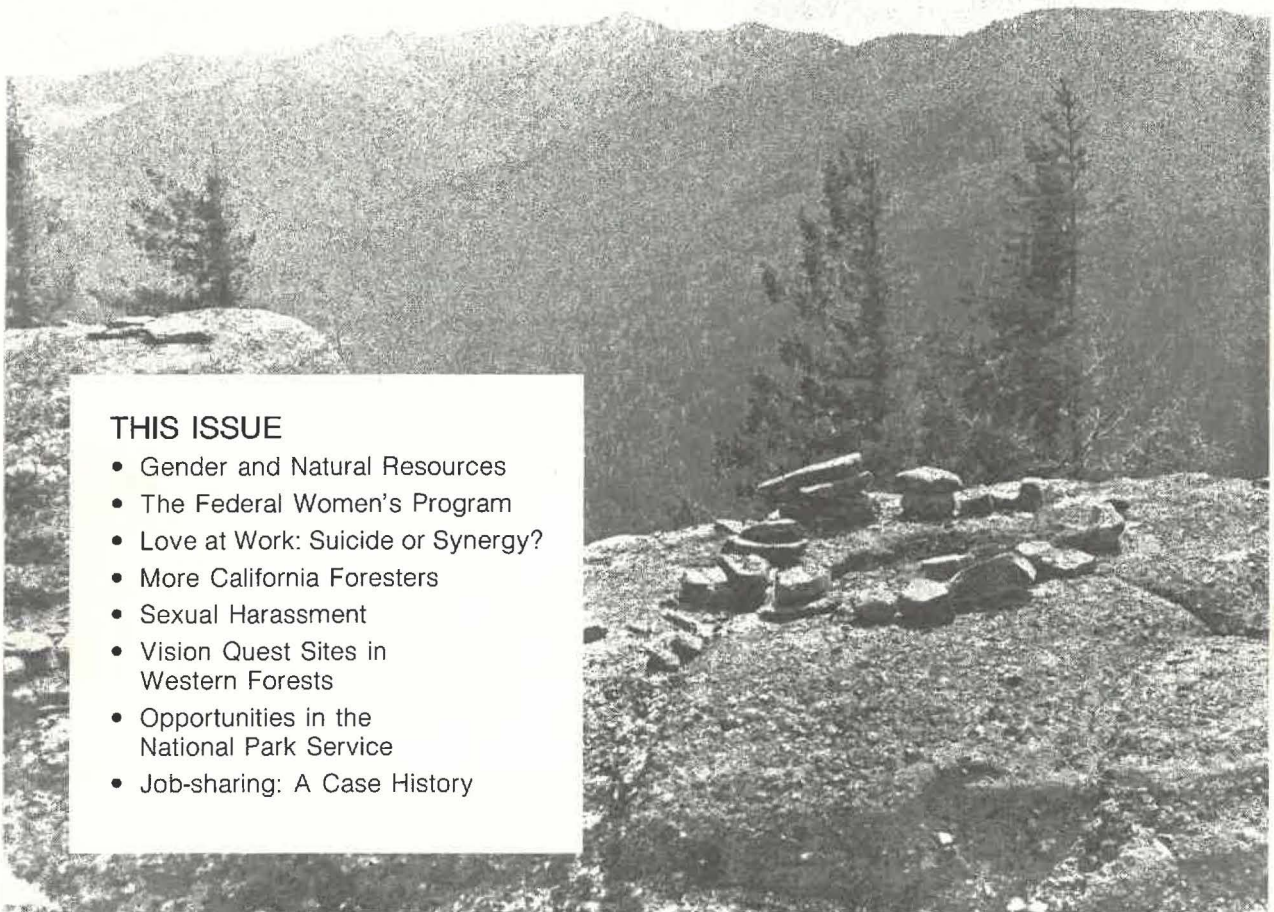


women in FORESTRY

a journal for professionals in the natural and related cultural resource fields

VOLUME 6, NUMBER 1

WINTER 1983/84



THIS ISSUE

- Gender and Natural Resources
- The Federal Women's Program
- Love at Work: Suicide or Synergy?
- More California Foresters
- Sexual Harassment
- Vision Quest Sites in Western Forests
- Opportunities in the National Park Service
- Job-sharing: A Case History

Vision quest site in the Siskiyou National Forest, Oregon.

CONNECTIONS THAT MAKE SENSE

One of the nicer things about working on *Women in Forestry* is that we get to meet and know a lot of people outside of our own fields. The journal was designed to be that way—to be broadly inclusive—because, after all, it takes expertise of many types to manage properly the forests, fields and waterways of this country. In this issue, we want you to meet archaeologists, historians, anthropologists and other social scientists who work as professionals within the natural resource context. They are the folks who answer the “I wonder who?” questions that we all ask when cruising timber, checking plots, or just enjoying the great outdoors—“I wonder who built that old cabin,” or “I wonder who arranged these rocks,” or “who visits this wilderness area.”

Social scientists help us understand how people—past or present—interact with the land. They traveled with the army’s topographical engineers in the 18th and 19th centuries, drawing the faces and figures of the Indians they met, describing the habits of the various tribes. They were part of the surveying profession too, and kept the diaries and journals locating the coal deposits, timber stands, good water, quarry sites, river fords, and hostile populations for the canal builders, railway engineers, and road construction gangs who would follow them across the American continent. The next old blaze you see during your field work might be recorded in one of the weighty congressional documents which were faithfully published after each expedition, complete with drawings and maps. These publications kept Americans informed of their national treasure. Some were, and still are, works of art themselves.

This symbiotic interaction between government, public agencies, technical scientists and social scientists broke down a bit in the 20th century as the specialization of professions tended to pull them all apart. Recently, however, the laws have dramatically changed the allocation of responsibilities for lands management. Social scientists are moving back into the role they once held because they are needed once again to explain to the public their national treasure and to help develop management plans that benefit both the resources and the public.

Women have not been well represented in the profession of history, and their struggles are similar to those of women scientists and engineers. But they have been welcomed in archaeology, sociology, and recreation management. Russell Dickenson, Director of the National Park Service, says, in the *Women in Forestry* interview, that these disciplines are ones the Park Service actively seeks—and Dickenson seeks to employ women as well. Another symbiotic connection!

The next time you ask yourself the “I wonder who?” question, rest assured there is probably someone around who knows the answer, or knows where to find an answer, like the archaeologists in the photo above, painstakingly connecting the bits and pieces which, when put together, will help answer your questions and preserve our rich national heritage.



Archaeological dig on Potlatch Industries land, Pierce, Idaho. Caroline Carley, Research Associate, Laboratory of Anthropology, and Julia Longenecker, Graduate Student, Sociology/Anthropology, University of Idaho.

Dixie Ehrenreich and Molly Stock

WOMEN IN FORESTRY

VOLUME 6, NUMBER 1

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LETTERS AND OPINIONS

▲ I am interested in what you will be doing with the journal from two perspectives. First, I noticed you made a point of describing women in natural and cultural resources management. Since I am an archaeologist, it caught my eye. Second, I am also the Federal Women's Program Manager on the Monongahela National Forest and am looking for any sources of information which may be useful in that job.

Janet G. Brashler
Elkins, West Virginia

[Editor's note: This issue of Women in Forestry includes two articles and several short items featuring forest archaeology, as well as an article describing the Federal Women's Program.]

▲ Your new journal is getting attention, and internationally too. I'm really enjoying it. I like the broad range of articles and read it practically from cover to cover. Keep up the good work.

Barbara Weber
North Central Forest
Experiment Station
Carbondale, Illinois

▲ After seeing an ad for Women in Forestry in the Western Forester, I am writing to inquire about this group. I am familiar with a group called "Women in Timber," in which members are married to someone who makes his living through the timber industry--loggers, foresters, office personnel from companies--but this is the first I've heard of a group of women foresters getting together. I am a forester with Idaho Forest Industries, Inc., in Coeur d'Alene, Idaho. I was the first woman forester employed here, and although I have heard that the Forest Service employs over 100 women foresters in this area, I have yet to meet one.

Sharon McNeil
Hayden Lake, Idaho

▲ This is a good magazine which I think would be read by a lot of "men in forestry" if they knew it existed. As a long-time personnel officer in the Forest Service, I strongly agree with Mary Moore's advice on career advancement. Mary is a very professional employee and her success speaks for itself. Make contacts and use them well! Tracey Parker's article on working overseas is also very good. I have worked overseas with FAO as a personnel officer. If anyone is interested in more information about FAO (which is something like an international version of the USDA only it's a UN agency), call me at 503/221-2505 (FTS 423-2505).

Doug Kneeland
Portland, Oregon

▲ I'd like to make a suggestion about the title of the magazine. Perhaps you might want to appeal to a larger audience than women foresters. Perhaps you'd appeal to women wildlife managers and other natural resources personnel. It could be titled "Women in Natural Resources." Just a thought.

Nancy Michaelsen
LaCrosse, Wisconsin

▲ I just read the fall issue of Women in Forestry. There's an excellent mix of copy in there, and I enjoyed reading it.

Jay Heinrichs
Editor, Journal of Forestry
Bethesda, Maryland

▲ Enjoyed the Spring 1983 issue of Women in Forestry which circulated through our offices here in Missoula. I have been in surveying and mapping for most of my working life, and it is an area of increasing involvement for women. I would guess that, next to foresters and forestry technicians, the U.S. Forest Service probably employs more engineers, engineering techs, surveyors, surveying techs, cartographers, and cartographic techs than any other general career field in the service. Until roughly five years ago, women were almost unheard of on field survey crews, though they have held fairly good numbers of the cartography and office engineering slots. My point is that the field is slowly opening up. I know of two Montana registered land surveyors who are women; there may be more. More women students nationwide are showing interest in both the professional surveying and sub-professional surveying technology areas. It might be worth your while to consider doing an article about surveying mapping and engineering. The USFS Northern Region runs a strongly committed Federal Women's Program and might be able to provide information on this. It also may be of interest to Women in Forestry readers that the American Congress on Surveying and Mapping has a new group called Forum on Women in Surveying.

Richard W. Nagle
Missoula, Montana

▲ I would like to commend the staff of Women in Forestry for a very excellent professional publication. With the many changes being made, or at least proposed, in Region 5 of the Forest Service, I've found many of your articles dealing with those very issues.

Amy Lacy
Stanislaus N.F.
Sonora, California

▲ Hurrah! I was very pleased to see that Women in Forestry is back after a year's hiatus. Those first few issues were very good, very pertinent, and raised at least one person's consciousness (mine). But the latest issue was especially informative, interesting, reassuring, and yet quite professional. I especially enjoyed the article about the first woman fire lookout. Keep up the good work!

Margi Gromek
Minneapolis, Minnesota

▲ I am a graduate of Stephen F. Austin State University, School of Forestry, and am currently working in Timber and Land Sales for Consolidated Forest and Land Management, Inc. We manage timberland for private landowners throughout a 22-county area of East Texas, and supplement our timber activities with an active rural land sales department. I would be

anxious to learn of other women beginning a career in this area, as well as other women's interests and concerns in the forestry profession.

Robin Borthwick
Houston, Texas

▲ I practically read them from cover to cover. Really relevant articles, thoughts, perspectives!

Susanne Ashland
Oregon Shakespearean
Festival Association
Ashland, Oregon

▲ Professionalism in forestry is often overlooked in the education and training of foresters. So often our forestry schools have evolved around the woodsmen heritage, making the role model for foresters a professional woodsman. Yes, I believe that logger and woodsman skills are very helpful to the professional forester, but the woodsman-logger image should not be the image projected by a professional forester. As foresters we have had extensive education in the science of forestry, making us professionals in the field. Therefore, we should act like professionals in our dealings with individuals both in and outside of the field of forestry. Because of the tough, outdoor image that foresters often project, they do not put themselves on the same level as M.D.s, lawyers, and stockbrokers. For that reason, I believe it would be worthwhile in our forestry education to reinforce to forestry graduates that they are professionals and should command the same respect as people in other

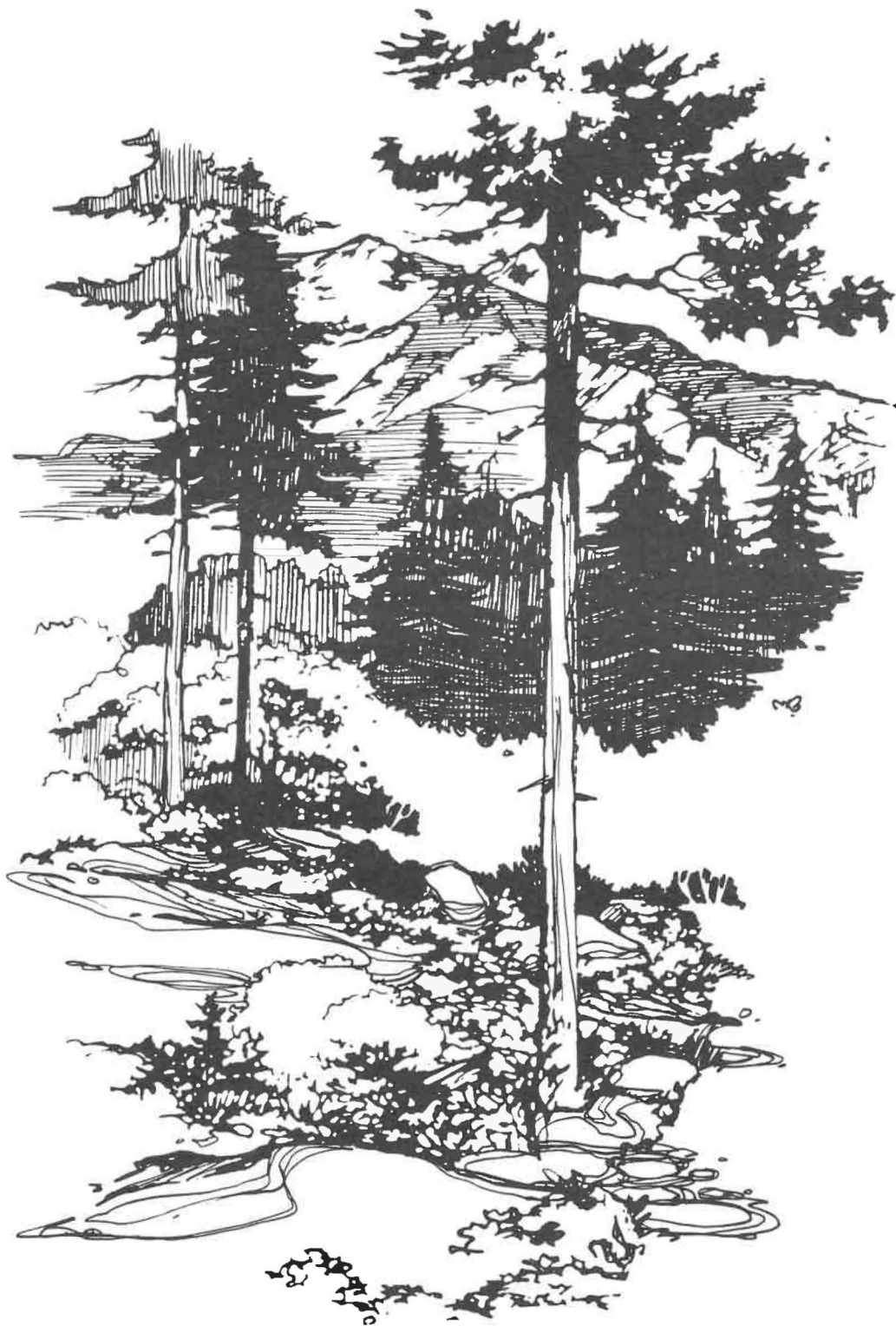
professions. The only way that we can command that respect is to earn it with knowledge of our field and the professional way in which we present ourselves in our everyday lives.

The problem of achieving professionalism in forestry for women, I believe, is even harder than for men. Most women cannot compete on the same level with men in the logging contests in school. They cannot be the rough-and-tumble lumberjack who often gets the most respect and admiration in forestry schools. A woman can, however, compete very well with men as a professional forester. She should not forget that she is a woman and should not give up her femininity. She should not compete as a man in the field, but as a women professional forester. It is very hard for the woman in forestry to find a good role model to follow while pursuing her education because there are few professional women foresters working in the field. The women in forestry today are the role models for women in forestry of the future. Therefore, they should establish the standards for women in forestry to follow.

Because of the problems I see in displaying professionalism in forestry, it would be very helpful to have a class, seminar, or training session for both men and women on the subject. I believe that this subject would hold an interest to both forestry undergraduates and graduates in all disciplines of our field.

Russell Graham
Research Forester
Intermountain Forest and
Range Experiment Station
Moscow, Idaho





GENDER AND NATURAL RESOURCES: IS THERE A RELATIONSHIP?

Jo Ellen Force
Assistant Professor
Department of Forest Resources
University of Idaho
Moscow, Idaho 83843

The relationships between our natural resources, the management of those resources and the gender of resource managers have seldom been studied and are poorly understood. The lack of a perceived need to investigate these relationships may be because the following assumptions have been made: all natural resource managers are men or all natural resource managers think like men. There was some validity in the first assumption until fairly recently. In 1981, for example, only 6 percent of Forest Service employees were women and in 1982 only 8.7 percent of the members of the Society of American Foresters were women (Burrus-Bammel 1983). However, in 1980 women comprised 25.9 percent of the enrollment in forestry schools, so we can predict that the "all natural resource managers are men" assumption will soon be invalid.

“ THE ASSUMPTION IS MADE THAT ALL NATURAL RESOURCE MANAGERS EITHER ARE MEN OR THAT THEY THINK LIKE MEN. ”

Most research on gender issues in fields such as psychology, sociology, political science, and anthropology shows that men and women have different value systems and consequently practice their professions in somewhat different ways; so the second assumption--all natural resource managers think like men--can also be challenged. Therefore, it is important to understand the unique relationships between gender, natural resource management and our natural resources.

People who research gender characteristics would most likely consider the current relationship between natural resource management and our natural resources as a male view. The limitations of this view are pointed out by Yolanda and Robert Murphy (1974) in their book Women of the Forest:

One of the great faults of cultural descriptions that center upon males, . . . is that they are one-dimensional, not just in their neglect of the female but in their treatment of men. Elementary logic tells us that to know light, you must have a concept of darkness, for they are relative to each other and intelligible only in terms of each other. In the same sense, one cannot understand one sex role except in its interaction with the other, for they define one another, they beget one another and they become actualized only vis-à-vis one another.

In many societies, men and women have control over and use different natural resources and different portions of the environment. Australian aborigine women burn different areas than those burnt by men.

In western Washington, Skagit women cultivated, owned and inherited plots of "tiger lily." Chemical analysis of the bones of North American Indians, who lived between 1000 B.C. and 1200 A.D., reflect different eating patterns between men and women (Newsweek 1983). Differences in resource use is borne out in anthropological studies of hunting and gathering societies both historically and in the developing world today. Men are the hunters and women are the gatherers. If we consider forest resources, women have always worked in forests and lived near forests. As gatherers they have been responsible for collecting fuelwood and food from the forest. In some cultures, female gatherers provide 60-80 percent of the food for a group. Women identify, name, and even domesticate plants and small animals. This knowledge is passed down from mother to daughter, just as hunting knowledge is passed from father to son. Besides gathering food and fuelwood, women use the forest to obtain materials for basket making, weaving, textiles, dyes, and herbal medicines.*

The transition from a hunting/gathering society to an agricultural one and finally, in some countries such as ours, to an industrialized society has had some costs for women. Before North American Indians exchanged their hunter-gatherer existence for a settled life of agriculture, chemical analysis studies indicate that men and women shared the same meals. Following the transition, women apparently had a less meaty diet as their bones had a higher concentration of strontium. It is suggested that this indicates women were second-class citizens in the supposedly more advanced society--at least at the dining table (Newsweek 1983).

“ IN THE INDUSTRIALIZED WORLD, NATURAL RESOURCE DEVELOPMENT HAS BEEN SEPARATED FROM THE SOCIAL MEANING OF RESOURCES. ”

In the industrialized world, natural resource development has been generally separated from the social meaning of resources. Forestry has become a technology and foresters have often developed a technical understanding of forest process rather than a social understanding of the symbolic forest viewpoint. As women have become "scientific" or technical natural resource managers, they have not entered all areas of the field in equal numbers. Women are more likely to be researchers, extension foresters, tree nursery specialists, interpreters, naturalists, recreation managers, and administrative or staff assistants, while men are more often consultants, district foresters, protection foresters, teachers, engineers, land managers, and business owners (Burrus-Bammel 1983).

In our society, gender polarities have become less rigid in recent years. However, most of us would still recognize the following masculine/feminine gender polarities as generalities of western cultures (Kennedy 1982):

<u>Feminine Gender Pole</u>	<u>Masculine Gender Pole</u>
Physical softness, gentleness	Physical toughness
Emotional sensitivity with reliance on intuition and feelings	Mental and intellectual toughness, with objective rationality highly esteemed; feelings suspect
Sensitive to and desire for mutual supportive relationships; socially sensitive	Desire for power, domination; more insensitive to other's needs and dependencies
Best suited for soft sciences and liberal arts	Best suited for hard sciences, business, law, engineering

These traits also label masculine/feminineness of our physical/natural environment and professional management beliefs and styles.

“WOMEN HAVE TRADITIONALLY THOUGHT IN TERMS OF GENERATIONS, WHEREAS MEN CONSIDER 5 YEARS A LONG TIME.”

Brain research has shown that men and women approach problem-solving differently. Women tend to extract information from the contextual background surrounding a particular situation or task and integrate non-structured, complex material to derive conclusions (McBroom 1981). Men generally score higher on tasks requiring spatial abilities and mathematical skills, whereas women consistently score higher on verbal tasks (Lips and Colwill 1978). Jennifer James (1982) reports that women also have an awareness of whole systems and have a greater ability to live with uncertainty. Men have generally been able to separate the creation and building of something from maintaining and accepting responsibility for it. Women maintain and nurture what has been started. James also suggests that women have traditionally thought in terms of generations, whereas men consider a 5-year time horizon a long time. Elizabeth Dodson Gray (1979) suggests that gender differences in beliefs about our connectedness to nature and our perspective on the future is related to our bodily experiences. For a woman, menstruation, pregnancy and childbirth bring with them an awareness of weakness, fatigue, inescapable limits on our abilities to control the natural world, and a sense of connection to the natural world. The bodily experience of normal, healthy males is of a lack of such connectedness and only momentary involvement in the creation of future generations. Women have an intuitive understanding of the short-term pleasure of making love and the long-term cost of producing and then being responsible for rearing a child. Gray (1979) points out, "There is no comparable biological occasion for helping men overcome their penchant for taking short-term profit and exporting the long-term costs to others--women, other social groups, or the environment." These abilities to see connections, to form an integrated view of the world and to consider the long-term implications are ones that women who are natural resource managers should use to their best advantage.

There are almost no empirical data available to support or refute hypothesized relationships between gender and natural resource managers. A recent study comparing female business managers with male

managers of the same age, education, salary and managerial level reports that female managers ranked flexibility and cooperation as statistically higher valued personal qualities than did male managers (Schmidt and Posner 1983). If female natural resource managers share these values, it could have important positive benefits in this era of interdisciplinary planning and public participation in natural resource management. This study also found that female managers were more career-oriented than male managers. That is, they were willing to make more sacrifices for their careers and they get more satisfaction from their careers than from their home/family lives. More studies such as this need to be conducted to better understand gender differences among natural resource professionals.

At the Women's Intermountain Network for Natural Resources (1983) conference last year, participants were asked to examine gender-related obstacles to professionalism. Men with established careers in the natural resources were asked to provide advice to women. The recurring theme found in their advice was one of conflicting duality: a woman must realize it's a "man's world" out there and behave like one to survive while making sure she doesn't sacrifice her femininity by acting like a man! Can women natural resource managers behave like men to survive and still not sacrifice their special gender-related view of the world as nurturers, connectors, integrators, and futurists? Or will women natural resource managers submerge and ignore any inner "female" feelings and adopt the male ethic in order to survive in a male world? There is some evidence that this may happen. In a study of students in U.S. engineering colleges in 1975, it was found that when entering the program, women were significantly more concerned than men that their job be "helpful to others and useful to society in general" (Ott 1976). However, the data indicate that over the course of the first year in the program, women became far less interested in helping others and more interested in anticipating above-average incomes (Gardner 1976). It would appear that women in engineering began to adopt the attitudes of the majority of their male peers. Do similar differences exist between women and men entering natural resource professions, and if so, what changes occur as they practice the profession?

“THE ABILITIES TO SEE CONNECTIONS, TO FORM AN INTEGRATED VIEW OF THE WORLD, AND TO CONSIDER LONG-TERM IMPLICATIONS ARE THE ONES THAT WOMEN NATURAL RESOURCE MANAGERS SHOULD USE TO THEIR BEST ADVANTAGE.”

In summary, let us remember the problem is not that men perceive like men or that women perceive like women, but that the historical male perception of the natural world is not the entire human perception (Gray 1979). We should strive for an androgynous approach which uses the best ethics and management attributes of men and women to define, interpret and manage our natural resources.

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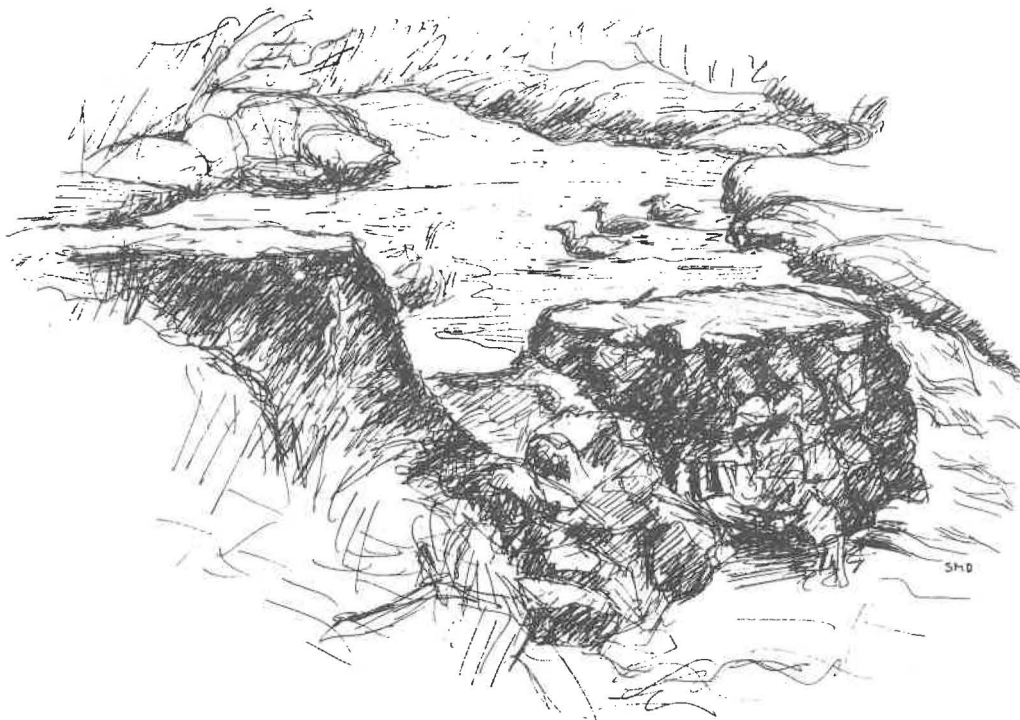
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*For additional reading on gender differences in resource use in gathering societies see: Hallam, Sylvia J. 1975. *Fire and Hearth: A Study of Aboriginal Usage and European Usurpation in South-Western Australia*. Australian Aboriginal Studies No. 58. Prehistory and Material Culture Series No. 8. Canberra: Australian Institute of Aboriginal Studies; Hunn, Eugene S. 1979. On the Relative Contribution of Men and Women to Subsistence Among Hunter-Gatherers of the Columbia Plateau: A Comparison with Ethnographic Atlas Summaries. Manuscript. Seattle: University of Washington; Lee, Richard B. 1968. What Hunters Do For a Living, or How to Make Out on Scarce Resources. In Lee, Richard B. and Irven DeVore. *Man the Hunter*. Chicago: Aldine Publishing Company, pp. 30-48; Mason, Otis T. 1976. *Woman's Share in Primitive Culture*. (1894) New York: Gordon Press. Reprint of the 1894 edition published by D. Appleton. *Anthrop. Series No. 1* (ed. Frederick Starr); Norton, Helen. 1979. Evidence for Bracken as a Food in Western Washington. Unpublished manuscript. Seattle: University of Washington; Slocum, Sally (Linton). 1975. *Woman the Gatherer: Male Bias in Anthropology of Women*. In Reiter, Rayna R., ed. *Toward An Anthropology of Women*. New York: Monthly Review Press, pp. 36-50; Tanner, Nancy and Adrienne Zihlman. 1976. *Women in Evolution, Part I: Innovation and Selection in Human Origins*. *Signs*, Vol. 1, No. 3, Part 1, pp. 585-608.



Two Million Women in Science in China's Workforce

At the end of 1982, China had 40,930,000 women employees, 36 percent of its total workforce compared with 600,000 in the early 1950s, which at that time represented 7.5 percent of the total.

According to recent statistics from the All-China Federation of Trade Unions, 60 percent of women workers are under 35 years old. In this age group, more than 60 percent are middle school graduates, while those in the 1950s were illiterate or semi-literate. China now has 121,000 nurseries and kindergartens serving mines and factories. The number of children using those facilities is 38,070,000.

Women employees work in all walks of life. In the fields of textiles, commerce, and tailoring, women account for 80 percent of employees. In machine-building, petrochemicals, finance, education, and medicine, the figure is about 33 percent. There are now 1,020,000 women employees in the building industry, compared with only 1,000 in the early 1950s.

And there are 1,930,000 women scientific and technological personnel compared with 1,672,000 in 1978.

And Those Two Million Women Have Wide Interests

PANDAS TREK DOWN MOUNTAIN

Giant pandas threatened because their staple food, arrow bamboo, has blossomed and died, have moved to an abundant food area 1,900 meters above sea level in the Wolong Nature Preserve. Not a single panda has been found dead so far.

Conservationists, who had just returned to Chengdu from field studies at the preserves, said their investigations showed that arrow bamboo had blossomed over about 30,000 hectares in Wolong. About 9,000 hectares of this land are in the Niutou Mountain area at an altitude of 2,800 meters.

Emergency measures have been taken since September by the Sichuan Provincial Forestry Department and related institutions to rescue the 80 pandas there.

On Niutou Mountain, the main habitat of the giant pandas, five observation stations have been built for round-the-clock monitoring. Mutton, corn bread, smoked sheep bones, and pork chops have been scattered to lure them down the mountain.

The observers reported that a month-long study of the droppings of giant pandas along their usual tracks indicated that they have moved to an altitude of 1,900 meters on the eastern and western sides of Niutou Mountain where Chinese pink bamboo grows in large tracts.

The observers found that it was difficult for the giant pandas to adapt to the new environment. Some of them appeared agitated and restless, and might return to their original habitat. Local conservationists are taking measures to keep them from going back.

The Wolong Nature Preserve has sent special staff to areas frequented by giant pandas to help old, young, and weak ones move to safety.

SEARCH FOR NATURAL RESOURCES

A large-scale aerial remote-sensing survey of natural resources in Henan Province was recently conducted by more than 100 scientists of the Chinese Academy of Sciences. In cooperation with local scientists and the air force, they surveyed an area of 8,000 square kilometers using infrared and multi-spectral photography and infrared scanning. Information was collected about soils, vegetation, landforms, topography, hydrology, geology, and meteorology.

The survey is part of the scientific research effort of the academy to transform the North China Plain--the biggest in China. The plain, covering 300,000 square kilometers, encompasses Beijing, Tianjin, the bulk of Hebei, Shandong and Henan provinces and the northern parts of Jiangsu and Anhui.

'GREEN WALL' GROWING IN THE NORTH

Another 1.13 million hectares of trees have been planted this year in China's largest shelterbelt which winds 7,000 kilometers across the northern part of the country, according to officials. The project, known as "The Great Green Wall," will protect the 11 provinces, autonomous regions, and a municipality from northeast China's Heilongjiang to northwest China's Xinjiang, from wind, sandstorms, and soil erosion.

The first stage involves greening 5.93 million hectares between 1978 and 1985. Between 1978 and 1982, 4.9 million hectares were afforested with a survival rate of 55 percent. Six of the 12 counties in Yilin Prefecture, Shaanxi Province, are now free of disasters caused by wind and sandstorms.

This year, wasteland and barren hills have been allocated to rural households to plant trees and grass

and local governments have signed contracts with peasants to afforest mountains. The government provides saplings or seeds, funds, and technical know-how. Future income will be divided between them.

CRANE RESEARCH UNDER WAY

A center for the study of cranes is being created in a natural reserve of Heilongjiang Province, Northeast China. The Zhalong natural reserve, known as a "land of cranes," has six of the dozen species of cranes found in the world, including the red-crested crane. An observation tower and other buildings are now being constructed. The project has support from the International Crane Foundation, which has provided instruments, facilities, and data worth \$40,000.

ACHIEVEMENT MARKED IN AFFORESTATION

China has planted 17.3 million hectares of trees over the past four years, raising its forested area to 12.7 percent compared to 8 percent in 1949, according to forestry department records.

China's first forestry law was promulgated in 1979 and in 1980 the State Council called for a national effort to plant trees. The same year, the National People's Congress adopted a resolution calling for nation-wide afforestation.

Output value of forestry rose from 4.2 billion yuan in 1978 to 6.1 billion yuan in 1982 and annual timber output increased to 50 million cubic meters in 1982.

Now China's forestry has become a full-fledged industry. There are 286 forestry enterprises; 3,900 forestry farms run by the State and 220,000 by communes and production brigades, employing 2.27 million workers; and 48 forestry colleges and secondary schools.

NATIVE AMERICAN VISION QUEST SITES IN SOUTHWESTERN OREGON

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The "powerful new symbiosis" between archeology and ethnology envisioned by Harris (1968) is yet to be fully realized. The limitations of relying solely on archeological-based interpretations of native American cultures was recognized by Heizer (1974) in his call for a "new anthropology" with a strong ethno-historical orientation. Perhaps no subject more readily illustrates the need for this new approach than the study of ritual remains. In his study of rock features associated with aboriginal religious traditions in northwestern California, Chartkoff (1981) confronted this issue:

Rock features themselves traditionally have posed interpretive problems for archeologists because of their poverty in formal attributes. In addition, the ideotechnic aspects of archeological remains pose interpretive problems because the purely symbolic nature of their cultural referents cannot be discovered readily without prior knowledge of the source culture--an obvious difficulty for students of prehistory.

This paper is a preliminary report on one of the most neglected subjects in Oregon archeology: native American vision quest sites. The vision quest was one of the most fundamental and widespread religious concepts of North American Indians (Benedict 1923). Subject to varying regional and tribal interpretations in the Pacific Northwest and Plateau, the vision quest experience was usually integrated into the guardian spirit complex (Ray 1939, 1942; cited in Minor 1976). The quest to seek a guardian spirit was undertaken by individuals desiring supernatural power. This quest was widely practiced by the aboriginal inhabitants of southwestern Oregon and northwestern California. The ethnographic literature on this area frequently described the vision quest as a "rite de passage" for male and/or female adolescents on the threshold of adulthood. This simple explanation of initiation rites ignores Van Gennep's (1969) observation that the vision quest involves social, not physiological, puberty. The quest served a variety of functions depending on the individual goal of the vision seeker (Buckley 1976). For example, in northwest California, in addition to assimilation into adulthood, vision quest seekers sought luck in hunting or gambling. Other individuals went on vision quests to gain the power to cure or become shamans, while still others went to mourn a deceased spouse (Theodoratus and Chartkoff 1979).

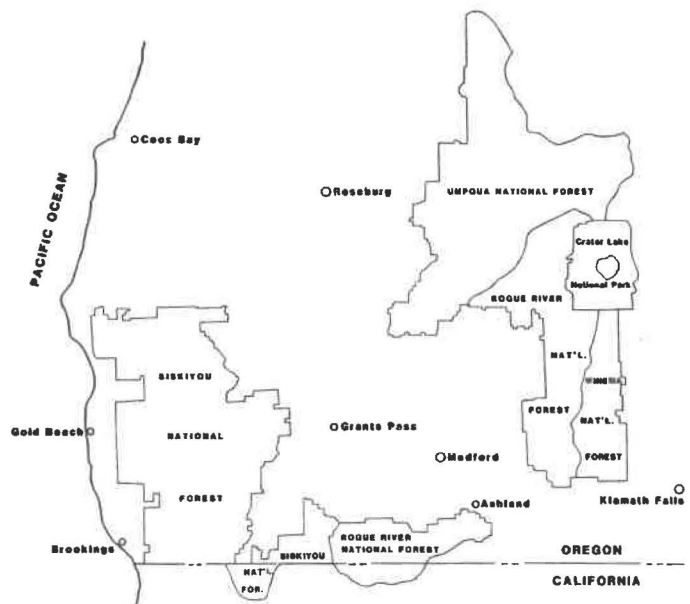
Vision quests were often mentioned in the ethnographic literature on southwestern Oregon and northwestern California (Spott and Kroeber 1942, Drucker 1937, Sapir 1928, Spier 1930, Barnett 1937). Nonetheless, until recently, the rock features associated with the quest were ignored by archeologists. This neglect ended in the mid-1970s, when the Six Rivers National Forest proposed construction of the final segment of the Gasquet-Orleans road. Construction of this road would impact an area of on-going vision quests in

northwestern California. Native American opposition to the project resulted in a proliferation of archeological research on local rock features (Chartkoff 1979, 1981; Wylie 1976; Theodoratus and Chartkoff 1979). This research revealed the existence of 27 rock prayer seats ("tseksels," Buckley 1976), 63 rock cairns, 326 rock stacks, and 5 rock circles (Theodoratus and Chartkoff 1979). Most of these rock features are prehistoric constructions, although some are contemporary.

There is a general paucity of archeological research on southwestern Oregon, a result of early archeologists' neglect of the area in favor of the Great Basin and Columbia Plateau. The dearth of archeological research in southwestern Oregon may also be attributed to its peripheral position in the Northwest Coast Culture Area (Beckham 1978). There is also relatively little archeological research on vision quest sites in southwestern Oregon. In fact, with the exception of one report by Minor (1976) on the Umpqua, and a brief discussion of Klamath cairns by Cressman (1956, 1981), there are no published investigations on vision quest sites in Oregon. One purpose of this paper is to demonstrate that this "cultural backwater" of southwestern Oregon contains sites worthy of investigation. The site type presented is that of rock features associated with the native American vision quest ritual.

The Study Area

The study is based on recent research on four National Forests in southwestern Oregon--the Siskiyou, Umpqua, Rogue River, and Winema. The four Forests



were selected as a study area on the basis of their past shared cultural identity.¹ The focus of the study is the Siskiyou National Forest, located in the Klamath Mountains geomorphic province in the southwest corner of Oregon. The Forest reaches from sea level to mountain elevations of 7,500 feet. The general topography is that of broken land fractured by many canyons and ravines which contain small water courses feeding into larger rivers. The Forest is located in the drainages of the South Fork of the Coquille, the Sixes and Elk Rivers, the Rogue and Illinois watershed, and the drainages of the Pistol, Chetco, and Winchuck Rivers.

Diversity characterizes the physiography of the Forest. Only 10 percent of slopes are 30 percent or less; 50 percent of the slopes are between 30 and 60 percent and 40 percent of the slopes are greater than 60 percent. One notable geologic feature is the frequent outcropping of serpentine rock on the Forest (Beckham 1978):

. . . the serpentine has given a distinct geological character to southwest Oregon, for its surfaces are generally devoid of vegetation or create open meadows, sometimes on

high mountain ridges, which became frequent sites of Indian spirit quests in prehistoric time or of pioneer cattle raising by the 1860s.

Reflecting its diverse topography, there is considerable climatic variation on the Forest. Annual rainfall averages 25 inches on the eastside and 50 inches on the westside. The proximity of the westside of the Klamath Range to the Pacific Ocean gives it a marine climate characterized by high humidity and precipitation, abundant fog and moderate annual temperature fluctuations. Wind velocities are typically very high, especially during winter storms. On the eastside of the Klamath Range, the climate is considerably drier. Temperature extremes are more pronounced although wind velocity is at least half of the westside winds.

The location and orientation of the Siskiyou Mountain Range, which straddles the Oregon-California border, create an unusual climatic pattern. These mountains receive both the cold, wet polar storms characteristic of Oregon north of the Klamath Province and the warm, wet marine storms of northern California and southern Oregon (Soil Resource Inventory

JOB-SHARING EXPERIMENT A SUCCESS

Tish Steinfeld received a B.A. in anthropology from the University of Utah and has been with the Forest Service as a forest archeologist since 1978. She began working on the Siskiyou National Forest in 1980. Terry West, a native Oregonian, has a B.S. in anthropology from the University of Oregon, and a M.S. and Ph.D. in cultural anthropology from the New School for Social Research in New York. He began working part-time on the Siskiyou National Forest in 1981.

After 1½ years as a full-time employee, Steinfeld, who started the cultural resource management program in the Siskiyou National Forest from scratch, was feeling spread too thin in too many directions and was ready to leave the Forest Service in search of a better situation. Inspired by an existing job-sharing situation at the Siskiyou SO switchboard, her supervisor, Bill Conklin (Lands and Recreation Staff Officer), suggested she try the part-time job to see if it would work out. As a result, what started as a one-year temporary appointment for Steinfeld and West became a permanent arrangement in 1983. The two are now job-sharing a professional GS-9 specialist position as forest archeologists.

Many people have expressed interest in this arrangement, especially women concerned over the dilemma of career versus parenting. West says that job-sharing allows for both. Steinfeld is excited about the situation because of the personal and professional opportunities it provides. Each normally works two 10-hour shifts per week. "Job-sharing allows broadening of a career, leaving 20 extra hours a week to pursue other endeavors," she says. Both she and West use part of that extra time to teach a class--"Archeology of Southwestern Oregon"--at Rogue Community College, and to participate in other professional activities.

Tish explains the mechanics of job-sharing. "We divided the duties of the job by each taking full responsibility for certain Districts. We share other duties, such as preparation of forest-wide cultural

resource management plans." They also collaborate occasionally on researching historic or prehistoric phenomena on the forest. This article on vision quests is one result of their collaboration. Tish feels that job-sharing provides a special bonus--quick access to an educated second opinion on specialized issues. "Asking advice of our peers outside the Forest Service is often less satisfactory," she says, "as they can be unfamiliar with Forest Service concerns or with legislation."

Both feel that the Forest Service benefits from the high energy the part-time worker brings to the job. However, they agree that there are obstacles--such as continuity gaps and occasional miscommunication--to overcome. Tish and Terry schedule an overlapping workday once a month to help counter this. The financial aspects of job-sharing also need careful consideration. Currently, as permanent part-time employees, neither West nor Steinfeld are eligible for the employer contribution to health benefits and, of course, earnings are less. But depending on the situation, the benefits to the individuals and the employer can be worth it, according to the two. Terry is now working full-time while Tish is on maternity leave. She gave birth to a 9-pound boy in September and will return to work in August.



* Excerpted, in part, from an article by Kathy Bowman (Gold Beach Ranger District, Siskiyou National Forest) in the USDA Forest Service R-6 Greensheet no. 1867, 16 September 1983.

1979). This cold and warm temperature mix, combined with the unusual east-west orientation of the range, results in considerable climatic variation of temperature, precipitation, and wind velocity.

The flora and fauna of southwestern Oregon is consequently varied and unique. Over 1,400 plant species are recorded. Due to the diverse habitat available on the Siskiyou National Forest, a great variety of wildlife species find a home in the region as well.

Regional Archeology and Prehistory Perspective

Previous research in the study area has concentrated on the coast or major riverine areas with very little attention, until recently, to adjacent uplands. Impetus for recent research stems in part from the creation of cultural resource management programs on Federal lands during the last decade. Federal laws now mandate that the USDA Forest Service, BLM and other Federal agencies conduct cultural resource surveys of their lands. This study is one result of that mandate.

A.W. Chase (1873) produced the first archeological account of sites on the Oregon coastline from Port Orford to the California border. The work of Chase was mainly based on coastal shell middens. In the mid-1870s, Paul Schumacher explored the southern Oregon Coast seeking artifacts to display at the U.S. Centennial Exposition. Schumacher tested sites near Port Orford and excavated many graves, an activity not appreciated by local native Americans (Beckham 1978).

The next archeological inventory of the southern Oregon Coast took place in 1935 when Joel Berreman of Stanford University explored the area. Later, under sponsorship by the University of Oregon, Berreman excavated a large shell midden north of Brookings at Lone Ranch (Berreman 1944). In the 1950s and 1960s, the University of Oregon sponsored further investigations on coastal sites. The focus of this work was defining culture areas based on similarity of material culture traits (Beckham 1978).

Archeological investigations of the interior regions of the Siskiyou National Forest are sparse to date. Luther Cressman conducted work near Gold Hill in the early 1930s. Subsequent interior explorations by University of Oregon archeologists have mainly been salvage archeology projects. Archeologists employed by Oregon State University are now active in the area, conducting field schools and doing contract work. Even as late as 1978, there were only four professional archeological surveys within the Siskiyou National Forest. Active research on the Forest began with the employment of Tish M. Steinfeld as Forest Archeologist on the Siskiyou in 1980.

The results of the limited archeological research of the interior suggests a greater time-depth for this portion of the study area than along the coast. The interior of southwestern Oregon is now considered to have been occupied since 6000 years ago (Beckham 1978). Recent research at the mouth of Mule Creek along the Rogue River (near Marial, Oregon) provided a Carbon-14 age estimate of 6500 years; the oldest date so far for this region of Oregon (Deich 1983).

Current theory suggests a gradual migration of people from the interior to the Coast (Pullen 1981). The Early Period of coastal occupation occurred be-

tween 1000 B.C. and 500 A.D., and was concentrated along the upper reaches of coastal rivers. By the Late Period (500 A.D. to 1856 A.D.), the coastal migrants were adapted to a subsistence pattern dependent on riverine and maritime resources.

ROCK FEATURES--CLUSTERS OF HAND-PILED ROCK STACKS--ARE TANGIBLE EVIDENCE OF THE PAST OCCURRENCE OF VISION QUESTS IN SOUTHWEST OREGON.

Before the arrival of Europeans, Athabascan and Takelman speakers resided in the immediate study area, with Klamath Indians occupying lands to the east, Umpqua to the north, and Tolowa, Karok and Yurok to the south.² Members of these groups survived to the present day, although warfare, disease, and forced relocation by whites eliminated the "Rogue River Indians" (Beckham 1971).

In brief, the aboriginal inhabitants of southwestern Oregon were characterized by a subsistence pattern of hunting, fishing and gathering. Salmon and acorns were common dietary staples. The band was the common level of social organization, with a focus on the family and village. A central feature of the religion of the native Americans of southwestern Oregon was the concept of the vision quest.

Site Descriptions

The following is a descriptive summary of vision quest sites on four National Forests in southwest Oregon.³

Siskiyou National Forest. There are five documented vision quest sites on the Siskiyou National Forest. The sites have several features in common. First, all sites have a rock ring which provides a clear view of river canyons from a summit. The handpiled rocks form a circle large enough for a person to sit inside. Second, all sites share a southerly aspect, with most facing southeast. Third, all sites are prehistoric sites and are located on the two coastal Ranger Districts of the Forest.

Rogue River National Forest. There are only two recorded vision quest sites on the Rogue River National Forest. Both sites are found along the Rogue-Umpqua Divide at high elevations (4000 to 6000 feet) on rock outcrops. Both sites have south aspect views which include the rim of Crater Lake, Mt. McLaughlin, and other dominant features from about azimuth 80° south through about 220°. Rock cairns are the standard feature of both sites. One site has 10 cairns. The second site has more but some are of contemporary construction. Associated with the clusters of new cairns are "prayer bundles" made from tree and shrub branches, colored cloth and other articles (Lalande 1981).

Winema National Forest. There are a total of 105 vision quest sites recorded for the Winema National Forest. Clusters of rock stacks are the most common site feature. These features occur most frequently on rock outcrops facing south or southwest, often with spectacular views. There are over 1000 rock stacks and cairns on the Forest covering a total land area of 141.5 acres. Numerous cairns appear to be very old as lichen growth has fused the stones together.⁴ Other cairns appear recent with little or no lichen and no sign of surface weathering (Philipek 1982).

Umpqua National Forest. There are 9 recorded sites on the Umpqua National Forest. The most common features are rock cairns and stacks. (Other vision quest sites on the Forest exist but data on them were not available at the time this report was written.) Again, the usual aspect of these sites is southerly. One common pattern of the sites is the clustering of rock features (either cairns or stacks) in smaller sub-groupings within the boundaries of each site. Sites tend to be located on ridgelines affording a grand view of mountains or drainages.

Conclusion

The rock features are important because they offer an opportunity to interpret a rare phenomenon in the archeological record of the region: ideological remains (Chartkoff 1979). The patterning of rock features may provide useful information on native American culture in this area. Just as some sacred sites in northwestern California are aligned with Mt. Shasta, so also may sacred areas in southwest Oregon be aligned with Mt. Bailey (Carlson 1983).

Rock stacks are defined as simple rock features (Chartkoff 1981) consisting of 1-4 rocks piled one on top of another on a larger rock. The stacked rocks are usually flat and measure 15-30 cm long. Cairns differ from stacks by having more rocks, and by having upper rocks supported by two or more lower rocks rather than by one. The function of these rock features in the vision quest ritual is unresolved. Research reports on cairns and stacks in northwestern California delegate them to a secondary role in the ritual (Theodoratus and Chartkoff 1979) with prayer seats being the primary feature. For example, Chartkoff (1981) states that rock stacks were made by individuals as part of a purification process as they ascended trails to ritual sites. Rock cairns are explained as user-destroyed prayer seats or as features associated with rites other than the vision quest. Theodoratus and Chartkoff (1979) describe rock stacks as trail markers and cairns as locations of trail courtesy instruction.

Our interpretation of these features differs from those of other researchers. We contend that, in our study area, these rock features were an integral component of the vision quest ritual. Several arguments support this position. One is the preponderance of rock stacks and cairns in our study area. We believe that the paucity of such features on the Siskiyou and Rogue River National Forests may be partially a result of early white settlement in those areas. Another explanation, suggested by Gilson (1983), is that vision quest sites are more commonly distributed along major drainages than between them.

One interesting clue to the importance of these features is their location on mountain and ridgetops, areas occupied by prayer seats in northwest California. Ethnographic evidence provides the primary support for our position. The following accounts were gleaned from the Cultural Resource Overviews of the various Forests in our study area:

Making a spirit quest required that an individual fast for up to five days at a remote place in the mountains, run around and pile up rocks . . . Klamath informants described piling rocks into cairns during spirit quests (Shannon and Wilson 1979).

Adolescent boys had some simple rituals for acquiring luck or spiritual guidance in life.

A young Shasta would go in solitude to a certain rocky point; usually on a stormy, late winter evening. He piled stones and then sat perfectly still throughout the night (LaLande 1980).

All the Klamath sought power from spirits, particularly at certain times like death or puberty. Before attempting to obtain this power, one was purified by sweating. People acquired spirit power by fasting in lonely spots in the mountains, or by piling up rocks and diving beneath pools of water (Follansbee and Pollock 1978).

Stephen Dow Beckham (1978) describes the origin of rock rings on the Siskiyou:

The guardian spirit was a central feature in the life of each (Athabaskan) Indian once living in southwestern Oregon. This "rite of passage" occurred at about age thirteen or fourteen and involved each young person's journey to a lonely mountain top to observe a ritual of several days duration. Usually at a meadow surrounded by the dark forest of firs and cedar, the candidate found a location with a panoramic view of the surrounding countryside. If stones were available, the candidate constructed a small shelter, a waist-high circle of rock, and settled down into this enclosure to await the communication of the spirit world.⁵ This process involved dreaming, dancing, praying, fasting, and going without sleep until at last a guardian spirit came to the candidate.

We have seen that piling rocks was part of the vision quest ritual, but what purpose did it serve? One common sense rationale--"to keep awake"--is given by George Peter Murdoch (cited in Minor 1976). In our view, the definitive answer is given by Spier and Sapir (1930) in their account of the practice among the Wishram in Washington: "The piling of stones was considered a form of conditioning toward receptivity of the spirit vision. The structures constituted physical proof of both physical, and by inference, mental application to the requirements of the quest."

We conclude that the rock features described in our report are tangible evidence of the past existence of the spirit quest concept in southwest Oregon. Our study also illustrates the necessity for combining archeological and ethnographic data in analysis of ritual remains.

¹The place of origin and process of diffusion of the vision quest concept in the study area is unknown. The customs of intertribal marriage and slavery are two logical explanations for the diffusion of the trait throughout the study area. The ultimate origin of the concept may be rooted in the Old World cultural baggage of the paleo-Indian migrants to the Americas (La Barre 1972).

²A rationale for the selection of the four Forests discussed in our paper is based on the following observation (LaLande 1977):

The question of ethnic distribution within (the study area) is really not that important. Boundaries must have fluctuated through time. What is significant is that despite their linguistic diversity, all of the groups were participants in a larger cultural entity.

³The descriptive data on which this paper is based will be presented in a forthcoming publication by the Siskiyou National Forest.

⁴The older cairns on the Winema National Forest are estimated to be over 150 years old. This date was arrived at by a comparison of their lichen growth with that found on rock military fortifications constructed during the Modoc War (Philippek 1982). Techniques of lichenometry were more formally utilized in the study of cairns on the Umpqua Forest by Pike (1976). Pike conservatively estimated the rock cairns at site 35 DO 11 "to be at least 100 to 130 years old with a likelihood of being even older."

⁵The spokesmen of the spirit world were usually animals or birds who came in human form. Eagle, buzzard, yellow hammer, raven, white deer, crane, wildcat, or yellow-jacket--any of these creatures might be spirit figures. The guardian spirit might speak to the young person in a dream and say: "I come to help you. Whatever you want, call on me. Whatever you want, I shall help you." (Drucker 1936)

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JULIE MEISSNER

Born "in the midst of one of the worst snowstorms since the 1920s--or so they tell me," Julie Meissner now spends her winters as a ski tour guide in Idaho's Sawtooth Mountains and her summers as a U.S. Forest Service backcountry ranger in the White Cloud Mountains.

Her first home was in the mountains of Oregon, where her father made his living as a trapper. Julie began cross-country skiing as soon as she could walk. By the time she was seven she had a small tow rope up a backyard hill to learn the art of downhill skiing. When she was 13, the family moved to Bend, Oregon, where her parents were ski instructors.

In the late 1960s, Julie began going on cross-country ski trips into the central Oregon mountains. Finding companions was sometimes difficult, since this was before most people knew the sport existed.

After two years at college, where she concentrated on geology and science, Julie spent three years coaching a ski race team in Idaho, followed by four years as a Wilderness Ranger for the U.S. Forest Service in the Three Sisters Wilderness in Oregon. For the next three years she worked on a helicopter crew, but "inevitably I wanted to be in the mountains more than that allowed me to be."

To learn more about avalanches, Julie became a full-time ski patroller at Crystal Mountain Ski Area in Washington, handling accidents and providing avalanche control. Two more years were spent as a race representative (ski technician) for the U.S. Ski Team.

Building on these experiences, Julie is now a ski guide in Stanley, Idaho, for Leonard Expeditions, the first company in North America to offer hut-to-hut ski tours. Julie guides three to seven day tours through the Sawtooth Mountains. They include a seven mile run, mostly downhill, on the last day. The runs vary from 200 to 1,500 vertical feet. Along with her personal gear, Julie carries a comprehensive first-aid kit, cooking utensils, and other items for the comfort and safety of tour members. With this load on her back, in conditions ranging from sunshine to blinding snowfall and temperatures occasionally dipping to minus 40° F, Julie helps break trail.

She has also taken extended ski mountaineering trips in Oregon, the Sierras, Passayten and Idaho; climbed in Oregon, Washington, California and Utah; backpacked in the Northwestern states and Hawaii; and kayaked and rafted along several rivers in Idaho, Oregon, Washington and Colorado.

Julie's winter tour guiding and her summer job in the White Clouds provide her with "everything I love doing."

Excerpted from Northwest HERSTORY, a 1983 engagement calendar. Copies of the 1984 calendar can be obtained for \$8.95 (including postage) from Planned Parenthood of Idaho, 4301 Franklin Road, Boise, Idaho 83705 (208/345-0760).

WOMEN SCIENTISTS: CONTRIBUTIONS AND CONNECTIONS

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They gathered in Burlington, Vermont, for almost two days to hear women scientists share their research in forest entomology, genetics, mycology, wildlife biology, soils, recreation, and other disciplines. They represented a wide range of educational and research institutions, professional career paths, and ages. They listened, shared their research plans, exchanged addresses, phone numbers, talked about their personal-professional tradeoffs, and enjoyed each other's company. The occasion? A symposium entitled, "Research in Forest Productivity, Use and Pest Control: Contributions by Women Scientists," held September 16-17, 1983, and co-sponsored by the Northeastern Forest Experiment Station and the University of Vermont School of Natural Resources.

Dorothy Anderson (Forest Service, St. Paul, Minnesota) discussed the concept of "displacement" as a consequence of mismatching between outdoor recreation environments and people, and Lou Powell (Recrea-

Three scientists discussed their wildlife research. Deborah Rudis (Forest Service, Amherst, Massachusetts) characterized amphibian and reptile habitat associations in the northeast, Nancy Tilghman (Forest Service, Warren, Pennsylvania) addressed deer densities and forest regeneration, and Joan Edwards (Department of Biology, Williams College, Williamstown, Massachusetts) described her work on moose feeding habits on Isle Royale, Michigan.



Forestry students from Maire, Massachusetts, Vermont, and New York attended the meeting.

The greatest strength of the workshop was perhaps the diversity of registrants, presentations, and conversations. There were almost 100 participants, including faculty members and staff from 10 universities, graduate students from 4 universities, researchers from 10 Forest Service locations, and scientists from 6 other state and federal agencies.

Our professional contacts and discussions tend to be with scientists and practitioners in similar disciplines. This conference offered a wonderful change of pace as it brought together 13 presenters and 8 panelists in a variety of research fields. Molly Stock (Department of Forest Resources, University of Idaho) and Jacqueline Robertson (Project Leader, USDA Forest Service, Berkeley, California) led off with reports on their 7 years of cooperative research on western spruce budworm and Douglas fir-tussock moth genetics and toxicology. Two entomologists followed these presentations. Kathy Shields (USDA Forest Service, Hamden, Connecticut) discussed virus transmission in the gypsy moth and Barbara Weber (Project Leader, USDA Forest Service, Carbondale, Illinois) assessed the economic effects of insect attacks in black walnut plantations.



Jacqueline Robertson, Pacific Southwest Forest and Range Experiment Station, and Molly Stock, University of Idaho, compare notes.



Betty Wong and Kathleen Shields, Northeastern Forest Experiment Station.



Panelists Joan Herbers, Patricia Hansen, Barbara Burns, and Katherine Carter prepare to comment on the biological aspects of forest pest control.

tion and Parks Department, University of New Hampshire) explored the implications of planning for handicapped individuals. Susan Riha (Assistant Professor of Forest Soils, Cornell University) discussed the influences of root distribution and densities on water uptake. In a study she recently completed at International Paper Company (Tuxedo Park, New York), Kathleen Moore showed the economic impact of fusiform rust in loblolly plantations. Now on a leave of absence from International Paper, Moore has begun doctoral work in air pollution at the State University of New York in Albany. Laura Conkey (Department of Geography, Dartmouth College, New Hampshire) reported on changes in wood quality over 300 years in three red spruce stands in Maine. With the "sweep" position on the program, Susan Kossuth (Project Leader, Forest Service, Gainesville, Florida) described her project's research on the physiology and genetics of oleoresin production from slash pines.

Participants also compared notes on career paths, personal-professional choices that have been made, and family support systems. While there may have been only vague similarities among individual solutions for combining personal and working worlds, there was a consensus that each woman's life is fuller for making those adjustments. Between sessions and in the evenings, there was discussion of the support at various institutions, the whereabouts of former co-workers and graduate students, and the leadership that young women scientists and professionals need. Mariafranca Morselli (University of Vermont) and June Wang (State University of New York-Syracuse) talked about their long, productive careers in botany and forestry.

In sharing her thoughts after the meeting, one participant expressed the thoughts of many of us well: "Professionally, the opportunity to get to know other women in the field was a boon. The conference



Mariafranca Morselli and Ann Spearing, University of Vermont.

brought together a core of women natural resource scientists who are willing to be identified in that way. This strengthens me in much the same way that having another woman scientist in my own project makes day to day work easier. You may be pleased to know that on vacation last week in Montana, I met a woman geneticist who identified herself, among other ways, as someone who 'knew three women at the Burlington meeting.'"



Kathleen Moore, International Paper Company, and June Wong, SUNY-Syracuse.

Conference co-chairwomen were Margaret Harris (Research Soil Scientist, Forest Service, Burlington, Vermont) and Ann Spearing (Assistant Professor of Forestry and Assistant Dean of the Graduate School, University of Vermont). The program committee also included Larry Forcier (Associate Dean of the College of Natural Resources, University of Vermont), Paul Sendak, and Betty Wong (both Forest Service, Burlington, Vermont). Bryan Clark (Associate Deputy Chief for Research, Forest Service, Washington, DC) and Denver Burns (Director, Northeastern Forest Experiment Station, Broomall, Pennsylvania) lent support by their attendance at the meeting. Funds were provided by the University of Vermont and by the Northeastern Forest Experiment Station's Civil Rights Special Project Fund, toward the goals of offering role models for women interested in forestry and drawing attention to the contributions that women professionals are making in forestry.



Conference co-chairwoman Peg Harris discusses the program with a local news reporter.

Proceedings of the symposium will be printed by the Northeastern Forest Experiment Station and should be available in mid-1984. Copies will be sent directly to participants. Single copies (free) may be requested from Publications Distribution, Northeastern Forest Experiment Station, 370 Reed Road, Broomall, Pennsylvania 19008.



EVENTS



SOCIETY FOR RANGE MANAGEMENT ANNUAL MEETING

12-17 February 1984

Rapid City, South Dakota

The first plenary session, "Perspectives on the Heart of the American Rangelands," will focus on the characterization, historical development, and human impacts. The second plenary session, "Politics and Rangelands," will focus on rangeland policy-making. Concurrent sessions include vegetative rehabilitation and equipment workshop, plus a new session (ranchers' forum) on the status of ranching in North America. Other concurrent sessions are: grazing systems, information and education, and range improvement economics. For more information contact Ardell J. Bjugstad, Chairperson for Registration, P.O. Box 4274, Rapid City, South Dakota 57709.

INTERNATIONAL CONFERENCE ON EMPOWERING WOMEN

17-21 April 1984

Groningen, The Netherlands

The theme of the Second International Interdisciplinary Congress on Women is "Women's Worlds: Strategies for Empowerment." Bernice Sandler, Director of the Project on the Status and Education of Women, serves on the Congress' International Advisory Board. The coordinator in the U.S. is Nancy F. Russo, American Psychological Association, 1200 17th Street, NW, Washington, DC 20036.

ANCHORAGE CONFERENCE MARKETING ALASKA FOREST PRODUCTS

13-14 February 1984

Sheraton Anchorage Hotel
Anchorage, Alaska

Experts will discuss opportunities in the rapidly developing Chinese market; the Japanese, Korean, and domestic markets for logs, chips, lumber, and other forest products; Alaskan opportunities for forest industry investment; how to profit by properly preparing logs for export; and what the State of Alaska should do to develop markets. On Monday and Tuesday of this same week, the Fur Rendezvous, Winter Festival, and World Championship Sled Dog races will be held. Contact John Hickey, Office of Conferences, University of Alaska, 3211 Providence Drive, Library Building, Room 103, Anchorage, Alaska 99508 (907-786-4779).

49TH NORTH AMERICAN WILDLIFE AND NATURAL RESOURCES CONFERENCE

23-28 March 1984

Park Plaza Hotel

Boston, Massachusetts

For information contact L. R. Jahn, Wildlife Management Institute, 1000 Vermont Ave., N.W., 709 Wire Building, Washington, DC 20005 (202-371-1808).

WORKSHOPS SPONSORED BY UNIVERSITY OF IDAHO COLLEGE OF FORESTRY, WILDLIFE AND RANGE SCIENCES

MANAGEMENT OF ISSUES, 20-22 March 1984, Moscow, Idaho. This three-day event is designed to improve the decision-making skills of natural resource managers, especially in situations requiring conflict management and skilled use of communication. One day will be devoted to a review of case studies, and another day, participants will prepare an action plan for managing an issue they currently face. Evening sessions concentrate on media communication skills such as writing for the media, the use of effective visual aids, interviewing skills, and leading public meetings. The workshop should be especially helpful to district rangers and staff officers.

WILDLAND ECOLOGY, 12 June-6 July 1984, McCall, Idaho. Explore central Idaho and gain a new foundation of ecological principles as they apply to multiple-use natural resource management during the Wildland Ecology Summer Camp in McCall, Idaho. It is open to those interested in field ecology with an emphasis on applications to natural resource management. Prerequisites are Forest Ecology or a general ecology course; and systematic botany or a general botany course that included systematics.

TWO ADDITIONAL WORKSHOPS are tentatively scheduled for early spring. One is on regression techniques for timber appraisal, designed for industrial foresters. The other is on the topic of tree planting and seedling care, aimed at administrators of tree-planting crews.

FOR MORE INFORMATION on any of these events contact Sheri Bone, Continuing Education, College of Forestry, Wildlife and Range Sciences, University of Idaho, Moscow, Idaho, 83843 (208-885-7400).

ASSOCIATION OF INTERPRETIVE NATURALISTS NATIONAL WORKSHOP

4-8 March 1984

Callaway Gardens

Pine Mountain, Georgia

Interpretation: What is Our Future? is the theme of this workshop. Its core will be a series of concurrent sessions organized into four tracks: research, management, application, inquiry. Some topics of the workshop will include: exhibit planning and design, exhibit construction, arboretum programming, historic sites, fish hatcheries. For more information contact Peggy Van Ness, Executive Manager, Association of Interpretive Naturalists, Inc., 6700 Needwood Road, Derwood, Maryland 20855 (301-948-8844).

ANNUAL MEETING OF THE ASSOCIATION FOR ARID LAND STUDIES

Held in conjunction with the

WESTERN SOCIAL SCIENCE ASSOCIATION

25-28 April 1984

San Diego, California

Sessions on all topics related to arid zone studies are anticipated. Those interested in more details should contact Robert H. Schmidt, Jr., AALS Program Chairman, Department of Geological Sciences, University of Texas at El Paso, El Paso, Texas 79968 (915-747-5559).

NORTHWEST ANTHROPOLOGICAL CONFERENCE

21-23 March 1984

The Davenport Hotel

Spokane, Washington

Sponsored by Archaeological and Historical Services and the Department of Anthropology and Geography, Eastern Washington University. The symposia will fill sessions of 3 hours on a wide range of topics. A Student Paper Competition is featured with a \$100 prize. Those wishing to enter should submit a title and abstract to the Chair by 15 February and the completed paper by 9 March. Address all inquiries to Harvey S. Rice, Chairman, Archaeological and Historical Services, 300 Monroe Hall, Eastern Washington University, Cheney, Washington 99004 (509-359-2289).

20TH ANNUAL WATER RESOURCES CONFERENCE

13-16 August 1984

Lowes L'Enfant Plaza Hotel
Washington, DC

This conference is sponsored by the American Water Resources Association. For information contact Arlene Dietz, Corps of Engineers, Institute for Water Resources, Casey Building, Fort Belvoir, Virginia 22060 (202-325-6768).



EVENTS



WORKSHOPS SPONSORED BY OREGON STATE UNIVERSITY SCHOOL OF FORESTRY

IDENTIFYING AND USING PLANT ASSOCIATIONS, 28-30 August 1984, H.J. Andrews Experimental Forest near Blue River, Oregon. This workshop is for foresters, land use planners, range and wildlife specialists, who wish to learn to identify diagnostic plant species and plant associations. The three day workshop will cover both east- and west-side Cascades forest communities. Instruction will include illustrated lectures, discussions, field trips and field exercises. Instructors are silviculturists and plant ecologists from Oregon State University and the U.S. Forest Service. The fee, with full board and lodging in a tent camp on the H.J. Andrews Forest, is \$225 per person.

AERIAL PHOTO INTERPRETATION, 12-16 March 1984. David Paine is the course director. The course includes the fundamentals of photo interpretation, photogrammetry, and methods of field application.

FOREST VEGETATION MANAGEMENT WORKSHOP, 24-26 January 1984. This two and a half day workshop will update the practicing forester on concepts of community competition, problem identification and prescription formulation, application technology, and what's new in vegetation management. Credit will be given to those attending which can be applied toward recertification of the pesticide license.

FOR MORE INFORMATION on any of these events contact the Oregon State University Conference Assistant, School of Forestry, Oregon State University, Corvallis, Oregon 97331-5704 (503-754-2004).

ANNUAL MEETING OF THE EARLY LIFE HISTORY SECTION OF THE AMERICAN FISHERIES SOCIETY

In conjunction with the **EIGHTH ANNUAL LARVAL FISH CONFERENCE AND INTERNATIONAL SYMPOSIUM ON THE EARLY LIFE HISTORY OF FISHES**
6-10 May 1984

University of British Columbia
Vancouver, British Columbia
For information contact Jeff Marliave, Vancouver Public Aquarium, P.O. Box 3232, Vancouver, British Columbia B6B 3X8.

INTERNATIONAL FOREST CONGRESS 5-8 August 1984 Municipal Convention Center Quebec, Canada

The following organizations are sponsors: Canadian Institute of Forestry, Society of American Foresters, International Union of Societies of Foresters, and Ordre Des Ingénierus Forestiers du Québec. The convention theme is Forest Resources Management--The Influence of Policy and Law. For more information, contact Chairman, Département d'aménagement et de sylviculture, Faculté de foresterier et de géodésie, Université Laval, Cité Universitaire, Québec, Canada G1K 7P4.

WOMEN'S WEST CONFERENCE 11-14 July 1984

The Yarrow Inn
Park City, Utah

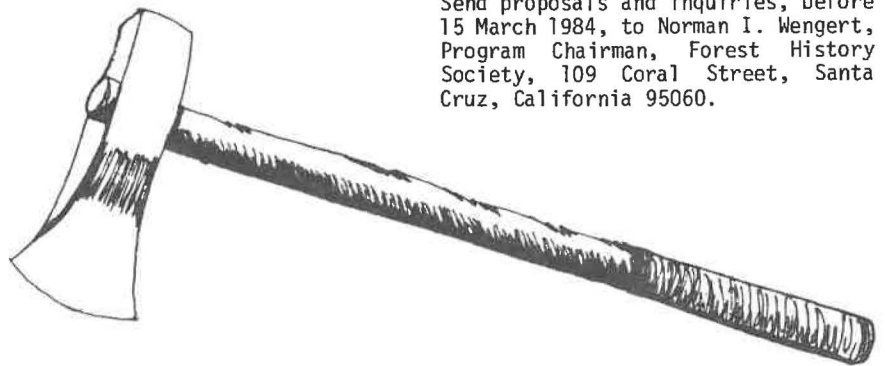
Co-sponsors of the Second Annual Women's West Conference include: Coalition for Western Women's History, Institute of the American West, Utah Women's History Association, Montana Women's History Project, Washington Heritage Project, and the Northwest Women's History Project. Scholars will discuss research on aspects of western women's history (work, politics, sexuality, literature, the arts, economics, religion, class order, the family, cultural heritage) related to the theme of whether or not the western experience was or is a liberating force in women's lives. Contact the sponsors at P.O. Box 656, Sun Valley, Idaho 83353 (208-622-9371).

CALL FOR PAPERS 38th ANNUAL MEETING OF THE FOREST HISTORY SOCIETY 18-19 October 1984 Denver, Colorado

This meeting will feature a symposium on the theme: Forest History of the Rocky Mountain Region. The subject is broad and encompasses scholarship and research from many academic disciplines such as history, geography, political science, economics, sociology, anthropology, and the several biological and ecological sciences that contribute to the field of forestry. Research concerning the human historical interaction within the forest environment is pertinent to the subject. Send proposals and inquiries, before 15 March 1984, to Norman I. Wengert, Program Chairman, Forest History Society, 109 Coral Street, Santa Cruz, California 95060.

WOMEN IN CARTOGRAPHY

Donna Dixon, American Cartographic Association (ACA) Director, has offered to chair a committee on Women in Cartography, which is likely to evolve into a standing ACA committee. Some goals include: promoting the professional images of women in cartography, providing a forum for issues concerning women in cartography, and acting as the formal ACA liaison with other established groups sharing common interests. Donna proposed a formal "kickoff" of this committee at the 1984 Annual Convention in Washington, DC in March. If you have ideas, or would serve as a member, please phone Donna Dixon at (301) 763-1996 (office).



ARCHAEOLOGY AND ARCHEOLOGY

If you look closely, you'll see that we have used two different spellings of "archaeology" in this journal. The reason for this difference is simply that the federal government retains the spelling "archeology," while most of the rest of the profession prefers "archaeology." The government's preference was maintained in titles of federal jobs, legislation, and in the feature articles which originated from federal agencies. The more preferred spelling was used otherwise.

THE FEDERAL WOMEN'S PROGRAM

Mary H. Albertson
Federal Women's Program Manager
USDA Forest Service
Portland, Oregon 97208

Although the Federal Women's Program (FWP) is 16 years old, I am still often asked, "what is it? What can it do for me?" The Federal Women's Program is part of a federal government-wide effort to increase employment and advancement opportunities for women. It was established as a result of an executive order issued by the President of the United States. The President mandated this program because it was recognized that women face special problems in employment and career advancement as a result of role stereotypes and myths about women. Unlike ethnic minority groups, women have been traditionally employed by the Forest Service, although they have typically occupied the lower pay levels and jobs that are dead-ended.

The purpose of the FWP is straightforward. It aims to increase the employment and advancement opportunities for women so that they will be fairly represented in all organizational levels, job categories, and pay levels in the federal workforce. For the USDA Forest Service, this means that some day we should have significant numbers of women who are District Rangers, Forest Supervisors, Overhead Fire Team Bosses, Directors, and Regional Foresters.

Although the FWP started in 1967, it did not take hold in most federal agencies, including the Forest Service, until the early 1970s. The first few years of the 70s were concentrated in increasing awareness among male managers and male and female employees, dispelling myths about working women, encouraging women to reach their full potential, encouraging the agency to provide career counseling, assertiveness training and the like, to women. All along, two priorities for the FWP have been 1) placement of women in nontraditional jobs, and 2) the assessment of organizational barriers and recommending methods and alternatives for dealing with institutionalized procedures and policies which hamper the advancement of women.

The FWP operates as a multi-pronged effort to try to reach its long term goals as described above. Some of the key ones are:

- Emphasizing outreach and recruitment, at the entry level, of women in professional occupations (e.g., foresters and engineers).
- Encouraging a strong upward mobility program geared at employees in low pay levels and deadended jobs to allow them to move into better paying, more challenging occupations.
- Working with managers to stress the placement of women in line positions and other management jobs.
- Analyzing barriers which hinder the movement of women into top level jobs and recommending action to mitigate these barriers.
- Encouraging managers to include women in visibility-producing assignments such as special ad hoc committees, study teams, formalized training opportunities, and fire overhead teams.

The FWP manager does not take each woman by the hand. Rather she is a manager, a change agent, a catalyst. She recommends systems and processes for integrating employment, training, advancement, and involvement of women into every facet of the organization so that the managers--who are, after all, the ones who can hire, train and promote--do in fact train, hire and promote women. For example, an FWP manager might recommend that managers' performance standards include an element on employment and advancement of women. If this is approved, it then becomes part of an organizational process and an accepted way of doing business.

A key function of the program is identifying problems and assessing barriers, such as lack of mentors, problems of dual-career families, lack of developmental and visibility-producing assignments, and recommending alternative solutions to management. The Program has had a significant degree of success in the Forest Service, as can be seen by the following figures:

	June 1976	June 1983
% of total women in workforce	19%	29%
% of professional women in workforce	1%	12%
% of adm/tech women in workforce	11%	24%
% of total women in GS-11 and above pay grades	4%	7%
Number of women District Rangers	0	8%
Number of women Staff Directors	0	4%
Number of women Deputy Forest Supervisors	0	1%

For the most part, entry level barriers have been broken. As one can readily see from the above statistics, the current and future challenge is the movement of women into line and other management jobs. There is some resistance, but a number of managers throughout the Forest Service are demonstrating positive results in this arena.

Mary Albertson graduated from the University of California at San Jose (now San Jose State University). She started working for the U.S. Forest Service over 11 years ago. In 1973, she became the first Federal Women's Program Manager for the Forest Service. At that time, there was no central Women's Program office for the Forest Service, so she had a great deal of freedom in developing and implementing the Program in her region.



Director of the National Park Service

RUSSELL E. DICKENSON



Russell Dickenson began his career with the National Park Service in 1946 after serving with the Marine Corps during World War II. His first job was at Grand Canyon National Park, and from there, he progressed through the positions of chief ranger, then superintendent of a number of major national parks. Most of those had large wilderness tracts to manage as well as high visitor use areas. He then went on to some of the most critical administrative positions in the agency, including: Chief of New Area Studies and Master Planning, Director of the National Capital Region, Deputy Director of the National Park Service, and Director of the Pacific Northwest Region. In May 1980, he became Director of the National Park Service.

Northern Arizona University, where Dickenson went to college, awarded him an honorary Doctor of Science degree in 1982, four years after giving him its Distinguished Alumni Award. Other awards (too many to list) reflect the support he has garnered from every ethical and political perspective in his own agency and from the public he serves.

On wilderness he wrote:

Some would turn the clock back, attempting to make the wilderness as it was 50 or 100 years ago. That is the wrong approach. Our job is to recognize the increasing demand and find ways to accommodate it so that we do simultaneously serve the public's needs and protect resources in our care. In 1850, Thoreau's America had only 23 million people and Muir's of 1900 had but 76 million. Our America has 230 million, plus a mobility those men never dreamed of. For every Muir, we now have three, for every Thoreau, ten. Is it any wonder that there is more pressure for use of our wild lands?

Americans have moved to mitigate population impacts and they've changed during the span of his own career. He says that "visitors are more respectful--for example, they carry out their own waste and litter. The modern river runner is an appreciator, not a conqueror."

Women in Forestry's Dixie Ehrenreich interviewed Dickenson to see how women and the social sciences were faring in the Department of Interior's small but influential National Park Service.

WIF: *Could you give us a broad overview of the Park Service's responsibility to the American public?*

Dickenson: The primary responsibilities of the National Park Service lie in management of the 80 million acres of national parks, historic sites, and recreation areas that have been legislated by Congress. We have within that mandate two broad responsibilities. One is to assure that the areas are protected so that they

may be passed along unimpaired for the use and enjoyment of future generations. The second part of that mandate is to assure appropriate public use. In other words, it is not sufficient to think just about protecting those areas, because it is fundamental to use the national parks, historic sites, and recreation areas in this country as well.

WIF: Does that include providing accessibility?

Dickenson: Oh yes. When we talk about public use of parks, access, of course, is a vital part of that, and for that purpose we build roads. Most of the people who visit parks still continue to come in the family automobile and the major time frame for the use of parks still is the summer months, when school's out. The few regulations that we enforce have to do mostly with dispersal of public use. We're not in the business of trying to shut people out of parks--we want people to visit--but some of the activities take them to remote wilderness-type areas and sometimes there are too many people in the same campground in the back country. This is very detrimental over a long period of time to the resource itself, and it can also be bothersome to others who are seeking a wilderness experience. At the same time, I hasten to add that we don't just turn people away. We suggest alternate locations where they may have their experience.

WIF: This is a very difficult thing to handle, I would think.

Dickenson: People associate the parks and public lands with their right to use them, and we are very, very aware and conscious of this feeling. We want to promote and encourage public use. I think it's fundamental for the support of parks to have public use, so that is the dilemma we face--trying to ensure people the right to visit, but at the same time educating them to use them in such a way that it will not materially impact or affect their future use.

WIF: How would you describe the Park Service employee hierarchy? By that I mean: what discipline does the NPS favor in the higher ranks as opposed to the lower, and what background does management of the system usually have--forestry, recreation, social science, or some other background?

Dickenson: We are a career organization. The people who are attracted to the service generally spend their full work career with us. A few years ago the fundamental requirement was a background in forestry or one of the natural sciences with forestry being preferred. Now that's changed in recent years. While we still strongly seek the natural sciences, more and more the favored curriculum today is probably a more generalized one in parks and recreation. That seems to be a current trend, and it gives the practitioner a much broader background than some of the more narrow disciplines. We definitely favor a background in social sciences today, also. A grounding in psychology is excellent because of the large number of users that we have in the parks and the need we have for employees to deal with visitation. So the trend is away from a more narrow discipline in one of the natural sciences or forestry into a more general background in social science or park and recreation management.

WIF: Which one did you follow in terms of your own rise through the ranks?

Dickenson: I came into the National Park Service through the seasonal route. We find that many if not most of the people in the Service do have their first acquaintanceship as seasonal park rangers. The backbone of my professional background is in business administration and economics with two minors, one in history and the other in geology. Both of those were of particular interest to the service 40 years ago, while the business administration was not. But I had to complete my eligibility requirements for the examination through practical experience and that consisted of 36 months of seasonal ranger experience. Now there's still an opportunity to do somewhat the same thing today, but at the time that I came into the service, forestry was almost the required background for consideration and that certainly has changed.

WIF: Do you foresee it changing further in some other direction? Is there a new vector already occurring away from social sciences and parks and recreation?

Dickenson: I think not. At least not as far as we can see into the future. A generalist background tends to be the best. There will always be the need for certain specializations. We need landscape architects; we need engineers; we need a

variety of special disciplines, but if we're looking at entry into this system and operational responsibility as a ranger, as an interpreter, or within the maintenance or administrative line, I'm almost certain that a more generalist kind of educational background will continue to be preferred.

WIF: Your answer implies that that is true all the way up and down through the ranks too?

Dickenson: That's correct. We are seeing today, a lessening of movement from park to park or from field to central office compared to what it was a couple of decades ago. Nevertheless, we still depend upon acquaintanceship with a large number of problems, and experience in a number of localities in order to produce the well-rounded manager that we seek. So I'm confident that same pattern will continue to prevail.

WIF: Could you tell us a little bit about the position that you enjoyed the most as you were coming up through the ranks?

Dickenson: I started as a ranger, then became a district ranger, then on to chief ranger for a good part of my career. I think probably these several kinds of jobs I had as a ranger were the most satisfying. Doing that work was why I really was attracted to the National Park Service and that's why I made the decision after leaving the Marines after World War II to really make it a full-time career. I had no doubt right from the start that I wanted to stay with the Service throughout my working life.

WIF: No particular locale comes to mind as being a favorite? *WIF* doesn't want to get you into trouble, but everyone usually has a place that brings back good memories.

Dickenson: That is a most difficult question. I guess out of the several beautiful national parks that I've worked in I'd have to say that the one that has the most appeal and continuing memories for me is probably the Grand Teton National Park.

WIF: The Forest Service has 658 district rangers and only 8 of them are women. Does the Park Service do better in filling its middle and top management positions with women?

Dickenson: I think that we've posted a remarkable record in recent years. The number of women in managerial posts in parks has risen now to 18. We have a national park that has its first woman superintendent in Arches National Park, Utah. In addition there are 17 other field areas that have women superintendents. That contrasts with just several years ago when most of the female employees of the service were in administrative or clerical positions, not managerial. I would like to also add that, at present, there are 2,495 women in permanent positions throughout the service. There are women in every discipline that we have, so that I think the progress has been tremendous. An even more outstanding figure, I think, is that we hired 4,822 women for temporary summer positions last year. I think we've made remarkable progress.

WIF: I am not aware of how many total employees you would have in the summer. Do you have those figures?

Dickenson: Yes, the total number of temporary employees during the summer is about 9,000. So a little over 50 percent are women.

WIF: How many male managers do you have?

Dickenson: There are 334 units in the system. This covers all categories: national parks, historic sites, national recreation areas, and others. The number of total field area managers would be 334; 18 of those are women, so that gives a comparison.

WIF: I think the public's perception of the Park Service is that it is not as scientifically oriented as some of the other agencies. Do you agree with this view--that management, sometimes policing, preservation, interpretation, and other things are as important as the science-oriented aspects?

Dickenson: Well, I certainly would dispute the public's perception that we are not as scientifically oriented as some of the others. Science is really the foundation of most of our general management planning and resource management planning. Indeed, in the development of the parks for public use, the Service must have information derived from our scientific investigation, whether it is archaeological, whether it pertains to endangered species, or whether it is the monitoring of general conditions on a site. All of those are important scientific projects of investigation. We tend to be perhaps more project-oriented to solve management problems. I think that's by necessity simply because we have a fairly small science program, and the funding for that is also relatively small in contrast to our overall budget. Nevertheless, that does not speak to the importance which I rate very, very high. Our managers are very aware of the priorities placed on science grounding.

WIF: *You say that you're project-oriented. Would you give us an example?*

Dickenson: Let's use a hypothetical case of an individual park. The superintendent and staff are concerned about the impact of public use around a high alpine lake where there has been too much camping. The question in the manager's mind is what is the appropriate level of public use and should that be reduced? Should the camping activity be moved to some other location? What we do is pose these as management-oriented questions, then go to a university and have the university perform the kind of scientific research that we desire.

WIF: *We have been talking about management, policing, preservation, interpretation, and so forth, in addition to your science-oriented projects. How do women fit into some of those? For example, we've heard that some of the Park Service employees are now armed and acting as police. Are women excluded from that type of work or other such occupations?*

Dickenson: No. We do have several of our people armed, that is, rangers who have been through the federal law enforcement training center and who are commissioned as law enforcement officers. We have women in that category, both armed and not armed. They are interpreters right alongside the men, and the public responds very well to women interpreters. We have women who are working side-by-side with men on trail crews, which is hard physical labor. By their own choices, many women are now entering the full spectrum of Park Service activities and I, personally, am delighted with this.



“ THE TREND IS AWAY FROM A MORE NARROW DISCIPLINE IN ONE OF THE NATURAL SCIENCES OR FORESTRY INTO A MORE GENERAL BACKGROUND IN SOCIAL SCIENCE OR PARK AND RECREATION MANAGEMENT. ”

Photo courtesy of the National Park Service.

- WIF: *So there really is no category, that you know of, from which they are excluded?*
- Dickenson: There is none. We have women working side-by-side with men rangers throughout the entire system.
- WIF: *Are you personally committed to seeing that women are given every opportunity to rise within the ranks?*
- Dickenson: I certainly am. I am very pleased at the kind of attitudes and expertise that women bring to our operation. I find that they are excellent environmentalists. They are deeply concerned about the future of national parks. That kind of employee is just exactly what we are looking for.
- WIF: *Do you have a methodology within the Park Service that assists you in assuring yourself that others in the organization are also permitting women to rise--or encouraging them?*
- Dickenson: Encouragement of equal opportunity starts right at the top and I try to give that 100 percent. In the decentralized organization that we operate, the Washington office is largely a policy office, the linkage with the office of management and budget, the Congress, and the other federal agencies on the Washington scene. Operationally, we look to our 10 regional offices and to each of the superintendents who head the field areas. And, of course, that is where the hiring really occurs. Selection, vacancies, and other personnel management practices really occur in the field. We only give oversight from here. I believe throughout the service there is a real acceptance of this kind of leadership for equal opportunity. Witness the fact of the high percentage of women as part of the work force.
- WIF: *We've just come back from some conventions where we were staffing a booth for Women in Forestry. Women would stop by and say it isn't my supervisor, it is not the manager, it is not the person in a position of administration, but it's my co-worker who makes my life miserable. One has to assume that the directives are being followed down the line, but this isn't always the case.*
- Dickenson: Well I think that's right. Of course if there are any serious problems of harassment or discrimination, these quickly rise to the surface. One way or another these generally come to our attention. I've never found any of our employees hesitant about coming forth if there's a serious case. Now there may be some resistance on the part of co-workers that we're really not aware of. I think from my standpoint I perceive an overall acceptance of the past problem and a working together to try to correct it.
- WIF: *One of the questions asked repeatedly by women employees in several branches of government has to do with the so-called gripe sessions of women who are brought together to express themselves about their relationships with male employees and their ability to cope with the system. The problems according to the women are the result of someone else's inability to cope with them so the question is, then, why aren't the coping sessions directed at men?*
- Dickenson: Well that's an extraordinary sort of question. I really have no real answer. We have had in the past a national meeting or two directed specifically at women for them to express their observations and viewpoints. More recently that's been decentralized to the regional level and to the field level, and I believe, as a general statement, that each superintendent that has a conflict program and a large enough number of employees would see that there is the opportunity to have this kind of session for both men and women. But I can't speak from my personal recent experience.
- WIF: *I think women are adamant about this. It seems to be an issue that male administrators have overlooked. Treating the women as victims continually does not address the problem of those who are causing the conflict. They are really very concerned that the focus of this has not changed.*
- Dickenson: I'm very pleased to have your observation on that. Perhaps I should deal with my equal opportunity office and staff and become a bit better informed.

WIF: *Let's talk about position and money for women who move up. What is the grade level for a superintendent?*

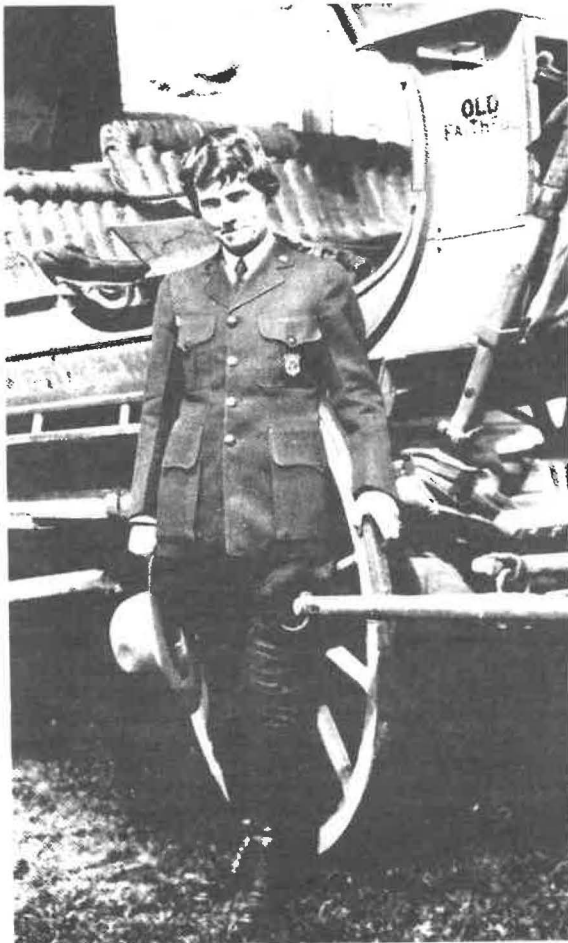
Dickenson: Most of the smaller units in the system have superintendents who are at the GS11 or GS12 level, and then it runs on up to the Yosemite and the Yellowstone; superintendents of the large, complex parks in the system are GS15s. So that's the range, GS11 to GS15 [a \$22,000 to \$50,000 spread].

WIF: *So the monetary rewards are fairly adequate then, especially at the GS15 level?*

Dickenson: There's no question. Most of those smaller areas are used as traditional training grounds for advancement; therefore, once the person has made the decision and is recognized as having managerial potential, there is no reason to think that they cannot rise to the top if they're willing to put in the effort and the time to do so.

WIF: *The last question is one we usually ask of large employers of natural resource people. Our journal is devoted to women who are professionals. How can we as a journal better serve them and you?*

Dickenson: Well, it seems to me that the journal, with its marvelous opportunity to speak to a very interested audience, can excite the desire of every conservation and land management organization in the federal service to really utilize the tremendous talent that is available through the women of the country. A diversity of background, attitude, and experience is most useful in having a balanced force. We in the National Park Service serve all people, and people who come to parks year-round represent every kind of ethnic and economic condition imaginable. I think it's important that we have available to us the kinds of skills that can deal with that wide range of user. Put very simply, women have those skills and we need them.



Supervisor Nat Geo with the baggies. Albritton. Yellowstone NP. 1929.

Photo courtesy of the Courier, The National Park Newsletter (January, 1980). This edition of the Courier was devoted to the first NPS Women's Conference (November, 1979). Director Dickenson refers to such national gatherings in his interview. On the next page, Historian Heather Huyck's speech at that conference is excerpted.

RESEARCH IN PROGRESS

AGROFORESTRY -- Agroforestry means the use of tree crop systems which are designed and managed for multiple purposes to provide fuel, fiber, fodder, and food. Agroforestry land management is a viable soil-conserving option for the billions of acres world-wide which are not prime forestry or agricultural lands. This includes marginal, hill, desert, and tropical terrain. I will be designing and establishing a demonstration agroforestry plantation with various biomass tree crops interplanted with nitrogen-fixing leguminous fodder tree crops.

Nancy Diamond, Graduate Student
California State Polytechnic University
Natural Resource Management Department
San Luis Obispo, California 93407

PINYON-JUNIPER WOODLAND ECOLOGY -- I am studying phenological patterns, weight and nutrient distribution among plant parts, and seed germination requirements of common understory plants on north and south slopes. The plants studied are found in late successional woodlands, and in postburn communities in pinyon (*Pinus monophylla*) - juniper (*Juniperus osteosperma*) stands. Differences in life history strategies of individual plant species and in abundance of species in each community reflect individual adaptation to the environment and community structure variation with age and aspect. Information gained from these studies will serve as a base for further research in fire ecology and succession in pinyon-juniper woodlands.

Susan Koniak, Range Scientist
USDA Forest Service
Intermountain Range and Experiment Station
Reno, Nevada 89512

WILDLAND FIRE BEHAVIOR -- Mathematical models can be used to predict the behavior of forest and range fires for management activities such as initial attack dispatch, prescribed fire planning, and real-time assessment of large fire behavior. Factors such as spread rate, intensity, flame length, attack requirements, and potential for extreme fire behavior can be estimated. At the Northern Forest Fire Laboratory we have packaged state-of-the-art fire behavior prediction methods into a system of interactive computer programs called BEHAVE. I designed and programmed one of the two subsystems of BEHAVE and am preparing a publication on use of the programs, application of the predictions, and a summary of the models involved. I am also in charge of the effort to gain approval by the Forest Service Computer Systems Coordinating Council to make BEHAVE a fully-operational national system.

As part of a pilot test, we recently completed several three-day training sessions for personnel of the Forest Service, Bureau of Land Management, Bureau of Indian Affairs, National Park Service, National Weather Service, and several universities and states. Computer information systems such as BEHAVE are a very effective means of transferring research information into practice.

Patricia Andres, Mathematician
Fire Behavior Research Work Unit
USDA Forest Service
Intermountain Forest and Range Experiment Station
Northern Forest Fire Laboratory
Missoula, Montana 59806

SINCE 1918: WOMEN IN THE NATIONAL PARK SERVICE

Excerpts from a speech delivered to the NPS Women's Conference on 14 November 1979 by Heather Huyck.

As National Park Service women, we underestimate our history just as we sometimes underestimate ourselves. We have been part of the Park Service for a very long time. We have been here. Our contributions have been as diverse as we have been. We have been elevator cable greasers at Carlsbad, underwater archaeologists, secretaries, museum curators, rangers, editors, maintenance-women, wastewater treatment operators, nurses, and river safety experts. Old photographs show us on our horses, with our cross-country skis, and swimming in lakes. Many of the activities some people are still uncertain whether women should perform were performed long ago. Marguerite Lindsley Arnold rode her motorcycle from Philadelphia where she was working on an M.A. in microbiology to the gate of Yellowstone in 1926. (She admitted that the trip was more difficult than expected.) Isabelle Storey's single engine plane stalled above the Grand Canyon...she was able to glide it safely to the other rim.

The first woman ranger, Claire Marie Hodges, was hired at Yosemite on May 12, 1918.

Isabelle Storey shaped much of the early publicity about the Service. Other women wrote definitive works on various parks, geology, and botany. Jean Pinckley made some of her greatest contributions as an archaeologist at Mesa Verde and Pecos. Gertrude Cooper at Vanderbilt was the first female superintendent--in 1940.

Our numbers have never been great. Until the past decade we were hired because we were exceptional individuals, sometimes in spite of our being female. During the early years--the 20s--women such as Enid Michael at Yosemite, Marguerite Lindsley Arnold at Yellowstone, Margaret Boos and Ruth Ashton Nelson at Rocky Mountain and Pauline Meade Patraw at Grand Canyon made significant contributions to scientific research and interpretation. During World War II, with many NPS men in the armed forces, women served as firewatchers, plane spotters and gate checkers. They

performed numerous other duties. After the War we continued in two primary roles--as administrative support and as individual professionals.

We made our contributions in spite of the Civil Service Great Depression rulings from 1932 to 1938 that only one member of a family could work for the Federal Government, and the lack of veteran's preference for most women following the Second World War. We made our contributions in spite of prevailing attitudes that women didn't need to work, or shouldn't work or couldn't work.

Many of the issues faced by the early women are still with us today. We are both female and NPS employees. Each affects the other. We have been a part of the Service a long time and we have made valuable contributions to it. We need to discover those contributions and our own history. We still have a lot to learn. It is now our responsibility to ask the hard questions and to find the creative answers.

PROJECT SEEKS INFORMATION ON
CLIMATE FOR WOMEN OUTSIDE
THE CLASSROOM

As a follow-up to its recent study, "The Classroom Climate: A Chilly One for Women?" the Project on the Status and Education of Women is developing a report on the climate for women undergraduates and graduate students outside the classroom. The report, which is funded by a grant from the Women's Educational Equity Act (WEEA) Program, will look at ways in which women may be treated differently from men in areas such as:

- * academic advising and counseling
- * student employment programs
- * research and teaching assistantships
- * labs and field trips
- * professional meetings and conferences
- * informal and formal gatherings of faculty and students, such as "rap sessions" and department colloquia
- * opportunities for collaborative research and publishing

While its primary focus will be on how faculty relate to women students, the report will also examine how behavior of male students may make the campus setting inhospitable for women. The final paper will include specific recommendations for change.

The Project is seeking information, as well as examples of verbal and nonverbal behaviors that may undermine women's confidence, limit their academic and career ambitions, or deny them opportunities for learning. Minority women, older women, disabled women, and women in nontraditional fields have particular problems. The Project is also interested in materials which suggest ways to increase faculty and student awareness about these issues, as well as model programs, policies, and practices designed to promote change.

Please send copies of studies, reports, policies, brochures, anecdotes, and any other information to Roberta M. Hall, Associate Director for Programs, Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, NW, Washington, DC 20009.

CAN'T FIND BOOTS OR GLOVES?

An executive of one of the large catalogs of field supplies and outdoor work clothing is interested in contacting manufacturers of women's work clothes, boots, gloves, and equipment scaled for smaller sizes. The catalog representative emphasized that they do not buy the items, they only offer them through their catalog. The manufacturer must be able to provide the quantities, quality, and normal financial arrangements for such sales. Women in Forestry has agreed to collect the brochures of readers' favorite bootmakers or clothing and equipment manufacturers and pass them on to the catalog company. They would like your comments about what you cannot find and what pleases you when you do find it. If WIF thinks it is warranted by the response, we will write more about it in these pages. Send comments and information to Karen Smith, Assistant Editor, WIF, Laboratory of Anthropology, University of Idaho, Moscow, Idaho 83843.

POSITION AVAILABLE
UNIVERSITY OF MISSOURI, COLUMBIA
Forest Measurements
School of Forestry, Fisheries
and Wildlife

A 12-month tenure-track position (Ph.D) is to be filled at the Assistant Professor level. Appointment will be about 60 percent teaching and 40 percent research with photogrammetry and mensuration the specialties. Before 1 March 1984, send letter of application, curriculum vitae (including list of publications), academic transcripts and three letters of recommendation to Harold E. Garrett, Chairman, Search Committee, School of Forestry, Fisheries and Wildlife, 1-31 Agriculture Building, University of Missouri, Columbia, Missouri 65211 (314-882-3647).

RESEARCH ON WOMEN IN BUSINESS

The President's Advisory Committee on Women's Business Ownership is researching private sector activities which impact women-owned businesses. They are interested in gathering information on women business owner associations; corporate programs for purchasing from women-owned businesses; educational programs; and special loan programs for women business owners. Contact Angela Buchanan Jackson, Chair, 1441 L Street, NW, Room 414, Washington, DC 20416 (202-653-8000).

NPS NEEDS HISTORIANS

The National Park Service is seeking historians to research and write administrative histories for many of its areas. Interested people should write to Barry Mackintosh, Bureau Historian, National Park Service, Department of the Interior, Washington, DC 20240.

WHAT ABOUT THE NETWORK?

One of the services that Linda Donoghue provided when she was editor of the WIF Newsletter was the NETWORK LIST. Since the changeover, we have been wrestling with how best to provide that service. As our subscription list grows, the problem grows along with it. And yet, many of you have asked us to provide simple name and address lists so that you can contact area natural and cultural resource professionals.

We are still deciding how best to deal with the ethical considerations of circulating our subscribers' names. Two solutions have been suggested to us by readers and we pass them on to you for consideration. The first is a simple check-off box on the subscription form which would tell us whether or not you wanted your name on a network list which we would publish and/or send out upon request. This would take a year to implement, since renewals would take a year to get through the system. The other suggestion involves requesting permission (through these pages) to print and distribute names. Or we could ask for those who did not want their names listed to write to us and let us know.

The problems associated with this are obvious--not everyone will take the time to write one way or the other. None of these solutions really get to the heart of the ethical matter of whether or not a journal has the mandate to give out readers' names.

Linda's solution was to have a separate network with a separate fee charged for that service. One knows what one is giving and buying and that fee is for that service only. We need to hear from you about this. In the meantime, on our subscription form we will add something so that we will be ready when a decision is made.

MORE CALIFORNIA FORESTERS

Much of the following was excerpted from the 1980 issue of *California Forester* and is a continuation of the article on "California Foresters" from *Women in Forestry*, Summer 1983 (volume 5, no. 2). Updated information has been added through recent correspondence with the four women in the article. The careers of these women reflect some of the diversity and conflicts for women in forestry today.

JANE HAGERTY LABOA (Berkeley 1972) worked seasonally for the U.S. Forest Service in 1971 and 1972 as a recreation aid on the Stanislaus Forest. Her undergraduate work at Berkeley emphasized the combination of forestry and zoology. "In 1973, after working a season on the marking crew, I received my permanent appointment (Groveland Ranger District, Stanislaus NF). I stayed at Groveland till fall 1975 doing general junior forester things, but concentrating in developing the field part of the compartment examination program. A lateral transfer (GS-9) to Downieville Ranger District, Tahoe NF in Nov. 1975 as a sale preparation officer saw me working on marking, layout, and appraisals. Upon request of the SO, I transferred to a timber management planning job in January 1977 (Nevada City). I finished the draft Environmental Statement in late 1977. Final E.S. was approved in late 1978. With the completion of the timber management plan, my job was eliminated. I competed (successfully) for an Assistant Silviculturist job (GS-11). Right now [summer 1979] I am mostly in the field inspecting the timber typing job that is under contract. I'm also involved in compartment planning and the beginnings of the regional and forest land management plan.

“ IF WOMEN ARE SERIOUS ABOUT ADVANCING IN THE FOREST SERVICE, THEY SHOULD EXPECT TO SPEND SOME TIME IN TRADITIONAL TIMBER JOBS. ”

My next move will probably be to a district silviculture or sale planning position. I wish I had realized in school that Timber Management is where the action is (still) in the Forest Service. I have managed to catch up by osmosis and lots of reading. If women are serious about advancing in the Forest Service, they should expect to spend some time in traditional timber jobs at the ranger district level. I see lots of recent grads doing just that--these will be the future "movers" in the Forest Service. The area of full time, long term career vs. marriage and children is going to have a lot of upheaval soon. Here I feel like a real pioneer. I have been married to a forester since late 1973. We have managed to move and obtain collectively 3 promotions without too much compromise but we are now both commuting many miles each day to do it. The next move will be a problem, but I am going to be flexible and consider going back to school or consulting if a Forest Service job isn't possible. In Feb. 1978 we had a baby. I managed to work four days a week for a year afterwards, but the long hours on the days I did work were a strain and there were plenty of guilty feelings. Fortunately, I have an excellent babysitter,

but the combined hassles of keeping up the house, occasional sickness (the baby), travel, errand running, etc. can be a pain. I find myself forced to keep very regular hours just so I can fit in all the other demands. Bottom line--many women won't put up with it and would rather interrupt their career. Forest Service (and other employers) should begin to be more flexible about part-time work or they will lose an investment in skills.

“ THE FOREST SERVICE SHOULD BEGIN TO BE MORE FLEXIBLE ABOUT PART-TIME WORK OR THEY WILL LOSE AN INVESTMENT IN SKILLS. ”

Working relationships are excellent now, but I have had times when it wasn't so rosy, particularly when a man I worked for or with felt threatened. My advice is to be yourself, but observe how men relate to each other, the real power structure and how things get done. Always watch and use what you can.

At one time when I had doubts about my abilities as a manager (self confidence problems), getting together with another woman forester at my level was really helpful. Some of us keep in touch informally. I would like to see more women foresters keep in touch and use each other for advancement."

After Jane's husband Ray was transferred to the Six Rivers N.F. office in Eureka in Spring 1980, Jane decided to do graduate work at Humboldt State.

Update--Fall 1983. Jane writes, "I did begin graduate work in forestry (natural resources) at Humboldt State. Concurrently, I went job-hunting. The severe effects of the recession in this area and my unwillingness to accept full-time work combined to keep me largely unemployed. I have worked at several jobs outside forestry. I left school for a year to have our second child, a girl, now [November 1983] 17 months old. I am now analyzing data I collected last summer for my thesis on thinning in second-growth redwood. I hope to have my first draft early in 1984. I did, incidentally, receive McIntire-Stennis funding for my project. The job situation has not changed much. I'm ready for full-time work and have recently applied for a few jobs. I will get even more serious when my thesis is in better shape.

If there is any message from my experience, it is that combining two forestry careers and children is a 'challenge,' to put it politely. I still feel strongly about part-time work opportunities; for me it would be the only comfortable way to manage with small children. Even though I've kept up academically, I feel I've lost some managerial skills by being away from a professional job so long. My self-confidence has also suffered blows from protracted job-hunting. (Being turned down hurts. Anyone who says women are getting preferential treatment is not seeing the whole picture.)

The last few years have been tough in many ways. As in most male-oriented fields, forestry is a

long way from accommodating the needs of dual-career parents of small children. In the meantime, many of us are forced to trade off careers for families (and vice versa). However, I expect that it will come together within a year or so and I will be back into a satisfying job."

“ANYONE WHO SAYS WOMEN ARE GETTING PREFERENTIAL TREATMENT IS NOT SEEING THE WHOLE PICTURE.”

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CHARLENE METZ CROCKER (Berkeley 1974) is working at the Forest Science Lab, Pacific Northwest Experiment Station, Corvallis, Oregon, in modeling fungal dynamics of the Douglas-fir ecosystem of the Oregon Coast Range.

"I started my college education in chemistry at the University of Southern California in 1970. I changed my major to forestry two years later to prepare myself for a profession where I could be an 'out-of-doors' scientist. I loved the scenic beauty of the western countryside after having lived 20 years in downtown Chicago, Milwaukee and Los Angeles. A male friend was going into forestry and I decided to find out if a woman could get into a college forestry program. The Forestry School at Berkeley wrote back and said I could definitely enroll in the forestry program and, as a matter of fact, five women had just graduated that year.

I was accepted, so I bought a Bronco and drove to Berkeley. Two years later I graduated with a BS in forestry and left for Klamath Falls, Oregon, to work as a forest intern for Weyerhaeuser Company for five months. I had become interested in aerial photography and remote sensing under the guidance of Dr. Bob Colwell. While working at Weyerhaeuser in logging, research, inventory, raw materials and silviculture, the only static I got was on the topic of satellite imagery's usefulness to the forester. The only limitation I put on myself was to never let my mistakes or inadequacies get me down! Instead, I just said, 'I'm sorry, I will try again' or I would ask for help.

I decided after my internship ended to pursue the challenging topic of aerial photography and remote sensing. I gathered my savings and flew to the Netherlands to attend the International Institute of Aerial Photography and Earth Survey in Enschede near the German border. I attended one year of classes in Holland and fieldwork in Austria, studying forestry inventory techniques using aerial photos. I was the only woman student in the forestry department. My classmates were from all around the world (Afghanistan to Zambia). I was accepted very well and became the lab assistant for the class after one week. I enjoyed assisting and instructing my fellow classmates. I also learned to use the metric system of measurement while in Europe. (Please give me 500 grams of ground beef!) My interest in aerial photography and remote sensing was at its peak. I returned to the USA in 1975 to look for a job in that field. I didn't find one. Instead, I joined the staff at the Forest Science Lab in Corvallis to work in the area of nutrient-cycling in the Douglas-fir forests of Oregon. (My chemistry paid off here.)

I continued to investigate the field of remote sensing and helped put on a short course in aerial photography for Forest Management at Oregon State

University in 1977. I was asked at that time to apply as a graduate student in aerial photography in the Forest Management Department at OSU under Professor Paine. I did. I worked on my master's and was also the teaching assistant to the undergraduate aerial photo class for foresters. I graduated with my MF in June 1979. My thesis work was in testing aerial photo volume tables for use with aerial photographs of mixed and pure stands of conifer trees in Oregon. I returned to the Forest Science Lab as an employee in July 1979. I'm working with two other scientists to develop a mathematical model for fungal dynamics in the Oregon Douglas-fir ecosystem.

I have continued to look for work and opportunities in the area of aerial photography. I occasionally take on part-time consulting jobs with the Forest Service and the Bureau of Indian Affairs, interpreting and inspecting their aerial imagery.

My hope is to set up a consulting firm in my home. I married Bill Crocker, a professional chemical engineer, on June 21, 1980, in my parents hometown of Westminster, California."

Update--Fall 1983. "In 1981, I worked for Will Koenitzer of Forest Data, Inc., on a riparian mapping project for the Siuslaw NF, Corvallis, Oregon. I interpreted over 5000 individual stereopairs of color photographs delineating the alder-riparian zone and later transferred the zones to mylar base maps of the 6 district forests of the Suislaw. I also did some consulting work for the Bureau of Indian Affairs. This entailed inspecting 1000 photos for photo quality, overlap, and tip and tilt specifications. Finally, I helped prepare a bibliography of forestry literature for the state of Alaska in 1982.

Soon after this project was completed, my husband and I became pregnant with our first child. I quit working in May 1982 and our son Michael was born on December 6, 1982. I have basically been keeping house, taking care of Michael, tutoring high school students in math in our home, and attending classes in child care at the local community college. I also do volunteer work at our church. My husband Bill and I hope to continue raising a family in Corvallis, Oregon, and I am keeping an ear open for consulting jobs in forestry aerial photo interpretation."

* * * * *

JEANNE McCREARY HOLLINGSWORTH (Berkeley 1975) writes [summer 1979], "I'm sitting here in my backyard, perched in the Venezuelan mountains, my widebrimmed sunhat shielding me from the intense sun, the unrelenting force which pierces the atmosphere as if there were no atmosphere at all. I feel quite removed from my memories of the dark damp forests of Alaska and the beautiful cabin I once had in Northern California. From here, I can look back into those memories and wonder. Why was I one of the women in the class of 1975 in forestry at the University of California at Berkeley?

I planned to be a woman in forestry at Berkeley, never considering the problems of being a woman in a man's world before I entered. I did not consider myself to be any less capable or any less in control of my own professional and intellectual development than a man would be. Nature was my all-consuming love and I felt whatever the future brought I wanted it to include a life close to nature. I had a dream, when I was young, of a cabin in the woods with a husband and a family living a back-to-nature existence. To me, it was a simple equation. One must work, and later in life the woman works at the family while the

man works at his job. Therefore, I chose to study forestry as a career and expected the man I would meet would probably be in forestry and interested in nature. My mother always said I'd probably fall in love with a banker and end up in the city with weekends playing golf at the country-club. She said this just to joke with me and it used to infuriate me. In the end, I did marry a man who graduated with his master's degree in finance. This is skipping the most impressive part of my past, so I'll go back to when I was single and supervisor of a timber-cruising crew in Alaska.

The crew was one of five used by the Alaska State Forest Service to complete the work on a timber sale that involved millions of dollars for the federal government. Along with the Forest Service supervisor there were two full-time employees helping to organize the cruising of a long valley located on an island in Prince William Sound. It was 300 miles away from the nearest settlement, the fishing village of Cordova.

From Cordova we set out on a ship to establish ourselves as close as possible to the area we were to cruise. We stopped in a long bay and started ferrying our equipment over to the shore in skiffs. In a day, we had constructed a tent camp on the rock shore; two big tents for the men and a little one for me. Other than the ship captain's wife, I was the only woman on the crew. Every morning before dawn we would awake to the crack of a 375 Winchester rifle echoing into the peaceful silence that even an airplane seldom disturbed. We would dress quickly and race to be the first to take the skiff to the warm galley of the ship where breakfast was waiting. As the dawn was breaking, reflecting pure colors of intense pinks, oranges, and silvers on the dark calm water, we would take the skiff to go to our work area for the day.

By the time we beached the world was waking. We would cross streams so full of salmon you could not see the bottom for their huge 60-pound bodies. It always fascinated me to watch their territorial behavior. As the females were spawning, the males with their hooked undershot jaws would bite each other, leaving huge gouged-out wounds. I didn't have much time to watch, because, as the supervisor, I was checking all of the equipment. A big powerful radio carried by one of the men was invaluable. Throughout the day we were checking our location against that of the other crews; "Breaker, breaker crew number three your 10-20 please!" I was responsible, as supervisor, for carrying a 9 pound Winchester rifle for the protection of the crew. Since it was salmon season, the population of the grizzly bears was at its peak in our valley. We would sometimes have target practice with a log. The victory I felt when I was the only one to explode the target compensated for the fear I never lost pulling the trigger, knowing the incredible noise and the bruise it would make as it kicked into my shoulder.

The equipment in my timber-cruising vest was invaluable. I would use the photos stereoscopically along with the maps to locate our plot for the day. Walking exactly to that spot was easier said than done. We would pick our way through the muskeg and beyond. After a few miles of muskeg we would reach a zone of dense flora, huge ferns and gigantic elephant ear plants with dark seeping pools and boggy black soil. The brush would start from there and then we would emerge into the forest. The crown canopy of the thick stand of virgin hemlock fir was so dense that the light was dim. It was quiet and beautiful. The only voice heard was mine shouting orders to the crew.

The only obstructions in our path were huge windfall areas where old monster trees had fallen. These sleeping giants with their still impressive size would be almost covered by thick moss carpet. Close to these windfalls we had to step carefully or find ourselves at the bottom of a peaty pit where the roots used to grow. I fell in my share of these pits. Everytime I fell my rifle would hit my hard hat with a deafening clang as I tumbled down with my equipment flying. The physical effort of the day was very taxing. I've always been an athletic woman. I had horses all my life and was on the women's Cal crew team. At six feet in my stocking feet and 145 pounds I'm usually strong enough to meet the challenge. But as we were surveying and would come to cliffs overlooking deep ravines, knowing that now we would have to climb down and back up again to continue, I would find myself looking forward to quitting time. At the end of the day, even on the days I was suffering vertigo from exhaustion, I never stopped being amazed at my dog still excitedly following scents through the beautiful country that surrounded us. The happiness and exhilaration that the beauty of such untouched territory brought to me is indescribable. The birds and other fauna were not afraid of us because no human had ever passed through the country we were walking.

At night we returned to the comfortable galley of the ship to eat a huge hot meal. I was never too shy to help myself to a second piece of home-baked pie. As my crew would go back to the shore, I would stay on the ship to write up my notes and to do my homework for the next day. Not until bedtime would I go to my little tent to sleep. It was during the time I put myself to bed that I felt the intense loneliness of being the only woman of all the crews. The men would be sitting around in groups around the campfire, laughing and telling dirty jokes. I felt like the outsider, a person of a different species who was not allowed to participate. I also felt a great pressure to maintain the respect of the five men on my crew. They were all older than I, between the ages of 25 and 35, and they had to take my orders all day. Neither they nor I were interested in other forms of play at night. The lack of facilities for my personal needs wore on me. One afternoon I was washing my hair in the pond water so brown that I couldn't see my hand submerged an inch under water. With my head tilted back in the water and eyes closed, a frog took me for a water-lily and jumped on and off my forehead. I didn't like the sensation! But in the ocean, which was much warmer than the pond, there were huge jelly-fish which could sting with the tentacles from eight feet away.

“ NATURE WAS MY ALL-CONSUMING LOVE. WHATEVER THE FUTURE BROUGHT, I WANTED IT TO INCLUDE A LIFE CLOSE TO NATURE. ”

Every ten days we had four days off to relax and clean up at the Forest Service Station in Cordova. A pontooned plane flew us to town. Cider, my dog, liked the plane rides less than I did. I was fascinated by the schools of otters and salmon seen from the air. In Cordova, escorted by my crew who knew all the hot spots, I saw my first all-the-way-strip-tease. It was either go with them or take walks by myself in the mountains surrounding Cordova. I usually preferred the latter, and spent a great deal of time hiking till dark.

I learned a lot about myself that summer. I constantly felt I had to prove myself as brave as the men. If it wasn't being better in target practice it

was something else. At the base camp on the Kenai Peninsula, I formed a polar-bear club. At 6 o'clock in the morning we would dive into the freezing waters of the Kenai Lake. Of course, the men always responded to my challenges. By the end of the summer when the first snows were falling I felt that there was really something wrong within me. I felt the need to be looked at as a woman. The responsibility I had commanded during the summer had almost consumed me. My ambition for my own career had been fulfilled, but I felt I was no more than a drill sergeant to my crew rather than a feeling compassionate person. I longed for the femininity I had not been able to express around the men the whole summer.

My next adventure in forestry was a solo one. Acting as a consultant for a timber sale in Northern California, I was to stay for a week in the Shasta-Trinity Forest assessing the values of the property and watching over a Forest Service crew do the cruising. This is probably the most significant week I have ever spent in my life. Little did I know what changes would occur from this one week. I was to stay in an old cabin on the property. The crew was staying in a motel farther away. When I arrived after ten hours of driving to this hidden spot, I was taken aback. There, in a meadow surrounded by a forest and a view of snow-capped mountains, was a cabin like the cabin I had always imagined in my dreams. There was a barn close by, complete with foaling stall. I walked into the cabin and it was like walking into a dream I had created. The kitchen was complete with dishes in the cupboard although the water and electricity no longer ran. The next room was a living room with a couch and an old wood-burning stove. The last room was a bedroom with a little double bed and a dresser. Nothing could compare to the ecstasy I felt staying in this dream materialized. After five days I didn't want to leave it, ever. I drove away thinking of nothing but how to claim it as my own. Since I had just taken a class in Forest Policy, I knew of the mining laws still in existence. On my way out I researched the county records to see if I could obtain any information on the property. To my excitement, I found it was an abandoned mining claim! The next weekend I came back with surveying equipment. The bottom of the meadow was bordered by a large stream that could be crossed by a beautiful suspension bridge. The meadow itself formed a perfect 20 acre parcel. With my notes complete, the parcel described and a \$3 filing fee, I filed my claim. The 'mining claim' was mine as long as I continued the yearly assessment work. The mandatory assessments included improvements to the property of at least \$125, like 9 cu. yards of visible digging to show you were really looking for precious minerals. I had to get to work to keep my claim and I needed some strong backs to help me do it. I invited some men from the men's crew. I figured that their backs were stronger than any others. I also invited some of my girlfriends from the women's crew. Since it was the only four day vacation that the crew teams had from practice, there was only one volunteer.

The next four days were spent with a man I hardly knew. Four days later we had fallen completely and totally in love. We took more than a hundred pictures, but moved no more soil than that we disrupted while jumping out of the stream we bathed in. It was so cold we only made it in on a double-dare. A year later I lost the mining claim by default on the assessment work. But I gained the name of that man who had joined in enjoying my dream of a cabin in the woods, my husband, Scott. After all, a dream cabin in the woods would never be a dream come true if I

hadn't a man to share it with. More important is the building of a complete life with someone you love.

As soon as we got married, my husband went to get his master's degree in International Management at Thunderbird, a graduate school in Phoenix. The surroundings of the desert of Phoenix are as different from a forest as you can get. I was determined to be the breadwinner of the family while he was studying and to use my forestry. I convinced the skeptical manager of the Arizona distribution center for Georgia-Pacific to give me a try. I became the first woman salesperson for G-P in Arizona. I had trouble at first convincing the male voices on the phones that I was capable of selling to them. As an inside salesman all of the business was conducted by phone and the phones were constantly ringing. The typical response, at first, to my female voice answering was something like this: 'Hello Honey, can I please speak to one of the boys?' I would come back with an offer like 'Hey, if you'd like to talk to me about it, I might be able to sell you some 1/4 inch CDX plywood at 125 a thousand and have it delivered by the end of the week!' My come-ons were subtle and all business. The responses were not always that business-like. It seemed that some of the men could not close the deal without telling me some grotesque joke that was meant to shock or test me or both. I'm glad I was married at the time. I think I would have felt more pressure if I had been single.

“ I HAD TROUBLE AT FIRST CONVINCING THE MALE VOICES ON THE PHONES THAT I WAS CAPABLE OF SELLING. SOME OF THE MEN COULD NOT CLOSE THE DEAL WITHOUT TELLING SOME GROTESQUE JOKE TO SHOCK OR TEST ME OR BOTH. ”

By the time I left a year later, from the brokers on the west coast to the locals, I had gained acceptance as a qualified salesperson. I was in charge of all the needs of the eight local K-mart building-product outlet stores. I was bidding jobs of \$60,000 to contractors without supervision, save a signature from my boss. The paneling inventory and out-of-warehouse sales were completely my responsibility. I knew what we had in the constantly fluctuating inventory. I Kardexed the costs and could calculate the percentage profit for each different type of customer. I was even starting to buy lumber from brokers on the west coast when I ran across a good deal. I was hoping to get more practice at buying lumber so I could eventually become a lumber broker. When I had finally become a real asset to the company, Scott got his first job with an advertising agency in Caracas, Venezuela.

As a woman, my work habits and grasp of the business were more recognized than if I had been a man in the same position. Compared to Rex, a salesman who had started only a month before me, I was more visible and got more attention. I feel I had opportunity and flexibility in jumping the social ladder to talk, on a one-to-one basis, with influential people who could help further my career. I had grown to know and like a group of brokers from the west coast from our many phone conversations. When I met them personally they talked about the possibility that I would join them. At the frequent business lunches I had a very respected position as the only woman present. I watched how I presented myself, took care as to how many cocktails I could handle, and stayed with the narrow role I had to play.

It pained me to leave my career, at the time, to follow my husband and his new career to South America. The pain was not just because I was so excited about the lumber business, but because it reinforced my boss' reservations on hiring women. He had been afraid that I would get pregnant or move off to another location with my husband. I substantiated his fears. I can't say I blame him for his reservations on hiring a woman for that job. Although my husband and I can interchange the roles of the household and he isn't the only breadwinner, I feel that he will always come first and his career will always be the most important for both of us. I have chosen, instead of a career, to develop myself as a woman. The joy of expanding our nucleus to include children and a happy family is the potential that I feel I am biologically and emotionally prepared for.

I can think of no education or career that could have fulfilled me more than my experiences in forestry. My great pleasure still lies in learning about the natural environment. I still get up at 5:30 in the morning. While my husband goes to the gymnasium before work, I walk to the top of the mountains behind our house and watch the vast greatness of the sunrise over the layers of mountains below. I still feel that magnificent appreciation for nature as I felt watching the sunrise over the still waters of the Alaskan sea.

I was introduced to the incredible world of competition in business with Georgia-Pacific. I feel that a man has an advantage in the world of business over a woman. It is a man's game played largely by males. They understand the rules better and more intuitively than a woman can. I'm not saying one has to be a man to play, but for myself I'd rather take a job where I could use my whole self, something where the depth of the soul and my innate ability to love mattered, rather than just how well I could play the game. A woman has so much to give and so much happiness to gain by giving it. I feel that is the natural power that should be learned, practiced, and improved upon. It is then that a woman can really experience her own uniqueness and beauty."

Jeanne has moved to two other locations in Central America since writing the above. In September 1980, Jeanne became the mother of Tyler L. Hollingsworth, 7½ lbs.

“ MY WORK HABITS AND GRASP OF THE BUSINESS WERE MORE RECOGNIZED THAN IF I HAD BEEN A MAN IN THE SAME POSITION. I WAS MORE VISIBLE AND HAD MORE OPPORTUNITY AND FLEXIBILITY. ”

Update--Fall 1983. Jeanne's reply to Women in Forestry's request for an update came typed on letterhead stationery from "International Investors Fiduciary Services, Inc., Tampa, Florida . . . Jeanne E. Hollingsworth, Vice President."

"From the mountains in Venezuela I traveled with my husband, following his dynamic career in international advertising. His degree in international business from A.G.S.I.M., or Thunderbird as it is called in Arizona, served him well. Many of our friends in other countries came from the same school. We met people from Thunderbird rapidly rising through the ranks of the big multi-nationals wherever we lived. Every country meant a big promotion for Scott. He is now Vice President International for an agency and is responsible for 5 countries. He lives in Panama and I

live in Tampa. We got divorced this year as a result of the 'What about me?' problem, as I see it.

After Venezuela, we moved to Guatemala for 8 months. It was the sweetest of all countries. The people there are like busy little bees harvesting the land. They have to watch out for the forests which disappear to make firewood, but the Indians are just trying to survive. The nature is special and beautiful and pure. I taught English to high-ranking executives in the government and the banks. Then we moved to Santo Domingo. When we moved, I was pregnant and didn't know it yet. I worked teaching English from my home and developed a program for the Bank of Boston that included business writing and other teachers. Tyler, my son, had the luxury of two maids in the house and one just for him. At \$60 a month, it doesn't take much to have hired help, but it does take three to do the work of one American housewife. Even now I don't think I could manage without the maid that I brought with me from Panama in exchange for the opportunity to have a visa in our rich country.

Scott finally got a promotion to Coral Gables, Florida, and we bought a house in March 1982. After trying to follow him to Central America in hotels, with the problems of gastroenteritis and other complications, I decided to visit friends in Chile. Chile is so clean you can drink their water. Tyler and I stayed on a farm; it was so perfectly beautiful we stayed for three months. The house we stayed in was hand-built at the foot of the highest mountain I've seen, rising from the most fertile farmland where it is still worked by peasants with horses. The shoe smith drives up in horse and cart and you go to church the same way.

From there I came back to live in Miami. The language was still the same as where I had been, but the culture shock of coming back to the States was too much. Scott was overseas 90 percent of the time. I realized I hadn't done anything applicable to where I could fit in here, and I really didn't have a skill any more. English teaching without a credential is ridiculous and forestry has all but disappeared. The closest I get to forestry any more is with my Peterson's field guide in the woods. On a recent trip to Maine, I was delightedly running around collecting fall leaves and classifying the woods. It felt good to scrutinize a bud scale again.

Through my friends in Chile, of all people, I met a brilliant lawyer who does international affairs tax on the business end. I started working on a few things with him using the connections I had met and taught while I was living overseas, so here I am in Tampa. The letterhead reflects my position in one of his corporations, a fiduciary or trust company that attracts business with--and investment in--the rapidly growing economic area of Tampa.

One month after we (or rather I) had moved into the new house in Coral Gables, Scott got transferred to Panama. His job remained overseas and I had to make the choice to stay in the States or go to Panama. I couldn't face taking Tyler out of his great day care program back to another banana republic with all the worries of weeks of diarrhea and poor medicine. I felt this was a chance for me to professionally establish myself in real estate and international business. I said--as once was said so clearly by Elliot, the crazy-man of our forestry camp, where he blockaded the road from camp with windfall and a huge sign--'Hell no, we won't go!' I didn't go this time. Now I'm thinking I'll change my mind. I can still go to Panama. My husband still loves us and wants us back. The

fulfillment of a career is not so important as I once thought. The fulfillment of a family is. The price of finding your own thing can be terribly painful and expensive. My whole self feels halved and, even though it is a great lifestyle to walk into the American dream for the first time in 8 years, something is missing. What is missing is the love. As I mentioned in the first article, my whole self and my innate ability to love is what matters. I can't be seduced by success. Besides, teaching English as a second language is a sharing, caring, and interesting endeavor. I don't know if I'll be able to live my life in the natural environment that I treasure, or to establish a career that I can grow within, but when love is the most important thing, I'll have to build my personal dream around family first. I await another year of changes."

* * * * *

DENISE L. ZEMER (Berkeley 1975) writes: "I am a 'woman who happens to be a forester.' I received my degree from CAL in 1975. That summer I worked on a timber inventory crew on the Kootenai National Forest in Montana. When the season ended in October, I was notified by the U.S. Peace Corps that there was a position for me in Malaysia. I arrived in Malaysia in January 1976--the only woman forester in the training group. There was a married woman who did studies in phenology while her husband did watershed studies. Islam is the national religion and the attitude it creates made it impossible for me to secure a field position. I was hired as a lecturer at the government Forestry College and lived in the compound near the college surrounded by forest reserve and research plots. I wrote lectures and exams and planned field exercises for two courses: Environmental Studies and Forest Protection. This involved covering the basic principles of: entomology, pathology, fire science and weather, encroachment (slash and burn activities of aborigines), wildlife biology and management, recreation planning, pollution problems and ecology. Classes consisted of approximately 55 students averaging 21 years of age, 90 percent male, 100 percent Malay (the government did not allow Chinese or Indians to attend). My term of service ended in June 1978.

“ THE ATTITUDES OF MANY MALAYSIAN MEN TOWARD WESTERN WOMEN IS VERY POOR, PRIMARILY DUE TO THE LOW CALIBER OF WESTERN FILMS AND PERIODICALS THAT GO TO MALAYSIA. ”

I found the job to be a considerable challenge. I had no previous teaching experience and the college library was quite small. It was discouraging and frustrating at times. The attitudes of many Malaysian men toward western women is very poor primarily due to the low caliber of western films and periodicals that go to Malaysia. That plus the role of the woman in life according to the Moslems caused many men to treat me rudely and with disgust, even fear. Some refused to acknowledge my presence. In spite of this, it is still the richest experience in my life thanks to some very kind and helpful Malaysians who were happy to share part of their lives with me. I would work overseas again and will if I ever get a chance.

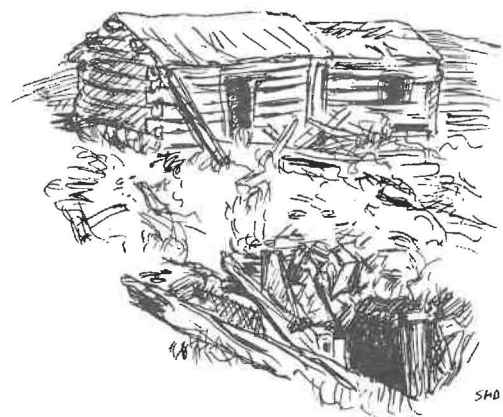
I travelled for a few months on the way back to California, finally completing my round-the-world circuit in nearly 1000 days. I am now working on the Mt. Hood National Forest as a forester in 'other resources' (water quality monitoring, wildlife K-V,

cultural resources and range). 'Culture shock and readjustment problems' are still confronting me to a certain extent. Career wise, one of the more unpleasant reawakenings was to find out (again) that even back in the 'good ol' U.S.A.' there are male foresters who don't quite know how to deal with women in forestry and some who don't take my interest in the field seriously. I wish I had a fantastic solution to this problem, but I don't. The answer will come in time and with the ability of male foresters to learn to judge women they hire or work with on the basis of their competency and not their sex. Patience is required but I find this difficult. I am still new in the field and I am struggling with my limited experience to gain some self respect for what I can and do accomplish. To compound this with 'sexual harassment' and/or closed-minded co-workers makes it a formidable effort. I do not mean to criticize all men--I know women foresters who have received much encouragement and support from male foresters. I too have experienced some of this and I have worked with men who have judged my successes and failures as things done by me and not by 'women foresters.' I appreciate and value this. It is my hope that some day these men will not be the exception to the rule but will instead represent the general attitude to be found in the profession. It will take sincere and dedicated women as well!"


Update--Fall 1983. Denise writes that the above letter to the California Forester was "written on the spur-of-the-moment after a particularly frustrating day with a very narrow-minded supervisor. I was tired of generalizations . . . I still feel that the article is very limited in the picture it presents of women's experiences in forestry, but I suppose so complex a picture might best be presented in a series of brief portraits.

After 1.5 years in 'other resources,' I worked for 3 years as a timber sales planner and E.A. writer and for 5 months on a detail to the forest supervisor's office to compile a forest firewood policy. In August 1983, I transferred to a district on the Kaibab National Forest in Arizona. I am currently a 'post-sale forester,' supervising timber sale administration, log scaling, timber stand improvement projects, reforestation, and the fuelwood program. The person in this position before me was a very capable and well-liked woman forester so I am not experiencing much of the suspicion or resentment that I did at times in my previous position."

* * * * *



PEOPLE



NORMA D. JAEGER, of Career Management Associates, reports that the First Annual Western Women's Career Excellence Awards were presented to five outstanding women from western states. The awards were presented at Coeur d'Alene, Idaho, during the Western Women's Career Management Forum in October. Among the honored were WENDY HERRETT, Blanco District Forest Ranger, White River National Forest, Meeker, Colorado, and BEVERLY HOLMES, Assistant Station Director, Intermountain Forest and Range Experiment Station, Ogden, Utah.

HERRETT earned a Bachelor of Landscape Architecture degree from the University of Oregon. Her Forest Service career started in 1970 on the Mt. Hood National Forest, then shifted to the Routt National Forest in Steamboat Springs, Colorado, and the Black Hills National Forest in South Dakota. In 1979, HERRETT became the first woman District Ranger in the Forest Service, on the Blanco Ranger District, having one of the largest range programs.

In 1982, she was selected a member of the National Civil Rights Committee, reporting directly to the Chief of the Forest Service on how to more effectively prepare women and minorities for managerial positions. While one of the very few female role models in the Forest Service, she has been willing to be highly visible to other women in the Forest Service by travelling frequently to all parts of the country, reaching out as a mentor.

HERRETT recently received the prestigious Loeb Fellowship in Advanced Environmental Studies at Harvard University where she will study this fall and winter and has also been promoted to the Legislative Affairs Staff of the Forest Service, reporting to Congress on agency problems.

BEVERLY HOLMES is currently the highest-ranking female administrator in the Forest Service Research Organization, supervising administrative support for Forest Service Research Laboratories in Utah, Nevada, Montana, and Idaho. Prior to taking this position, she was Staff Assistant to the Deputy Chief for Research in Washington, DC. HOLMES also served as Director of the National Indian Training Center for the Bureau of Indian Affairs.

HOLMES was Federal Woman of the Year for the Bureau of Indian Affairs, and received a special award from the American Society for

Public Administrators, plus a Certificate of Merit for her contributions to the successful completion of the Forest Service Project Management Training activities.


HOLMES has served as chair of the Forest Service Civil Rights Committee and as chair of the Federal Equal Employment Opportunity Council of Utah.

ANNE S. FEGE has been named assistant director for Planning and Applications for the USDA Forest Service's Northeastern Forest Experiment Station, Broomall, Pennsylvania. FEGE was with both the Council on Environmental Quality and the Energy Research and Development Administration. At the Department of Energy (DOE) she managed a multi-million-dollar program in biomass for energy. After leaving the DOE, FEGE established her own consulting firm in Minnesota. She recently finished her Ph.D. in plant physiology at the University of Minnesota, St. Paul.

A total of \$120,836 was awarded in scholarships to 98 students in the College of Forest Resources at the University of Washington during 1982-83. Among the students honored were KATHY COOPER and KIM SCHILLBERG, who received the R.D. Merrill Forestry Scholarship. The awards were presented by DEAN DAVID B. THORUD.

MARTHA AVERY has accepted a travel and study award from the Ford Foundation to study forestry projects in India. She has coordinated International Forest Science Activities at the Oregon State School of Forestry for the last two years. AVERY has been Forest Science Chairperson of the Oregon Society of American Foresters for the past two years and was chairperson for the technical sessions at the State Convention in Corvallis. Before coming to Oregon State University, AVERY had experience with the Peace Corps.

The Alaska Society of American Foresters, at their 3-5 June convention, presented an award to a prominent public official. BETTY FAHRENKAMP, a Representative in the Alaska State Legislature, was given a special Award of Recognition for her work on the Tanana State Forest bill and other forestry legislation.



SHAWN MORFORD accepted a position in the Public Affairs Office of the Oregon State Forestry department and went to work in Salem, Oregon, in August. She is a forestry graduate of the University of Michigan and had been employed at the Western Forestry Center in Portland, as Special Programs Forester. MORFORD replaces LINDA GABRIELSON who resigned to take advanced educational work.

New manager of the U.S. Forest Service Bend Pine Nursery is SUSAN SKAKEL. SKAKEL came to the Deschutes National Forest from the Eldorado National Forest where she worked as an assistant in the Placerville nursery. She replaced JULIAN WOJTWYCH.

CONNIE TAYLOR, who worked for Crown Zellerbach in Portland, is now in Japan studying marketing and Japanese in an international school near Mt. Fujiyama. While some Americans are in the school, most students are Japanese men whose companies want to send them to the U.S. for further education but who need some language skills and "acculturation".

In 1949, EUGENIE CLARK was virtually the only female marine scientist working in the field. Since then she's racked up over 30 years of diving and research, much of it on sharks, in remote oceans.

As a youngster, she would spend hours at a time at the New York Aquarium. Years later, as a full-fledged scientist, she was able to make her own aquarium: She helped found and direct the Cape Haze Biological Laboratory (now the Mote Marine Laboratory) near Sarasota, Florida. There, she collected hundreds of live sharks to study their food habits and learning behavior.

CLARK has traveled to Mexico's Yucatan and to Japan to investigate "sleeping" sharks. Often, she is accompanied by her children or by students. Other trips take her to the Red Sea, which she had visited more than 30 times, to collect the Moses sole, a shark-repelling fish.

So avid a professional is CLARK that she continued to dive through all four of her pregnancies. What plans does this vivacious, soft-spoken scientist have now as she reaches her 60th birthday? "I plan to keep diving until I'm at least 90," she says.

....Anne Labastille

New Woman

PEOPLE, cont. pg. 48

NEWS AND NOTES

WHEN YOU STUMBLE UPON THAT OLD CABIN...

Cultural resources, artifacts and features resulting from human activities over the past 10,000 or more years are unique, significant, limited in number, and non-renewable. Since 1906, under the Federal Antiquities Act, it has been illegal for anyone to collect artifacts such as projectile points (arrowheads), bottles, beads, mortars, and pestles. No one may disturb historical dumps, cabins, log flumes, and other similar features (structural signs of human habitation) on public lands without authorization. For a number of years many states have had similar laws concerning state lands.

In the case of Forest Service properties, authorization for collection, removal, or disturbance of these non-renewable resources will be issued in the form of an Antiquities Permit but those requesting it must complete an application form and submit six copies to the District Ranger or District Archeologist. Such permits may be granted for research undertaken for the benefit of "reputable museums, universities, colleges, or other recognized scientific or educational institutions with a view to increasing knowledge of such projects." Other government agencies have similar regulations. Such collections are the property of the government and will become permanently preserved for the public. No antiquities permits are issued to individuals.

Professional archaeologists have long fought "pothunting," the illegal collection of artifacts and disturbance of sites of human occupation. As archaeologists depend heavily on information gained from the context in which artifacts are recovered (soil depth, presence of charred wood, bone, etc.), nonscientific collection is also strongly discouraged. Recently, an abstract submitted for a paper to be presented at a national meeting of archaeologists was rejected by a review committee because it was based on the commercial exploitation of archaeological sites for personal and corporate financial gain (the senior author played a substantial role as collector and benefactor of a percentage of site material recovered). The questions raised by this rejection have resulted in a restatement by professional archaeological societies of their goals and ethics.

Organizations of professional archaeologists and many historical societies prohibit the buying and selling of archaeological artifacts and will not accept archaeological material obtained illegally from federal land. The objectives of the professional societies are to stop collecting practices which destroy data and thus prevent attainment of the scholarly goals of archaeology. In essence, it is considered unethical as well as illegal on public and state lands, to remove or disturb cultural material for purposes other than the attainment of scientific information, without professional documentation of context, and without authorization.

....Caroline D. Carley
Archaeologist

ORGANIZATION FOR WOMEN IN SCIENCE

The Association for Women in Science (AWIS) is a national organization dedicated to promoting equal opportunities for women to enter the professions and to achieve their career goals. Some of their major activities are to promote action on issues, congressional testimony, information gathering, and analysis. Their primary objectives are advocacy of scientific careers for women and affirmative action advocacy. For more information contact AWIS, Suite 1122, 1346 Connecticut Avenue, NW, Washington, DC 20036.

FEDERAL AGENCIES NOW TRAINING IN ARCHAEOLOGICAL RESOURCES PROTECTION

The Treasury Department Federal Law Enforcement Training Center, with the cooperation of the Department of the Interior, the Department of Agriculture, and other federal land-managing and law enforcement agencies, is beginning training in archaeological resources protection for both federal archaeologists and federal law enforcement officers. Included in the first sessions are various classes in "The Archaeological Crime Scene," trafficking, marketing, archaeological resource damage evaluation, surveillance and prevention, and various legal topics. Hopefully, a more knowledgeable staff, both archaeological and enforcement, will be available in the future to deal with archaeological protection and antiquities law violations, particularly under the Archaeological Resources Protection Act.

NO SECRETS IN WILDERNESS ACTION PLAN

Saying it's "not enough to simply set wilderness aside," representatives of four federal agencies and the University of Idaho are working on a national wilderness management plan.

A follow-up to last year's National Wilderness Management Workshop at the University of Idaho, the action plan will help agencies adopt consistent policies for protection of wild areas.

"Wilderness has to be administered in such a way that its values are sustained and perpetuated," said Michael Frome, conservation writer and a visiting professor at the University of Idaho. "Things have to be spelled out," Frome said. "We need people in the agencies and out of the agencies to be more wilderness-conscious. Wild country does not protect itself."

Frome, who helped organize the wilderness workshop, also is coordinating the follow-up work. He brought representatives from the U.S. Forest Service, Bureau of Land Management, National Park Service, and Fish and Wildlife Service together for a preliminary meeting.

The plan, said BLM wilderness chief Joyce Kelly, is to appoint a 15-member steering committee that will list key wilderness management issues and suggest solutions.

By next summer, the committee will present a formal management action plan to agency heads--then lobby for support within the agencies and on Capitol Hill.

Ranchers have long criticized the federal government for inconsistent wilderness management practices. One agency may allow grazing in wild areas; another won't. "Administration is very low on the list of priorities for the four agencies," Frome said. "The Forest Service emphasizes commodity production, and the Park Service concentrates on recreational use of the front country." That leaves the "backcountry" or wild areas without trained land managers--and with a public that doesn't really understand the purpose of wilderness designation. "A well-informed public can do much of our work for us," said Kelly.

"There will be draft plans and proposals, and plenty of chances for public comment," Frome said. "We will have no secrets."

....Sherry Devlin
The Spokesman Review

NEWS AND NOTES

CUSTER FIRE UNCOVERS SECRETS

A range fire that charred all 600 acres of the Custer National Monument battlefield this summer may help Park Service historians solve a remaining mystery of Custer's Last Stand. The fire burned away thick, almost impenetrable brush in Deep Coulee on the battlefield and disclosed mounds that may mark the burial place of Company E.

Custer's 7th Cavalry force of 215 troopers in five companies, on a mission to punish Indians who had been raiding settlers and prospectors in the Black Hills, was wiped out on 26 June 1876, when it encountered several thousand Sioux, Cheyenne, Blackfoot and other Indians along the Little Bighorn River.

"There are questions that have nagged historians for years," said Neil Mangum, a Park Service historian based at the site.

The Park Service is beginning a five-year archaeological probe that will include a careful excavation of the mounds. The historians hope it will show how Custer deployed his troopers and how they reacted once they encountered the Indians.

COAST GUARD REVIEWS 50 PROPERTIES

The Seventh District of the Coast Guard has sought the assistance of the National Park Service's Archeological Services Branch in Atlanta, Georgia, to develop a comprehensive historic preservation program.

The district, headquartered in Miami, Florida, maintains over 50 properties in South Carolina, Georgia, Florida, Puerto Rico, and the Caribbean. Many of these properties, which include nineteenth and early twentieth century light-houses, off-shore lights, and administrative structures, represent important architectural and engineering innovations as well as significant aspects of our nation's maritime heritage.

In the coming months efforts will be focused on establishing realistic program goals and objectives. Strategies under consideration for achieving these goals range from strengthening in-house capabilities, sponsorship of internship programs, cooperative agreements with educational institutions, to use of private consultants.

ADMINISTRATIVE HISTORIES IN THE NATIONAL PARK SERVICE

Some 334 areas are preserved and protected by the National Park Service (NPS) as mandated by Congress. Over half of these park areas are cultural and historic sites. Fort Sumter, Independence Hall, Eleanor Roosevelt's "Val-Kill," the Whitman Mission, and Fort Union Trading Post are just a sampling of areas managed by NPS people. These are the place names of our history, legacies saved for the future.

Administrative histories are an important part of the essential documentation used in managing these legacies. Park managers refer to these histories in order to follow established guidelines as they make management decisions affecting each site, whether natural, cultural, recreational, or historic.

For many parks, historic resource studies, composed of all the research findings concerning an area's historic resources, are used in making management decisions. Cultural sites inventories (containing maps, bibliographies, and other research materials) are used to manage archaeological sites. Collection preservation guides provide information for ensuring the proper care of museum collections. Administrative histories, which should exist for each park, are used in conjunction with these other documents.

A park administrative history contains a brief discussion of the event(s) or person(s) commemorated by the park; and a history of the site prior to its inclusion in the National Park System, when approp-

riate. This includes an assessment of how the site has been managed by individuals, states, or other federal bodies, along with a discussion of various effects on the resources.

House and Senate hearings and committee bills, along with the origin and rationale for key management decisions, important management concerns, including the impact of local interest groups, are featured. Preservation, restoration, and reconstruction of structures; development of support facilities (visitor centers, roads, trails, and so on); major archaeological excavations; and major museum collections activities information is provided. Significant cooperative agreements, and major research projects, publications, and listings of key staff people are normally appended.

Awareness of the management value of NPS administrative histories is not new. In 1951, National Park Service Director Arthur Demaray urged all park staffs to prepare histories, but the review process was haphazard and only a few competent histories were written. The movement regained impetus in 1972 under Director George B. Hartzog, Jr. Politics intervened, however, Hartzog was ousted, and not until recently did several key NPS managers, including Chief Historian Edwin C. Bearss and current NPS Director Russell Dickenson, revive the program.

National Park Service Bureau Historian Barry Mackintosh's Assateague Island National Seashore: An Administrative History, printed in 1982, was recently distributed as a model.

Mackintosh chose to write Assateague Island's history because it was a natural area, to demonstrate that all parks need these histories, not just historic parks. His text is aimed both at park managers and a broader academic audience in order to encourage the writing of similar works.

The administrative history of the Jefferson National Expansion Memorial National Historic Site is similar to Assateague Island's in its complexity. The story of how the Jefferson park was established in 1935, the national political personalities involved, and the seventeen-year struggle by the NPS to obtain congressional authorization and appropriations to build the Gateway Arch is a fascinating one.

....Susan Brown
Historian, NPS

MEMORANDUM ON FOREST PLANNING FOR CULTURAL RESOURCES IN PROGRESS

The Forest Service, the Advisory Council on Historic Preservation, and State Historic Preservation Officers have begun to discuss a nationwide Programmatic Memorandum of Agreement on forest planning for historic and archaeological resources. Still in the rough draft stages, the agreement would allow National Forests with qualified personnel and an approved plan consistent with the needs of the National Historic Preservation Act and the National Forest Management Act to operate under it with limited additional federal oversight.

NEWS AND NOTES

WOMEN IN FORESTRY GOES TO THE SAF CONVENTION

WIF bought its first exhibit booth last October at the 1983 Society of American Foresters (SAF) National Convention in Portland, Oregon. When I saw the "invitation to rent" an exhibit booth (with the price the hotel charged, I was sure I could take it home afterward), I thought this would be a wonderful opportunity for WIF to become more visible and perhaps reach more of the people for whom it is published. The people here expressed some concern that perhaps it would be too much for our already over-worked bodies. I scoffed. I said, "Oh, it can't be that bad, I'll take care of it." But like everything else I take on after a scoff, this was considerable work.

While I had had no idea of the amount of work involved, I also underestimated the strength of the response that WIF elicited, just by being there. The variety of individuals who visited us and their responses were sometimes irritating, but mostly rewarding and pleasurable.

I had the luck to meet the founder of WIF, Linda Donoghue, and some of the original members who sought us out at the booth. Debbie Black, Roberta Moltzen, Ann Melle, Jan Wold and other longtime WIF supporters stopped by to introduce themselves. It was thrilling to finally put these capable and friendly faces with the names that I work with all year. These encounters gave me a feeling of meeting old and dear friends.

I also signed up many new subscribers (one of my main goals), some who were enthusiastic from the start and some whose arms I twisted only a little. Others who stopped by were former co-workers who kindly allowed me to practice my rambling "sales pitch" and even better, succeed. I even had the luck to run into my favorite classmate from college. Malcolm Dell was also taking care of an exhibit booth and provided refreshments or guarded the WIF booth when I needed a break. Jo Ellen Force and Dixie Ehrenreich staffed it part of an afternoon so that I could make contacts at other exhibits.

Our booth was a choice location for people-watching, and lulls in the action gave me that opportunity. I observed many women swing by the booth, giving our displayed material a long look out of the corners of their eyes. They wouldn't stop the first time but casually cruised by. Sometime later they would again walk

through our aisle but slow down on the approach to get a better look. I wished I'd had a long-handled Vaudeville-type hook to snag those who looked too shy to stop.

A satisfying number of men paused to offer encouragement and support. Several bought subscriptions for themselves or someone else and promised to pass on the word to co-workers. We spoke with several USFS Forest Supervisors who all stated firmly their commitment to fair and equal employment practices. One Supervisor from Alaska, in a nearby booth, heard someone arguing with me and stepped over to offer support.

But into every positive experience must fall a few grouches. Some people felt compelled to handle our journal as if it were a dirty diaper while treating me as though I were peddling pornography at a church bazaar. Sadly, these people were generally in the upper ranks of our profession: responsible, educated adults, employed at universities, service organizations, and professional journals. It seems that this group is using the same tired old arguments against women in forestry (or any field), and it's boring.

Even before I volunteered to work on WIF a year and a half ago, I felt strongly that there was a deep need for some kind of support mechanism. I know I would have been much happier in my earlier field work years if I'd known I wasn't The Lone Ranger. I know now that I'm not alone. But, this relatively unimportant booth at the 1983 SAF National Convention underscored to me the necessity of a journal like WIF, through not only the many people who responded, "yes, we need this," but also through those who said, "no, you'll never make it."

....Karen Smith

SUBSCRIBE TO WOMEN IN FORESTRY. For four issues send \$15.00 (\$10.00 for students) to WIF, Laboratory of Anthropology, University of Idaho, Moscow, Idaho 83843.

THAT'S WHY IT IS 'GAME'

Come on, Bill and Anita Mabbutt! Enough of this propaganda about how good and delectable game meat can taste. I know a few things about game meat, too. Why do you think they call it "game?"

If Bill and Anita Mabbutt would be honest they would admit that what makes their North American Wild Game Cook Book so popular is all the ways the Mabbutts have discovered to disguise the real taste of game meat. That's nothing new. I always figured that was the true motivation behind the invention of mushroom soup.

My husband hunts and so I've spent a lot of time thinking of ways to fix venison and elk meat. I usually fry onions, peppers, tomatoes and garlic--lots of garlic --to add to each recipe. I've eaten so much garlic that I'm beginning to get leaflets in the mail from the Italian People's Republic Army.

Though I consider eating deer and elk meat an act against nature, if you really want to make me sick, talk about some of the really weird game products people eat: rattle-snake steaks, squirrel pie, bottled moose nose and cougar salami. I could have cried the first time my husband brought home a chunk of cougar salami some friend had given him. There was that pretty kitty cat, all chopped up and rolled together with peppercorns and garlic buds. The final repulsion was when my dog barked and the salami ran up my curtains.

I guess what I consider the biggest waste of time in hunting for game animals is going after game birds. If you took all the edible parts of all the game birds in all the world and put them all together, you still wouldn't have enough meat for a sandwich.

My husband has a Labrador Retriever he uses to help him hunt game birds and even she thinks it's a waste of time. My husband takes this dog out along the breaks of the Salmon River Canyon and spends all day climbing up and down those perpendicular cliffs in search of grouse and chukars. Finally he finds one, and as it flushes up into the air, he shoots it and watches it spiral downward into the river miles below. "Go get 'em, Babe," my husband says to the dog. Babe looks over the situation and then looks back at my husband.

"You gotta be kiddin' me, fella," she replies.

....Kathy Hedberg
Lewiston Morning Tribune

NEWS AND NOTES

BALLOON PROVIDES SPECIFIC INFORMATION TO HELP FISH

"Brewster Gorge has tremendous potential for fish passage," said John Anderson, a fisheries biologist for the Bureau of Land Management's Coos Bay, Oregon, District, "but there are some major blockages that completely cut off about 17 miles of excellent habitat upstream. Adult salmon want to go up there; they run upstream as far as the lower falls every year and jam up trying to get through to where they were hatched. Which is also where they want to reproduce," Anderson said.

Since the worst of the boulder jams are on federal land, Anderson said all it will take is a good plan and some money to tackle the project. The tough part of such a plan is communicating it clearly to the contractors bidding on the job. The fish have very definite requirements. The modified stream bed can be only so steep, and the height of obstructions can be only so great, or the fish will be unable to pass.

"If we tried to get bids on a job described as 'go out there and level out that stream and clear most of the obstructions,' contractors would have no accurate idea how much work would be involved. That would force them to bid high enough to cover all possibilities. We can't afford that," Anderson noted.

But with the photos taken from the weather balloon, a perfectly accurate, known-scale photo mosaic can be made, showing which boulders must be blasted away, how many cubic yards of rubble will result, where that rubble will need to be pushed. That is the kind of specific information a contractor needs to make an accurate bid on a job.

The balloon came from Oregon State University, where it was being used for research. A small platform, 35mm camera with wide-angle lens and motor drive, remote control for the camera, and two people on the ground with fly reels to control the balloon's elevation complete the hardware. The helium balloon's payload is only six pounds. It takes "about \$70 worth of the gas for a fill-up. That won't even buy you part of an hour of air time if you're hiring a plane or helicopter to do aerial photography. Besides, the gorge is under a canopy of old-growth trees and steep and deep enough to be in shadow when photographed from high up."

...BLM News

FISH COUNCIL TRIES TO SIMPLIFY RULES

The Pacific Fishery Management Council is an agency which is almost drowning in its own regulations. The council in 1978 adopted a plan designed to balance competing interests in Idaho, Washington, Oregon and California. Since then, it's been amended yearly to take into account the supply of fish, Indian treaty rights, and other social and economic factors including commercial fishermen and sportsmen.

Last year, says Executive Director Joseph Greenly, it took 625 pages of rules and regulations to adopt changes in a 1978 fish management plan to conform to 1983 conditions. The plan is designed to allow the council to adopt season-to-season changes, yet retain long-term fish management objectives off the West Coast. The changes will not take effect until the 1985 fishing season.

...Lewiston Morning Tribune

QUAKE HAS STRANGE EFFECT ON STREAMS

A month after a killer earthquake struck Idaho, strange water happenings were still being reported at various central Idaho sites.

The 28 October quake registered 6.9 on the Richter scale and opened up a 23-mile-long crack at the foot of the Big Lost River Mountains. U.S. Geological Survey officials are monitoring about two dozen streams and 30 wells in the Challis-Mackay area.

Changes that have occurred include:

- * Flows from springs at the Hagerman National Fish Hatchery dropped 10 percent hours after the earthquake, and fluctuated again two days later. The third day after the earthquake, the springs' flow increased briefly to 10 percent above normal before dropping.

- * Several hot springs near Ketchum (Sun Valley), across the Boulder Mountains from Challis, have maintained higher flows since the quake. Easley Hot Springs, near the Sawtooth National Recreation Area headquarters north of Ketchum, has doubled in size, information officer Elsie Adkins said. That springs' flow dropped by half following the 1959 Hebgen Lake earthquake near Yellowstone Park.

FERRETS DRAW SCIENTISTS TO WYOMING

Researchers hope to find additional colonies of the elusive black-footed ferret this winter and answer a few of the questions that remain two years after the animals were rediscovered in Wyoming, according to Harry Harju of the Wyoming Game and Fish Department.

The ferrets are thought to be the rarest mammal in North America, but that is uncertain because scientists are just now learning how to find them. Harju is chairman of the Black-Footed Ferret Advisory Board, which includes Game and Fish, U.S. Fish and Wildlife, Bureau of Land Management, land-owners, and scientists to guide research on a colony near Meeteetse in northwestern Wyoming. Fish and Wildlife and Biota Research, a Jackson-based firm, are the principal researchers.

The slender tan and black animals are 20 inches long, including a 5 inch tail; they are nocturnal and spend much of their time underground. Fresh snow offers a prime opportunity to track ferrets at prairie dog towns. Prairie dogs are their natural prey. Winter also might be the time young ferrets leave home. A few have radio transmitter collars, and researchers will track them as they strike out on their own.

Another project will be determining the effects of "spot-lighting" black-footed ferrets, an activity key to studying the animals at night. "We'd like to know if what we're doing has an effect on them, too."

Researchers wear surgical masks to prevent passing on diseases and generally leave the ferrets alone as much as possible.

One sighting came two weeks ago south of Sheridan, another in the past month from near Thunder Basin Grassland near Newcastle and still others from Lysite and the Medicine Bow area.

It's logical to look for other colonies in areas with soil and vegetation similar to Meeteetse's, Harju said, but maybe the ferrets survived there just because they weren't disturbed.

Harju said he suspects some people won't report black-footed ferrets for fear they will have to stop mining or ranching operations. But he said the state, which is calling the shots on the ferret research, would recommend moving the ferrets if there were a problem.

...Marguerite Herman
Associated Press

NEWS AND NOTES

ALL IN THE FAMILY

There has been a sudden explosion of research that addresses compelling questions about the behavior of animals toward their genetic relatives. "People are realizing, as theoreticians have long proposed, that kinship really is an important parameter in nature," says Paul Sherman, Cornell University biologist. "And the questions now being asked are how do animals recognize kin and what are the possible mechanisms that enable them to show favoritism to relatives?"

"Ground squirrels that sound alarm calls are stalked or chased by predators significantly more often than are non-callers," says Sherman, who has seen squirrels being killed just after sounding the warning. The caller may not only sacrifice itself, but also fail to maximize its opportunities to reproduce and pass its genes on to the next generation. What then is the benefit in being a hero?

Blood relatives have many genes in common as a result of their descent from common ancestors. Therefore, creatures may cooperate with their kin even if sacrifice is involved in order that the genes of the family will be passed to the next generation. The closer the blood relationship, the higher the stake an altruist has in giving aid. Helping a brother or sister, who shares an average of half the same genes, is more productive than aiding a cousin, who has only one-eighth of its genes in common with the helper.

The term phenotype refers to a set of expressed traits--body or hair color, blood type, body structure and so forth--that are determined by an animal's genetic makeup. Researchers suggest that some animals may familiarize themselves with the observable traits of a known relative or even themselves--perhaps a telltale familial odor, a vocalization or a distinctive appearance--and then compare an unfamiliar individual with this phenotypic yardstick.

....Joan Stephenson Graf
Science Digest

ANOTHER VIEW

A piercing scream shatters the lazy afternoon--a starling has just spotted a predatory buzzard in the sky. It heads straight for the starling.

When an animal screams in fear, say sociobiologists, it is sacrificing itself so its relatives can escape. Such altruistic behavior survives because relatives share genes; those that escape probably have the same self-sacrificing genes as the screamer.

But Goran Hogstedt, of the University of Lund in Sweden, disagrees with this explanation. Instead of flying for cover, notes Hogstedt, most birds ignore the fear screams of their own kind. And, he adds, an attacker poses a threat only to its selected prey, not to neighboring animals.

Hogstedt believes such "altruism," especially in birds, may actually be a desperate but commonsense approach to a familiar objective--self-protection. He suggests that when a starling screams at the sight of a buzzard, its actions serve to attract other predators into the area. If these "pirate" predators, in search of an easy meal, arrived soon enough, they could interfere with the buzzard, allowing the starling to escape in the ensuing commotion.

To test his hypothesis, Hogstedt played a recording of the fear screams of European starlings and measured the time it took predators to approach. The scream quickly attracted a wide variety--buzzards, sparrow hawks, hen harriers, and foxes.

Hogstedt also believes that birds living in the open have less need to scream than do birds living in dense cover. Since predatory birds hunt mostly by sight, he reasons that they would see an attack taking place in the open long before they would hear the screams; a scream would thus be pointless. When Hogstedt tested this second hypothesis he found it to be borne out as well.

Hogstedt's conclusion? Far from being an altruistic phenomenon maintained by kin selection, fear screaming is a "selfish trait, a cry for help directed at any animal capable of timely interference."

....Saralyn Esh
Science Digest

KILLER BEAR MAY HAVE BEEN ON DRUGS

Bear researchers say it's unlikely but fair to speculate that the grizzly which killed a camper in 1983 in southwestern Montana was crazed by drugs. William May was pulled from a tent at Rainbow Point Campground near Hebgen Lake on 25 June and killed by a grizzly. A 435-pound bear was later trapped in the area northwest of Yellowstone National Park and identified as the killer. The attack puzzled wildlife biologists because May and his companion had taken all precautions including camping in a designated area and leaving food in a car.

In the previous 12 years, biologists had trapped the grizzly, which was marked with an ear tag, at least 20 times and had tranquilized it 11 times. Some, if not all 11 of the times, it was drugged with Sernylan, a drug similar to the street drug known as "angel dust".

....Associated Press

PEOPLE INTERESTED IN HOMESTEADING

"Where can I get free land?" You can't, at least not from Bureau of Land Management. BLM employees are often asked the question by people interested in homesteading. The requests often come complete with an elaborate description of how the questioner plans to "live off the land."

"Unfortunately, we must tell them there is no free land," says Rhea Demers, public contact specialist in BLM's Oregon and Washington state office in Portland. "Many of them aren't aware that the Homestead Act was repealed some years ago," she says. The notion is at least partially perpetuated by flowery ads in magazines and newspapers selling books and pamphlets allegedly describing how to get free or cheap land. U.S. Postal Service authorities have investigated some of the advertisers.

....BLM News

SHEEPMEN CO-EXIST WITH GRIZZLIES

Idaho sheep ranchers, more likely in the past to kill bears and other predators, are now trying to co-exist with the grizzly bears inhabiting federal grazing lands in the state, federal officials say.

"There's been a definite trend toward making it work and not confrontation," said John Burns, supervisor for the Targhee National Forest in eastern Idaho.

And Stan Tixier, chief forester for the Intermountain Region, said ranchers in Idaho, Wyoming, and Montana, where much of the U.S. grizzly population is now located, realize they have to live with the grizzlies if they want to keep open for grazing tens of thousands of acres of federal lands.

....Associated Press

NEWS AND NOTES

ANOTHER DOOR OPENS TO WOMEN

We all have them--experiences while growing up that stick in the mind and affect what we do with our lives. One of mine happened in Mr. Shane's ninth grade social studies class. Our big assignment for the semester was to pick an occupation, interview someone who actually worked at it, and turn that interview and our research into a report.

It was the kind of assignment that weighed heavily on the mind all semester, the kind that you knew would have to be umpteen pages long. I put a tree on my binder because my passion when I was 13 or 14 was to be a forest ranger. I wasn't certain what a forest ranger did, but I knew I loved the forest and its plants and animals. Any job that kept you there seemed to me to be the one to have.

Well, I arranged my interview with a local representative of the U.S. Forest Service after school on Wednesday. I had my questions written out and felt dumb and awkward asking them, but he was understanding and courteous and talked to me longer than he needed to.

But in his soft-spoken manner (which made it worse), he dropped a bombshell on my fumbling interview. "Of course, girls can't be forest rangers," he said. "They can work in our offices and some work in labs, but they aren't allowed to be forest rangers."

I remember feeling very embarrassed and stupid for not having known that earlier. I asked him why, although I thought I was asking a dumb question that I somehow should have known the answer to.

"It just wouldn't work," he said. "The job is too hard and dirty," he added. "It's something only men can do."

I thanked him politely for the interview and left, but those words --it's something only men can do, carrying with them the implication that it's something only men would want to do--stayed with me for many years. Instead of blaming him or blaming the system, I blamed myself. There obviously was something wrong with me to even want to do such a thing.

I finished my report and got an "A" on it, but it was one of the more depressing school experiences I ever had, second only to being counseled out of a pre-medicine program at college. I was advised

not to stay in it because (1) very few women were ever allowed into medical school, and (2) even if I were admitted, I shouldn't be there because I'd be taking the spot from some man who was "serious" about a career in medicine who wouldn't quit after a few years to get married.

How far we've come.

....Sandra Haarsager
The Idahoian

STATISTICS LIE: WOMEN ARE GAINING

A few years ago, I wrote a story about congresswomen. Before I left New York for Washington, I was told that the number of women in Congress had not changed in 25 years; now, as then, there are only 17 women in the House. When I got to Washington, however, I discovered that 25 years ago most of the 17 had been the widows and daughters of former congressmen--they had inherited their seats. Now, most of the 17 are grass-roots independents who have been elected without the aid or influence of machine party politics. I thought then, and I think now: Statistics do not record the complexity of actual experience; they are an insufficient means of interpretation.

American Women, Three Decades of Change records that in 1950 women earned 65 percent of what men earned and today they earn 59 percent of what men earn. This statistic indicates that not only have women made no progress in gaining their share of the economic goods, they are falling back.

What is not recorded, however, is this: Thousands of women now hold jobs they never held before, in professions they were unable to enter before. In each of these professions, the struggle over money, position, and status is waged from the beginning, and as though for the first time.

The statistical picture of women in science is as sobering as that of American women in general. There are small percentages in each of the individual sciences, and often great wage discrepancies occur between male and female scientists of similar status and position.

But there are more than 800,000 women now in science and the largest proportion of them take their work seriously; that is, they are not working as scientists on their way to getting married. Their lives are being formed around their work.

....Vivian Gornick
USA Today

WHY NOT A WOMAN?

Why not a woman for vice-president?

We would prefer to think of the vice-presidential choice as independent of the first place on the ticket, rather than as a balancing factor. Prospects of a vice-president having to succeed a president in the Oval Office are so serious that each candidate on the major party tickets should be sufficiently qualified to stand on his or her own merits. Ideally, gender, too, should not be a factor.

Are there qualified women, that is, potential candidates knowledgeable and experienced in national affairs who would bring ideological, regional balance to a ticket? There sure are. Republicans: Sen. Nancy Kassebaum of Kansas, Cabinet member Elizabeth Dole from North Carolina, Rep. Claudine Schneider of Rhode Island, Rep. Marge Roukema of New Jersey, Supreme Court Justice Sandra O'Connor from Arizona, for starters. Democrats: Rep. Geraldine Ferraro of New York, Rep. Pat Schroeder of Colorado, Rep. Lindy Boggs of Louisiana, Mayor Dianne Feinstein of San Francisco, former Cabinet member Patricia Harris. Outside of politics, there are women of grand stature: University of Chicago president Hannah Gray, for example. There are North-South, moderate-conservative-liberal combinations to draw from. All would be articulate, formidable campaigners.

Would a woman on a ticket make a difference? This year it would, at least marginally for the Democrats and considerably for the Republicans, given the "gender gap" edge the Democrats enjoy at the moment.

It is by no means clear that a woman on the ticket would deliver a decisive margin to either party. But neither would it hurt.

....Christian Science Monitor
Editorial

Consider these facts:

- * 53 percent of the voting age population are women.
- * 28 million women in this age group are not registered to vote.
- * The women's vote was the deciding factor in many key races in the recent elections.

NEWS AND NOTES

HORSE ADOPTIONS INCREASE

During the past year 413 horses were rounded up from eastern Oregon rangelands and processed at the Bureau of Land Management wild horse corrals at Burns. Pacific Northwest residents adopted 289 of the horses as well as 220 burros from Arizona and 48 horses were shipped to Tennessee for adoption.

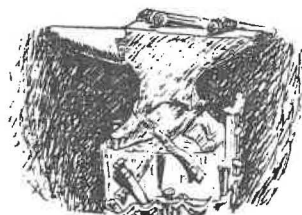
When a gathering takes place, the herd management area plan is reviewed and revised if necessary. This provides the opportunity to adjust population or herd objectives as needed and update the inventory of Oregon's wild horse herds.

The East Kiger herd in the Burns district has received special management to enhance their unique characteristics. About 50 horses have primitive markings of Spanish mustangs, found only in one other herd in the United States--the Pryor Mountain herd in Montana.

In a recent publication, the International Society for the Protection of Mustangs and Burros President Helen Reilly complimented BLM's efforts "for having good management plans for wild horses, which perpetuate viable herds and preserve unique types and primitive markings."

The emphasis for the fiscal year 1984 wild horse and burro program will be in increasing public awareness and increasing adoptions.

...Teresa Gibson
BLM News



NITWIT GRIT

Grit. It's a truly American virtue, right up where Mom and apple pie were until the Pill and Lo-Cal dimmed their watts. Yet something's awry. What I'm seeing increasingly appears to be nitwit grit, a blind refusal to give in or let down under any circumstances. Nitwit grit commonly afflicts women. It may be a corollary to brat-ism, a form of male-think whose apologist, nay, inventor, is George Gilder, author of Wealth and Poverty.

According to brat-ism (my word, not Gilder's), a man is able to perform at his productive best for God, country and Ivy League only if he has a little woman at home providing cookies, kids, and other forms of encouragement and support. Surely, only spoiled brats demand the fully concentrated attention of another human before they will stop sulking--or hanging around the pool hall with the boys--and get to work. Women, it seems, do not require (nor do their abilities merit) equivalent support. Men deserve women; women can hack it alone.

So, where does nitwit grit come in? In women's willingness to accept brat-ism while trying to achieve magnificently in spite of it, that's where. You can't let a feller down, can you? If he really needs you to cook, clean, iron, bake, and bear in order to produce his bit of the GNP, shouldn't you provide those services even though you're working full time to bring in a fair share of the family income? Don't you owe that much to your country if not to him?

Frankly, I respect men too much to believe that brat-ism represents for them an inescapable raging hormonal imbalance. I think it represents an encrusted growth of customs and privileges we're too lazy or fond of to abandon. I think we women who add to or protect this unpleasant growth by demonstrating that nothing is too much for us, that we are willing to give to others until we drop, are showing not grit but nitwit grit.

...Kate Rand Lloyd
Editor, Working Women

AGGRESSIVE TENDENCIES CONTINUE INTO ADULTHOOD

If you know how aggressive a boy is at age 8, you may have a good idea how aggressive he is going to be as an adult.

"In general, we see that aggressive behavior is learned very early in life and continues with the individual over many years... and is predictive of serious antisocial behavior," Leonard D. Eron, a psychologist at the University of Illinois at Chicago, said. Certain factors that seem to help generate this aggressiveness can be identified and that helping parents deal with those factors early in the aggressive child's life might lessen his aggression. "We found that harsh physical punishment related the most to aggression," Eron said. Other factors included watching too much violence on television, rejection by parents, or too much restriction.

The researchers made clear they were talking about aggression that either verbally or physically hurt other children, not about assertiveness or striving.

The researchers found, as have others, that boys were consistently more aggressive than girls. They also found that they could predict with significant success the future psychopathology of the boys at ages 19 and 30, but not of girls, Monroe M. Lefkowitz of Long Island University said.

The gender differences led Eron to observe that girls are socialized and taught differently than boys. "Perhaps we ought to train our boys to be more like girls," he said. "I think Women's Lib was all wrong in saying we should treat girls more like boys. It should be the other way around."

The study began in 1960 when the children were third graders in a semi-rural New York county. In 1981, the researchers reinterviewed more than 400 of the original group, 165 of their spouses and 82 of their children. Their criminal and other records were also examined.

The study found that those judged most aggressive at age 8 by their peers were rated as more aggressive at age 30 by themselves and by their spouses, punished their own children more severely, and had significantly more criminal, drunk driving, and traffic violation convictions.

...Joan Sweeney
Los Angeles Times

The segregation of female workers into low-paying, dead-end jobs is one reason for the wage gap between men and women. Department of Labor statistics show women workers in 1980 were divided into the following occupational categories:

Clerical	33.7%
Service (except private household)	18.8%
Professional-technical	15.9%
Operatives	10.7%
Sales	7.0%
Managerial-administrative (except farm)	6.8%
Private household	3.0%
Craft	1.8%
Nonfarm laborers	1.3%
Farm	1.0%

EMPLOYER LIABILITY FOR SEXUAL HARASSMENT IN THE WORKPLACE*

James C. Kozlowski, J.D.**

A recent article entitled "The Managerial Woman in Parks and Recreation" (October 1982 *Parks & Recreation* and Fall 1983 *Women in Forestry*) noted that women occupy only a small percentage of the top-level administrative positions in the profession. According to the article, this disparity exists despite the fact that females significantly outnumber males in those university curricula offering professional training for the field. Male supervisors are, therefore, the rule rather than the exception for both male and female employees in most agencies.

Federal law is credited in the article with removing the most blatant examples of sex discrimination in the workplace. "Thanks in large part to the women's movement of the sixties and early seventies, women now have the Equal Employment Opportunity Commission 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'."

As indicated by the following review of federal circuit court decisions, one form of employment discrimination which appears to persist for many women is sexual harassment. Fortunately, the federal law has been able to address the most grievous examples of sexual harassment. Reinstatement, backpay, lost benefits, and attorneys' fees are available to employees who are fired for refusing to provide sexual favors as a prerequisite to job retention. More recent decisions, however, have expanded the scope and protection of these civil rights statutes to provide legal redress for the more insidious forms of sex discrimination. Employees may now sue their employers and recover damages when reasonable expectations of career advancement are thwarted by sexual harassment in the workplace.

Term of Employment

In the case of *Barnes v. Costle*, 561 F2d 983 (1977), the plaintiff, a black woman employed at the Environmental Protection Agency (EPA), alleged her job was abolished when she repulsed her male superior's sexual advances. There was no indication that any other positions were eliminated. In this instance, the federal circuit court determined that Title VII of the Civil Rights Act of 1964 as amended by the Equal Employment Opportunity Act of 1972 (EEO) did allow redress for discrimination based upon one's refusal to engage in a sexual affair with one's supervisor.

Although Title VII made it an unlawful employment practice to discriminate against any individual with respect to her terms, conditions, or privileges of employment because of such individual's sex, this

*Reprinted from the April 1983 issue of *Parks & Recreation* by special permission of the National Recreation and Park Association.

**Mr. Kozlowski is a member of the bar in the District of Columbia and the United States District Court for the District of Columbia.

statutory protection initially did not extend to government workers. The Equal Employment Opportunity Act of 1982, however, extended Title VII protection to federal, state, and local government employees.

In determining whether the alleged discriminatory conduct established a Title VII cause of action, the court acknowledged that employers are vicariously liable for the illegal conduct of their employees. "An employer is chargeable with Title VII violations occasioned by discriminatory practices of supervisory personnel." The court stated, however, that an employer could avoid liability under this civil rights statute by adopting a company policy to identify and effectively address incidents of sexual harassment. "Should a supervisor contravene an employer's policy without the employer's knowledge and the consequences are rectified when discovered, the employer may be relieved from responsibilities under Title VII."

WITHOUT A COMPANY POLICY TO IDENTIFY AND EFFECTIVELY ADDRESS INCIDENTS OF SEXUAL HARASSMENT, EMPLOYERS ARE LIABLE FOR DISCRIMINATORY PRACTICES OF THEIR SUPERVISORY PERSONNEL.

According to the court, it was not necessary for all women in a given workplace to be the targets of sexual harassment. "A sex-founded impediment to equal employment opportunity succumbs to Title VII even though less than all employees of the claimant's gender are affected." As a result, unwelcomed sexual advances by the employer's supervisor toward one woman would be sufficient to trigger Title VII liability. In addition, the court stated that it would give Title VII litigants the benefit of the doubt in providing a forum for hearing complaints of sexual harassment on the job.

The protections afforded by Title VII against sex discrimination are extended to the individual and a single instance of discrimination may form the basis for a private suit . . . Title VII must be construed liberally to achieve its objectives as we ourselves recently noted it requires an interpretation animated by the broad humanitarian and remedial purposes underlying the federal proscription of employment discrimination.

In reaching a favorable conclusion for the plaintiff, the court stated that Barnes had become "the target of her supervisor's sexual desires because she was a woman, and was asked to bow to his demands as the price for holding her job." According to the court, further proof of gender-based discrimination was evident in the fact that men at EPA were not subjected to unsolicited sexual advances by their superiors. "The circumstance imparting high visibility to the role of gender in the affair is that no male employee was susceptible to such an approach by the defendant's supervisory employee." When adverse job

actions are attributable to an individual's sex the court found that Title VII provided a means of judicial redress.

Thus, gender cannot be eliminated from the formulation which defendant advocates, and the formulation advances a *prima facie* case of sex discrimination with the purview of Title VII . . . But for her womanhood . . . her participation in sexual activity would never have been solicited.

Job Status Protected

Shortly after Barnes was decided, the federal appeals court for the third circuit rendered a similar decision suggesting that Title VII coverage extends beyond mere job retention to include other indices of employment status. The plaintiff in Tompkins v. Public Service Electric & Gas Co., 568 F2d 1044 (1977) had progressed to secretarial positions of increasing responsibility over a two-year period. During a luncheon discussion of her job performance and a possible job promotion, the plaintiff's supervisor made it clear that sexual relations would be necessary for a satisfactory working relationship between himself and the plaintiff. When the plaintiff refused, she was subsequently transferred to an inferior position in another department. A little more than a year after this incident, the plaintiff was fired for poor job performance. Plaintiff alleged that the defendant employer's evaluation which led to her dismissal was not a true reflection of her work.

RECENT DECISIONS HAVE EXPANDED THE SCOPE AND PROTECTION OF CIVIL RIGHTS STATUTES TO PROVIDE LEGAL REDRESS WHEN REASONABLE EXPECTATIONS OF CAREER ADVANCEMENT ARE THWARTED BY SEXUAL HARASSMENT.

Following the reasoning of Barnes, the Tompkins court found that the plaintiff's allegations stated a claim under Title VII. In each case, a term of condition of employment had been imposed in a sexually discriminatory fashion. In other words, job retention for certain females was conditioned upon a favorable response to the sexual advances of their supervisors.

Although the plaintiff in Tompkins ultimately was fired for allegedly refusing her supervisor's sexual advances, the court elected not to limit Title VII protection to situations involving employment terminations. The Tompkins court suggested that Title VII provides legal redress for any employer action affecting one's job status when such action is applied in a sexually discriminatory fashion.

Title VII is violated when a supervisor, with the actual or constructive knowledge of the employer, makes sexual advances or demands toward the subordinate employee and conditions that employee's job status--evaluation, continued employment, promotion, or other aspects of career development--on a favorable response to those advances or demands, and the employer does not take prompt and appropriate remedial action after acquiring such knowledge.

Offensive Work Environment

Unlike the women in Barnes and Tompkins, the

plaintiff in Bundy v. Jackson, 641 F2d 934 (1981), was not dismissed for refusing the sexual advances of her supervisors. Rather, the supervisors in this case gave the impression that they were impeding any possible job promotions for the plaintiff. In addition, these supervisors did nothing to facilitate the resolution of plaintiff's sexual harassment complaints. In response to the plaintiff's allegations, the defendants argued that Bundy was denied possible promotions based upon her job performance, not her complaints of sexual harassment.

The issue in Bundy was, therefore, "whether an employer violates Title VII merely by subjecting female employees to sexual harassment, even if the employee's resistance to that harassment does not cause the employer to deprive her of tangible job benefits." Departing somewhat from the reasoning of Barnes, the court did not limit Title VII relief to cases of gender based discrimination. Rather, Title VII liability could be imposed whenever the sex of an individual plays a significant role in employment without proper justification.

Sex discrimination within the meaning of Title VII is not limited to disparate treatment founded solely or categorically on gender. Rather, discrimination is sex discrimination whenever sex is for no legitimate reason a substantial factor in the discrimination.

In its decision, the Bundy court referred to the "demeaning sexual stereotypes" and the "intentional assaults on an individual's innermost privacy" which characterize sexual harassment. Such stereotypes and assaults on the individual are not necessarily limited to formal job actions by a supervisor. The court, therefore, chose to adopt a much broader definition of sexual harassment contained in the Equal Employment Opportunity Commission's regulations. Title 29, section 1604.11 (a-f) of the Code of Federal Regulations defines sexual harassment in the following manner:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when: submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

Obviously, an "intimidating, hostile, or offensive work environment" need not necessarily be the exclusive domain of supervisory personnel. Employer apathy may permit such demeaning conduct among fellow workers. The Bundy decision, therefore, extended Title VII liability to include such situations. "The employer also remains responsible for sexual harassment committed by nonsupervisory employees if the employer authorized, knew of, or should have known of such harassment."

Given the wide scope of Title VII protection afforded by the Bundy court, sexual harassment constitutes illegal sex discrimination "even if it does not result in the loss of tangible job benefits." In finding for the plaintiff, the court described the actions to be taken by the defendant to ensure com-

pliance with Title VII in the area of sexual harassment.

The Director of the agency should be ordered to raise affirmatively the subject of sexual harassment with all his employees regarding Title VII, EEOC regulations, and agency policy.

The Director should establish and publicize a scheme whereby harassed employees may complain to the Director immediately and confidentially.

The Director should promptly take all necessary steps to investigate and correct any harassment, including warnings and appropriate discipline directed at the offending party, and should generally develop other means of preventing harassment within the agency.

This three-point plan of action constitutes an effective checklist for all employers to minimize vicarious liability under Title VII for sexual harassment.

For an illegal denial of promotion, the Bundy court would require a plaintiff to show: (1) that she was a victim of a pattern or practice of sexual harassment attributable to her employer and (2) that she applied for and was denied a promotion for which she was technically eligible and of which she had a reasonable expectation. Once the plaintiff has established her prima facie case, the burden of proof shifts to the employer to show "by clear and convincing evidence, that he had legitimate nondiscriminatory reasons for denying the claimant the promotion."

AVOIDING AND REJECTING UNWANTED ADVANCES*

When socializing takes an undesired personal turn and a male coworker begins to ask about you, respond with minimal personal detail. Talk about business, salary, books. Behave as if your work is your entire life and interest. Discourage the use of terms of endearment--the casual address of honey, dear, and the like. When approached for an affair by a male coworker, never turn him down flat or reject his overtures without a firm, calm explanation of your motives. In so many words, say "I like you as a person but that's as far as it goes. The answer is no and will always be no." Don't vary your response according to the status or job title of the man.

Be ready to follow the crowd when the drinking milieu has a quasi-social but definitely insider-business air, because a lot of business gets done in such a setting. Never get drunk, but act like an enthusiastic drinker. Offer drinks, suggest stopping for a drink, join with the social drinking customs of your business associates. Keep a glass in your hand like everyone else, but fill it with dilute drinks and lots of ice, or simply water, tonic, or soda water and ice. Don't order coffee, milk, or cola in most drinking circles. It labels you as an outsider. And if a male associate gets drunk, pretend that you never noticed.

*Excerpted from Games Mother Never Taught You by Betty Harragan, Warner Books, 1977.

Even if the employer is able to provide such proof, the plaintiff may still prevail by showing the discriminatory motives underlying the denied promotion(s). "If the employer successfully rebuts the prima facie case, the claimant should still have the opportunity to prove that the employer's purported reasons were mere pretexts." Moreover, there is no need for the plaintiff to show that other similarly situated employees were promoted while she was denied a promotion. Consequently, once the plaintiff has established a prima facie case of sexual harassment under Title VII, the burden of proving legitimate reasons for denying the allegedly harassed employee a prospective job promotion becomes considerably more difficult.

Constructive Discharge and Strict Liability

The plaintiff in Henson v. City of Dundee, 682 F2d 897 (1982), alleged that her resignation from the city's police department was due to sexual harassment by the department's police chief. According to the plaintiff, the chief "created a hostile and offensive working environment for women in the police station . . . subjecting them to numerous harangues of demeaning sexual inquiries and vulgarities." The issue was, therefore, whether the plaintiff had alleged sufficient facts to establish that "her resignation was tantamount to a constructive discharge based upon sex." If discriminatory practices based upon sex would cause a reasonable person to quit her job, the employer will be held liable for effectively discharging the individual in violation of Title VII.

When an employee voluntarily resigns in order to escape intolerable and illegal employment requirements to which he or she is subjected because of race, color, religion, sex, or national origin, the employer has committed a constructive discharge in violation of Title VII.

Referring to the EEO regulations cited in Bundy and Henson court included psychological well-being as well as tangible job benefits as terms or conditions of employment within the purview of Title VII.

Under certain circumstances the creation of an offensive or hostile work environment due to sexual harassment can violate Title VII irrespective of whether the complainant suffers tangible job detriment . . . Terms, conditions, or privileges of employment include the state of psychological well-being at the workplace . . . For sexual harassment to state a claim under Title VII, it must be sufficiently pervasive so as to alter the conditions of employment and create an abusive working environment. Whether sexual harassment at the workplace is sufficiently severe and persistent to affect seriously the psychological well-being of employees is a question to be determined with regard to the totality of the circumstances.

In reaching its conclusion that a sexually hostile or offensive work environment constitutes a violation of one's civil rights, the Henson court drew an analogy between sexual harassment and the offensiveness associated with racial discrimination.

Sexual harassment which creates a hostile or offensive environment for members of one sex is every bit the arbitrary barrier to sexual equality at the workplace that

racial harassment is to racial equality. Surely, a requirement that a man or woman run a gauntlet of sexual abuse in return for the privilege of being allowed to work and make a living can be as demeaning and disconcerting as the harshest of racial epithets.

Interestingly, the Henson court would limit Title VII claims to offensive conditions which have a discriminatory impact upon one sex. In those instances where sexual abuse is imposed equally on men and women alike, this decision would deny redress under federal law. The decision suggests that such complaints may be effectively addressed in the state courts.

There may be cases in which a supervisor makes sexual overtures to workers of both sexes or where the conduct complained of is equally offensive to male and female workers . . . In such cases, the sexual harassment would not be based upon sex because men and women are accorded like treatment. Although the plaintiff might have a remedy under state law in such a situation, the plaintiff would have no remedy under

Title VII--sexual harassment may form the basis for action for common law torts of invasion of privacy, assault and battery, and intentional infliction of emotional distress.

For those instances involving a sexually hostile or offensive environment, the Henson court, with one judge dissenting, established a separate standard of liability from that imposed upon the supervisor/employee relationship. "In the work environment case the plaintiff must prove that higher management knew or should have known of the sexual harassment before the employer may be liable." The plaintiff can establish the employer's constructive knowledge by "showing that she complained to higher management of the harassment, or by showing the pervasiveness of the harassment."

Conversely, an employer is strictly liable for the conduct of its supervisors. Given strict liability, the care taken by the employer to avoid sexual harassment in circumstances involving supervisory employees would be irrelevant. In other words, an employer will be held liable for the sexual harassment by supervisory employees even though the employer is without fault and acted in a reasonable and prudent fashion.



OFFICE ETIQUETTE*

The young ladies were plotting revenge. Perhaps one of them might coax the office colleague to repeat his suggestive remarks to her when, unbeknownst to him, their superiors were listening. Or one of them might agree to the assignation he suggested, only to show up at the hotel room with all their office mates. That should cure him, or others in the office who seemed to believe that female workers were designed for their amusement. Miss Manners, to whom the young ladies came for final approval, was tempted to let them go ahead. Miss Manners has too much to do, what with setting out the tea things and all, to save gentlemen, or perhaps she should simply say men, from the natural consequences of their bad behavior. People who make obscene remarks should be prepared to be struck back at, one way or another.

Yet Miss Manners began to feel an unnatural twinge of sympathy for those gentlemen who, caught in changing times, may not realize that what they consider gallantry is considered obscenity by young ladies today. Mind you, Miss Manners is entirely on the side of the young ladies. Overt sexuality, when there is no reason to suppose it is welcome, is not gallantry. People who do not have a well-

developed sense of when flirtation is welcome and when not should not play that subtle game. In any case, talk of hotel rooms is not flirtation.

Nor is it proper to assume that young ladies always welcome favorable appraisals of their bodies. "We are not here to please the men in the office," declared the angry young ladies. "We're workers, too, not decorations, let alone sex objects." It is true that it was once the custom for such remarks--mild ones, such as telling young ladies that they looked pretty or had lovely eyes--to be made even in the most impersonal situations. Elderly gentlemen brought up in this atmosphere sometimes assume that the greater freedom women have today means that they can not only make such remarks, but that they can make even freer remarks. They are incorrect. They are going to get socked in the eye one day, and the next time Miss Manners is not going to help them.

*Excerpted from Miss Manners' Guide to Excruciatingly Correct Behavior by Judith Martin. Atheneum, New York. 1982.

PUBLICATIONS

GORILLAS IN THE MIST by Dian Fossey (Houghton-Mifflin Company, \$19.95) is about the mountain gorilla which was first recognized as a subspecies just 80 years ago. Today a mere 240 animals remain. Dian Fossey found them before they disappeared altogether, and her account of the lives of these gentle giants, based on years of careful observation and record keeping, is as thrilling as old family stories of a relative we never knew. She followed the progress of three generations in various groups for more than a decade. She watched the antics of the younger gorillas, the terrors of intergroup encounters, the brutality of the group to a strange gorilla, and the tolerant affection for group infants. She describes her own joy the first time a young gorilla reached out to touch her hand, her grief at the deaths of animals that had become old friends. Fossey's book is its own best argument for preservation.

...Science

Still under development, or in the final review draft stage, are the Secretary of the Interior's **STANDARDS AND GUIDELINES FOR ARCHEOLOGY AND HISTORIC PRESERVATION**. When finalized, these will include standards and accompanying guidelines for preservation planning, identification, evaluation, registration, historical documentation, architectural and engineering documentation, archaeological investigation, and historic preservation projects.

More and more children are "latchkey kids"--that is, they're on their own from the time they get home from school until a parent comes home from work. As the number of latchkey kids grows, various groups are looking into the problem and coming up with ways to help keep the kids safe and in line and to relieve their parents of at least some of the worry. The Wellesley Center for Research on Women set up the School-Age Child Care Project, a community child-care program for latchkey kids. The Project has conducted extensive research, which it is willing to share with interested parents and communities, and has just published a guidebook, **SCHOOL-AGE CHILD CARE: AN ACTION MANUAL**. For further information, call or write The School-Age Child Care Project, Wellesley College Center for Research on Women, Wellesley, Massachusetts 02181 (617-235-0320 extension 2546).

WOMEN SCIENTISTS IN AMERICA: STRUGGLES AND STRATEGIES TO 1940 by Margaret W. Rossiter (Johns Hopkins University Press, 439 pp., \$27.50) has been hailed as "pioneering" in both subject and methodology. The book asks such questions as: how do women work in science?, what are the professionalizing processes for them?, and explores the patterns that both help and hinder women scientists. Rossiter documents ways in which the growing "professionalization" of science worked against women, especially by invoking higher standards to exclude them.

ACID RAIN--A WATER RESOURCES ISSUE FOR THE 80s, is edited by Raymond Herrmann and Ivan Johnson, (\$5.95 plus \$1.00 postage and handling from the American Water Resources Association, 5410 Grosvenor Land, Bethesda, Maryland 20814, prepaid). This publication is a reprint from the proceedings of the American Water Resources Association International Symposium on Hydrometeorology. It contains 11 papers which set the stage for ongoing U.S. activities within an arena of interdisciplinary relationships and put into perspective the significance of the acid deposition problem as a national water and related riparian resources issue.

BRANDAIDS: OPPORTUNITIES FOR SURVIVAL AND SUCCESS IN RANCHING is a timely publication for use by ranchers and others working with range-related industries. It provides a checklist of opportunities, with elaboration, for staying in a business and making money in ranching. Single copies are available free of charge from the Society for Range Management, 2760 West Fifth Avenue, Denver, Colorado 80204. Two to 100 copies are available at \$.75 each.

The American Association of University Women (AAUW) has updated its list on **PROFESSIONAL WOMEN'S GROUPS PROVIDING EMPLOYMENT ASSISTANCE TO WOMEN**. The 15-page booklet lists names, addresses, telephone numbers and contact persons for 127 organizations. Many of the groups listed provide other services as well. Copies of the list are available at \$2 prepaid, plus \$1 for postage on the first one or two lists ordered. Larger orders will require additional postage. Send check or money order to the AAUW Sales Office, 2401 Virginia Ave., NW, Washington, DC 20037.

Combining an effort to raise funds with the opportunity to record the lives and accomplishments of women, past and present, and to encourage other women to expand their horizons, Planned Parenthood of Idaho, for the second year, is publishing the **WESTERN HERSTORY** engagement calendar.

The calendar consists of 54 stories about historical and contemporary women of the West. A photograph or drawing of each woman accompanies the story.

For more information on prices and discounts write to: Planned Parenthood Association of Idaho, Inc., 4301 Franklin Road, Boise, Idaho 83705 (208-345-0839).

In August 1925, two women boarded a train in New York, both setting off to do field studies in anthropology. The younger and more adventuresome was off to Samoa; the other, Ruth Benedict, was bound for the Southwest to study the Pueblo. Almost everyone is familiar with the result of Margaret Mead's trip. Fewer are acquainted with the life and work of Ruth Benedict, now revealed by anthropologist Modell in this thoughtful biography--**RUTH BENEDICT** (by Judith Schachter Modell, University of Pennsylvania Press, \$30). One of the early shapers of the discipline of anthropology, Benedict came to the field in search of "a place for personal preoccupations." In unfolding the details and direction of this search--through a fatherless childhood, an unhappy marriage, a lifetime of poetry writing, a study of unfamiliar cultures--Modell reveals to us a complex woman who never stopped looking for the patterns that define both cultures and individual lives.

...Science

The **WOODLAND WORKBOOK** is a collection of over 40 publications for woodland owners and others who need basic information about the management, conservation, and use of forest land. Prepared by the Extension Forestry Staff of Oregon State University, the workbook includes sections on management planning, forest measurements, reforestation, stand management, logging, marketing forest products, multiple use, forestry issues, business management, and woodland assistance. For more information contact the Bulletin Mailing Office, Industrial Building, Oregon State University, Corvallis, Oregon 97331.

PUBLICATIONS

Stephen J. Pyne, assistant professor of history at the University of Iowa, has won the fourth biennial Forest History Society Book Award for his *FIRE IN AMERICA: A CULTURAL HISTORY OF WILDLAND AND RURAL FIRE* (Princeton University Press, 1982, 670 pp., \$35). Pyne's book emerged from long personal involvement in fire fighting, extensive archival research, and broad-based support from the U.S. Forest Service through a cooperative agreement with its History Section.

The Forest History Society Book Award includes a cash prize of \$500 and is given for the book that judges deem to be the most outstanding among those in the field published in 1981 or 1982.

RANGELANDS serves as a forum for the presentation and discussion of facts, ideas, and philosophies pertaining to the study, management, and use of rangelands and their several resources. Manuscripts

from any source (nonmembers as well as members) are welcome. RANGELANDS is the nontechnical counterpart of the *JOURNAL OF RANGE MANAGEMENT*. Therefore, manuscripts and news items submitted for publication in RANGELANDS should be of a nontechnical nature and germane to the broad field of range management. Editorial comments are subject to acceptance by the editor and will be published as a "Viewpoint." For more information contact Editor, *JOURNAL OF RANGE MANAGEMENT*, or RANGELANDS, 2760 W. Fifth Ave., Denver, Colorado 80204 (303-671-0174).

Nearly 100 audio-visual publications covering a wide variety of forestry-related subjects are available for purchase or rent from the Forestry Media Center, School of Forestry, Oregon State University, Corvallis, Oregon 97331. The latest release is *ESTABLISHING AND ORGANIZING A LUMBER QUALITY CONTROL PROGRAM*, (826.1 S-T) by Terry Brown

and Tom Luba. It contains 78 slides and is 15 minutes long. This program discusses the importance of lumber quality control, including process and product segments. The cost of a 3 day rental is \$18 and purchase of the program is \$95.

WORKING WITH YOUR WOODLAND: A LANDOWNER'S GUIDE by Mollie Beattie, Charles Thompson and Lynn Levine (University Press of New England, \$12.95 paper, \$27.50 cloth) will be out this spring. The book is intended as a guide to the sensible use of woodland in New England, to a middle way between overuse of the forest and not using it at all. The authors designed it for the half-million private owners who control more than half of the productive forest land in New England. There are illustrations and chapters on history, foresters of New England, assessing woodland potential, management plans and techniques, finances, harvesting, and appendices full of reading lists and useful information.



PEOPLE



WOMEN PLAY KEY ROLES ON SIX RIVERS NATIONAL FOREST

Out of a total work force of 354 on the Six Rivers National Forest, 101 are women. Under the "Consent Decree" of 1981 the Forest Service agreed to pursue a long-term goal of eliminating the under-representation of women.

Assistant Administrative Officer CHRISTINE WALSH, Coordinator of the Consent Decree, said the Decree challenges the manner of past business practices of the Forest. On the whole, she finds her two positions challenging as she tries to improve or simplify the system, making it easier for the Forest to accomplish its resource output.

SUSAN TAPPAN, Civil Engineer, was an oceanography major in college. She switched to engineering at the advice of a counselor. Her job involves the construction, design, and surveying of roads; computer design for cost-effective programs; and administering Public Works projects. Ideally, ten years from now, TAPPAN would like to own her own business as a consulting engineer but feels that there are still challenges with different types of public interest issues in the Forest Service.

Timber Preparation Forester JULIE MAXON'S job includes determining the feasibility of all timber sales on the Orleans Ranger District through

field reconnaissance, timber sale lay-out, and environmental analysis. She thinks that the Forest Service offers a wide range of opportunities for women in non-traditional jobs. "The Forest Service has taken into account that a married couple would want to live and work in the same Ranger District (Orleans). For me, this has worked out really well," MAXON said.

SHERRY DAVIS-NELSON is an Engineering Technician. She notes there is much to learn that perhaps comes easier to men due to "social-conditioning". For instance, things like using various tools, having knowledge of certain technical terms, and having physical stamina are expected of men. Since all of DAVIS-NELSON'S co-workers are men, she was originally "tested" to see if she could handle the position. "Once the men decided that I had 'cut it' they were helpful and accepting. I'm not protected; I'm an equal," states DAVIS-NELSON. When questioned about her career choice she says, "It just looked right. I wanted a physically demanding, rather than 'paper-pushing' job, and the Forest Service had more to offer as far as technical diversity than other jobs."

...Dick Gibson
Public Affairs Officer

WHO ELSE WILL TRY TO GET INTO THIS ACT?

Idaho's elementary schools are being offered a teaching tool prepared for children in the fourth, fifth, and sixth grades by Idaho Women in Timber. According to this organization, the kit is made up of activity sheets, lesson plans and posters designed to acquaint youngsters with Idaho's timberlands, how they are distributed, and how they are used.

That's fine, except that Idaho Women in Timber is a special-interest group with a viewpoint. It is use-oriented, and opposed to what it considers excessive classification of forest as wilderness. That is an honest view shared by many Idahoans, but it is one with which other Idahoans may just as honestly differ. The schools should, out of fairness, also accept materials from the other side--the Idaho Conservation League, for example.

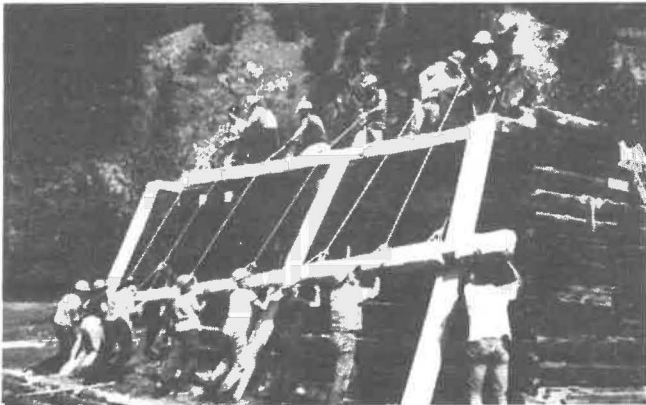
But the schools would be better off without lobbying by anybody. Any number of organizations, with the best of intentions, would prepare teaching kits for fourth graders if they could get them into the schools. But that would probably not be good either for the schools or for the children, and in the long run it may not even be good for the organizations.

...Ladd Hamilton
Editor, Lewiston Morning Tribune

FOREST SERVICE PRESERVATION AND LOG STRUCTURES

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In July 1983, 18 archeologists and others gathered at Nezperce National Forest in the River of No Return Wilderness of central Idaho. Under the direction of Harrison Goodall, a multi-year project was begun to stabilize structures at the Jim Moore Ranch. Moore's Ranch was an important stop for miners heading to the Thunder Mountain gold fields, active between 1902 and 1909. As well as having this historical importance, Moore's Ranch was chosen because of the excellent craftsmanship visible in the buildings' construction. Its location on the Salmon River also provides visitor access to the ranch.



Raising a replacement log during the 1983 stabilization workshop.

Two of the 10 standing structures--the main house and a large storage building--were renovated during summer 1983's week-long training session. Actual work involved the replacement of purlins and roofing material, as well as replacement of some decaying logs and upper floor joists. The purpose of this work was not to restore the structures to a usable condition, but to stabilize the structures in their present condition as ruins and to prevent further decay.

While the traditional image of an archeologist is one who studies ancient cultures obscured in the dust of millennia, many relatively recent "historical" groups of people have left little in the way of a written history and must be studied by the same techniques used to study prehistorical groups. Through the investigation of material remains, their lifeways can be better understood. Mining, ranching, and logging structures constructed in the late 19th and early 20th centuries offer new information about these subsistence groups. The materials used (the type of nails, the presence of an iron stove or milled lumber) and the way a structure was constructed (the floor plan) can provide the observer with information about the builder's ethnic and geographic heritage. It was this study of the form of structures that attracted me when I first began cultural resource field work on Boise National Forest in 1980. Dozens of books and articles existed

that described the typology of eastern American log structures. Many of the log structures standing on the abandoned homesteads and mining claims of central Idaho, however, were different in form. It was apparent that very few studies had examined vernacular log construction anywhere in the western United States.

A structure that is vernacular, or "folk" in architectural form, can be defined in the following ways:

1. It was not built by an architect or engineer, but a local craftsman, probably the building's owner.
2. It was built of locally available materials.
3. While variations exist in architectural details, the overall design of the structure followed unwritten traditions for planning and massing.
4. These traditions, at least in their beginning, were limited in their geographic range.

Of particular interest was a floor plan that first appeared in the 1870s or 1880s and was commonly built well into the 20th century. Since the geographic range for this type of structure seems to be primarily the Rockies, it is called the Rocky Mountain Cabin. Identifying features include a front-facing gable, a low-sloping roof, and extension of the roof purlins well beyond the front wall to form a covered work area.



Rocky Mountain Cabin type, Meadow Creek, Boise National Forest.

The Rocky Mountain Cabin is one of several plans that have been identified as existing on National Forests in the Rocky Mountain West. Other plans came from settlers who brought traditional ideas for building with them from the Southern and mid-Atlantic regions. These plans include structures with an eave wall forward and side-facing gables that were often 1½ stories tall. The roof had a steeper slope than Western-type cabins (about 45°), and the logs of Eastern-type cabins were often hewn flat on the

interior and/or exterior walls. Jim Moore, a native of the Upland South, built a typical "Eastern" dwelling on his central Idaho ranch.

In places, like the Boise National Forest, that have seen extensive mining, ranching and/or logging activity, hundreds of cabins exist today in varying stages of decay. A large percentage of these structures have yet to be formally recorded. The process of locating and recording these structures has the potential for contributing valuable data to the fields of historical archaeology, geography, and architecture.

Forest Service policy toward log structures has undergone major changes during the last two decades. Instead of burning abandoned structures that were seldom formally recorded, most structures are now avoided by potentially disturbing management activities. While avoidance measures protect structures from human disturbance, the natural processes of weathering and decay continue their gradual destruction. Unless steps are taken to stabilize and maintain some of these structures, there will be very few original cabins left on National Forest Lands within 50 years. The Jim Moore project is a recognition of this need to intervene. Within the next decade, we hope that individual National Forests can begin to target a few exceptional structures to be preserved as visible symbols of the Rocky Mountain pioneer history.



Jim Moore house (before stabilization).

One major ingredient necessary for the initiation of such preservation projects is public support. Prominent in supporting the Moore Ranch project is the Friends of Jim Moore Foundation, whose members cut trees used in the manufacture of replacement logs and provided financing for some of the materials used. Whether by adopting specific sites or by just being vocal in supporting preservation in general, the non-archeologist and non-architect can make a lasting contribution to the preservation of significant historical sites.

For further information about log construction and vernacular architecture in the United States, with emphasis on the western U.S., the following publications are suggested:

- Attebery, Jennifer E. 1976. Log construction in the Sawtooth Valley of Idaho. *Pioneer America* 8(1):36-46.
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THE CABINS THAT UNCLE SAM BUILT

Jim Moore is buried within earshot of "The River of No Return," out behind the log buildings he fashioned with an ax, sweat and pioneer grit. Moore, an early-day prospector and trader, staked out the mining claim in the late 1890s, about the time when gold fever funneled thousands of prospectors into the Thunder Mountain country south of the Salmon River. In 1978, his cabins became part of the National Historic Registry. Because the wilderness deals a menacing test of time, the cabins were destined to disappear into the same ground that claimed their builder. But the U.S. Forest Service, along with the help of interested individuals and a private foundation, initiated a stabilization project aimed at halting the natural decay. The project is touted as a prototype that could pave the way for other such projects nationwide.

The project began two years ago, after the Central Idaho Wilderness Act was passed. The Forest Service hired two private consultants to inventory all historical structures along the main Salmon River. The following year, another consultant, Harrison Goodall, was asked to assess which places might be best suited for stabilization work. He chose the Jim Moore place. The task of replacing rotted logs and roofs was a challenge, participants said. Old logs that hadn't rotted were used again. Unsound logs were replaced with new ones, all hand-hewn to conform with Moore's construction techniques.

"The Forest Service for a long time has had a reputation for burning things like this down," said one of the archeologists on the project. "It's been hard to live that reputation down, but actions work better than pontificating."

Condensed from an article by David Johnson, Lewiston Morning Tribune.

LOVE AT WORK

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“ MORE THAN 50 YEARS AGO , WHEN SIGMUND FREUD WAS ASKED THE PRESCRIPTION FOR A HEALTHY LIFE, HE CAME UP WITH TWO SIMPLE INGREDIENTS: WORK AND LOVE. BUT WHAT THE DOCTOR HAD IN MIND WAS AN INTEGRATED PERSONALITY, NOT AN INTEGRATED WORK FORCE. ”

.....ELLEN GOODMAN

As more and more women enter traditionally male-dominated professions--competing with men for the same positions and promotions--new questions arise about co-worker romances. What are the risks? What policies or rules--corporate or social, written or unwritten--pertain to these situations? How might such relationships be handled most appropriately within the work environment? The answers to these questions are changing.

Several recent magazine articles and books have addressed these issues, but the ideas and advice provided for working women range from a strict "Don't ever do it!" to more optimistic--and perhaps more realistic--views. Obviously, there is a certain inevitability to co-worker romances. With more women moving into line (vs. support) positions in previously all-male fields, the probability of finding interesting and available partners in the work place is growing. The work place is a natural place for romance to begin. According to Terri Schultz, love blooms where men and women pursue common goals and share mutual interests. Says Jeanne Driscoll, "Working with equals can be very stimulating." The thrill of achievement, the pleasure of working side by side, can stir up seductive feelings.

The consequences of co-worker romances, however, viewed from the perspective of the "system"--through tradition and through the eyes of employers and supervisors, most of whom are male--tend to be rather discouraging. While most people will admit that sexual affairs are a fact of life in an integrated working environment, most women believe that the resulting problems are personal, individual matters which each must learn to handle by herself. For several reasons, Betty Harragan, author of Games Mother Never Taught You, believes that this view is myopic. Once a woman travels into the working world, Harragan writes, "she is in an all-male preserve."

To call this game sexual attraction or office love affairs is to use euphemistic expressions to prettify the true nature of the activity

. . . . The strict rules of this game were established millennia ago and adopted by profit organizations centuries ago. The rules never envisioned women as independent, decisive movemakers, so the scoring system regards only males. Women can't win this game. They must not play this game with any male member of their particular business community if they want to remain viable activists in the impersonal master game . . . where the goal is money, success, and independent power.

Although there is usually no written policy on this issue, the unwritten code is that, in the interest of the company or agency image, all affairs must be conducted with discretion and decorum. Any taint of scandal, notoriety, or loss of emotional control will be harshly penalized. Other parts of what Harragan describes as the unwritten code sound much like an updated version of the warnings our mothers gave some of us when we were growing up: "If you let a boy go too far, he won't respect you any more." According to Harragan, this double standard remains as strong as ever. "Men welcome any assistance in maintaining male dominance of the company hierarchy," she writes. Women who interpret the free and easy, noncritical attitude toward sexual intimacy as if it applies to them, "neglect to notice that they are the quarry; by giving themselves up . . . they strengthen the very system which is holding them back economically." The man who gets the woman is instantly superior, and the woman, regardless of her professional rank, has been downgraded to inferior status.

In a more recent article, Eliza Collins seems to share Harragan's views and conclusions. Collins goes further, suggesting that employers should treat love affairs between their professional employees as conflicts of interest. Unlike sexual liaison between boss and secretary, she concludes, this relatively new form of affair can produce "organizational chaos" unless management takes action. The person least essential to the company or agency should be asked to leave.

She admits, however, that in most instances this person will be the woman.

Ellen Goodman challenged these attitudes. She believes that articles like Collins' feed into the wave of literature on how women are confronting the working world with "all their messy little problems The new women are mucking up the structure by bringing love relationships into the board room instead of keeping them where they belong, say, in the steno pool."

The attitudes of management do seem to be mellowing with time, however, and the increased equality of participants in the affair is altering its consequences. "The path may be paved with peril, but the old taboo is obsolete," says Terri Schultz. "In the not-so-distant past, working women were viewed as prey for bedding by bosses. Doctors chased nurses and executives chased secretaries Now, the pursuit has become more two-way, the stakes more equal, the ambience more conducive to reciprocal romance."

Co-worker romances can have positive consequences, both personal and professional. Anne Jardim, dean of Simmons Graduate School of Management, believes that for every bungled relationship there is another in which the people involved handled it with discretion and survived. Under the best circumstances, the lovers acquire a personal management consultant, an ally, a trusted critic, a support system, and a mutual admiration society. The partners can provide important negative and positive feedback, and work performance can be enhanced.

Carl Sindermann says that in a working environment with both men and women, "a form of charged atmosphere is created in which the participants often feel larger and brighter than they do in comparable situations involving only one sex. The interchange of ideas can be sharper and more dynamic, and the atmosphere is almost always positive and supportive" for both men and women. He believes this phenomenon exerts a salutary effect on the work environment.

Ann Jardim considers it unnecessary and insulting to call in "Big Daddy" to separate adult lovers. After a survey of 1000 managers nationwide, psychologist Mortimer Feinberg concluded that being romantically linked with a colleague usually doesn't affect chances for upward mobility unless job responsibilities are neglected or if the relationship has a bad effect on employee morale. More than half the companies that Feinberg surveyed believed in a hands-off policy in cases of simple romance between employees. According to Patricia Serafini, the U.S. Forest Service shares this policy.

Elaine Enarson addressed these issues in her interviews with women Forest Service field workers. In the field, close friendships are often formed quickly among members of a seasonal work force that tends to be young and unattached. The isolation and closeness of the work group means there are no secrets, but while resentment and jealousy are sometimes issues, "it is also true that good working partnerships have been transformed through romance into excellent ones, and beneficial lines of communication have been opened within the organization." However, Enarson, like Harragan, recognizes the continued strength of the double standard. If the situation becomes difficult, the woman is the one asked to leave. Even when affairs are legitimized through marriage, women's careers are likely to take second place. And, says Enarson, "Others end in scandal, as the minority

status of the woman field worker makes her involvement extremely visible."

Obviously, complications are inherent in getting emotionally involved with someone at work, even when both are eligible singles. Peggy Schmidt says that these complications can be minimized if a few guidelines are kept in mind:

- Discuss potential work-related problems before you get involved. In some companies, there are official policies against dating co-workers. Others require that one person resign only if marriage results, although this kind of policy is being challenged as discriminatory, since it is usually the woman who leaves. Even if there are no official rules, it's a good idea to find out what the unwritten policy is.
- Be aware of the pitfalls of dating either a co-worker or someone on a different job level. Boss-subordinate romances are inevitably open to charges of favoritism. With a co-worker, ups and downs in your relationship could surface in your behavior on the job.
- Don't try to keep the romance a secret (it's not possible), but save affectionate behavior for after working hours. Taking a straightforward approach will cut down on rumor and speculation. If you both work for the same boss, it may be advisable to let him or her know firsthand rather than find out about it through the ever-active grapevine. Reassure your boss that what matters most to both of you is to continue doing a good job. Projecting a "my work comes first" attitude and keeping a professional distance when dealing with your lover at work are the best ways to show your commitment to your job.

For both the worker-lovers and their supervisors, the bottom line is usually job performance. But even when job performance is temporarily affected, we believe that a certain amount of tolerance is in order. Men working with men have all had experience, directly or indirectly, coping with the effects of divorce, illness, hunting fever, or alcoholism on job performance. We all know of instances where men have taken months to deal with, and recover from, potentially job-devastating transitions or tragedies in their personal lives. In such situations, other men gather round and protect their male employees and co-workers like yaks in a circle, facing outward.

The system is showing signs of adapting to other types of life events, such as pregnancy and childbirth, that go with women in the work force. And just as we must be flexible in dealing with divorce and babies, we must also be flexible in adapting to inevitable co-worker romances. Love affairs cannot be blamed solely on the presence of women. Penalizing the women is about as logical as the old 10 o'clock curfews for college women, when no curfews existed for the men. It takes two to tango. By penalizing worker-lovers and failing to capitalize on the positive aspects of an integrated work force, the system continues to provide an excuse, however subtle, for excluding women from that work place.

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SEX AND SMOKEY BEAR

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Office romances have been around ever since someone decided to have offices. In this regard, the U.S. Forest Service is hardly unique among employers. All of us in the Service have stories to relate concerning "boy meets girl." Summer romance among or involving seasonal employees, winter romance between permanent employees, blink-and-it's-over romance, romance that leads to a long-term commitment--the Forest Service has seen them all. But how does this agency view such occurrences.

No written policy exists in the Forest Service for dealing with romantic relationships, outside of matrimony, that occur between employees. Liaisons ranging from the very casual, short-term to the very serious, long-term type are, for all purposes, treated as identical in the eyes of official policy. That is, they are treated as nothing. Only when a romantic relationship affects on-the-job performance does the Forest Service consider making any comment. If a job-related problem were to develop involving people in such a relationship--a woman supervisor, for example, granting the more desirable work assignments to a man on her staff that she was also dating--then an informal resolution to the problem would be sought. This might entail anything from informing the supervisor to cease her differential treatment of employees to assigning the male employee to another supervisor.

FOREST SERVICE EMPLOYEES MAY NOT SUPERVISE A RELATIVE EITHER DIRECTLY OR INDIRECTLY.

To understand how the policy differs for unmarried and married couples, a reading of the Forest Service Manual section 6133.84 is required. This portion of Forest Service policy, entitled Appointment of Members-of-Family and Employment-of-Relatives Restrictions, addresses itself to the prevention of nepotism (favoritism shown to relatives) within the Service. These regulations pertain to a long list of family relations, but only the spouse relationship will be considered here. The cornerstone of this policy is found in FSM 6133.84-3b, Supervision of Relatives: "Forest Service employees may not supervise a relative either directly or indirectly. Direct supervision includes assignment of responsibilities, granting leave, performance evaluation, approval of training, promotion evaluation, and taking or recommending adverse action. Indirect supervision involves sharing with the immediate supervisor of an employee by participating in a substantive way in the supervisory activities, such as participation with the immediate supervisor in making work assignments, monitoring performance, and participating in the promotion evaluation of the employee."

This directive would make necessary a formal response from the Forest Service to the couple in the earlier example, if they were to be married, including common law marriage. In such a case, where a supervisor/supervisee couple were to be married, the situation would be remedied at the first reasonable opportunity. That is, one spouse would be moved out of the supervisor/supervisee relationship.

Today's policy on dual-career couples working in the Forest Service is quite lenient in comparison to that 5 to 10 years ago. Close family relatives were, at that time, barred from working within the same organizational unit (ranger districts, supervisor's offices, etc.). One spouse would work at one unit, and the other had to work at another unit. Due to the recent higher incidence of married couples working for the Forest Service, this conservative stance was gradually replaced by the current, more liberal, policy. It was no longer practical, as more women moved into the ranks of the Forest Service, to require "separation" of spouses, nor was it perceived as necessary, as it had been perceived at an earlier time.

How does the Forest Service deal with a dual-career couple when it comes to transferring? Official policy, found in FSM 6133.84-4, states that "When one member of a husband-wife team, both of whom have career or career-conditional appointments in the Forest Service, is transferred, the Forest Service will make an effort to place the spouse, in accordance with merit principles and employment of relatives regulations." While this statement doesn't offer any concrete guarantees, it does offer some reassurance to dual-career couples. Its existence gives leverage to couples in dealing with various personnel offices. Placement of couples, if possible, is now policy.

Policy alone, however, does not buy the groceries. Transfer opportunities within the Forest Service, while improving over the last year or so, are infrequent for one person, let alone for a couple interested in working together in a new place. People are not moving to new jobs, so new jobs are not opening and people are not moving. Sadly, the long-distance marriage is becoming more common. Some couples have decided that one spouse should accept a transfer, in hopes that an opportunity will soon arise for the other spouse in the same place. This has often turned into a long-term nightmare, and may result in one partner having to choose between career and marriage. Either way, such a situation only damages the morale of employees, which, in turn, costs the Forest Service in terms of efficiency.

Unfortunately, with tight budgets and, thus, limited job opportunities expected in years to come, the Forest Service does not have any easy solution to this problem of placing dual-career couples. The hierarchy within the Forest Service is aware of this dilemma and its need for a solution, because without an answer the Service is bound to lose employee expertise and loyalty. But there is no simple solution yet. As Ray Housley, Deputy Chief of the Forest Service for the National Forest System recently said, "If you wake up in the middle of the night with the answer to this problem, please let us know."

Problems arise as a part of life within any job or relationship. When your job and relationship overlap, as in an office romance situation, then your problems may well be compounded. But even with all the headache of reconciling professional and personal life, people are still falling in love on the job. There must be something to it.

Making the Most of the Best: Willamette Industries' 75 Years

Book by Catherine A. Baldwin

Review by W. D. Hagenstein

Review reprinted by permission from Journal of Forest History

Catherine Baldwin's story of Willamette Industries' founding and development (Portland: Willamette Industries, Inc., 1982) is an epic of success. The success was in accumulating a half-million acres of productive forest properties in Oregon, Louisiana, Arkansas, Texas, and Tennessee; success in integrating utilization of its timber for the best products it could yield--lumber, plywood, particleboard, and paper; success in selling its output in the most advantageous markets; success in molding a team of managers, manufacturers, and marketers to operate the business efficiently; and success in making the whole enterprise profitable for employees, shareholders, and the communities in which Willamette operates sixty manufacturing plants and manages a dozen tree farms. Baldwin's is a true story of determination and perseverance on the part of Willamette's founders, Louis Gerlinger and his sons, George and Louis, Jr. George was the guiding light from 1906 until his death in 1948.

The author claims a lot of "firsts" for the company. In 1927 Willamette was the first to chip sawmill leftovers for pulp mills. In 1939 it was the first to substitute private main-line logging roads for public highways. It was also the first to use power saws to fell and buck timber in Oregon during World War II; the first to build a paper mill without a wood room, at Albany, Oregon, in 1955; the first bag maker to print the machine tender's name on the product; the first in the United States to develop a fire-rated particleboard, in 1975; and the first company in the Douglas-fir region to increase its tree-farm yields by fertilization in the mid-1960s.

Baldwin is sometimes overzealous in claiming firsts for Willamette. She writes that the company initiated the "staggered setting" system--logging alternate settings in order to provide seed sources for natural reforestation and a residual stand of green timber against which to burn slash to reduce the fire hazard. This system, widely used in the Douglas-fir region in the 1930s and 1940s, was actually first practiced by the Mason County Logging Company in Washington's Black Hills in the mid-1920s.

Another first she could have claimed for the company, but didn't, was Willamette's Black Rock (now George T. Gerlinger) and Snow Peak (now Wilson W. Clark) tree farms. These were among the first sixteen tree farms certified in America by the Joint Committee on Forest Conservation of the West Coast Lumbermen's Association and the Pacific Northwest Loggers' Association at Portland, January 20, 1942.

The Willamette story emphasizes the company's continuous quest for additional timberland; timber was the backbone of the company's production effort. George Gerlinger was not only aggressive in buying timber, but also entered into a variety of arrangements with other timber owners. With some he started new operations, such as the joint venture with the grandsons of empire builder James J. Hill. Hill timber supplied the logs for Willamette National Lumber Company, which in turn shared the profits with the Hill heirs. Another plan involved merging small mills with limited timberland into Willamette Valley Lumber Company and then shutting them down and adding the land to Willamette's tree farm base. Still another was the construction of the Western Kraft pulp mill at Albany, Oregon, to consume chips from Willamette's mills and those of neighboring firms. In 1951, the merger of Willamette Valley Lumber Company and Santiam Lumber Company created Willamette Industries, Inc., which under the leadership of engineer William Swindells, Sr., logger Coleman Wheeler, and forester Gene Knudson extended the parent company's annual sales to nearly a billion dollars by its diamond anniversary. A far cry from Gerlinger's \$250,000 in 1910.

The book's profuse illustrations offer glimpses of company personalities, plants, products, logging, and forestry operations. Captions, however, are sometimes in error or incomplete.

The chapter on the building of the company's first pulp mill by Ira Keller, my Portland neighbor for fifteen years, is fascinating. Keller "retired" from the pulp and paper industry in the Midwest to relocate in Oregon. At an age in life when most men would be thinking about fishing and playing with their grandkids, Keller created an economical mill designed to live exclusively on chips. The mill topped off Willamette's drive for better utilization of its timber resources by providing a profitable outlet for its lumber and plywood leftovers.

I'd say Baldwin "made the most of the best" by her choice of material in weaving a most readable narrative of an outstanding forest industry firm. I have only one suggestion for the reprinting which is certain to be forthcoming: she should provide an index. Still, it's a gripping story of a remarkable company involved in growing, protecting, harvesting, manufacturing, and marketing our renewable forest resources.

Reviewer W. D. Hagenstein is president of a consulting forestry firm in Portland, Oregon. He spent 39 years with the Industrial Forestry Association, and is a past president of the Society of American Foresters.

Catherine Baldwin is Corporate Communications Manager for Willamette Industries of Portland. For six years she has handled the company's public relations for and with employees, various plants, government affairs, political action groups, and the media.

BOOKS, REVIEWS, ETC.

**MONTANA SPELLS RELIEF
'E-X-P-E-N-S-I-V-E'**

Providing public privies in Montana's national and state parks, national forests, campgrounds and along the highways costs as little as \$400 for a rustic one-holer or as much as \$38,000 for porcelain-and-tile versions.

State and federal officials calculate there are more than 1,300 outhouses--of one type or another--and about half of them are nestled in the state's 10 national forests.



The Bureau of Land Management paid \$14,000 to install a two-cubic-foot outhouse near Divide south of Butte. The price escalated because the wooden structure was built to accommodate the handicapped, says Hank Hammersmark, a BLM engineer. The Forest Service says it spends up to \$5,000 for single-hole concrete units.

Having to cater to a wide variety of motorists rather than the roughing-it crowd, the state Department of Highways provides no paltry privy. The agency provides a touch of class at its "rest areas" along interstate and primary highways. All have running water, septic tanks, and many are heated. The agency's 64 rest areas include 41 duals along interstates. Eighteen are open year-round.

Federal officials dropped their requirements on the number of rest areas along interstate highways after the states complained about the maintenance costs, he says.

One state parks agency spends about \$2,000 a year to maintain the average outhouse. That's still cheaper than the \$8,000 a year it costs to keep some of the more elaborate highway rest areas in shape.

Associated Press

**WASHINGTON STATE SOCIETY OF AMERICAN
FORESTER'S MEETING
26-28 April 1984
Wenatchee, Washington**

The mid-Columbia Chapter is hosting an open meeting which is a joint meeting with the Washington State Society and the Inland Empire Society (Idaho and Oregon). The Conference theme focuses on social, political, and professional futures for foresters. For information contact Joan Krzak, Wenatchee National Forest Resource Staff and Program Chair. (509-784-1511) or Barbara Craig, Wenatchee National Forest Project Forester and mid-Columbia Chapter Chair, P. O. Box 514, Leavenworth, WA 98826 (509-782-1413).

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Information for Contributors

The journal *Women in Forestry* aims to provide information and ideas for, from, and about women on topics related to: the natural resource professions and associated social science fields; the use and conservation of natural and cultural resources; and 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 is you. We want to represent you accurately and in an interesting manner. If you particularly like—or dislike—some aspects of *WIF* please let us know. Send us your ideas for future articles and topics. Most important, because we are new, tell friends about *WIF*, or pass on your issue to a colleague.

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