

Sex Discrimination Persists in Academe

A detailed survey by the National Research Council has documented what many women academics know from personal experience: female faculty members, on the average, occupy lower ranked posts and earn smaller salaries than their male counterparts with similar qualifications. Moreover, the survey reveals that, in spite of affirmative action programs, women with newly minted Ph.D.'s still face sex discrimination when they embark on careers in academe.

This is not the first study to reach such conclusions, but it breaks important new ground in exploding some of the myths about why sex differences in academic rank and pay occur. It found no evidence, for example, that women fare worse than men in the academic rat race because they interrupt their careers to have children or because they are less able to move to a new institution. "Objective factors alone cannot account adequately for the career differences which exist between male and female Ph.D.'s," the report laconically concludes.

Factors other than sex were ruled out by matching each woman in the survey with two men according to race, the year in which the doctorate was awarded, the field of study, and the reputation of the Ph.D.-granting department. This matching would also reveal changes in the career prospects for women faculty members over time.

The results are striking. Among those who received their Ph.D.'s at least 20 years ago, for example, 87 percent of the men are now full professors, whereas only 64 percent of the women in the survey have achieved that rank. Men who earned their doctorate 10 to 19 years ago are 50 percent more likely to have been promoted to full professor than have women with the same qualifications who received their Ph.D. at the same time. And the situation has not improved much in recent years; among those who received their doctorates from 1970 to 1974, one-third of the women, but one-half of the men, held senior faculty posts. "In promotions of junior faculty," the report states, "women were found to lag behind

men, regardless of marital status and presence of children, and whether their work orientation is primarily research or primarily teaching."

These differences in rank are reflected in differences in salaries. Female faculty members who received their doctorates before 1969 now earn an average of 11 percent less than their matched male counterparts. And women who have recently embarked on academic careers can still expect to earn smaller salaries than men. The largest differentials in pay between men and women who became Ph.D.'s in the past 5 years occur in chemistry (\$3300 per year) and in the biological sciences (\$2100), the study found.—**Collin Norman**

French Science Agency Loses Its Head

A confrontation between the French scientific establishment and the new socialist minister for research and technology, Jean-Pierre Chevènement, has left the national research funding agency "decapitated," according to news reports in *Le Monde*.

After a disagreement on 28 October, over hiring and firing authority, at least five leaders of the Centre Nationale de Recherche Scientifique (CNRS) resigned in protest. The first to go was Jacques Ducuing, who as director general was responsible for running the agency and carrying out the directions of its president and administrative council. The next day, council president Charles Thibault and three academics on the 15-member council resigned.

On 4 November, the French government named a new director general of the CNRS, Jean-Jacques Payan. President of the University of Grenoble, Payan may be asked to serve as temporary chief of the agency until a permanent director has been decided upon.

According to a French science official in Washington, D.C., the bloodletting will cast a pall over the national colloquium on research policy that Chevènement scheduled for 15 January. Chevènement, who is not a scientist, has announced an ambitious plan to expand the government's science budget and thereby to improve

France's industrial strength. His goal is to increase the number of people in scientific and technical training by 4.5 percent a year. He has increased the government outlays for research by 15 percent in 1982. The January colloquium was meant to precede a parliamentary decision on a 4-year plan for carrying out Chevènement's ag-



French Government Press Services

Jean-Pierre Chevènement

gressive scheme. Now suddenly his momentum may have been checked.

The crisis erupted when Chevènement told the director general of CNRS on 27 October that he intended to ask for the resignation of CNRS' chief of social science funding that very day. Chevènement apparently had no complaints about the man's competence; he simply had a candidate of his own choosing and wanted the director general to nominate the candidate and seek the approval of the council.

The official who was asked to resign had been in the post for only 7 months. He is a liberal economist, and Chevènement's candidate is an anthropologist with Marxist views, *Le Monde* notes, "but not a member of the Communist party, as is often said." The director general balked, saying that Chevènement's political authority did not entitle him to meddle in the internal affairs of CNRS. Chevènement insisted, and the director general submitted his resignation 24 hours later. Other CNRS officials followed suit.

Although *Le Monde's* correspon-