

1.

During the nineteenth century, occupational information about women that was provided by the United States census--a population count conducted each decade--became more detailed and precise in response to social changes. Through 1840, simple enumeration by household mirrored a home-based agricultural economy and hierarchical social order: the head of the household (presumed male or absent) was specified by name, whereas other household members were only indicated by the total number of persons counted in various categories, including occupational categories. Like farms, most enterprises were family-run, so that the census measured economic activity as an attribute of the entire household, rather than of individuals.

The 1850 census, partly responding to antislavery and women's rights movements, initiated the collection of specific information about each individual in a household. Not until 1870 was occupational information analyzed by gender: the census superintendent reported 1.8 million women employed outside the home in "gainful and reputable occupations." In addition, he arbitrarily attributed to each family one woman "keeping house." Overlap between the two groups was not calculated until 1890, when the rapid entry of women into the paid labor force and social issues arising from industrialization were causing **women's advocates and women statisticians** to press for more thorough and accurate accounting of women's occupations and wages.

The passage suggests which of the following about the "women's advocates and women statisticians" mentioned in the highlighted text?

A.

They wanted to call attention to the lack of pay for women who worked in the home.

B.

They believed that previous census information was inadequate and did not reflect certain economic changes in the United States.

C.

They had begun to press for changes in census-taking methods as part of their participation in the antislavery movement.

D.

They thought that census statistics about women would be more accurate if more women were employed as census officials.

E.

They had conducted independent studies that disputed the official statistics provided by previous United States censuses.

2.

In its 1903 decision in the case of *Lone Wolf v. Hitchcock*, the United States Supreme Court rejected the efforts of three Native American tribes to prevent the opening of tribal lands to non-Indian settlement without tribal consent. In his study of the *Lone Wolf* case, Blue Clark properly emphasizes the Court's assertion of a virtually unlimited unilateral power of Congress (the

House of Representatives and the Senate) over Native American affairs. But he fails to note the decision's more far-reaching impact: shortly after Lone Wolf, the federal government totally abandoned negotiation and execution of formal written agreements with Indian tribes as a prerequisite for the implementation of federal Indian policy. Many commentators believe that this change had already occurred in 1871 when--following a dispute between the House and the Senate over which chamber should enjoy primacy in Indian affairs--Congress abolished the making of treaties with Native American tribes. But in reality the federal government continued to negotiate formal tribal agreements past the turn of the century, treating these documents not as treaties with sovereign nations requiring ratification by the Senate but simply as legislation to be passed by both houses of Congress. The Lone Wolf decision ended this era of formal negotiation and finally did away with what had increasingly become the empty formality of obtaining tribal consent.

The author of the passage is primarily concerned with

- A.
identifying similarities in two different theories
- B.
evaluating a work of scholarship
- C.
analyzing the significance of a historical event
- D.
debunking a revisionist interpretation
- E.
exploring the relationship between law and social reality

3.

The general density dependence model can be applied to explain the founding of specialist firms (those attempting to serve a narrow target market). According to this model, specialist foundings hinge on the interplay between legitimation and competitive forces, both of which are functions of the density (total number) of firms in a particular specialist population. Legitimation occurs as a new type of firm moves from being viewed as unfamiliar to being viewed as a natural way to organize. At low density levels, each founding increases legitimation, reducing barriers to entry and easing subsequent foundings. Competition occurs because the resources that firms seek--customers, suppliers, and employees--are limited, but as long as density is low relative to plentiful resources, the addition of another firm has a negligible impact on the intensity of competition. At high density levels, however, competitive effects outweigh legitimation effects, discouraging foundings. The more numerous the competitors, the fiercer the competition will be and the smaller will be the incentive for new firms to enter the field.

While several studies have found a significant correspondence between the density dependence model and actual patterns of foundings, other studies have found patterns not consistent with the model. A possible explanation for this inconsistency is that legitimation and competitive forces transcend national boundaries, while studies typically restrict their analysis to the

national level. Thus a national-level analysis can understate the true legitimation and competitive forces as well as the number of foundings in an industry that is internationally integrated. Many industries are or are becoming international, and since media and information easily cross national borders, so should legitimation and its effects on overseas foundings. For example, if a type of firm becomes established in the United States, that information transcends borders, reduces uncertainties, and helps foundings of that type of firm in other countries. Even within national contexts, studies have found more support for the density dependence model when they employ broader geographic units of analysis--for example, finding that the model's operation is seen more clearly at the state and national levels than at city levels.

4.

Some **historians** contend that conditions in the United States during the Second World War gave rise to a dynamic wartime alliance between trade unions and the African American community, an alliance that advanced the **cause of civil rights**. They conclude that the postwar demise of this vital alliance constituted a lost opportunity for the civil rights movement that followed the war. Other **scholars**, however, have portrayed organized labor as defending all along the relatively privileged position of White workers relative to African American workers. Clearly, these two perspectives are not easily reconcilable, but the historical reality is not reducible to one or the other.

Unions faced a choice between either maintaining the prewar status quo or promoting a more inclusive approach that sought for all members the right to participate in the internal affairs of unions, access to skilled and high-paying positions within the occupational hierarchy, and protection against management's arbitrary authority in the workplace. While union representatives often voiced this inclusive ideal, in practice unions far more often favored entrenched interests. The accelerating development of the civil rights movement following the Second World War exacerbated the **unions' dilemma**, forcing trade unionists to confront contradictions in their own practices.

According to the passage, the historians mentioned in the first highlighted portion of text and the scholars mentioned in the second highlighted portion disagree about the

A.

contribution made by organized labor to the war effort during the Second World War

B.

issues that union members considered most important during the Second World War

C.

relationship between unions and African Americans during the Second World War

D.

effect of the Second World War on the influence of unions in the workplace

E.

extent to which African Americans benefited from social and political changes following the Second World War

The passage suggests that socialists within the Russian women's movement and most bourgeois feminists believed that in Russia

A.

women would not achieve economic equality until they had political representation within the government

B.

the achievement of larger political aims should take precedence over the achievement of women's rights

C.

the emancipation of women would ultimately bring about the liberation of the entire Russian population from political oppression

D.

women's oppression was more rooted in economic inequality than was the case in other countries

E.

the women's movement was more ideologically divided than were women's movements in other countries

5.

Colonial historian David Allen's intensive study of five communities in seventeenth-century Massachusetts is a model of meticulous scholarship on the detailed microcosmic level, and is convincing up to a point. Allen suggests that much more coherence and direct continuity existed between English and colonial agricultural practices and administrative organization than other historians have suggested. However, he overstates his case with the declaration that he has proved "the remarkable extent to which diversity in New England local institutions was directly imitative of regional differences in the mother country."

Such an assertion ignores critical differences between seventeenth-century England and New England. First, England was overcrowded and land-hungry; New England was sparsely populated and labor-hungry. Second, England suffered the normal European rate of mortality; New England, especially in the first generation of English colonists, was virtually free from infectious diseases. Third, England had an all-embracing state church; in New England membership in a church was restricted to the elect. Fourth, a high proportion of English villagers lived under paternalistic resident squires; no such class existed in New England. By narrowing his focus to village institutions and ignoring these critical differences, which studies by Greven, Demos, and Lockridge have shown to be so important, Allen has created a somewhat distorted picture of reality.

Allen's work is a rather extreme example of the "country community" school of seventeenth-century English history whose intemperate excesses in removing all national issues from the history of that period have been exposed by Professor Clive Holmes. What conclusion can be drawn, for example, from Allen's discovery that Puritan clergy who had come to the colonies from East Anglia were one-third to one-half as likely to return to England by 1660 as were

Puritan ministers from western and northern England? We are not told in what way, if at all, this **discovery** illuminates historical understanding. Studies of local history have enormously expanded our horizons, but it is a mistake for their authors to conclude that village institutions are all that mattered, simply because their functions are all that the records of village institutions reveal.

The author of the passage is primarily concerned with

- A.
substantiating a claim about a historical event
- B.
reconciling two opposing ideas about a historical era
- C.
disputing evidence a scholar uses to substantiate a claim about a historical event
- D.
analyzing two approaches to scholarly research and evaluating their methodologies
- E.
criticizing a particular study and the approach to historical scholarship it represents

The passage suggests that Professor Clive Holmes would most likely agree with which of the following statements?

- A.
An understanding of seventeenth-century English local institutions requires a consideration of national issues.
- B.
The "country community" school of seventeenth-century English history distorts historical evidence in order to establish continuity between old and new institutions.
- C.
Most historians distort reality by focusing on national concerns to the exclusion of local concerns.
- D.
National issues are best understood from the perspective of those at the local level.
- E.
Local histories of seventeenth-century English villages have contributed little to the understanding of village life.

According to the passage, which of the following was true of most villages in seventeenth-century England?

- A.
The resident squire had significant authority.
- B.
Church members were selected on the basis of their social status within the community.

C.

Low population density restricted agricultural and economic growth.

D.

There was little diversity in local institutions from one region to another.

E.

National events had little impact on local customs and administrative organization.

6.

Why firms adhere to or deviate from their strategic plans is poorly understood. However, theory and limited research suggest that the process through which such plans emerge may play a part. In particular, top management decision-sharing-consensus-oriented, team-based decision-making—may increase the likelihood that firms will adhere to their plans, because those involved in the decision-making may be more committed to the chosen course of action, thereby increasing the likelihood that organizations will subsequently adhere to their plans.

However, the relationship between top management decision-sharing and adherence to plans may be affected by a firm's strategic mission (its fundamental approach to increasing sales revenue and market share, and generating cash flow and short-term profits). At one end of the strategic mission continuum, "build" strategies are pursued when a firm desires to increase its market share and is willing to sacrifice short-term profits to do so. At the other end, "harvest" strategies are used when a firm is willing to sacrifice market share for short-term profitability and cash-flow maximization. Research and theory suggest that top management decision-sharing may have a more positive relationship with adherence to plans among firms with harvest strategies than among firms with build strategies. In a study of strategic practices in several large firms, managers in harvest strategy scenarios were more able to adhere to their business plans. As one of the managers in the study explained it, this is partly because "Typically all a manager has to do [when implementing a harvest strategy] is that which was done last year." Additionally, managers under harvest strategies may have fewer strategic options than do those under build strategies; it may therefore be easier to reach agreement on a particular course of action through decision-sharing, which will in turn tend to promote adherence to plans. Conversely, in a "build" strategy scenario, individual leadership, rather than decision-sharing, may promote adherence to plans. Build strategies—which typically require leaders with strong personal visions for a firm's future, rather than the negotiated compromise of the team-based decision—may be most closely adhered to when implemented in the context of a clear strategic vision of an individual leader, rather than through the practice of decision-sharing.

The primary purpose of the passage is to

A.

identify some of the obstacles that make it difficult for firms to adhere to their strategic business plans

B.

compare two different theories why firms adhere to or deviate from their strategic plans

- C.
evaluate the utility of top management decision-sharing as a method of implementing the strategic mission of a business
- D.
discuss the respective advantages and disadvantages of build and harvest strategies among several large firms
- E.
examine some of the factors that may affect whether or not firms adhere to their strategic plans

The author includes the quotation in lines 44-47 of the passage most probably in order to

- A.
lend support to the claim that firms utilizing harvest strategies may be more likely to adhere to their strategic plans
- B.
suggest a reason that many managers of large firm prefer harvest strategies to build strategies
- C.
provide an example of a firm that adhered to its strategic plan because of the degree of its managers' commitment
- D.
demonstrate that managers implementing harvest strategies generally have better strategic options than do managers implementing build strategies
- E.
give an example of a large firm that successfully implemented a harvest strategy

7.
Historians who study European women of the Renaissance try to measure independence," "options," and other indicators of the degree to which the expression of women's individuality was either permitted or suppressed. Influenced by Western individualism, these historians define a peculiar form of personhood: an innately bounded unit, autonomous and standing apart from both nature and society. An anthropologist, however, would contend that a person can be conceived in ways other than as an "individual." In many societies a person's identity is not intrinsically unique and self-contained but instead is defined within a complex web of social relationships.

In her study of the fifteenth-century Florentine widow Alessandra Strozzi, a historian who specializes in European women of the Renaissance attributes individual intention and authorship of actions to her subject. This historian assumes that Alessandra had goals and interests different from those of her sons, yet much of the historian's own research reveals that Alessandra acted primarily as a champion of her sons' interests, taking their goals as her own. Thus Alessandra conforms more closely to the anthropologist's notion that personal motivation is embedded in a social context. Indeed, one could argue that Alessandra did not distinguish her personhood from that of her sons. In Renaissance Europe the boundaries of the conceptual self were not always firm and closed and did not necessarily coincide with the boundaries of the

bodily self.

8.

The United States government has a long-standing policy of using federal funds to keep small business viable. The Small Business Act of 1953 authorized the Small Business Administration (SBA) to enter into contracts with government agencies having procurement powers and to arrange for fulfillment of these contracts by awarding subcontracts to small businesses. In the mid-1960's, during the war on poverty years, Congress hoped to encourage minority entrepreneurs by directing such funding to minority businesses. At first this funding was directed toward minority entrepreneurs with very low incomes. A 1967 amendment to the Economic Opportunity Act directed the SBA to pay special attention to minority-owned businesses located in urban or rural areas characterized by high proportions of unemployed or low-income individuals. Since then, the answer given to the fundamental question of who the recipients should be--the most economically disadvantaged or those with the best prospects for business success--has changed, and the social goals of the programs have shifted, resulting in policy changes.

The first shift occurred during the early 1970's. While the goal of assisting the economically disadvantaged entrepreneur remained, a new goal emerged: to remedy the effects of past discrimination. In fact, in 1970 the SBA explicitly stated that their main goal was to increase the number of minority-owned businesses. At the time, minorities constituted seventeen percent of the nation's population, but only four percent of the nation's self-employed. This **ownership gap** was held to be the result of past discrimination. Increasing the number of minority-owned firms was seen as a way to remedy this problem. In that context, providing funding to minority entrepreneurs in middle- and high-income brackets seemed justified.

In the late 1970's, the goals of minority-business funding programs shifted again. At the Minority Business Development Agency, for example, the goal of increasing numbers of minority-owned firms was supplanted by the goal of creating and assisting more minority-owned substantive firms with future growth potential. Assisting manufacturers or wholesalers became far more important than assisting small service businesses. Minority-business funding programs were now justified as instruments for economic development, particularly for creating jobs in minority communities of high unemployment.

Which of the following best describes the function of the second paragraph in the passage as a whole?

A.

It narrows the scope of the topic introduced in the first paragraph.

B.

It presents an example of the type of change discussed in the first paragraph.

C.

It cites the most striking instance of historical change in a particular government policy.

D.

It explains the rationale for the creation of the government agency whose operations are discussed in the first paragraph.

E.

It presents the results of policies adopted by the federal government.

9.

In terrestrial environments, gravity places special demands on the cardiovascular systems of animals. Gravitational pressure can cause blood to pool in the lower regions of the body, making it difficult to circulate blood to critical organs such as the brain. Terrestrial snakes, in particular, exhibit adaptations that aid in circulating blood against the force of gravity.

The problem confronting terrestrial snakes is best illustrated by what happens to sea snakes when removed from their supportive medium. Because the vertical pressure gradients within the blood vessels are counteracted by similar pressure gradients in the surrounding water, the distribution of blood throughout the body of sea snakes remains about the same regardless of their orientation in space, provided they remain in the ocean. When removed from the water and tilted at various angles with the head up, however, blood pressure at their midpoint drops significantly, and at brain level falls to zero. That many terrestrial snakes in similar spatial orientations do not experience this kind of circulatory failure suggests that certain adaptations enable them to regulate blood pressure more effectively in those orientations.

One such adaptation is the closer proximity of the terrestrial snake's heart to its head, which helps to ensure circulation to the brain, regardless of the snake's orientation in space. The heart of sea snakes can be located near the middle of the body, a position that minimizes the work entailed in circulating blood to both extremities. In arboreal snakes, however, which dwell in trees and often assume a vertical posture, the average distance from the heart to the head can be as little as 15 percent of overall body length. Such a location requires that blood circulated to the tail of the snake travel a greater distance back to the heart, a problem solved by another adaptation. When climbing, arboreal snakes often pause momentarily to wiggle their bodies, causing waves of muscle contraction that advance from the lower torso to head. By compressing the veins and forcing blood forward, these contractions apparently improve the flow of venous blood returning to the heart.

The author suggests that which of the following is a disadvantage that results from the location of a snake's heart in close proximity to its head?

A.

A decrease in the efficiency with which the snake regulates the flow of blood to the brain

B.

A decrease in the number of orientations in space that a snake can assume without loss of blood flow to the brain

C.

A decrease in blood pressure at the snake's midpoint when it is tilted at various angles with its head up

D.

An increase in the tendency of blood to pool at the snake's head when the snake is tilted at various angles with its head down

E.

An increase in the amount of effort required to distribute blood to and from the snake's tail

10.

In a new book about the antiparty feeling of the early political leaders of the United States, Ralph Ketcham argues that the first six Presidents differed decisively from later Presidents because the first six held values inherited from the classical humanist tradition of eighteenth-century England. In this view, government was designed not to satisfy the private desires of the people but to make them better citizens; this tradition stressed the disinterested devotion of political leaders to the public good. Justice, wisdom, and courage were more important qualities in a leader than the ability to organize voters and win elections. Indeed, leaders were supposed to be called to office rather than to run for office. And if they took up the burdens of public office with a sense of duty, leaders also believed that such offices were naturally their due because of their social preeminence or their contributions to the country. Given this classical conception of leadership, it is not surprising that the first six Presidents condemned political parties. Parties were partial by definition, self-interested, and therefore serving something other than the transcendent public good.

Even during the first presidency (Washington's), however, the classical conception of virtuous leadership was being undermined by commercial forces that had been gathering since at least the beginning of the eighteenth century. Commerce--its profit-making, its self-interestedness, its individualism--became the enemy of these classical ideals. Although Ketcham does not picture the struggle in quite this way, he does rightly see Jackson's tenure (the seventh presidency) as the culmination of the acceptance of party, commerce, and individualism. For the Jacksonians, nonpartisanship lost its relevance, and under the direction of Van Buren, party gained a new legitimacy. The classical ideals of the first six Presidents became identified with a privileged aristocracy, an aristocracy that had to be overcome in order to allow competition between opposing political interests. Ketcham is so strongly committed to justifying the classical ideals, however, that he underestimates the advantages of their decline. For example, the classical conception of leadership was incompatible with our modern notion of the freedoms of speech and press, freedoms intimately associated with the legitimacy of opposing political parties.

It can be inferred that the author of the passage would be most likely to agree that modern views of the freedoms of speech and press are

A.

values closely associated with the beliefs of the aristocracy of the early United States

B.

political rights less compatible with democracy and individualism than with classical ideals

C.

political rights uninfluenced by the formation of opposing political parties

D.

values not inherent in the classical humanist tradition of eighteenth-century England

E.

values whose interpretation would have been agreed on by all United States Presidents

Which of the following, if true, provides the LEAST support for the author's argument about commerce and political parties during Jackson's presidency?

A.

Many supporters of Jackson resisted the commercialization that could result from participation in a national economy.

B.

Protest against the corrupt and partisan nature of political parties in the United States subsided during Jackson's presidency.

C.

During Jackson's presidency the use of money became more common than bartering of goods and services.

D.

More northerners than southerners supported Jackson because southerners were opposed to the development of a commercial economy.

E.

Andrew Jackson did not feel as strongly committed to the classical ideals of leadership as George Washington had felt.

11.

Most farmers attempting to control slugs and snails turn to baited slug poison, or molluscicide, which usually consists of a bran pellet containing either methiocarb or metaldehyde. Both chemicals are neurotoxins that disrupt that part of the brain charged with making the mouth move in a coordinated fashion--the "central pattern generator"--as the slug feeds. Thus, both neurotoxins, while somewhat effective, interfere with the slugs' feeding behavior and limit their ingestion of the poison, increasing the probability that some will stop feeding before receiving a lethal dose. Moreover, slugs are not the only consumers of these poisons: methiocarb may be toxic to a variety of species, including varieties of worms, carabid beetles, and fish.

Researchers are experimenting with an alternative compound based on aluminum, which may solve these problems, but this may well have a limited future as we learn more about the hazards of aluminum in the environment. For example, some researchers suggest that acid rain kills trees by mobilizing aluminum in the soil, while others have noted that the human disease Alzheimer's is more prevalent in areas where levels of aluminum in the soil are high. With farmers losing as much as 20 percent of their crops to slugs and snails even after treatment with currently available molluscicides, there is considerable incentive for researchers to come up with better and environmentally safer solutions.

12.

The Black Death, a severe epidemic that ravaged fourteenth-century Europe, has intrigued scholars ever since Francis Gasquet's 1893 study contending that this epidemic greatly intensified the political and religious upheaval that ended the Middle Ages. Thirty-six years later, historian George Coulton agreed but, paradoxically, attributed **a silver lining to the Black Death**: prosperity engendered by diminished competition for food, shelter, and work led survivors of the epidemic into the Renaissance and subsequent rise of modern Europe.

In the 1930s, however, Evgeny Kosminsky and other Marxist historians claimed the epidemic was merely an ancillary factor contributing to a general agrarian crisis stemming primarily from the inevitable decay of European feudalism. In arguing that this decline of feudalism was economically determined, the Marxist asserted that the Black Death was a relatively insignificant factor. This became the prevailing view until after the Second World War, when studies of specific regions and towns revealed astonishing mortality rates ascribed to the epidemic, thus restoring the central role of the Black Death in history.

This central role of the Black Death (traditionally attributed to bubonic plague brought from Asia) has been recently challenged from another direction. Building on bacteriologist John Shrewsbury's speculations about mislabeled epidemics, zoologist Graham Twigg employs urban case studies suggesting that the rat population in Europe was both too sparse and insufficiently migratory to have spread plague. Moreover, Twigg disputes the traditional trade-ship explanation for plague transmissions by extrapolating from data on the number of dead rats aboard Nile sailing vessels in 1912. The Black Death, which he conjectures was anthrax instead of bubonic plague, therefore caused far less havoc and fewer deaths than historians typically claim.

Although correctly citing the exacting conditions needed to start or spread bubonic plague, Twigg ignores virtually a century of scholarship contradictory to his findings and employs faulty logic in his single-minded approach to the Black Death. His speculative generalizations about the numbers of rats in medieval Europe are based on isolated studies unrepresentative of medieval conditions, while his unconvincing trade-ship argument overlooks land-based caravans, the overland migration of infected rodents, and the many other animals that carry plague.

13.

The storms most studied by climatologists have been those that are most easily understood by taking atmospheric measurements. Hurricanes and tornadoes, for example, are spatially confined, the forces that drive them are highly concentrated, and they have distinctive forms and readily quantifiable characteristics. Consequently, data about them are abundant, and their behavior is relatively well understood, although still difficult to predict.

Hurricanes and tornadoes are also studied because they are highly destructive storms, and knowledge about their behavior can help minimize injury to people and property. But other equally destructive storms have not been so thoroughly researched, perhaps because they are

more difficult to study. A primary example is the northeaster, a type of coastal storm that causes significant damage along the eastern coast of North America. Northeasters, whose diffuse nature makes them difficult to categorize, are relatively weak low-pressure systems with winds that rarely acquire the strength of even the smallest hurricane. Although northeasters are perceived to be less destructive than other storms, the high waves associated with strong northeasters can cause damage comparable to that of a hurricane, because they can affect stretches of coast more than 1,500 kilometers long, whereas hurricanes typically threaten a relatively small ribbon of coastline--roughly 100 to 150 kilometers.

Which of the following can be inferred from the passage about storms that lend themselves to atmospheric measurements?

A.

They are more likely than other storms to be studied by climatologists.

B.

They are likely to be less highly concentrated than are other storms.

C.

They are likely to be more difficult to predict than are other storms.

D.

They occur less frequently along the eastern coast of North America than in other areas.

E.

They tend to affect larger areas than do other storms.

14.

Comparable worth, as a standard applied to eliminate inequities in pay, insists that the values of certain tasks performed in dissimilar jobs can be compared. In the last decade, this approach has become a critical social policy issue, as large numbers of private-sector firms and industries as well as federal, state, and local governmental entities have adopted comparable worth policies or begun to consider doing so.

This widespread institutional awareness of comparable worth indicates increased public awareness that pay inequities--that is, situations in which pay is not "fair" because it does not reflect the true value of a job--exist in the labor market. However, the question still remains: have the gains already made in pay equity under comparable worth principles been of a precedent-setting nature or are they mostly transitory, a function of concessions made by employers to mislead female employees into believing that they have made long-term pay equity gains?

Comparable worth pay adjustments are indeed precedent-setting. Because of the principles driving them, other mandates that can be applied to reduce or eliminate unjustified pay gaps between male and female workers have not remedied perceived pay inequities satisfactorily for the litigants in cases in which men and women hold different jobs. But whenever comparable worth principles are applied to pay schedules, perceived unjustified pay differences are eliminated. In this sense, then, comparable worth is more comprehensive than other mandates,

such as the Equal Pay Act of 1963 and Title VII of the Civil Rights Act of 1964. Neither compares tasks in dissimilar jobs (that is, jobs across occupational categories) in an effort to determine whether or not what is necessary to perform these tasks--know-how, problem-solving, and accountability--can be quantified in terms of its dollar value to the employer. Comparable worth, on the other hand, takes as its premise that certain tasks in dissimilar jobs may require a similar amount of training, effort, and skill; may carry similar responsibility; may be carried on in an environment having a similar impact upon the worker; and may have a similar dollar value to the employer.

According to the passage, which of the following is true of comparable worth as a policy?

- A.
Comparable worth policy decisions in pay-inequity cases have often failed to satisfy the complainants.
- B.
Comparable worth policies have been applied to both public-sector and private-sector employee pay schedules.
- C.
Comparable worth as a policy has come to be widely criticized in the past decade.
- D.
Many employers have considered comparable worth as a policy but very few have actually adopted it.
- E.
Early implementations of comparable worth policies resulted in only transitory gains in pay equity.

15.
Many United States companies believe that the rising cost of employees' health care benefits has hurt the country's competitive position in the global market by raising production costs and thus increasing the prices of exported and domestically sold goods. As a result, these companies have shifted health care costs to employees in the form of wage deductions or high deductibles. This strategy, however, has actually hindered companies' competitiveness. For example, cost shifting threatens employees' health because many do not seek preventive screening. Also, labor relations have been damaged: the percentage of strikes in which health benefits were a major issue rose from 18 percent in 1986 to 78 percent in 1989.

Health care costs can be managed more effectively if companies intervene in the supply side of health care delivery just as they do with other key suppliers: strategies used to procure components necessary for production would work in procuring health care. For example, the make/buy decision—the decision whether to produce or purchase parts used in making a product—can be applied to health care. At one company, for example, employees receive health care at an on-site clinic maintained by the company. The clinic fosters morale, resulting in a low rate of employees leaving the company. Additionally, the company has constrained the growth of health care costs while expanding medical services.

The passage is primarily concerned with

- A.
providing support for a traditional theory
- B.
comparing several explanations for a problem
- C.
summarizing a well-known research study
- D.
recommending an alternative approach
- E.
criticizing the work of a researcher

16.

Dendrochronology, the study of tree-ring records to glean information about the past, is possible because each year a tree adds a new layer of wood between the existing wood and the bark. In temperate and subpolar climates, cells added at the growing season's start are large and thin-walled, but later the new cells that develop are smaller and thick-walled; the growing season is followed by a period of dormancy. When a tree trunk is viewed in cross section, a boundary line is normally visible between the small-celled wood added at the end of the growing season in the previous year and the large-celled spring wood of the following year's growing season. The annual growth pattern appears as a series of larger and larger rings. In wet years rings are broad; during drought years they are narrow, since the trees grow less. Often, ring patterns of dead trees of different, but overlapping, ages can be correlated to provide an extended index of past climate conditions.

However, trees that grew in areas with a steady supply of groundwater show little variation in ring width from year to year; these "complacent" rings tell nothing about changes in climate. And trees in extremely dry regions may go a year or two without adding any rings, thereby introducing **uncertainties** into the count. Certain species sometimes add more than one ring in a single year, when growth halts temporarily and then starts again.

The passage is primarily concerned with

- A.
evaluating the effect of climate on the growth of trees of different species
- B.
questioning the validity of a method used to study tree-ring records
- C.
explaining how climatic conditions can be deduced from tree-ring patterns
- D.
outlining the relation between tree size and cell structure within the tree
- E.
tracing the development of a scientific method of analyzing tree-ring patterns

17.

What kinds of property rights apply to Algonquian family hunting territories, and how did they come to be? The dominant view in recent decades has been that family hunting territories, like other forms of private landownership, were not found among Algonquians (a group of North American Indian tribes) before contact with Europeans but are the result of changes in Algonquian society brought about by the European-Algonquian fur trade, in combination with other factors such as ecological changes and consequent shifts in wildlife harvesting patterns. Another view claims that Algonquian family hunting territories predate contact with Europeans and are forms of private landownership by individuals and families. More recent fieldwork, however, has shown that individual and family rights to hunting territories form part of a larger land-use system of multifamilial hunting groups, that rights to hunting territories at this larger community level take precedence over those at the individual or family level, and that this system reflects a concept of spiritual and social reciprocity that conflicts with European concepts of private property. In short, there are now strong reasons to think that it was erroneous to claim that Algonquian family hunting territories ever were, or were becoming, a kind of private property system.

18.

Many people believe that because wages are lower in developing countries than in developed countries, competition from developing countries in goods traded internationally will soon eliminate large numbers of jobs in developed countries. Currently, developed countries' advanced technology results in higher productivity, which accounts for their higher wages. Advanced technology is being transferred ever more speedily across borders, but even with the latest technology, productivity and wages in developing countries will remain lower than in developed countries for many years because developed countries have better infrastructure and better-educated workers. When productivity in a developing country does catch up, experience suggests that wages there will rise. Some individual firms in developing countries have raised their productivity but kept their wages (which are influenced by average productivity in the country's economy) low. However, in a developing country's economy as a whole, productivity improvements in goods traded internationally are likely to cause an increase in wages. Furthermore, if wages are not allowed to rise, the value of the country's currency will appreciate, which (from the developed countries' point of view) is the equivalent of increased wages in the developing country. And although in the past a few countries have deliberately kept their currencies undervalued, that is now much harder to do in a world where capital moves more freely.

19.

A recent study has provided clues to predator-prey dynamics in the late Pleistocene era. Researchers compared the number of tooth fractures in present-day carnivores with tooth fractures in carnivores that lived 36,000 to 10,000 years ago and that were preserved in the Rancho La Brea tar pits in Los Angeles. The breakage frequencies in the extinct species were strikingly higher than those in the present-day species.

In considering possible explanations for this finding, the researchers dismissed demographic

bias because older individuals were not overrepresented in the fossil samples. They rejected preservational bias because a total absence of breakage in two extinct species demonstrated that the fractures were not the result of abrasion within the pits. They ruled out local bias because breakage data obtained from other Pleistocene sites were similar to the La Brea data. The explanation they consider most plausible is behavioral differences between extinct and present-day carnivores--in particular, more contact between the teeth of predators and the bones of prey due to more thorough consumption of carcasses by the extinct species. Such thorough carcass consumption implies to the researchers either that prey availability was low, at least seasonally, or that there was intense competition over kills and a high rate of carcass theft due to relatively high predator densities.

20.

The modern multinational corporation is described as having originated when the owner-managers of nineteenth-century British firms carrying on international trade were replaced by teams of salaried managers organized into hierarchies. Increases in the volume of transactions in such firms are commonly believed to have necessitated this structural change. Nineteenth-century inventions like the steamship and the telegraph, by facilitating coordination of managerial activities, are described as key factors. Sixteenth- and seventeenth-century chartered trading companies, despite the international scope of their activities, are usually considered irrelevant to this discussion: the volume of their transactions is assumed to have been too low and the communications and transport of their day too primitive to make comparisons with modern multinationals interesting.

In reality, however, early trading companies successfully purchased and outfitted ships, built and operated offices and warehouses, manufactured trade goods for use abroad, maintained trading posts and production facilities overseas, procured goods for import, and sold those goods both at home and in other countries. The large volume of transactions associated with these activities seems to have necessitated hierarchical management structures well before the advent of modern communications and transportation. For example, in the Hudson's Bay Company, each far-flung trading outpost was managed by a salaried agent, who carried out the trade with the Native Americans, managed day-to-day operations, and oversaw the post's workers and servants. One chief agent, answerable to the Court of Directors in London through the correspondence committee, was appointed with control over all of the agents on the bay.

The early trading companies did differ strikingly from modern multinationals in many respects. They depended heavily on the national governments of their home countries and thus characteristically acted abroad to promote national interests. Their top managers were typically owners with a substantial minority share, whereas senior managers' holdings in modern multinationals are usually insignificant. They operated in a preindustrial world, grafting a system of capitalist international trade onto a premodern system of artisan and peasant production. Despite these differences, however, early trading companies organized effectively in remarkably modern ways and merit further study as analogues of more modern structures.

According to the passage, early chartered trading companies are usually described as

- A.
irrelevant to a discussion of the origins of the modern multinational corporation
- B.
interesting but ultimately too unusual to be good subjects for economic study
- C.
analogues of nineteenth-century British trading firms
- D.
rudimentary and very early forms of the modern multinational corporation
- E.
important national institutions because they existed to further the political aims of the governments of their home countries

21.

More selective than most chemical pesticides in that they ordinarily destroy only unwanted species, biocontrol agents (such as insects, fungi, and viruses) eat, infect, or parasitize targeted plant or animal pests. However, biocontrol agents can negatively affect nontarget species by, for example, competing with them for resources: a biocontrol agent might reduce the benefits conferred by a desirable animal species by consuming a plant on which the animal prefers to lay its eggs.

Another example of indirect negative consequences occurred in England when a virus introduced to control rabbits reduced the amount of open ground (because large rabbit populations reduce the ground cover), in turn reducing underground ant nests and triggering the extinction of a blue butterfly that had depended on the nests to shelter its offspring. The paucity of known extinctions or disruptions resulting from indirect interactions may reflect not the infrequency of such mishaps but rather the failure to look for or to detect them: most organisms likely to be adversely affected by indirect interactions are of little or no known commercial value and the events linking a biocontrol agent with an adverse effect are often unclear. Moreover, determining the potential risks of biocontrol agents before they are used is difficult, especially when a nonnative agent is introduced, because, unlike a chemical pesticide, a biocontrol agent may adapt in unpredictable ways so that it can feed on or otherwise harm new hosts.

According to the passage, which of the following is a concern that arises with biocontrol agents but not with chemical pesticides?

- A.
Biocontrol agents are likely to destroy desirable species as well as undesirable ones.
- B.
Biocontrol agents are likely to have indirect as well as direct adverse effects on nontarget species.
- C.
Biocontrol agents may change in unforeseen ways and thus be able to damage new hosts.

D.

Biocontrol agents may be ineffective in destroying targeted species.

E.

Biocontrol agents may be effective for only a short period of time.

22.

Ethnohistoric documents from sixteenth-century Mexico suggesting that weaving and cooking were the most common productive activities for Aztec women may lead modern historians to underestimate the value of women's contributions to Aztec society. Since weaving and cooking occurred mostly (but not entirely) in a domestic setting, modern historians are likely to apply to the Aztec culture the modern Western distinction between "private" and "public" production. Thus, the ethnohistoric record conspires with Western culture to foster the view that women's production was not central to the demographic, economic, and political structures in sixteenth-century Mexico.

A closer examination of Aztec culture indicates that treating Aztec women's production in Mexico in such a manner would be a mistake. Even if the products of women's labor did not circulate beyond the household, such products were essential to population growth. Researchers document a tenfold increase in the population of the valley of Mexico during the previous four centuries, an increase that was crucial to the developing Aztec political economy. Population growth -- which could not have occurred in the absence of successful household economy, in which women's work was essential -- made possible the large-scale development of labor-intensive chinampa (ridged-field) agriculture in the southern valley of Mexico which, in turn, supported urbanization and political centralization in the Aztec capital.

But the products of women's labor did in fact circulate beyond the household. Aztec women wove cloth, and cloth circulated through the market system, the tribute system, and the redistributive economy of the palaces. Cotton mantles served as a unit of currency in the regional market system. Quantities of woven mantles, loincloths, blouses, and skirts were paid as tribute to local lords and to imperial tax stewards and were distributed to ritual and administrative personnel, craft specialists, warriors, and other faithful servants of the state. In addition, woven articles of clothing served as markers of social status and clothing fulfilled a symbolic function in political negotiation. The cloth that was the product of women's work thus was crucial as a primary means of organizing the flow of goods and services that sustained the Aztec state.

The author of the passage would be most likely to agree with which of the following statements about the documents mentioned in the first sentence of the passage?

A.

They contain misleading information about the kinds of productive activities Aztec women engaged in.

B.

They overlook certain crucial activities performed by women in Aztec society.

C.

They provide useful information about the way that Aztec society viewed women.

D.

They are of limited value because they were heavily influenced by the bias of those who recorded them.

E.

They contain information that is likely to be misinterpreted by modern-day readers.

23.

Solar ponds are bodies of water in which circulation is incomplete and there is a very high salt concentration that increases with depth. This vertical change in salinity serves to trap heat because concentrated brine in the lowest water level acts as a collector and storage area for solar heat, while the less saline, lighter water at the upper levels provides insulation. Heat is thus retained in the depths.

An artificial pond of this type has been constructed on the western shore of the Dead Sea in Israel in order to test its suitability as a source of low-grade heat for conversion into electricity. An immediate threat to the success of the venture was the growth of algae. Water in solar ponds must be kept maximally transparent to allow penetration of light to the deep storage area. Therefore, any particles of matter in the water, such as algae cells, that scatter or absorb light will interfere with the collection of heat.

One proposed method of controlling the algae was the application of an algicide. However, the Dead Sea is a closed body of water without any outlet and as such is very easily contaminated. Extensive use of chemicals in numerous future full-scale solar ponds would lead to such contamination of the Dead Sea, which now enjoys a lucrative tourist trade.

A recent experiment has supplied a more promising method for controlling the algae. To repress the algae cells' capacity for accommodating themselves to environmental changes, the water in the solar pond was first made more saline through evaporation and then diluted by a rapid inflow of fresh water. This shock reduced the cells' ability to regulate the movement of water through their membranes. They rapidly absorbed water, resulting in distortions of shape, increase in volume, and impairment to motility. Their buoyancy adversely affected, the cells sank to the bottom of the pond, where they encountered the hot waters of the storage layer and were destroyed. This method allows for effective control of nuisance algae while leaving solar ponds as one of the cleanest technologies providing energy for human use.

It can be inferred from the passage that which of the following is true about the salinity and temperatures of the highest and lowest water layers in a typical solar pond?

A.

The bottom layer is both highly saline and quite hot, while the top layer is less saline and cooler.

B.

The two layers have similar salinity levels, but the bottom layer is hotter than the top.

C.

There is no way to predict the salinity and temperature of the different water layers in different solar ponds.

D.

The bottom layer is less saline and quite hot, while the top layer is more saline and cooler.

E.

The top layer has both higher salinity and higher temperatures than the bottom layer.

24.

Traditional social science models of class groups in the United States are based on economic status and assume that women's economic status derives from association with men, typically fathers or husbands, and that women therefore have more compelling common interest with men of their own economic class than with women outside it. Some feminist social scientists, by contrast, have argued that the basic division in American society is instead based on gender, and that the total female population, regardless of economic status, constitutes a distinct class. Social historian Mary Ryan, for example, has argued that in early-nineteenth-century America the identical legal status of working-class and middle-class free women outweighed the differences between women of these two classes: married women, regardless of their family's wealth, did essentially the same unpaid domestic work, and none could own property or vote. Recently, though, other feminist analysts have questioned this model, examining ways in which the condition of working-class women differs from that of middle-class women as well as from that of working-class men. Ann Oakley notes, for example, that the gap between women of different economic classes widened in the late nineteenth century: most working-class women, who performed wage labor outside the home, were excluded from the emerging middle-class ideal of femininity centered around domesticity and volunteerism.

The primary purpose of the passage is to

A.

offer sociohistorical explanations for the cultural differences between men and women in the United States

B.

examine how the economic roles of women in the United States changed during the nineteenth century

C.

consider differing views held by social scientists concerning women's class status in the United States

D.

propose a feminist interpretation of class structure in the United States

E.

outline specific distinctions between working-class women and women of the upper and middle classes

25.

According to P. F. Drucker, the management philosophy known as Total Quality Management (TQM), which is designed to be adopted consistently throughout an organization and to improve customer service by using sampling theory to reduce the variability of a product's quality, can work successfully in conjunction with two older management systems. As Drucker notes, TQM's scientific approach is consistent with the statistical sampling techniques of the "rationalist" school of scientific management, and the organizational structure associated with TQM is consistent with the social and psychological emphases of the "human relations" school of management.

However, TQM cannot simply be grafted onto these systems or onto certain other non-TQM management systems. Although, as Drucker contends, TQM shares with such systems the ultimate objective of increasing profitability, TQM requires fundamentally different strategies. While the other management systems referred to use upper management decision-making and employee specialization to maximize shareholder profits over the short term, TQM envisions the interests of employees, shareholders, and customers as convergent. For example, lower prices not only benefit consumers but also enhance an organization's competitive edge and ensure its continuance, thus benefiting employees and owners. TQM's emphasis on shared interests is reflected in the decentralized decision-making, integrated production activity, and lateral structure of organizations that achieve the benefits of TQM.

The primary purpose of the passage is to

- A.
point out contradictions in a new management system
- B.
compare and contrast the objectives of various management systems
- C.
identify the organizational features shared by various management systems
- D.
explain the relationship of a particular management system to certain other management systems
- E.
explain the advantages of a particular management system over certain other management systems