

## Book Reviews

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Violet C. Haas and Carolyn C. Perrucci, eds., *Women in Scientific and Engineering Professions*. Ann Arbor: University of Michigan Press, 1984. 246 pp.

Conference proceedings seem to be more and more common among edited collections. They offer an incentive for the participants, a record of the dialogue, and a temptation for the organizers. But the informality, disjuncture, and tentativeness that mark many conferences, and in fact make them useful, do not necessarily make for a book. Removed from their informal context and personal delivery, conference presentations frequently fail to convert to a solid volume. Such is the problem with Haas and Perrucci's *Women in Scientific and Engineering Professions*, proceedings of a conference entitled "Women in the Professions: Science, Social Science, and Engineering" held at Purdue University in 1981.

Editor Carolyn Perrucci's introduction points to issues of structural and individual bases of achievement in science, the extent of women's gains, and the nature of their contributions. Distinguishing among human capital, demand-side, and feminist and Marxist perspectives on women's employment status, she then sets a framework for chapters on themes of "Women in Transition," "Women in Academe," "Alternative Careers," and "Women's Views of Scientific Views of Women." Her introduction promises forthcoming analyses of trends and possibilities, goals and means of attainment, for women in science and engineering.

In a few cases, chapters measure up to the promise. Most notable is Rachel Rosenfeld's contribution, "Academic Career Mobility for Women and Men Psychologists." Focusing on three career stages—graduate school, the first position, and promotion up the academic ladder—she compares men and women in their success at these steps. She discusses how women start in more marginal positions, the sexes diverge in the prestige of postdoctoral fellowships, geographic mobility and job-shifting figure into opportunities, visibility and resources accrue differently for men and women, and productivity and citation fail to translate into rank at the same rate for women as for men. Lilli Hornig and Betty Vetter, in their respective chapters, also provide useful summaries on trends in women's degrees, employment, unemployment, rank, and salaries in science and engineering.

More frequently, however, the chapters fall flat. Those offering strategies for correction and redress—such as "Planning Strategies for Women in Scientific Professions" and "Responsibilities of Women Faculty in Engineering Schools"—are slight, weak, and overly impressionistic. So too is McAfee's piece on equal pay for equal work—particularly disappointing for this important topic.

The volume lights here and there—briefly and haltingly—on a broad range of topics, and then overlooks what may be the most central and telling phenomenon of women in science: the case of the research associate. For decades, women have enabled the process of science by their work in these shadowy positions. Without status, without opportunity to control and design their work, and without the chance to obtain funding and establish their own labs, these doctoral-level women did the systematic work of science. They executed experiments, solved problems helped manage labs, and then went unnamed on papers and publications. As Vivian Gornick has said, women are finally walking through the doors of science on the intellectual legacy these research associates have accumulated. To overlook explicit analyses of women in these ranks is to miss the story of women in science.

Finally, the volume tantalizes with its last two chapters by Hubbard and Haraway on science and feminism, but owes more breadth and depth to the topic. Most women in science maintain that their work is not sex specific, that women do not do science differently than men. A smaller group, however, argue that the experience of women—as women—is special, unique, and palpable; that women can ask different questions, develop different methods, and combine elements more intuitively and creatively. *Women in Scientific and Engineering Professions* could have made a distinct contribution by further addressing the meaning and process, the challenges and possibilities, of feminist research in scientific fields frequently purported to be so value and culture free.

—Mary Frank Fox  
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Audrey Wipper ed., *The Sociology of Work*. Ottawa: Carleton University Press, 1984. 501 pp. \$22.95.

This edited volume on the sociology of work was assembled in honor of Oswald Hall, “One of Canada’s pioneer sociologists” (p. xi) and one who is known for his contributions to the study of work. The 26 contributors to this volume are all either present or former students or colleagues of Oswald Hall. An introductory chapter describes Hall’s influence on Canadian and American sociology and the chronology of his relationship with the authors of many of the papers in this book. The main body of the book is divided into five sections, each with its own particular focus.

Part 1, which is made up of two articles, provides a historical context within which to view the Canadian occupational structure. In this first article, Rennie