

"The power of the sun is in our hands. From this day forward there will be no excuses."

—President Lyndon B. Johnson
February 10, 1966

To the Federal Scientist and Engineer:

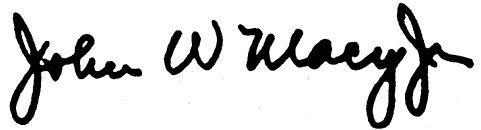
President Johnson's statement to the recipients of the National Medal of Science for 1965 was a call that went far beyond the scientific and technical programs of this Nation.

Today many of the best of the generation for whom there will be no excuses are working in Government laboratories. Here they must be both scientists and public servants. Neither role diminishes or compromises the other; indeed, it is because these two roles are so complementary that I am confident our Government laboratories can continue to attract men and women of the quality that disdains excuses.

The Civil Service Commission and the heads of the employing agencies are exerting every effort to insure that Government research and development programs are staffed by such people. The Federal personnel system can make its full contribution to this effort, however, only if the special features and flexibilities of the system are widely understood and fully exploited.

This pamphlet is an attempt to make sure that such understanding is widespread in the Federal scientific and technical community. I think many managers who read it will realize they have a freer hand in personnel management than they supposed.

I urge you to seek the advice and assistance of your personnel officer, and that of his staff specialists, on how best to use these flexibilities in meeting your own particular needs.



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