

A number of programs have been established to encourage the interaction of ideas between our staff members and those who form the worldwide community of biomedical research:

1. A program for appointing young doctorates to 2-year fellowships (internships in science), with authority for 1-year renewals and an opportunity for conversion to continuing civil service appointments in outstanding cases.

2. A program for appointing visiting scientists from foreign countries. During the past 5 years, about 1,000 appointments have been made from 50 countries.

3. A program for training associates in the medical and biological sciences. Medical students usually apply for positions as associates in their senior years. During the past 8 years we have rotated about 900 associates through this program.

4. A program for bringing in guest workers to lecture or work with regular members of our staff.

5. Policies which encourage lectures, conferences, and so forth. These formal and informal meetings are part of the continuing education of the younger scientists.

6. Policies encouraging teaching. Almost 100 of the staff have faculty appointments.

Only one component of NIH has a regulatory function. This is the Division of Biologics Standards, which has the responsibility for the safety, purity, and efficacy of vaccines, blood and blood products, serums, et cetera, used for the diagnosis, prevention or treatment of human disease. Its operations are so technical that it must devote 50 percent of its resources to basic and applied research on these problems.

Mr. DADDARIO. Is No. 1 established just for the purpose of raising the quality of your laboratory by exchanging ideas, having these young people come, or is it also a way to hire them?

Dr. JACOBS. It is both a recruitment device and a means of effecting an interchange between the NIH scientist and the university.

If a man has, in the long run, the desire to be both a teacher as well as an investigator, he may not desire to come to NIH for any extended period. It doesn't appeal to him then to have part of his salary deducted for retirement. He is not interested in it at this stage of the game. He is appointed as a staff fellow with the understanding that he will stay for 1 or 2 years and engage in scientific work and relationships with the other scientists at the NIH, and then go on to a university career.

In other words, this is to a great extent like the post doctoral fellowship which exists within the universities. We offer the same opportunity at NIH.

Then he can go out.

On the other hand, if he does find that the environment at NIH is what he really likes, if he finds that teaching does not appeal to him as much as full time devotion to research, then he may ask to be put in a civil service category and brought on board that way.

Mr. DADDARIO. It serves adequately two purposes.

How many, in fact, do stay on?

Dr. MIDER. It is between 50 and 60. It is a comparatively small program. Most of those people hold doctorates in philosophy rather than medicine.

Mr. DADDARIO. You are talking about how many people?