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Dorothy Huyck's National Park Service Oral History Project, 1942-1987



Carol Marie Metzger
October 18, 1978

Interview conducted by Dorothy B. Huyck
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[START OF TAPE]

Dorothy Huyck: 00:00 Today is October 18, 1978. I am Dorothy Huyck. I will be interviewing Carol Marie Metzger, spelled M-E-T-Z-G-E-R, who is supervisory park technician at Carlsbad Caverns. How you first became acquainted with the National Park Service?

Carol Marie Metzger: 00:28 Through reading, many, many years. I've always loved the national park system.

Dorothy Huyck: 00:34 What were you reading?

Carol Marie Metzger: 00:37 National Geographic Magazine, I think, would have been my primary source.

Dorothy Huyck: 00:44 And then did you travel to some of the parks? Were you actually thinking of employment—

Carol Marie Metzger: 00:47 Yes. In 1963, I took my first trip, which was the first trip actually west of Philadelphia, Pennsylvania, and visited many of the national parks all the way across the country, including Rocky Mountain, Yellowstone, Grand Teton, which is one of my favorites, Mount Shasta, Oregon, the Crater Lake, Glacier, Mount Rushmore.

Dorothy Huyck: 01:24 What was the occasion of this trip?

Carol Marie Metzger: 01:25 I started teaching school after my college graduation, in the year '62, '63. It was the first time in my life I'd ever had money to spend on something other than education. Of course, that is education in a way. So, another teacher and her sister and I traveled around the country in a Volkswagen with all our camping gear for a month.

Dorothy Huyck: 01:45 Great. Were you born in Philadelphia area?

Carol Marie Metzger: 01:49 Yes, I was born in Philadelphia and raised in New Jersey.

Dorothy Huyck: 01:53 When were you born?

Carol Marie Metzger: 01:54 April 14, 1940.

Dorothy Huyck: 01:56 And you grew up where in New Jersey?

Carol Marie Metzger: 01:59 A small town called Caldwell, C-A-L-D-W-E-L-L.

Dorothy Huyck: 02:04 Were you by chance an only child?

Carol Marie Metzger: 02:06 Heavens, no. I was dead center of five.

Dorothy Huyck: 02:11 The middle of five?

Carol Marie Metzger: 02:12 Mm-hmm (affirmative).

Dorothy Huyck: 02:13 How much older were you than the next child?

Carol Marie Metzger: 02:16 20 months.

Dorothy Huyck: 02:19 What about the child older than you?

Carol Marie Metzger: 02:22 My older brother's two and a half years old than I am. My older sister's 18 years older. I never met her till I was 18 and she was 36 because she was from a prior marriage of my father. She's a half-sister.

Dorothy Huyck: 02:33 So you have one half-sister who's 18 years older? Were there other daughters in this family?

Carol Marie Metzger: 02:39 My youngest sister, four years younger than I.

Dorothy Huyck: 02:50 Was your father a college graduate?

Carol Marie Metzger: 02:53 No.

Dorothy Huyck: 02:53 And your mother?

Carol Marie Metzger: 02:54 Yes. She was normal school graduate, two years. She was a teacher, also.

Dorothy Huyck: 03:01 They were both teachers?

Carol Marie Metzger: 03:03 All my mother's family was a teacher. My father first worked for the telephone company and then started his own insurance business.

Dorothy Huyck: 03:13 Where did you graduate from high school?

Carol Marie Metzger: 03:15 Caldwell, New Jersey.

Dorothy Huyck: 03:19 What about college?

- Carol Marie Metzger: 03:20 Trenton State. I was fifth in my family to graduate from there. My mother and one of her brothers, one of her sisters, and one of my cousins also graduated from there.
- Dorothy Huyck: 03:30 What field did you major in?
- Carol Marie Metzger: 03:32 Music education.
- Dorothy Huyck: 03:36 Have you done any graduate work?
- Carol Marie Metzger: 03:38 I did, not actually toward a graduate degree, but I got what was known as an elementary endorsement on my music certification.
- Dorothy Huyck: 03:46 Which permitted you to teach music?
- Carol Marie Metzger: 03:49 Well, my original degree permitted me to teach music from kindergarten through 12th grade. And then the endorsement permitted me to teach the grades from kindergarten through eighth.
- Dorothy Huyck: 04:00 During the time you were in high school and in college, who encouraged you? Anyone? A parent, a teacher, a professor? Were there persons who were encouraging?
- Carol Marie Metzger: 04:13 It was predetermined by the time I was – It may have been predetermined from my birth. I was first aware that my parents were determined I would be a teacher when I was in about third and fourth grade.
- Dorothy Huyck: 04:26 Who had set that as being the one objective, teaching?
- Carol Marie Metzger: 04:28 Oh, yes. Yes.
- Dorothy Huyck: 04:31 Therefore, were they encouraging during the educational years or was that left up to you?
- Carol Marie Metzger: 04:37 I knew from the time I was, say, a freshman in high school that if I went to college, it would be on scholarship and my own resources. Money was always a problem. There were four of us very close together, three of us in college at the same time. Education was considered extremely important, but it was also considered important that we do something toward earning it ourselves.
- Dorothy Huyck: 05:02 Did you, in fact, put yourself through college?

- Carol Marie Metzger: 05:04 Yes, I had a complete tuition scholarship.
- Dorothy Huyck: 05:06 And as far as other expenses are concerned, you had to earn those?
- Carol Marie Metzger: 05:09 I taught piano starting from the time I was 15, saved every penny. I had what was called a work scholarship in college, also.
- Dorothy Huyck: 05:19 So as far as the academic side was concerned, was there anyone who was encouraging of that, a teacher, a professor?
- Carol Marie Metzger: 05:29 My grade school principal and my high school music teacher. And then I had a counselor in college who, he was director of student personnel, who was most encouraging. I had difficulty staying in college because I flunked physics and chemistry. I had straight As in music, but virtually straight Fs in academics, which gave me a C average with no Cs and made life most interesting and probably was the thing which discouraged me from pursuing geology, which has always been a fascination to me.
- Dorothy Huyck: 06:01 Going back to high school, we've just mentioned college. But back in high school, did you take math and science in high school?
- Carol Marie Metzger: 06:08 Yes.
- Dorothy Huyck: 06:09 Were these courses more frequently taken by boys?
- Carol Marie Metzger: 06:13 In my high school, 82% of the graduating class went to college and for the girls, also. It was unusual not to take college preparatory courses which, of course, meant algebra I and II, geometry and physics and chemistry, which is where I got in trouble.
- Dorothy Huyck: 06:32 You got in trouble in physics and chemistry in high school?
- Carol Marie Metzger: 06:35 Yeah. Well, chemistry in high school, physics in college.
- Dorothy Huyck: 06:38 So did you take chemistry again in college?
- Carol Marie Metzger: 06:41 No, I never did pass chemistry, but I had to—
- Dorothy Huyck: 06:43 It was physics in college that got you into trouble?

- Carol Marie Metzger: 06:45 Mm-hmm (affirmative). Yeah.
- Dorothy Huyck: 06:51 You had trouble with the sciences. Did you have trouble with math?
- Carol Marie Metzger: 06:55 I had to work very hard at the math, but I usually got Bs and occasionally Cs.
- Dorothy Huyck: 07:01 And when you were growing up as a child, did you play with boys?
- Carol Marie Metzger: 07:06 More so than girls, yeah.
- Dorothy Huyck: 07:08 Were you considered a tomboy?
- Carol Marie Metzger: 07:10 Mm-hmm (affirmative).
- Dorothy Huyck: 07:11 As you entered the teen years, were you would expected to become something more of a lady?
- Carol Marie Metzger: 07:17 My teen years were extremely turbulent for me because I was still a tomboy, and yet I had developed into a lady by seventh grade. I had an aunt who was a commercial artist. I modeled for her from the time I was about 14 or 15, I guess. Vehemently resented being female, hassled by the two brothers, got beaten by my father for playing tackle football with the boy next door, who, as far as I was concerned, we were just playing football. But my father apparently felt he had ulterior motives and—
- Dorothy Huyck: 07:48 When you say beaten by your father, do you mean physically?
- Carol Marie Metzger: 07:50 Oh yeah. He was German. Our whole neighborhood was virtually the same background, and any child that stepped out of line was smacked by any adult that was present. So, I grew up with this as the norm. My father smacked other kids and other kids' parents smacked me. It was the way life was.
- Dorothy Huyck: 08:07 In what way would you step out of line?
- Carol Marie Metzger: 08:11 It could be from speaking when not spoken to, very strict family. We were not allowed to speak at the dinner table until we were addressed. There were times if we reacted with what my father said a sour look on our face, we'd get

slapped across the face for the look on our face. So, I suppose in today's perspective, I would have had a very unusual background. And yet it wouldn't be unusual, say, a couple generations ago.

Dorothy Huyck: 08:37

Were you were allowed to ask questions?

Carol Marie Metzger: 08:38

Of my mother, yes. Of my father, no. As old as 21 or 20, I was told that my father would do my thinking for me until I was 21.

Dorothy Huyck: 08:48

And once you were 21, then what?

Carol Marie Metzger: 08:50

I was supposed to be miraculously able to make all my own decisions and do all my own thinking, which is something I was never quite able to figure out. It has left me with some definite inadequacies. But I'm a very stubborn person, and I think it's paid off.

Dorothy Huyck: 09:04

You must have gone on doing a little thinking for yourself prior to age 21?

Carol Marie Metzger: 09:08

Yeah. I just didn't discuss it with my father.

Dorothy Huyck: 09:13

But you did not wait to age 21 to undertake some of your own thinking and decision-making?

Carol Marie Metzger: 09:18

No, but I still feel very insecure in many of my decisions. I hope it doesn't show. I try to keep it covered up.

Dorothy Huyck: 09:28

Were there extracurricular activities that you were involved in growing up, and had it been helpful in your Park Service work?

Carol Marie Metzger: 09:38

I collected rocks from the earliest time I can remember, and my mother used to fill the holes in the driveway with them.

Dorothy Huyck: 09:44

Was that to your liking?

Carol Marie Metzger: 09:46

No, I vehemently resented my rock collections disappearing, but that's the way life was.

Dorothy Huyck: 09:54

Are you suggesting that your mother didn't see any usefulness to your collecting rocks?

- Carol Marie Metzger: 09:57 No, she didn't. Mm-mm (negative). No, I was going to be a teacher, and the rocks were simply in the way. Do you remember in the old houses how they used to have moldings over the door, fancy moldings, and there was actually a hollowed-out space? The rocks I loved the most I used to hide in those moldings to keep away from my mother. My father took all those moldings off and got hit in the head with my rock collection, of course, which I vehemently denied were mine. Didn't do me any good at all.
- Dorothy Huyck: 10:22 In other words, you were the only person who knew the rocks were hidden away?
- Carol Marie Metzger: 10:24 Mm-hmm (affirmative).
- Dorothy Huyck: 10:25 And these were the choice rocks?
- Carol Marie Metzger: 10:27 Yes. My favorite quartzes and whatnot.
- Dorothy Huyck: 10:31 You expressed a considerable interest in geology.
- Carol Marie Metzger: 10:33 Right from the start, yeah. And no one ever picked it up. No one ever encouraged me in that direction.
- Dorothy Huyck: 10:37 That's what I was wondering about is not even in school, no one ever encouraged you?
- Carol Marie Metzger: 10:41 No. My music was encouraged right from the start by my father, who was also a musician, and by my grade school principal, who was my idol from the time I was in second grade.
- Dorothy Huyck: 10:56 No one picked you up on this interest in geology?
- Carol Marie Metzger: 10:59 Mm-mm (negative). And yet I read everything I could get my hands on about it. See, my parents always got the National Geographic Magazine and there was always a lot in there.
- Dorothy Huyck: 11:09 And even in school, nobody picked up on this. Music was acceptable. Geology was not?
- Carol Marie Metzger: 11:14 Apparently. I never really thought of it in those terms.

Dorothy Huyck: 11:17 Well, maybe I'm saying something you don't want to say. I don't want to—

Carol Marie Metzger: 11:21 I have a feeling it merely went unnoticed, that it wasn't a matter of trying to push me in one direction or another. My mother had predetermined I was going to be a teacher and right up till the day she died, we fought over whether I would teach elementary or music.

Dorothy Huyck: 11:35 Even there, there was a distinction?

Carol Marie Metzger: 11:37 Oh yes.

Dorothy Huyck: 11:39 You were to be what kind of a teacher?

Carol Marie Metzger: 11:39 I was to be an elementary school teacher.

Dorothy Huyck: 11:41 Not music teacher?

Carol Marie Metzger: 11:42 Not a music teacher, no.

Dorothy Huyck: 11:43 How was that distinction? What was wrong with being a music teacher?

Carol Marie Metzger: 11:46 The music curriculum in college was so difficult. I went to the same college my mother did, and she knew it. She didn't think I could stand up under that kind of pressure with 18 to 20 hours of work per day expected.

Dorothy Huyck: 11:58 But, in fact, you majored in music education?

Carol Marie Metzger: 11:59 Mm-hmm (affirmative).

Dorothy Huyck: 12:01 Does that say that you did stand up under that curriculum?

Carol Marie Metzger: 12:03 Mm-hmm (affirmative). I made it within the four years, but I did have to go two summers.

Dorothy Huyck: 12:08 How did your mother react to that? That still didn't—

Carol Marie Metzger: 12:10 We fought. Well, she died in my sophomore year in college, but we fought right up to the end.

Dorothy Huyck: 12:16 So your life was pretty well-structured for you by your parents?

Carol Marie Metzger: 12:21 They would have chosen my husband for me, if they could have. My father would have.

Dorothy Huyck: 12:27 Did they assume that you would, of course, marry?

Carol Marie Metzger: 12:28 Oh yes.

Dorothy Huyck: 12:29 What, right out—

Carol Marie Metzger: 12:30 This was part of, I think, the idea of going into teaching as something a woman could always go back to once the children were in school and have almost the same hours as the children. My thoughts with the music were that if I needed to work once, I was married, I could always teach in my own home without having to leave my children. It was predetermined that I would be married, that I would have children, and that it would be one marriage with no divorce, which of course did not work out. But anyway, that's another story. I am divorced, by the way.

Dorothy Huyck: 12:59 When were you married?

Carol Marie Metzger: 13:00 I was married at 30, in 1970, to a man who was eight years older than me. Divorced June of '74.

Dorothy Huyck: 13:07 Have any children?

Carol Marie Metzger: 13:10 No, he was homosexual.

Dorothy Huyck: 13:15 So this marriage fit the preordained pattern, the pattern that your parents would have liked?

Carol Marie Metzger: 13:22 Well, my father approved of him. He didn't realize what he was.

Dorothy Huyck: 13:28 Yes, but your marrying at age 30, it was what was expected by your father?

Carol Marie Metzger: 13:32 Yes. I had taught the seven years. Yes. That was the proper thing to do was get married at that time.

Dorothy Huyck: 13:40 Now, where did you teach?

Carol Marie Metzger: 13:42 In New Jersey, McGuire Air Base for three years, the city of—

Dorothy Huyck: 13:48 Elementary ed music?

Carol Marie Metzger: 13:49 That was primary music, yeah, K through three. I had 1400 children a week. I knew every name. You have to.

Dorothy Huyck: 13:57 And then where?

Carol Marie Metzger: 13:58 Trenton, New Jersey. I taught kindergarten there. And then Hamilton Township, New Jersey, which is right outside of Trenton, southern of Trenton.

Dorothy Huyck: 14:07 You taught from 19—

Carol Marie Metzger: 14:09 1962 through 1969.

Dorothy Huyck: 14:13 After which you were married?

Carol Marie Metzger: 14:15 Yes. I met my husband in January of '70 and married him in April of '70.

Dorothy Huyck: 14:18 Were you employed during the time you were married?

Carol Marie Metzger: 14:22 Yes.

Dorothy Huyck: 14:24 What were you doing?

Carol Marie Metzger: 14:26 Anything I could do to put bread on the table because he did not. I did some teaching that was similar to a teaching assistantship. I did several waitress jobs, and I sewed for people, taught piano. I worked in a photo lab.

Dorothy Huyck: 14:41 Quite a wide variety of skills.

Carol Marie Metzger: 14:44 Mm-hmm (affirmative).

Dorothy Huyck: 14:49 Therefore, after you divorced in '74, you went to some other position, or did you join the Park Service?

Carol Marie Metzger: 14:56 While the divorce was pending from January to June '74, I was looking for work in the Florida area because I liked the climate and wanted to stay there. That's where I lived when I was married. Work was unavailable in '74, a situation which had not occurred to me, decent, long-term career type work. I tried Park Service there. I tried Flipper's Sea School where they trained the porpoises, bottlenose dolphins, for all over the country.

Carol Marie Metzger: 15:22 I tried a lot of state park type things there. Was not able to get a job. Had a serious operation about the same time. Returned to New Jersey to friends to recuperate and try to find work and started with the Park Service in September '74 in Philadelphia.

Dorothy Huyck: 15:43 In what position?

Carol Marie Metzger: 15:45 As a seasonal park technician.

Dorothy Huyck: 15:47 At Independence?

Carol Marie Metzger: 15:49 Yeah.

Dorothy Huyck: 15:52 What grade was that?

Carol Marie Metzger: 15:53 GS-4.

Dorothy Huyck: 15:55 How long were you there?

Carol Marie Metzger: 15:57 Two and a half years. I left there March of '77. Let's see, I became permanent. I think I became permanent in March of '76. Yeah. It had to be more to '76 because I was 180-day appointment from September '74. Then I was an administrative error, which probably—

Dorothy Huyck: 16:18 Administrative error?

Carol Marie Metzger: 16:20 From the time my 180-day expired until the time they could pick me up on the new fiscal year, I was considered an administrative error, but I remained employed. I kept on working. It was a day-to-day basis. "Well, come to work, and if the computer doesn't spit your name out, we'll leave you on duty." We had a few Civil Service investigations while I was there, too. In March of '76, I got my permanent 4. November of '76, I got my GS-5, and in March of '77, I moved here.

Dorothy Huyck: 16:56 Now, you must have been in Philadelphia for the entire Bicentennial?

Carol Marie Metzger: 16:59 Mm-hmm (affirmative).

Dorothy Huyck: 17:01 Were you particularly involved in some aspect of that?

Carol Marie Metzger: 17:03 I played the colonial harpsichord in the second floor of Independence Hall. Did a TV show and two radio shows while I was there. Wore a colonial costume. Really loved the job but hated living in the city.

Dorothy Huyck: 17:17 You played the colonial harpsichord throughout the period you were there?

Carol Marie Metzger: 17:20 Yes, for various functions, for visitors on tours.

Dorothy Huyck: 17:26 Did you interpret at all? Did you give an explanation?

Carol Marie Metzger: 17:29 Definitely.

Dorothy Huyck: 17:30 What kinds of things did you explain to the public?

Carol Marie Metzger: 17:32 First of all, the history of Independence Hall and the colonial history of our country. And then, more specifically, at the end of the tour, the social functions of that time period and as it related to the harpsichord.

Dorothy Huyck: 17:45 When you say at the end the tour, does that suggest you were leading people on a tour up to the harpsichord?

Carol Marie Metzger: 17:52 Yes. We led tours starting at the Liberty Bell and Independence Hall, in the Supreme Court chamber, the assembly room, and then finally to the second floor, which was used both as the governor's chamber and as a banquet hall. That's where the harpsichord was. At the end of my tour, I played the harpsichord for my tour group. The tours were approximately 100 people per tour.

Dorothy Huyck: 18:13 How many a day? How many tours?

Carol Marie Metzger: 18:15 Four tours a day per tour guide. We also had other duty stations in between the tours.

Dorothy Huyck: 18:20 And it was living there that was a problem, not the—

Carol Marie Metzger: 18:25 Yes.

Dorothy Huyck: 18:26 —Bicentennial crowds?

Carol Marie Metzger: 18:28 Well, the crowds, of course, were some pressure. But the job itself, the main pressure on the job was living with the bomb squad and bomb blankets and the protective aspects

of it because we just received bomb threats constantly through the whole Bicentennial.

Dorothy Huyck: 18:45

Were any of these carried out?

Carol Marie Metzger: 18:46

There was one time when the building was broken into. The explosive was supposedly planted. Nobody ever found it and it never went off, so it was apparently all verbal.

Dorothy Huyck: 18:55

Did you evacuate the building?

Carol Marie Metzger: 18:57

No.

Dorothy Huyck: 18:57

At none of these bomb threats?

Carol Marie Metzger: 18:59

Two of the guys quit the day that the building had been broken into and they couldn't find anything. We had bomb-sniffing dogs and everything else there. It was a most interesting experience.

Dorothy Huyck: 19:10

A bit harrowing?

Carol Marie Metzger: 19:11

Yes. I don't think I realized just how much effect it had on my nerves till after I got away from it. You deal with what you have to deal with.

Dorothy Huyck: 19:18

And you left when?

Carol Marie Metzger: 19:20

March of '77.

Dorothy Huyck: 19:22

And came here to Carlsbad?

Carol Marie Metzger: 19:24

Yes.

Dorothy Huyck: 19:24

Quite a shift from an urban—

Carol Marie Metzger: 19:27

Delightful, yes.

Dorothy Huyck: 19:30

and you came here as a GS-?

Carol Marie Metzger: 19:32

Five.

Dorothy Huyck: 19:32

Are you currently a GS-5?

Carol Marie Metzger: 19:35

No, I'm now a GS-6.

- Dorothy Huyck: 19:40 As supervisory park technician, what do those duties include?
- Carol Marie Metzger: 19:46 They include being responsible for the hours and positions of GS-3s, 4s, and 5s on my crew. That can range anywhere from four to 12 people.
- Dorothy Huyck: 20:01 Depending on the season?
- Carol Marie Metzger: 20:01 Right, mm-hmm (affirmative). Summer, yeah, it can be as high as 12.
- Dorothy Huyck: 20:06 You're leading naturalist walks, aren't you?
- Carol Marie Metzger: 20:13 Yes.
- Dorothy Huyck: 20:13 Do you do some of the walks or do you – Do your duties include being in the cave at some times in the naturalist walks and talks in the evening?
- Carol Marie Metzger: 20:19 Yes. We take turns giving these nature walks at 4:30 every afternoon and doing the bat flight program at night. All of the different GS levels do this GS-3, 4, 5, 6. All take our turns at it.
- Dorothy Huyck: 20:33 I have a question about your supervisors, but I'd like to suggest also that we not mention names. When you look at the persons who have been your supervisors strictly during your Park Service employment, in Philadelphia and here, have you found them to be encouraging or discouraging, or have you encountered some of both?
- Carol Marie Metzger: 20:55 Some of both. Almost all of them encouraging, though.
- Dorothy Huyck: 20:59 How did they show that?
- Carol Marie Metzger: 21:06 First of all, showing me how to fill out the 171 to my best advantage for rating, which resulted in my getting a permanent job. That was an assistant superintendent who did that, by the way. And by informing me of what training opportunities were available. It's been very difficult getting in though. It's rather hard to do this without mentioning names. Suggesting reading material, providing opportunities for giving offsite talks. Back at Philadelphia, I was chosen many times to give talks after hours to special groups.

Carol Marie Metzger: 21:57

I've noticed something interesting here, which I don't know how this would have any bearing. Most of the people I have worked with over the years have been very anxious when a higher GS has been around while they're working. For the most part, I haven't had this feeling once I've really become accustomed to my job and know what I'm doing. For instance, in Philadelphia, the other guides would get very nervous if the superintendent came through in the middle of their tours. I just never felt threatened by any of these people.

Carol Marie Metzger: 22:27

I felt that they were working with me. They appreciated what I was doing. As a matter of fact, the superintendent came and helped us run the front door of Independence Hall, which was a GS-4 position, and he a 15. So, I'd say almost 100% have been most encouraging. I've had one, which you've probably heard other women come up with, who expect something other than work in return.

Dorothy Huyck: 22:53

Otherwise known as sexual favors?

Carol Marie Metzger: 22:57

Yes, mm-hmm (affirmative). You cooperate or you're not going to get this or that or the other. I have informed a higher-up of that.

Dorothy Huyck: 23:06

And what result?

Carol Marie Metzger: 23:06

For me, lucky, none so far, except minor harassment. But for other girls in the past, it's been a problem.

Dorothy Huyck: 23:15

When you informed a higher-up of this, did that have any effect on you?

Carol Marie Metzger: 23:22

I wanted the higher-up to know about it.

Dorothy Huyck: 23:24

Yes.

Carol Marie Metzger: 23:24

And I asked him to let me handle it as long as I could, but I wanted him to be aware of it. So far, I have not had to call him in on it.

Dorothy Huyck: 23:34

Other people have?

Carol Marie Metzger: 23:36

I know of two other girls, one whose career was absolutely terminated, and another one whose career was definitely held back.

- Dorothy Huyck: 23:43 Because? Because they refused to provide favors or because they reported this individual?
- Carol Marie Metzger: 23:49 Yeah. Because they refused to provide the favors. At the time, there was apparently no one they felt they could go to and tell. But we've had a new person come in since those two had the problem, and this is the person—
- Dorothy Huyck: 24:04 Under this new person, are you being given support?
- Carol Marie Metzger: 24:06 Mm-hmm (affirmative).
- Dorothy Huyck: 24:07 And you feel free to go to that person, if necessary? If things get out of hand, you would feel comfortable going back to the individual?
- Carol Marie Metzger: 24:15 Mm-hmm (affirmative). Yeah.
- Dorothy Huyck: 24:18 Is it possible that the harassment will, if we use that word, will lessen because of your having gone to somebody up the line?
- Carol Marie Metzger: 24:28 Let's put it this way. There are little annoyances which occur, changes in schedule of which I'm not informed, occasional supervisory meetings of which I am not informed. But all I have to do is spread that word to the higher-up. I know this other person gets frustrated, but he knows that I am very close friends with the higher-up and he doesn't dare fool around. But if the higher-up transfers, I'll be in his back seat on the way out of this park because I arrived in a very strange situation. I arrived to hear another assistant supervisor, my own level, GS-5, say, "We'll get rid of her the same way we got rid of," and he named someone else.
- Dorothy Huyck: 25:08 Meaning you?
- Carol Marie Metzger: 25:09 Meaning me.
- Dorothy Huyck: 25:10 We will get rid of you, the same way that we got rid of somebody else?
- Carol Marie Metzger: 25:12 Yeah, mm-hmm (affirmative).
- Dorothy Huyck: 25:13 You heard that?

Carol Marie Metzger: 25:14 I heard that.

Dorothy Huyck: 25:15 How will we get rid of you?

Carol Marie Metzger: 25:17 That was never made clear. But this person has since been gotten rid of by this higher-up who came in after I came in. He's 110 miles from the nearest grocery store, so I think I won that round.

Dorothy Huyck: 25:29 So we're really talking about two entirely different persons, one who anticipated getting rid of you at the time you arrived and a second person who has provided some—

Carol Marie Metzger: 25:37 Who feels he should have sexual favors.

Dorothy Huyck: 25:40 Has he been granted this service by other women? Is he accustomed—

Carol Marie Metzger: 25:44 Not that I know of.

Dorothy Huyck: 25:45 Is he accustomed to having this kind of sexual favor from employees who are women?

Carol Marie Metzger: 25:50 I feel he must have in the past, or he wouldn't feel so confident to pursue this line.

Dorothy Huyck: 25:58 So having taken this up with a higher-up in the organization, you're probably on better ground as far as fending off this individual is concerned. But you still experience some subtle—

Carol Marie Metzger: 26:12 And not so subtle.

Dorothy Huyck: 26:14 What word? I'd rather you supply the word. You experienced some subtle and not so subtle—

Carol Marie Metzger: 26:20 Well, the last thing I was told was that my legs were silky, and I had to fend off the hands.

Dorothy Huyck: 26:24 I see. Well, that's not so subtle.

Carol Marie Metzger: 26:27 No. That's what I meant though. It's not so subtle.

Dorothy Huyck: 26:36 If you were giving advice to a person who's coming into the Park Service as a new employee on this kind of thing, would you tell them to speak to the individual directly, to

go to somebody higher up about the problem, or to keep their distance? What's the best advice that you can give to people, women who experience this kind of harassment? You're not the only one.

Carol Marie Metzger: 26:56

As Federal Women's Program coordinator, I would ask them to let me know about it. I would prefer that they handle it with the person itself because when something like this comes out, it causes so much trouble within the entire organization. You've still got to work with that person until one of you gets a transfer out. He ain't going to transfer, not way. So, my advice would be to avoid any situation in which you're alone with that person and to avoid any verbal confrontation because the girl who's – one girl whose career was slowed down came right flat out and said, "I care too much for your wife to do any fooling around with you."

Carol Marie Metzger: 27:36

She just never got a chance for training. She never got a chance for anything as long as she stayed in this park.

Dorothy Huyck: 27:42

So a forthright approach doesn't seem to be the right one.

Carol Marie Metzger: 27:46

Mm-mm (negative). No, it's got to be subtle. I'm not sure. I think each one's going to have to answer it for themselves. I don't know. It's a situation I honestly don't know how to handle because I don't know whether I should ask each girl if they're having problems and put ideas into their minds.

Dorothy Huyck: 27:59

Have any of them come to you?

Carol Marie Metzger: 28:00

No one has come to me yet, except this one girl who I say her career was totally finished by this guy. She has since married and is totally free from the Park Service.

Dorothy Huyck: 28:12

Does this suggest that somebody higher-up should speak to this guy?

Carol Marie Metzger: 28:16

This is what I'm wondering.

Dorothy Huyck: 28:19

Isn't there some responsibility on the part of a higher person to call the attention of this man that he is posing a problem for women that is not acceptable?

- Carol Marie Metzger: 28:29 Yeah. This is probably why I should let this other person talk to him. And yet, I know as soon as he says a word to this one, if this one—
- Dorothy Huyck: 28:37 It will affect your career?
- Carol Marie Metzger: 28:38 It can't affect my career, but it can make things pretty unpleasant. As long as this other one's here, it can't affect my career. It could to a certain extent, but any effect it has will be overridden by this higher up. If I had any definite knowledge or any indications that anyone else was being given any problem at this point, I would definitely ask this other person to talk to him. But apparently, he doesn't, and I know he's watching. I don't have any reason to believe that anybody else is being given any difficulty at the moment.
- Dorothy Huyck: 29:12 You simply know of two prior instances?
- Carol Marie Metzger: 29:14 Yes. And this is over a period of many years.
- Dorothy Huyck: 29:17 Other people have told me they prefer the direct confrontation route. "I'd rather speak to this man and say, Keep your hands off." In this instance, I take it, you do not believe that is a satisfactory approach?
- Carol Marie Metzger: 29:32 No, you have to have a direct confrontation in that you should tell them to leave you alone, but it's all in your tone of voice and how you handle it. "This is not what I want. This is not fair. This isn't fair to your wife. Please, let's cut this out." But it's, in this case, easier to avoid being alone with this person than to have a nose-to-nose confrontation.
- Carol Marie Metzger: 29:58 I've discussed my religious feelings on the matter, my family upbringing on the matter, and have asked him to cease and desist. So, in that respect, it has been a direct confrontation, but I did not take the tack that this other girl, "Leave me alone or else," type thing.
- Dorothy Huyck: 30:12 And you have not been totally effective, is that correct?
- Carol Marie Metzger: 30:16 Yeah. There's still a move here and there. It isn't as bad as it was.
- Dorothy Huyck: 30:22 So I've heard you're trying to always be in the presence of someone else—

Carol Marie Metzger: 30:25

Right.

Dorothy Huyck: 30:31

—to minimize this sort of thing. Any other words of wisdom to people in similar situations?

Dorothy Huyck: 30:33

[Tape was turned off] – particular instance?

Carol Marie Metzger: 30:37

In this particular instance, there's I believe a cultural background that has affected this. When you take too aggressive and approach with this cultural background, the immediate result is an indignant defiance. You have insulted this person as a man, so you can't approach it that way with the effect you want. I believe, in the case of a man who was raised the same way I was, I could do it that way. But in this case, I am taking away his masculinity if I am aggressive.

Carol Marie Metzger: 31:15

This has been very evident in the way women have been dealt with in this park until the arrival of a new higher-up. The summer before last, there were seven women who were given not recommended for rehire or it was tried to be forced through. Two of these women, in my opinion, were highly qualified. The other supervisors would not go along with this person's opinion that these were not recommended for rehire, but they did allow the rehiring competition to go through.

Carol Marie Metzger: 31:45

One woman refused to sign it. The other was going to take it to court, got another job, and dropped it. I wish she'd taken it to court. This should have been cleared up. The same man who said he was going to get rid of me, got rid of another girl and all the evidence I can gather is that because she would not go to bed with him. He made her life so miserable that she got another job and left before the summer was out. Let's see. A third got her not recommended change to a competition. She got a highly qualified out of another park. One was given the choice of resigning or being fired.

Carol Marie Metzger: 32:25

She resigned, and another was outright fired. The one that was fired probably deserved it. The one that was asked to resign or be fired, I don't think did deserve it. The one, the not recommended for rehire did go through on, I don't think was properly counseled prior to that instruction. See, I had arrived in March. I was appointed Federal Women's

Program coordinator the end of April, told that by law I had to receive the training within 90 days.

Carol Marie Metzger: 32:53

The only way I got that training last February was to say to this person, "What do you think the Civil Service Commission would think of my not having had this required training?" All of a sudden, I was scheduled for it.

Dorothy Huyck: 33:06

Otherwise, you would not very been?

Carol Marie Metzger: 33:07

Otherwise, I doubt if I would've had it yet. I have the feeling that this park is still, or at least this one particular person is, because of the cultural background, very uncomfortable with women, particularly in supervisory positions. It doesn't fit with the way he was raised. So, in this respect, it's not entirely his fault. It's something he's never learned to live with as far as I can tell from my perspective.

Dorothy Huyck: 33:38

And that being the case, as long as he has any supervisory oversight over women, there will be, in most instances, some version of this story, is that reasonable?

Carol Marie Metzger: 33:50

I'm afraid so, yes, unless the women – Now, see, the way I was raised has helped me to cope with him and to understand why he's the way he is because I was raised to be more or less subject to men. So, I can understand that he will respond better to a more tactful approach than to an aggressive approach. But the girls a generation behind me are not raised this way, and they're the ones that lock horns and end up with the problems, like the seven girls I've just mentioned.

Dorothy Huyck: 34:25

Were they all consistently younger than you?

Carol Marie Metzger: 34:26

Yes. Yeah. They were all either in college or fresh out of college. They were all under 25.

Dorothy Huyck: 34:38

I'm talking about these seven women who had difficulties with their supervisor. I gather that there was another supervisory park technician who really went to bat for them.

Carol Marie Metzger: 34:50

Yes. This other supervisor, who himself is a minority, defended six of the seven girls, and I don't think was aware of the situation of the seventh. But when it came up in staff

meeting, he and I defended – Well, I defended one set of six. He defended the one girl whom I didn't, plus he didn't seem to know about this other situation. From the time of the defense of those girls at the end of July, I was not informed of any supervisory meetings until the arrival on the scene of this higher-up who came in a little later.

Dorothy Huyck: 35:34

Do you think it was at his instigation that were returned to the supervisory meetings?

Carol Marie Metzger: 35:39

Yes because I had informed him of this whole situation—

Dorothy Huyck: 35:41

I see.

Carol Marie Metzger: 35:41

—and what had happened.

Dorothy Huyck: 35:43

Are you currently being invited to attend supervisory meetings?

Carol Marie Metzger: 35:46

There hasn't been one that I know of. So, I don't know whether they've missed me. I was away on annual leave for two weeks. And then I was in training for another week. So, there were three weeks I wasn't present at the park. The one week, all of the supervisors were at that same training I was, so there wouldn't have been a meeting that week. So as far as I know, I haven't missed any supervisors' meetings since the arrival of this higher-up.

Carol Marie Metzger: 36:12

But interestingly, this higher-up is not always informed of the supervisory meetings either. Sometimes I tell them about them when I know them, and I have reason to believe he has not been told. This relationship is well known all the way up and down the hierarchy. It's only a problem in this one case.

Dorothy Huyck: 36:30

This relationship?

Carol Marie Metzger: 36:32

My friendship with this higher-up.

Dorothy Huyck: 36:33

I see.

Carol Marie Metzger: 36:35

So the problem person knows that I'm very close, not only in work that I am not afraid to talk to this person, but that we're close socially, too. They're like a second family to me. I spend all my time with them. They're right across the street from me in housing. There's been a change in the

hierarchy, in the hierarchical setup since this problem occurred. There's a position, GS-11, chief of visitor services and interpretation, which did not exist the summer that this problem existed, the summer before last.

Carol Marie Metzger: 37:17

This position has also helped, I think, to alleviate the situation in that there are two people, actually three now, overseeing all of the evaluations which come through. The highest of this hierarchical staff, this is very difficult without names, is the kind of person who takes a personal interest in every single employee, the janitors, the elevator operators, the cashiers. He knows what they're doing, what they should be doing. He, after two and a half hours sleep, left his family Christmas day and came over, put his uniform on, went through the cave to "cheer up the troops."

Carol Marie Metzger: 38:02

July 4th, he knew that we were extremely crowded with 12,000 visitors. Again, he does not get paid for holidays. He doesn't get overtime or holiday pay like we do at the lower GS levels. He put on his uniform, totally volunteered and came over and patrolled up and down the main corridor, which is a mile and a half hill, 20-degree grade. So this is the kind of man we really appreciate working for. It's caused a very interesting situation here.

Carol Marie Metzger: 38:29

It's caused some positive changes in the person that was a problem, but it's too early yet to tell whether they're permanent changes or whether he will revert if this other higher-up ever leaves.

Dorothy Huyck: 38:42

Am I mistaken? I gather you personally continue to have some aggressiveness shown by this individual towards yourself, is that correct?

Carol Marie Metzger: 38:50

If I'm interpreting it correctly, yeah. Little problems will come up now and then. For instance, we're supposed to go to town for a meeting and I'll ask him the night before, "We're leaving at, say, 11:00?" "Yes, we're leaving at 11:00." The following morning before I go in the cave, "Has anything changed? Are we still leaving for town at 11:00?" "We're leaving for town at 11:00." I come up out of the cave. "Where were you at 10:00?" This is a consistent thing.

Carol Marie Metzger: 39:17

It's so consistent that the last time we arranged for going to town, I said, teasingly, "Do we have a witness?" It was said

with a smile and in a teasing manner, but there was a meaning there and he knew it. In other words, I let him get away with it. But it's tightrope walking all the time, which is a shame because we are all a team and we should all be working as a team at least. I suppose it's human failings, and there will always be human failings. It's kind of a shame it has to exist.

- Dorothy Huyck: 39:51 Do you also continue to find him losing track of his hands?
- Carol Marie Metzger: 39:57 He hasn't for a while yet. It hasn't been for a while. Give him credit in this respect, it's never happened here on the job. It's when we happened to be thrown together to have to go to a meeting together with no one else in the vehicle that the problems arise.
- Dorothy Huyck: 40:11 Which is something you try to avoid?
- Carol Marie Metzger: 40:15 Yeah. It's come to the point now where I suggest taking my own car so that there will be no temptation. Putting it that way, I'm not actually—
- Dorothy Huyck: 40:25 You use those words?
- Carol Marie Metzger: 40:26 Yeah.
- Dorothy Huyck: 40:27 Really? Do you use those words to him?
- Carol Marie Metzger: 40:29 Mm-hmm (affirmative).
- Dorothy Huyck: 40:30 And he understands what you mean?
- Carol Marie Metzger: 40:31 Oh yeah.
- Dorothy Huyck: 40:33 And then you do take your own car?
- Carol Marie Metzger: 40:34 Yeah. So hopefully, this will stop the whole thing.
- Dorothy Huyck: 40:38 Well, that is fairly forthright then.
- Carol Marie Metzger: 40:40 Yeah. But still said in as gentle a manner as possible and still get the point across. At least that's what I'm aiming for. I hope that's what I'm accomplishing.
- Dorothy Huyck: 40:51 Excuse me. Go ahead.

- Carol Marie Metzger: 40:53 In other words, I just don't want to antagonize him because I don't think it'll help. It'll just make matters worse.
- Dorothy Huyck: 40:59 You referred to having applied for various training opportunities. Have you taken some training courses?
- Carol Marie Metzger: 41:08 I did get the training for the Federal Women's Program workshop in February in Dallas, which was three days and a five-day supervisory and group experience training, which was given here in Carlsbad for all of our supervisors. But I had been fighting for and have just missed, one way or another, Introduction to Park Operations, which is held in Grand Canyon, Albright Training Center. I was virtually promised that training, but I believe the person that promised me really had no right to do so, that the ultimate answer was not his.
- Dorothy Huyck: 41:47 So you've never been sent here?
- Carol Marie Metzger: 41:48 No.
- Dorothy Huyck: 41:49 You've applied on various occasions?
- Carol Marie Metzger: 41:50 Yeah. And I couldn't tell you how many times it's been – There are four sessions a year and I've applied for everyone since 1975.
- Dorothy Huyck: 41:59 Is there always some good reason why you're not sent?
- Carol Marie Metzger: 42:03 There are many, many applicants for it.
- Dorothy Huyck: 42:06 I see.
- Carol Marie Metzger: 42:07 It could be legitimate. I'm reasonably sure that it's nothing to do with this other situation because of the fact that every time it comes up, I make sure I talk to the higher-up, along with this other person.
- Dorothy Huyck: 42:21 Do you think that your particular talents and training are well-used by Park Service?
- Carol Marie Metzger: 42:27 I think they would be better used if I could get that Introduction to Park Operations course and get into the position of a ranger intake into what they call the professional series. Now in the 026 series, I'm dead-ended.

There's no place for me to go here. The chances of getting anything above a six in 026 are virtually nonexistent.

Dorothy Huyck: 42:49

So you would like to see yourself moved over into the 025?

Carol Marie Metzger: 42:51

025.

Dorothy Huyck: 42:51

Is that a possibility?

Carol Marie Metzger: 42:54

Yes. I was promised this in Philadelphia by the chief of visitor services there back in '74. Part of the reason I didn't was a change in federal policy, and part of the reason is also I have a health problem. I have rheumatoid arthritis and, according to the doctors in Graduate Hospital, Philadelphia, I should have been in a wheelchair a year ago.

Dorothy Huyck: 43:19

You're not, obviously.

Carol Marie Metzger: 43:20

I'm not. I can climb mountains, climb ropes, and—

Dorothy Huyck: 43:23

Hike down that scrubby trail.

Carol Marie Metzger: 43:26

Yeah. Part of the change has been moving out here, a change in climate, I'm sure. In Philadelphia, the arthritis was so bad that there were days I could not dress myself, could not tie my own shoes, could not brush my own hair.

Dorothy Huyck: 43:41

Did you deliberately ask to be sent here for the climate?

Carol Marie Metzger: 43:43

Yes. Yeah.

Dorothy Huyck: 43:46

Does your improvement have any effect on the possibilities of the 025 series opening up, as far as you're concerned, the physical improvement?

Carol Marie Metzger: 43:55

Due to the new Civil Service ruling on non-discrimination against handicapped, it shouldn't have ever had any bearing on it. But I don't know whether it did or not.

Dorothy Huyck: 44:07

What about the current status? Is there a possibility of moving out of technician series?

Carol Marie Metzger: 44:14

There are so many good qualified people trying for it, that it's always a tough fight. I know that there are two people here that are fighting for me. They're really working for me

to help me get into it. So, I feel that, ultimately, I will make it. It's a matter of patience.

Dorothy Huyck: 44:32

Do you think that being a woman has in any way affected your opportunities for added responsibilities and promotion in Park Service?

Carol Marie Metzger: 44:42

Specifically me? No. In the past, it has resulted in women being concentrated in the lower positions. It was felt that women physically could not handle things like, you mentioned the horseback patrol, the back country patrol. There's still a small element in some people's minds to this effect, fire—

Dorothy Huyck: 45:06

We're talking about firefighting. You had mentioned—

Carol Marie Metzger: 45:09

Yeah. There is still some question in a lot of men's minds about the women's capabilities as far as things like firefighting and law enforcement are concerned, but less and less as women are more frequently placed in these positions and are doing reasonable job at it.

Dorothy Huyck: 45:25

Do you think that there are any jobs in the Park Service that women should not tackle?

Carol Marie Metzger: 45:32

I, frankly, have doubts as to my own capabilities in law enforcement. I would like to be given the opportunity to try. On the one hand, I feel it takes a tough image or this is what the public expects. On the other hand, I feel that you get a lot farther, a lot more positive respect from the public, if you do take a softer line. So, I really don't know as far as my handling a gun or something like that, that very heavy law enforcement, the, say, Hell's Angels motorcycle gangs, which have invaded some of the parks and caused a problem. I would feel that I would need an awful lot of training to know how to handle such a thing properly.

Dorothy Huyck: 46:16

But what about other women who have been trained? Do you think there are jobs other women should not tackle in the Park Service, assuming they have training? Are there jobs that, because they're women, they should not tackle?

Carol Marie Metzger: 46:27

The only thing I can think of is some of the heavy maintenance work which requires tremendous physical strength, heavy lifting. There's no reason why they can't drive some of the heavy equipment. And yet, some of it

seems to require tremendous physical ability. Of course, a woman's center of gravity is quite a bit lower than a man's, which makes for a definite physical difference there.

Carol Marie Metzger: 46:53

[Phone rings]. Good evening. Carlsbad Caverns National—
[Tape turned off].

Dorothy Huyck: 46:56

We were talking about jobs for women. Now that we've explained all the bat flights to everyone.

Carol Marie Metzger: 47:03

Yeah. We were talking about whether physical differences and things like carrying heavy equipment. For instance, there's one ranger station down in the Guadalupe where it's – Did you see it? The stone house, it's about a mile-and-a-half or two-mile walk. The only vehicle that can get in there is known as an ATV or all-terrain vehicle. So, there are frequently very heavy loads that have to be carried in there over a mile and a half of cobbled, rock, river bottom type rock.

Carol Marie Metzger: 47:31

Something like that I personally wouldn't want to tackle. I suppose there are women that are built for it and could handle it and would want it. But personally, that sort of thing I would feel would be beyond my capabilities.

Dorothy Huyck: 47:43

So if we look at it in terms of other women or women as a whole, how do you feel about it?

Carol Marie Metzger: 47:48

I don't think I would have the right to make a judgment for each person. It would depend on the physical makeup, just the same as some men are too fragile to handle some of those jobs.

Dorothy Huyck: 47:58

There are some people who think of the National Park Service as a rather male-oriented organization. Do you?

Carol Marie Metzger: 48:05

I think it has been in the past.

Dorothy Huyck: 48:08

And now?

Carol Marie Metzger: 48:11

I sometimes get the feeling that some of the people in it still feel that way. But I personally don't believe it is or should be. I believe, for instance, the type of job I'm doing where I'm communicating information, what we call interpretation, certainly can be done just as well by me as it can be by any male.

- Dorothy Huyck: 48:35 Do you belong to any professional organization?
- Carol Marie Metzger: 48:39 No. I've had the American Association of University Women trying to get me to join. I would like to join, but I'm so busy with so many other things, I really hate to take on something I don't have time to keep up with. In other words, if I belong to something, I want to belong to it entirely and participate fully.
- Dorothy Huyck: 48:55 Has anyone acted as a mentor for you during your Park Service career?
- Carol Marie Metzger: 49:01 Now, I'm not sure just how you mean as a mentor.
- Dorothy Huyck: 49:06 Someone who has both been encouraging and supportive and helped sort out some of the job possibilities.
- Carol Marie Metzger: 49:16 Try to help me decide which direction I'm heading? Yes. Yeah. There's a person right here.
- Dorothy Huyck: 49:25 Do you see women forming anything at all, like an old boy network that might be called an old girl network in terms of keeping in touch with each other?
- Carol Marie Metzger: 49:35 I keep in touch with my friends from other jobs, of both sexes, and I have never thought of it in terms of sex. So, I really don't know. It doesn't seem to. The friends I'm in contact with, in other words, seem to have the same attitude I do. We keep in touch with old friends, whether they're male or female. There doesn't seem to be any distinction at all.
- Dorothy Huyck: 49:58 If you were to marry again at some future date, would you want to combine or hope to combine marriage with a Park Service career?
- Carol Marie Metzger: 50:07 Probably not. The tremendous difficulties involved in the fact that they don't like – the trend has been that a husband and wife should not work in the same park or at least in the same division. The fact that if you're going to work in separate parks, you're going to be miles apart. I've been independent for 38 years now and, if I do marry, I want the marriage to have first priority. I would like to have a family, although 38s an awful late age to be thinking about such a thing.

- Carol Marie Metzger: 50:47 But no, I would think that I would have to give up my career. And yet, I say that hesitantly because I'm afraid that that type of attitude would influence my chances at opportunities, training opportunities and promotions. So, I'm very careful about being too candid about this to everyone. Now, this one person that acts as mentor, I feel I can be totally candid with. As a matter of fact, we occasionally get into minor scraps, tiffs, arguments over various ideas or things.
- Carol Marie Metzger: 51:23 I feel I can tell him exactly how I feel. As a matter of fact, we've discussed just this, whether I would try to continue a career. I don't feel that anything I tell him will affect any opportunities I have, but I feel there are others whom it would affect.
- Dorothy Huyck: 51:40 So you're not very [inaudible 00:51:41]? Obviously not, you said.
- Carol Marie Metzger: 51:42 I'm not entirely, no. No. I will not discuss it with anyone I think could use it against me.
- Dorothy Huyck: 51:50 If a woman just out of college, for instance, were to ask you about joining the Park Service, would you encourage her to do so?
- Carol Marie Metzger: 51:57 Yes.
- Dorothy Huyck: 52:02 Do you have any financial responsibility for anyone other than yourself?
- Carol Marie Metzger: 52:06 No, just my dog.
- Dorothy Huyck: 52:11 I've been asking you quite a collection of questions. Is there something we've not talked about that you'd like to comment on?
- Carol Marie Metzger: 52:23 I can't really think of anything, and yet I'm afraid to give up this opportunity. I'll think of it as soon as we terminate the interview. No, I can't really think of anything at the moment.
- Dorothy Huyck: 52:34 Well, we'll turn off the tape and see if it comes in.
- Carol Marie Metzger: 52:41 Yeah.

Dorothy Huyck: 52:41

Thank you.

Dorothy Huyck: 52:41

—this tape in.

Carol Marie Metzger: 52:42

I feel that the men here react more positively to me because I don't try to be a man. I try to maintain my femininity and not threaten them by aggressive behavior or anything. I do kind of tease and flirt a little bit. Of course, I have to be careful of that in one certain given situation. I think I accomplish a lot toward rapport, toward them working well with me and me working well with them, by not trying to be something that I'm not. The reaction, the vibes I'm getting have been very positive. That's the alarm [noise in the background].

Dorothy Huyck: 53:27

Oh, is that what it is?

Carol Marie Metzger: 53:27

Yeah.

Dorothy Huyck: 53:27

Thank you.

[END OF TAPE]

[END OF INTERVIEW]