The Preface succinctly states that these "Insights are an important pedagogical aid for students, helping them see the practical significance of concepts or ideas from a different perspective." Three of the chapters have an appendix for further in-depth instruction or reading. For example, Chapter 2 is followed by an Appendix: The Law of Large Numbers and Some Elementary Statistical Concepts in Risk and Insurance. Chapter 19 has an Appendix: Is Your Life Insurance Reasonably Priced? (How to Evaluate an Existing Life Insurance Policy). This is a question that is frequently posed by students and the reviewer welcomes this addition to the text.

There are two items absent that this reviewer likes to find in a basic insurance text. The first is an introduction to the significance of mortality tables and their relationship to the life insurance premium pricing mechanism and some elementary examples for the calculation of life insurance premiums based on the mortality tables. The second, notwithstanding the adequate selection of questions for review and discussion at the end of each chapter, is a number of comprehensive cases for use throughout the course. Perhaps these could be included as additional appendices.

Principles of Insurance is one of the finest introductory textbooks available. It's two column page format makes it easy to read. Bright, topical headings appear generously throughout the text. A list of students' learning objectives is clearly set out at the beginning of each chapter, while at the end of each chapter is a concise summary of the salient topics covered therein, questions for review, questions for discussion, and a list of suggested readings. The reading lists are a valuable source for students when undertaking written assignments, papers or article reviews.

The preface states that a new test bank of questions is available in an Instructor's Manual, although this was not made available to this reviewer. Nevertheless, based on experience with previous editions, these questions have proven to be very useful for testing purposes.

Principles of Insurance is a superior publication that would serve well as the major assigned student text for any introductory course in risk and insurance. Also, it would be a valuable addition to one's own insurance resources library.

In The Business of Child Care, Judith D. Auerbach (Praeger Publishers, 1988) 154 pages

Reviewer: Kathleen S. McNichol, MBA, CPCU, Risk Management and Insurance Program, La Salle University

Judith Auerbach's *In The Business of Child Care* explores the historical posture of society toward working women and the child care support extended to these families. She approaches the issue of child care availability, not from the nature and meaning of parent-child relationships, but from a sociological perspective. Auerbach explores the question, how do we as a society reconcile our traditional ideology of mothering with the fact that today a majority of women work outside the home? Auerbach provides a clear and accurate picture of the concerns faced by families with two working parents. These concerns are echoed by a recent cover story in Time Magazine where child care is compared to a game of Russian roulette: parents constantly wondering if their child is safe and secure.[1]

The book is divided into two major sections. Part I traces the emergence of employer-supported child care. Most early initiatives in the child care area were related to women's role in the work force during World War II. Employers set up on-premises child care programs in some cases while others initiated cooperatives between businesses and government. A distressing reality was the quick removal of these supports once the war ended. Women were expected to retreat from the workplace. The employment situation has changed drastically from the 1940's. The need for quality child care programs today is evidenced by the many women who are in the workforce either by necessity or actively pursuing careers. Auerbach notes that one reason for turning to employer-sponsored programs is the stigma attached to government programs which are often geared toward "remedial" or "deficient" families. Later she mentions the government's poor showing and lack of success as further reason for employers to be involved.

Once the rationale for employer-sponsored programs is set forth, Part II of the book discusses how employers have recently participated to meet child care needs of their employees. Employer involvement may consist of direct services, information, financial assistance, and alternative work schedules. One of the major strengths of the book is the in-depth discussion of these alternatives. Auerbach supplements these discussions through extensive interviews with employers regarding provisions for child care.

Auerbach does not set out to convince employers that they should take the responsibility for easing the child care burden from working parents. Instead, she provides a very balanced picture by looking at the issue from both the perspective of the employer and employee. Some alternatives presented are not costly, such as a flexible work schedule, but take at least some of the burden from the parent attempting to juggle the responsibilities of work and home. Other options such as an on-site day care facility require a major investment of time and money. Auerbach discusses in detail many of the benefits and pitfalls a company may experience when some form of child care support is provided to their employees. Advantages identified include higher productivity resulting from higher employee morale, attraction and retention of qualified employees, and a sense of a commitment to certain social objectives. The major disadvantage for most employers is the cost factor. Some very well utilized on-premises child care programs are no longer operational because of the cash drain. Success of these efforts seems to shadow the business cycle with companies maintaining the program during economic prosperity but retreating during economic slow downs. Perhaps this suggests that some form of government subsidy is necessary to smooth out fluctuations in operations.

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[1] "Shameful Bequests to the Next Generation," *Time Magazine* October 8, 1990, page 44.

Auerbach sees employer sponsorship of child care as significant for several reasons. She says " . . . it inadvertently poses a direct challenge to the ideology of mothering, and in doing so, contributes to the potential for greater opportunities for women". She supports these contentions with comments made by employers she interviews. Just as recent happenings indicate the continued existence of racial prejudice in the work place, so exists a lingering resentment toward women in the work force. Auerbach rightly suggests that this resentment may be hindering efforts to provide better child care alternatives.

Principles of Reinsurance Volumes I and II, by Bernard L. Webb, Howard N. Anderson, John A. Cookman, Peter R. Kensicki, Insurance Institute of America 1990, 227 and 206 pages, respectively.

Reviewer: Robert Puelz, Assistant Professor, Department of Finance, Insurance, and Real Estate, Memphis State University.

These two volumes represent the text for one of four courses in the Associate in Reinsurance (ARe) program for the Insurance Institute of America. Both volumes, however, are short on principles of reinsurance and long on principles of risk and insurance which reflects, I presume, the authors belief that readers of *Principles of Reinsurance* are indeed newcomers to the problem of risk and one of its solutions, insurance. For example, of volume I's seven chapters only one entitled, "Types and Structure of Reinsurance," is devoted solely to reinsurance principles. The other six chapters of volume I are condensed versions of analogous chapters in a principles of insurance text. Similarly, the six chapters of Volume II focus on company operations with a single chapter devoted to "Reinsurance Audits."

This is not to say that *Principle of Reinsurance* is not recommended reading. The authors' present the material in an organized format beginning with the concept of risk and insurance and ending with chapters on the financial analysis and financial security of insurance companies. The authors are good writers. Generally, high quality textbook writing is often taken for granted because the reader is led as if by the invisible pen of the writer down a hurdleless path in the presentation of the knowledge, whereas bad textbook writing is obtuse, confusing, and easy to spot. The authors' extensive past writing experience combined with the many individuals who read sections of the original manuscript has assured ease in learning their material.

In summary, the authors' devotion of only two of twelve chapters to reinsurance left this reader a bit wanting of additional information about the reinsurance business. On the other hand, readers unacquainted with insurance company operations and the usefulness of reinsurance to transfer risk, stabilize earnings, increase capacity, etc., will find *Principles of Reinsurance* a useful reference.

Law and the Life Insurance Contract (Sixth Edition) by Muriel L. Crawford and William T. Beadles. Homewood, IL: Richard D. Irwin Inc., 1989