and occupy few of the high-level positions within the institutes. And a still-unreleased report by an outside consultant concludes that some male supervisors in a nonscientific office at NIH promised good job evaluations to female employees in return for sex.

The task force report contains no lurid accounts of back-room sex, but the inequalities it does reveal are disturbing, including a pay differential between male and female scientists ranging from 2% to nearly 9% (see chart). And it's not simply a case of men holding more senior positions than women. Hynda Kleinman, a cell biologist at the National Institute of Dental Research and the task force's chairwoman, cites a separate study of 77 "matched pairs" of NIH scientists—men and women who shared the same rank, institute, type of degree, and number of years since their degrees were granted—which revealed that, even with all of these factors equal, the man earned an average of $4,000 per year more than the woman. Kleinman says with wry humor, "I've been here about 18 years, so that's about 70,000 bucks I'm out."

But there wasn't much to laugh about in the statistics on the status of female scientists at NIH. Over the past decade, an average of 29.5% of NIH's postdoctoral trainees—the entry-level category that supplies most of NIH's tenured researchers—have been women. Yet women make up only 18% of the campus's tenured scientists. Task force members speculate the female postdocs aren't being clued in to the better job openings by their supervisors. "Anything you do at NIH is dependent on your lab chief, and 96% of the lab chiefs are men," Kleinman says. "We think [men] have a better communications system"—read old-boy network—for discussing career-related matters. Even women who manage to win tenure often remain in the lower echelons: Only 36% of tenured women, versus 56% of tenured men, occupy the top scientific positions.

The report, commissioned by outgoing NIH Director Bernadine Healy, makes several recommendations. Some, such as clarification of the institutes' tenure policy, are already being acted upon by NIH officials, who last week published a new policy that establishes an official tenure track (*Science*, 16 April, p. 283). Officials are also preparing to implement the formal family leave policy the task force recommended; currently, the length of a woman's family leave depends on her lab chief's discretion. And Lance Liotta, NIH's deputy director for intramural research, has vowed to bring women's salaries into line with those of men at NIH.

Though task force members are encouraged by such developments, some express skepticism that, in a time when funding is particularly scarce, Liotta will have the money to equalize pay. Others predict opening up the tenure track will prove quite difficult. "It's good to have a tenure policy in place," says task force member B.J. Fowlkes, an immunologist at the National Institute of Allergy and Infectious Diseases. "But the way people get into tenure track is still not really well defined. I don't think anyone knows how to make the process more open to women."

Female scientists aren't the only NIH employees complaining about a male-dominated workplace. According to a report on NIH's acquisitions management division, which oversees supplies at NIH, several male supervisors promised promotions or good performance reviews to women employees in exchange for sex. The report said this "ole boy-younger women network" has operated for years in the division. Copies of the report were given to the press at the end of April by a local chapter of the National Association for the Advancement of Colored People, which was concerned because of allegations of discrimination against African Americans within the division. In response to the report, Healy has formed yet another task force, this time to recommend how to discipline employees guilty of discrimination, sexual or otherwise.

–Traci Watson

SCIENCE IN EUROPE

Yet Another Science Minister for Germany

The year is less than half over, yet for German scientists 1993 has been unsettling already. In January, they watched with trepidation as the man who had served as Germany's research minister for more than a decade, industrial chemist Heinz Riesenhuber, gave way to Matthias Wissmann, a lawyer known for his expertise in economics rather than for any interest in scientific research (*Science*, 29 January, p. 598). Now after barely settling in, Wissmann, too, is on the way out. In his place, Germany is getting its first science minister from the former East Germany: Paul Krüger, a 43-year-old former software engineer.

Krüger takes office at a time when many eastern German researchers are embittered by the experience of uniting the two Germanys, which has left thousands of them out of work and allowed most of the top research jobs in the east to be filled by western Germans. Easterners hope Krüger, as an easterner himself, will understand and introduce measures to ease the painful transition to the competitive western research system.

Detlev Ganten, who moved from the University of Heidelberg to head the Max Delbrück Center for Molecular Medicine (MDC) in east Berlin in 1991, says Krüger could help by educating researchers in the east about the unfamiliar western research system. Scientists used to lifetime tenure with continuous research funding, he says, need to be convinced that a grant rejection isn't a humiliating final rebuff, and they need help in preparing a better proposal the next time around. "What people really need is psychological support," says Ganten.

> **"I really have never heard of him in any scientific context."**
>
> **—Herbert Walther**

A top priority for Krüger, most eastern researchers say, should be to overhaul an integration program designed to provide temporary funding for some 2000 promising scientists from the former East Germany's state-run research institutes. This program, intended to tide these researchers over until they find university positions, has been condemned as a failure. Most people in the program have not been able to find jobs, largely because eastern Germany's slowly restructuring universities have been unable to provide them, say senior researchers.

There are questions, however, about Krüger's ability to solve these problems. Many western German scientists—and some from the east—take a cynical view of his appointment. The posting came as his predecessor, Wissmann, moved on to replace Günther Krause, the transport minister who was forced to resign last week after a series of minor scandals. Krause was also from the east, and many see Krüger as a mere token intended to retain balance between east and west in the cabinet.

Krüger's low political profile supports this view. Although he has been a member of the unified German parliament's science and technology committee for more than 2 years, researchers say he hasn't taken an active part in the science policy debate. "I really have never heard of him in any scientific context," says laser physicist Herbert Walther of the Max Planck Institute for Quantum Optics in Garching. And Krüger's lack of political muscle, far from correcting worrisome problems, could lead to obscurity for science in German politics.

–Peter Aldhous

With additional reporting by Patricia Kahn.