual harassment are: Sexual innuendos, sexist jokes, suggestive comments, gestures and physical contact. (Not by number of occurrences). Violations seem to occur between co-workers more often than supervisors and subordinates. That is not to say that some male supervisors don't sexually harass the professional women that work for them, only that from observations and discussions at this workshop this type of violation seemed to occur less often.

Sexual harassment may occur as a single encounter or as a series of incidents. The workshop participants expressed feelings similar to those expressed by participants of National studies, unwelcome attentions of sexual harassment are embarrassing, demeaning, offensive, intimidating, but most important, unwelcome. Sexual harassment debilitates morale and interferes in the

productivity of its victims and their co-workers. It creates an intimidating, hostile and offensive work environment. Victims expressed a loss in self-worth, anger and depression. Some women also noted physical side effects from continued harassment and from the pressure and stress of having to deal with the situation.

Of more immediate concern to the women is the process of dealing with sexual harassment and a program increasing awareness of male co-workers as to what sexual harassment is. Very few of the workshop participants knew how to formally deal with a sexual harassment complaint. Many said they would be hesitant to do so because they feared repercussions and the subsequent additional alienation.

The fear of repercussions is perpetuated by the perceived lack of support from management on the issue of sexual harassment. Few employees know the stance of their unit managers or that of Regional managers.

Barrier 4: MATERNITY LEAVE**Problem:**

The maternity leave policy is neither well understood nor known by women professionals. It is a reality that a high percentage of women, especially professionals, are within child bearing years and concerned about making career/family decisions. On the surface it appears that Forest Service practice discourages, and sometimes prohibits women from choosing both. Often women professionals are hesitant to have children because they are unsure of what the effect will be on their career.

Recommended Changes:

1. Establish Regional guidelines or provide interpretation of established guidelines and outline available programs that enable employees to take extended leave for maternity. Make this information available to women employees and supervisors. This information would be an asset to career and family planning for all women.
2. Set up a task force of women concerned with the issue of maternity leave to explore alternatives and make explicit recommendations.

Background:

Of all the barriers discussed at the workshop, the barrier or issue of maternity leave is possibly the most unknown and therefore the most feared.

Because women in non-traditional jobs are still in the pioneer stage in the Forest Service, they are viewed as representing all women. Therefore, they are hesitant to fulfill the stereotype expectation: "She will only get pregnant and leave." They also do not want to have to deal with disparaging remarks about their "condition" which are frequently made by male co-workers which can lead to a tense work environment.

While women may choose to have children, they may not wish to end their careers. Career choices at this point vary with the individual.

But what will happen to a woman's career if she chooses to have a 2-year break in service? Or a 6-month break in service? Will a woman be able to begin a career, work several years, then take maternity leave for 6 months to 2 to 3 years and return to resume her career? Not knowing the answers makes most women, frankly, afraid to consider children.

Most women would not expect to resume their careers where they left off, if they had not been using their career skills during their break in service. Unless men are allowed to resume their careers after a similar service break. However, women would like the opportunity to return to a career as a professional at a grade level close to the grade they left, with opportunity for training and advancement similar to other professional employees.

Both men and women are beginning to recognize that some sacrifices are necessary by both partners in order to accommodate dual careers and children. Several National studies indicate employees recognize having children may set back their careers by a couple of years. In the Forest Service it is unknown if a maternity break in service is a Forest Service career setback or termination.

The Forest Service currently is actively seeking and hiring professional women. Once on board, they become a viable, productive part of the work force, however, many are now reconsidering their Forest Service career because of the ambiguity in the maternity leave policy.

SUMMARY

There are many problems caused by the changing roles of women and men that are impacting the Forest Service as well as society at large. Individual women may experience other barriers than those presented or may confront different versions of these same barriers, or even none at all.

However, the first step in solving these problems is recognizing that they exist. Management has taken this first step, as evidenced by their support for the Professional Women's Workshop. Although progress is being made at the Regional level, much of this is not filtering down to the field.

During the past 2 years other Forest Service papers and reports have also addressed these problems. However, from our perspective, change has been limited. Yet we feel that management has both the ability and commitment to promote the needed changes. The mechanism for many of these changes already exist. Apparently there is insufficient emphasis or or lack of accountability to ensure that these mechanisms are put into action - at all levels. (For example, many of the professional women at the workshop do not have training plans which would aid them in acquiring the appropriate training to move into line and management positions.)

The accumulation of barriers, as previously discussed, produces a domino effect which hinders a professional woman's job satisfaction and hence her retention and advancement. It is important that management realize that the accumulation of both the barriers that are common to all employees and those that are unique to women divert precious time and energy away from assigned duties. They also create a hostile, tense and unacceptable work environment.

It is our hope that the Forest Service will take action to remove those barriers hindering the advancement and retention of professional women. The major concern of the women attending the workshop was to eliminate these barriers so they could proceed to do the creative and productive job for which they were hired.

Both employee morale and productivity in the Forest Service will be increased when all employees can be treated equally as individuals unhampered by these barriers.

CHERRY DuLANEY
Silvicultural Forester
Snow Mountain Ranger District
Ochoco National Forest

JAN WOLD
Hydrologist/Resource Assistant
Prospect Ranger District
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Siuslaw National Forest

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Wildlife Biologist
Wind River Ranger District
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Book Review of

THE TWO-CAREER COUPLE

by

Francine S. Hall & Douglas T. Hall

The Halls (professors, consultants, and husband & wife) have authored a book that can help single individuals, as well as couples cope with careers and relationships. Besides new research and interviews with two-career couples, they offer personal, common sense advice about two very important parts of life: loving and working. The book faces the issue of having both love and work and trying to be successful with both.

The paperback book is divided into 3 parts: Part I-general issues/problems of dual (and single) careerism, Part II-dual-career tasks, and Part III-future trends. Scattered throughout the book are questionnaires for self-analysis and self-direction.

One of the key elements of the success of the Hall's relationship is also the key concept presented in the book. The concept is trying to have a "protean" career and/or life-style. "Protean" equates to flexibility; the word comes from the Greek God of the Sea, Proteus, who could change his shape at will. "His adaptations guaranteed his survival and his dominance. Much like Proteus, people today are finding that flexibility and adaptation are necessary first steps toward the self fulfillment and autonomy so important to their personal and professional selves." The protean style of life "creates alternatives rather than meets demands. . . and it is directed by the self."

Besides identifying types of roles that people play in relationships (personal or professional), Part I outlines career and family stages. The information on career stages should be helpful to anyone interested in understanding the dynamics of a job or career. "The growth and development of a person's career is similar to biological growth curves. . . First, there is a period of exploration and trial, during which the person tries to find. . . a place to 'put down roots'. . . the next stage involves becoming established and advancing in the chosen field. This is a period of rapid growth. After attaining a particular level of success. . . the person reaches the midcareer period. Many options are possible here. This could be a long plateau, with continued good work but little movement into new areas. Or it could be a time of continuing exploration, experimentation, and growth. Or, sadly, with the security that being established provides, midcareer could be a time for letting up, becoming less involved, and entering a self-imposed and unproductive 'early retirement'. The final career stage, called 'decline' by psychologists, is marked by a gradual drop in involvement in one's present job and increased involvement in other roles."

This reviewer has observed the same stages in occurring within individual jobs along career paths. How a person deals with the "plateau" within a job may determine how far and in what direction the overall career goes. If we can recognize

when we get into that plateau, we can make decisions about 19
how long we want to stay in the job (and how many new areas
can be explored within it), what training is needed to improve
or change your performance and eligibility for other assign-
ments, what opportunities are there for job enrichment, and
when to explore job transfers and/or promotions.

Would you like to read more about managing stress and
conflict, creating your own lifestyle, workaholics, coping
with transfers, and making relationships work? Then I suggest
you read the Hall's book; it should be available through most
bookstores and maybe a local library could get a copy. (The book
was published over a year ago by Addison-Wesley Publishing Co.)

By Susan L. Odell

The letter on the following pages was sent to me by the Journal of
Forestry editor, Norb Sand. If any of you are interested in commenting
on the technician issue, please do so!



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February 9, 1981

Ms. Linda R. Donoghue
2024 Hamilton
Apartment 104
Okemos, MI 48864

Dear Ms. Donoghue:

This fall SAF will hold a referendum to determine whether technicians meeting certain qualifications of education, experience, and responsible employment could (upon application) become full Members of SAF.

The Journal of Forestry would like to carry some discussion in advance of the referendum, and Ron Christensen and I hope you will prepare a statement for such use.

It seems to us that the discussion should concentrate on the positive or negative effects on SAF if a path is provided for highly qualified technician members to advance to full Member. This general question might be broken into more specific ones, such as:

What would be the effect on how we are seen and regarded by ourselves, allied professions, and the public?

Would SAF's ability to deal with critical issues be helped or hindered?

Would we be promoting or undermining SAF's objectives as stated in Article II of our constitution: "...to advance the science, technology, education, and practice of professional forestry in America and to use the knowledge and skills of the profession to benefit society"?

You might wish to address the general question, any or all of the specific ones, or points of your own choosing. We hope to get comments from people with varying views and to print them in the May and following issues. For use in May I would need your comment by February 15, and for other issues not later than April 15.

We are suggesting that the comment be held to 250 words (about one page of double-spaced typing), but shorter or longer ones will also be

welcome. Your name will appear with the comment, unless you prefer it to be withheld. All comments will be subject to the usual editing, but you will be contacted if the changes are more than routine.

If you have questions or suggestions, please contact Ron or me. We especially want ideas on how to improve the presentation of the issues that the voters will be considering when they receive their ballots next September.

Sincerely,



N. H. Sand

Editor, Journal of Forestry

NHS:mro

The logos on the following two pages were submitted by two of our network members. If you have any other ideas, please send them along, or let me know which of these you prefer. One of them will be used on the cover of our newsletter along with some fancy lettering for the title.

LRD





Few 'crazy ladies' among top women

By MARILYN ELIAS

WHAT KIND OF WOMAN tries to invade a largely male career field? A crazy one, some people still maintain. The "crazy lady" charge stands alongside a litany of problems — alleged sexual frustration, hatred for males and downright unnatural, mean dispositions — often claimed for females successful at men's games.

Now that a growing number of women are infiltrating the corporate world, the crazy-lady complaint is drawing closer looks. In fact, someone has decided to take the mental-health temperature of successful female executives. And the results will not please name-calling hecklers.



THE AVERAGE mental health of women executives appears to be better than that of men in similar positions, said Dr. Kathleen Shea, a Chicago area psychologist who specializes in counseling male and female business managers.

She recently conducted a study of 153 women executives aged 21 to 60 years old from a wide range of U.S. industries. All earned at least \$25,000 a year.

IN ADDITION TO oral interviews, Shea used the Personal Orientation Inventory, a well-regarded, standard test that measures a person's basic tendencies for growth and self-fulfillment through the resources of a healthy personality. A high score on the test routinely indicates a high level of mental fitness. This is the first time that female executives as a group have been given the test, Shea said. But norms for male executives are well-established.

Top-level female managers made higher scores than top-level males, while middle-management women also appeared mentally healthier than their male counterparts, she reported.

THEIR BETTER MENTAL health may stem from how girls are reared, she explained. "These are nurturant women. They know how to nurture others, how to have warm relationships. In

fact, the most successful ones were the ones who were somewhat nurturing on the job. The women executives who refused to nurture were not only less successful, they weren't even mentally healthy."

The toughness and lack of nurturing skills bred into so many boys freezes off their capacity for close relationships, an important element in mental health, Shea said.

The women who were "making it" the best in career terms tended to meld these female strengths with the confident exercise of authority, the Chicago psychologist noted.

"THEY TENDED to do things like bring in home-baked food sometimes — because they had 'psyched out' the situation and knew people would feel less threatened if they did a bit of mothering." But these women also felt comfortable being in charge, evidently from long practice. They were first-borns and tall, to a statistically significant extent. "The most successful women in the study were over 5-feet-9," Shea remarked.

Their leisure-time activities also reflected a desire to take command. "They flew the planes, skippered the big boat, climbed a mountain, went scuba-diving in Honduras. They're natural competitors and were not in a passive posture when it came to hobbies."

DESPITE THEIR EXCELLENT mental health, women executives still confront an uphill battle on the job, Shea emphasized.

"As you're growing up, if you're going to be a big boy or a big girl, you have to get away from mama. People don't lose these feelings when they're adult, the family just blurs into the work group. That's why we see all these sudden eruptions of hatred against women in authority, rebellions and automatic devaluing. That mother figure still lurks in the background. You have to fight against her.

"And these successful women understand they were going to be attacked, they would be devalued. They had to have a powerful sense of inner-direction, not merely responding to their environment and getting crushed by it. The successful ones needed strong mental health to get as far as they did," Shea concluded

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QUESTIONS FROM READERS

A Range Specialist, a trusted and respected person on my Ranger District, often needs an assistant to help him with his work. He always makes a point of selecting me, and when we're working together, he makes sexual advances towards me. He stops temporarily if I tell him his behavior is inappropriate, but he just picks up where he left off a short time later. I've told a woman-friend about him, but beyond that and telling him specifically I don't want his attention, I don't know how to handle the situation. When I complained to my supervisor, I got a bad performance rating from him, claiming that I couldn't get along well with my peers. I'm a new, part-time Forest Service employee and don't want negative performance evaluations, especially since I want a full-time position with the Forest Service. Any suggestions about what I can do to resolve this problem?

(Send your responses to Linda Donoghue, c/o Women in Forestry, 15787 Whittemore, East Lansing, MI 48823)

BITS 'N PIECES

The Juneau Federal Executives Association has chosen Region 10 employee, Kristi Kantola, as their outstanding federal employee. Kristi is an Environmental Education Specialist for the Forest Service and won over 8 nominees from 6 other agencies. This is the ninth year of these awards recognizing outstanding performance of official duties, community service, and self-development.

Andrea Warner, formerly a Civil Rights Specialist with the Pacific Northwest Forest and Range Experiment Station in Portland, Oregon, has moved to Juneau, Alaska to take on her new job as Federal Women's Program Manager for Region 10. Anyone wishing to contact Andrea can write to her at P.O. Box 1628, Juneau, AK 99802 or call her at (907) 586-7170 (same time zone as Portland, OR). If your're at all interested in moving to Alaska, give Andrea a call!

A woman forestry student graduating from Michigan State University is interested in joining the Peace Corps. She'd like to talk with any network member who's worked for the Peace Corps, learn about their experiences overseas, and share their impressions of being a woman working in a male-dominated culture. If you've had such an experience or know of someone who would like to share their experience with this student, please contact Linda Donoghue, c/o Women in Forestry, 15787 Whittemore, East Lansing, MI 48823.

Women Whip Watt With Wardrobe - Interior Secy, James Watt recently gave notice that the women working on the same floor as his office were to wear skirts or dresses, reports the Washington Post. The next day, every woman lawyer in the Interior Department showed up in slacks.

Women Promoted Faster - According to an Office of Personnel Management study, women in government jobs receive 46 percent of all promotions, even though they hold only 37 percent of the government's jobs, says the Washington Post's Federal Diary column. The study showed that women accounted for 52 of every 100 people hired by the federal government during the study period, from July 1978 to June 1979. Also, minorities got 21 percent of the promotions during the period, which was a percentage point increase from the previous year. However, 80 percent of women promoted are GS-8 or below, "most still concentrated in clerical jobs," column said.

Report on Workshop for Women in Resources - "Although the focus was on problems," says one participant, "the atmosphere was extremely positive" at the Workshop for Women in Natural Resources Professions held in Spokane, WA, Nov. 18 - 20. The session sponsored by the Regional Forester and the Civil Rights staff unit drew nearly 100 men and women from the Northern Region--including two line officers from each Forest, several RO managers, and Federal Women's Program Managers from the Forests in addition to the resources personnel. The workshop developed out of a need to discuss and deal with the problems women encounter as they enter resource fields in a traditionally male-oriented

agency. In 1976, Region One had only 3 women in professional resource positions; now there are 78 women. This is a dramatic jump, even though women occupy just 4.5 percent of approximately 1,800 professional positions Region-wide. For instance, out of 625 foresters, 30 are women. Many issues raised at the workshop are common to both women and men in the Forest Service, but being a woman can be a barrier that intensifies problems of integration into the organization. Issues at the workshop included: "The agency comes first"-conflicts between personal life, values, and career; Career development; Isolation, and Tokenism and the Quota Syndrome. Although many were not solved, these and other issues were discussed at the session. Managers realized the need to improve communication on affirmative action, spouse placement, and trainee programs, while the women professionals became aware that management is approachable. The communication network developed between the women professionals and the managers at the workshop led to a better understanding of each other's concerns. The women realized that they are not alone and can both provide and receive support. A more detailed report on this meeting will appear in the next issue of Women in Forestry.

Target: A Network Focusing on Professional Development and Education - Target is a relatively new organization that is beginning to take hold in western Washington, Oregon, Idaho, and even Alaska. They are a group of women who enjoy getting together and sharing their experiences. Their requirement for membership is a professional interest or involvement in forest resources. Their logo is a survey target which encloses a tree, plumb bob, fish, and snowshoe to represent different aspects of forestry. Dues are \$24/ year. They meet monthly at a date most convenient for active members; meetings consist of casual potluck dinners, recreational activities, and lectures. The purpose and objectives of the network are as follows: Target is a network of forest resource and engineering women who encourage an exchange of professional experience among its members. The group promotes comradery and sharing of job experiences on a personal level customarily unavailable to women; these activities enhance our profession. Objectives include fostering friendship and social contacts through educational and recreational functions; promoting current information and discussion of forest related issues; allowing an exchange among members of job information and current opportunities; and communicating with groups of similar interests. If your're interested in finding out more about this network, write to TARGET, 1115 Pioneer St., Enumclaw, WA 98022.

