

problems caused by the smoking of tobacco.

But it would be an error to conclude that without such forces rational and effective policies would be easy to implement. This volume documents that, despite its awesome toll, tobacco itself is a powerful force—one that is likely to defy our efforts at control for the near future.

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## Women Pursuing Careers

**Successful Women in the Sciences.** An Analysis of Determinants. Papers from a conference, New York, May 1972. RUTH B. KUNDSIN, Ed. New York Academy of Sciences, New York, 1973. 256 pp. Paper, \$20. *Annals of the New York Academy of Sciences*, vol. 208.

**Women and Success.** The Anatomy of Achievement. RUTH B. KUNDSIN, Ed. Morrow, New York, 1974. 256 pp. \$7.95. New edition of *Successful Women in the Sciences*.

The work under review is a collection of autobiographies and essays touching on many aspects of the complex phenomena associated with the emergence of women from psychological and educational deprivation to their present position of challenge to male domination of the professions and of American cultural life generally. In content *Women and Success* differs from *Successful Women in the Sciences* principally in the addition of a preface by Kundsins and the omission of the summaries and discussions that followed five of the six sessions of the conference on which it is based. As the changed title indicates, the book will be effective for women in other fields as well as for those in science.

The book is well integrated considering the diversity of topics covered and the variety of contributors. An opening statement of purpose is accompanied by an elegant essay by Cynthia Fuchs Epstein giving a sociological view of the pressures acting on women as they attempt to achieve and reconcile their professional and personal goals. This is followed by autobiographies of 12 professional women.

The autobiographical section is the most interesting part of the book. The contributors were selected because they

are professionally successful as well as being wives (present or past) and mothers. In their endeavors all of them benefited presumably from native ability, from some parental encouragement, the stimulus of social exclusion or poverty or family conflict in childhood, some exposure to good educational opportunities, and finally from happenstance or luck. Most of them attribute a large degree of their ability to function professionally to their husbands; perhaps they consciously or unconsciously married men who were philosophically compatible with career women. The subjects of the autobiographies (now 41 to 70 years of age approximately) were young and struggling mostly before World War II, before "the pill," in short, in a different era. But their stories will be of value to young women, for they demonstrate that success is possible and illustrate for those who fear the "woman's lib" label the high caliber of their peers.

Five workshops on the broader subjects suggested by the experiences of women pursuing careers make up the remaining two-thirds of the book. Problems of employment are considered in one workshop, psychological determinants of success in another. Another concerns the practical problems of childbearing and rearing and homemaking. The viewpoint of the husband of a successful wife is also presented. The spirit of these essays is serious, scholarly, and factual. The last one, by Estelle Ramey, is witty in addition. In refuting arguments that executive ability is determined by sex hormones, Ramey effectively dispels one cause of self-doubt in many women.

The workshops open several avenues of thought for women and will confirm many of their unexpressed feelings about the influence of family attitudes and of school and college experiences on their career decisions. The thesis that women are reluctant to be considered successful is a challenging one that should prompt every woman, whatever her position, to examine her own motives with respect to her current life-style. The argument that women are "other-directed" will also trigger deeper introspection, which could reveal that many women who are really "inner-directed" bow to external pressures. Women may be led to realize that their dilemma arises from a misinterpretation of biological and intellectual (or domestic and professional) roles as fragmenting rather than as complementary. Failure to modify ambivalent

psychological attitudes or to find practical solutions for domestic responsibilities constructs barriers to achievement in addition to those put up by the antifeminist "gatekeepers."

If one measures the achievement of women in science in terms of the value of their scientific contributions, the dimension attained is "macro." If one uses more worldly criteria—attainment of decision-making positions in the professions, election to the prestigious academies, participation in the governing councils of the professional societies, acceptance as a scientist rather than as a "woman scientist"—then the anatomy of female achievement is still microscopic. In these essays the second-class status of women in this respect is well documented with statistics, and the political dynamics of the subordination of women are analyzed. The questions are raised, but no answers are provided.

The book is important because it provides a constructive demonstration of the possibilities that exist for women and of what is required—hard work and perseverance—if they are to be made the most of. It will be of interest to newly aroused profeminists of both sexes who want a survey course in the life science of "feminology" and to all those who want to proselytize but lack the verbal facility, the factual information, and the bibliography. Although not comprehensive, this book is a starting point and contains references for further study.

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## Early Environmentalist

**Ellen Swallow.** The Woman Who Founded Ecology. ROBERT CLARKE. Follett, Chicago, 1974. xii, 276 pp. + plates. \$7.95.

From its breezy style, "relevant" title, and lack of documentation this book appears at first glance to be an amateurish effort to prove that it was Ellen Swallow Richards (or Ellen H. Richards as she is usually called) who founded "ecology" and not Ernst Haeckel, the German zoologist who coined the word in 1873. But despite these faults and a generally bad case of "precursoritis," the book raises new and important questions about two largely unstudied aspects of the history