

Mr. DADDARIO. However, it might be done; then, we ought to be giving it considerable thought to how this could be brought about?

Dr. ASTIN. Yes, I would agree.

Mr. DADDARIO. The idea that a laboratory director's council be formed has been proposed from time to time. Do you see this as a helpful step in allowing the directors to participate better in overall management policy?

Dr. ASTIN. I think it is essential. I don't think you will either develop or retain good laboratory directors unless they have the opportunity to have such participation.

Mr. DADDARIO. That is a very good answer, Dr. Astin. I do think that there is a requirement to allow these men to so function. They are men of such competence that their advice would be helpful.

I guess we can move along.

Dr. ASTIN. All right.

NAME AND REPORTING CHANGE

In line with its primary preoccupation with the quality of the Federal R. & D. staff, in May of 1962 the name of the "Panel on Environment and Incentives for Research" was changed to the "Panel on Scientific Personnel." In 1963 the committee began reporting directly to the Federal Council rather than through the standing committee and the title was changed to the "Committee on Scientific Personnel."

ACTIVITIES DURING 1963

During 1963 the Council concentrated on putting into effect the recommendations in the committee's 1962 report, "The Competition for Quality." The recommendations stressing the threat to the quality of science in Federal laboratories arising from noncompetitive salaries for the higher level positions were a factor in enactment of Federal salary legislation. The recommendations of the committee relating to the environment and incentives for work in Federal laboratories were considered within the executive branch.

Based upon the committee's report, the Council agreed that these steps should be taken by agencies:

(a) To sustain a challenging scientific environment capable of keeping and attracting good people, the missions of laboratories should be broad enough to present a set of scientifically challenging tasks, and redefined wherever necessary to give them continuing vitality;

(b) Research directors should have more authority;

(c) Layers of management over laboratories should be reduced;

(d) Full advantage should be taken of the flexibility existing in civil service regulations, and these regulations should be less often used as a rationalization for ineffective personnel management.

Also, during 1963 members of the Committee on Scientific Personnel, together with several invited scientists, met with the Civil Service Commissioners and senior officials of the Commission to discuss staffing and personnel management problems associated with the administration of Federal research and development activities and to explore possible remedies. A summary report of this conference was distributed by CSC Chairman John Macy to senior scientists and