

penses) programmed by each of the Military Departments, Defense agencies and OSD. While individuals are at school, the laboratories can and have employed temporary replacements for these individuals. This program gives a laboratory more incentive to release his higher quality people with less impact upon his current program.

*Question No. 5. We understand that the Air Force Systems Command has set up a criteria by which they judge the use that Laboratory Director makes of independent research funds. What are these criteria? How do they operate? What have been the results? In particular, do Air Force Laboratory Directors feel they are being second-guessed by someone at headquarters in the use of these funds? Are there comparable criteria for Navy and Army laboratory directors? If so, what are they?*

Answer. There is no control by the Air Force Systems Command on the use which a laboratory director may make of independent research funds other than those dictated by Public Law, ASPR's and Air Force Regulations. The individual laboratory directors, just prior to presenting their work for review to the Assistant Secretary (R&D), do gather and discuss their programs among themselves and with the AFSC Director of Laboratories, but not for the purpose of control or for comparison with a set of criteria. To my knowledge there are no criteria used in the Army or Navy. Each situation is judged on individual merit.

*Question No. 6. The Subcommittee understands that the Navy Department makes use of departmental councils of laboratory directors. Could you tell us about the purpose of such laboratory director councils within the Defense Departments, how they operate, and of what value they have been?*

Answer. The Navy does have an informal group known as the Navy Laboratory Directors Council, which was revitalized in March, 1967. Membership is restricted to the Commander/Commanding Officer and the Technical Director/Chief Scientist at the individual field RDT&E activities. There are three subgroups encompassing the Northeast, Southern, and Western areas of the continental U.S. and those activities which lie in those geographical areas. The purpose is to provide a mechanism and an organization whereby the Director of Navy Laboratories (DNL) and the RDT&E activities of the Navy can mutually serve to advance the Navy's R&D posture by providing an informal organizational base which will:

a. Support DNL communication link with the activities on subject matter requiring mutually considered positions. (This is not to be considered as an intermediate echelon for normal communications.)

b. Rapidly disseminate information on non-routine, non-recurring events which are of concern to all Navy laboratories, wherein further discussion and clarifications by activities are required.

c. Provide laboratory management an idea exchange mechanism for formulating or recommending policies concerned with laboratory operations.

d. Provide as required by DNL background information for assessment of total laboratory programs.

e. Provide an informal communication link amongst the directors of the laboratories.

These area groups are each headed by a member laboratory in that area, on a rotational basis, and meet at the discretion of the membership whenever pertinent matters arise which are of importance to the technical and scientific community. These matters are usually management oriented. As a case in point, effective use has been made in the use of the area council representatives during the formulation of an on-going Career Development Plan for Scientists and Engineers. These personnel represented the total Navy scientific and engineering professional community in their areas and thus were enabled to directly assist and critique the basic elements of the "career plan" during its formulation process. This functioning of the area council representatives greatly reduced the time span required to obtain a feeling of the probable reaction of the research community to the intent and purposes of the "plan".

In a similar vein, the Navy also has a large Antisubmarine Warfare R&D Planning Group whose membership is derived from the major in-house and contract laboratories engaged heavily in Undersea Warfare work. This was established April 6, 1966. The group provides an important means of interchange of technical information. More importantly, this group has provided a basis for the genesis and conduct of interlaboratory projects which would be difficult to handle through normal administrative channels.

*Question No. 7. While the present Laboratories Committee of the Federal Council for Science and Technology is concerned with Government laboratories*