

Explorations in Sights and Sounds

Cambodian communities in the United States. We are not even informed of the neighborhoods in the San Francisco Bay Area where these narrators live.

Consequently, a reader of this book would have no idea of the full nature of Cambodian adaptation to the United States, one that includes thriving Cambodian business districts in Long Beach, California, and Revere, Massachusetts, or their extensive involvement in Southern California donut shops as revealed in Charles Davis' documentary *Cambodian Donut Dreams* which aired on PBS.

These criticisms notwithstanding, *Beyond the Killing Fields* is a valuable contribution to our understanding of Cambodian refugees and holocaust studies. It is inherently fascinating and the interviews are rich and well edited. The book is appropriate for a broad range of readers, including both academics and an interested public.

Steven Gold
Whittier College

Lynn Brodie Welch, ed. *Perspectives on Minority Women in Higher Education*. (New York: Praeger, 1992) x, 163 pp., \$39.95.

This book is a compilation of papers presented at various International Conferences for Women in Higher Education sponsored by the University of Texas at El Paso. The chapters focus on the educational experience from very different views including classroom experiences, relations with co-workers, historical aspects, and minority women as leaders. In addition, there are chapters focusing on the experiences of specific ethnic groups, with the content at times being only marginally related to the higher educational experience. Collectively, the chapters provide the reader with a broad perspective on the situations minority women are likely to encounter while working in colleges and universities in many parts of the world.

One weakness of the book is a lack of references at the end of each article. There is an extensive list of sources provided in the bibliography at the end of the book, but this makes it difficult to determine all of the sources which were used to support the content of a specific article. This would be less critical if the book had been written by one author, but as a cumulation of works from various individuals, the reader has no sense of how well an author's conclusions are supported by previous research.

In covering a wide range of issues related to the experiences of minority women in higher education, the shortness of the total book dictates that each of the issues is not covered in great depth. As

such, the book would be very informative to those less familiar with the concerns discussed, but would be less beneficial to persons with a lot of knowledge about the topic.

Judith E. O'Dell
Central Michigan University

Bette Woody. *Black Women in the Workplace: Impacts of Structural Change in the Economy*. (Westport, CT: Greenwood Press, 1992) xii, 211 pp., \$45.00.

Bette Woody's latest book is an incisive attempt to particularize the economic effects of structural changes in American society. As the title suggests, the book explores changes in the work content, job opportunities, and wages of Black women as a result of the trend towards a service economy in America.

Woody makes a significant contribution to the literature by bringing the plight of the Black woman to the forefront of labor theory and practice, especially as she confronts employment discrimination, conservative public policies, and traditional stereotypes. Replete with much standard research on labor economics and sociology, her book employs the methodology of radical political economy (RPE) literature on labor markets, where discussions of market processes are mutually inclusive with institutional arrangements. Such institutional arrangements may enforce the authority of dominant groups with respect to minority groups in a manner that is less efficient or less just. In this context, the author is critical of mainstream labor economics for its emphasis on market efficiency and competition as a basis of wage determination, its concentration on the supply side of the labor market equation, and conservative politics and public policy.

The book is commendable in its recapitulation of other gender specific works on labor theory (Phyllis Wallace, *Black Women in the Labor Force*. Cambridge, MA: MIT Press, 1982; Margaret C. Simms and Julianne Malveaux, eds., *Slipping Through the Cracks: The Status of Black Women*. New Brunswick, NJ: Transaction Books, 1987), but it reflects several shortcomings usually evident in RPE literature and biases inherent in the utilization of action theory to belie seemingly objective treatises. While attacking conventional labor theory, the author, like some RPE theorists, fails to critically address issues of individual preferences and attitudes which, in theory, are assumed to be fixed. Thus, the author seems to suggest fixed Black female preferences for traditional service and manufacturing jobs which are being eroded by technology and mechanization. But, as