

Terms of Endearment

I appreciated Marcia Barinaga's article (News & Comment, 14 June, p. 1484) about Frances Conley's struggle against discrimination. My medical school class was fully one-third women, and half of my fellow residents were women, yet there has been a mysterious lack of women supervisors, chairs, and administrators. There are still no tenured women in the department from which I graduated 3 years ago. One has to wonder why.

I also seriously doubt that Stanford Medical School dean David Korn would hire an applicant who called *him* "dear" or "sweetie" during an interview or on rounds, however he may minimize that action when it is directed toward women. This is just the type of discrimination that has to be addressed.

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Concerning Barinaga's article about Frances Conley's resignation from the Stanford Medical School, may I say that, in my unit, I would certainly deny a job to anyone—from a high-school intern to a senior scientist—who exhibited such unprofessional behavior as calling a fellow worker "honey," who failed to recognize such behavior

as disruptive, and who persisted in the practice when asked to stop.

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Faculty Retirement

Eliot Marshall (News & Comment, 31 May, p. 1246) reports on the recently released study by the National Research Council (NRC) (1), which suggested that the end of mandatory retirement in 1994, as legislated by Congress in 1986, will not be enough of a problem to deserve any further opposition by academic administrators. One major aspect of faculty demographics not mentioned by Marshall is the ongoing increase in age of faculty resulting from the slowing of its growth in the past decade or two. The NRC report documents an increase in the average age of all faculty, but does not relate this to a change in the number of new faculty or compare the effects of different growth rates with those of delayed retirement.

Data on medical school faculty from the Association of American Medical Colleges' database (2) show a decrease in their annual growth rate from more than 10% in the 1970s to about 1.5% in the 1980s. The

lessened availability of openings for new young medical faculty has resulted in an increasing average faculty age, which can be projected to continue for another 15 years regardless of retirement patterns. Projections from these data that would apply to all of higher education show that growth rates have much more influence on average faculty age and on the number of open positions than would the delayed departures of the small proportion of faculty who are now forced out by mandatory retirement.

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REFERENCES

1. P. B. Hammond and H. P. Morgan, Eds., *Ending Mandatory Retirement for Tenured Faculty: The Consequences for Higher Education* (National Academy Press, Washington, DC, 1991).
2. P. J. Friedman, in preparation; *Acad. Med.* 64, 372 (1989).

I'm all for abolishing mandatory retirement at age 70, but isn't it a little unreasonable to expect the average tenured faculty member (figure caption, p. 1246) to work until 2112, when he or she will have reached the ripe old age of 168?

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Response: Our caption writer has advanced ideas. In this case, he was out front by a century; the date should have been 2012.—Eds.

Correction

I would like to point out several errors of citation at the end of my article "Cocaine addiction: Psychology and neuropsychology" (29 Mar., p. 1580). In the References and Notes, reference 42 was missing. It should have read, "42. T. Kosten *et al.*, in preparation." Also in the References and Notes, reference 44 should have been numbered 43.

In the text, citation 43 should have been numbered 41. In figure 3, the attribution was missing. It should have read, "Reprinted with permission from T. Kosten *et al.* (42)."

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