

if any, would accept the "menial, unprofessional" work of the day care center or other similar work, the women of academe will be unable to "dump" their unprofessional duties as mothers onto other women. Therefore they must remain single or childless to fulfill the unrealistic position described as equal in every way with those held by men. If the facts were really known, they would probably show that the vast majority of women enjoy being women. Those that enjoy competing in the dreary world of man do so and do it well enough not to complain.

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"Women in academe" is emphatically true in all of its particulars. . . . Just after receiving a Ph.D., I naively accepted a part-time lectureship which promised sufficient time for reading, writing, research, some teaching, and two children at home. Despite six or seven publications based on dissertation and new research, the department refused to consider me a serious colleague. I was a drone until I was magically transformed into a professor by full-time employment.

Married women in part-time academic positions are even less valued by their male colleagues than female graduate students, who presumably can be shaped up for male-type employment. Despite receiving external criteria of success such as worthy publications, invitations to give colloquia, and respect by students, part-time employment blocks a woman from all access to prestige and power in the university. Males who run the university are hung up on a pseudo-conflict between part-time employment and professional dedication, which can be resolved only by demanding that women choose between drone status and full-time employment.

There is one conflict that I would add to Graham's inventory for married women. Once a female professor has decided to demonstrate her dedication by male rules, the larger community which judges her children's well-being may undermine her in capricious ways. Schools schedule mothers' meetings during teaching hours; the guidance counselor decides that a child with a fully employed mother needs "special" attention; ordinary school and neighborhood "scrapes" that her children experience are attributed to mother's

neglect. The professional mother is vulnerable because in the eyes of many she is not doing the best for her children. Unfortunately, day-care centers will not resolve social conflicts about women's roles; Pat Nixon lives!

Some women can become full professors and lovers-wives-mothers, but the personal requirements are so severe that few women seem likely to try. Imagine a recruitment poster which promises academic success and a full life if only you can be in the 99th percentile for all of the following: intelligence, achievement motivation, autonomy, emotional stability, efficiency, and nurturance. It would also be helpful, the ad continues, if you are attractive to men, sociable, and thick-skinned concerning the opinions of others. Most women will correctly eliminate themselves from this competition. There are easier ways to make it as a woman in this society.

Universities can make the adjustments suggested by Graham to ease role overload and to eliminate discrimination against academic women, but the extraordinary demands of the role will not be fully eased until the social role of women is changed. Until children are considered a family responsibility for two consenting adults, women cannot have equal opportunities in employment. Until women at large are required to earn their own identities instead of vicariously enjoying the status of their husbands, employed women will remain at a disadvantage. Until society can offer young women the assurance that efforts commensurate with those of men will yield comparable rewards, many will make no effort at all. Since both the requirement for independent achievement and the rewards for such efforts are missing, it is hardly surprising that few women are found in professional roles.

Experience in more egalitarian societies like the Soviet Union indicates that sex roles are not easily changed. Professional women are still burdened with responsibilities at home that men do not share. While economic necessity may push many women into employment in the U.S.S.R., the same pressures work to a lesser extent here. American academic women depend more on personal motivation to seek professional success, and if high achievement motivation must be accompanied by a consistently superior profile on all of the other relevant variables, few women will qualify. Only

when social roles require comparable efforts from professional men and women can equality of opportunity be said to exist. We are far from that ideal.

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Who Advises the Retailer?

Wise and moral choices by retail businesses can have a beneficial effect on our environment. This is especially true of retailers who sell garden insecticides and herbicides. Illegal insecticides and herbicides present no problem; once declared illegal they are quickly removed from the retailer's shelf. The concerned businessman faces more difficult questions. Does 2(2,4,5-T)P have the same adverse effects as 2,4,5-T? Is isooctyl ester of 2,4-D "all right"? These are questions to which the government agencies respond too slowly. Where can the concerned businessman get correct and prompt answers to these questions?

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Heat Suggestion—from the North

I am constantly intrigued by the notion that the heat produced from the generation of electricity, either by nuclear power or fossil fuels, should be regarded as waste. I have yet to see such a generating plant surrounded by a vast complex of hothouses growing tropical and subtropical vegetables, fruits, and ornamental plants; nor have I seen a large number of temperature-regulated warehouses making use of all the "waste" heat. Perhaps the suggestion that this waste heat could be put to valuable use to make more efficient and cheaper commodities which are presently costing a great deal in transport or independent fuel consumption is more apparent to a Canadian living in the Northwest Territories than to the comfortable majority elsewhere.

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