"Should we, or must we, lose our democratic ideals of government, to create by fiat an educational system like the Russians? The challenge, as I see it, is whether we work within the framework of a democratic system to equal and indeed surpass the achievements of a totalitarian system. This is one time when Yankee ingenuity and American know-how will be insufficient if we do not give our children the intellectual stimulation and the training they need.” . . . . Fred L. Whipple.

From a speech at
Johns Hopkins University
March 7, 1958
CALLS FOR IMPROVING OUR INTELLECTUAL CLIMATE

In a speech at Johns Hopkins University on March 7, Dr. Fred L. Whipple, Director of the Astrophysical Observatory, stated that the present rate of technological progress in Russia is greater than that in the United States and that we could become a "second rate if not a defeated nation simply by intellectual default." Dr. Whipple was speaking at a conference on local public programming in the broadcasting industry that was sponsored by Westinghouse Broadcasting Co. and attended by about 500 radio and television broadcasters.

The Observatory Director said that the Soviet's technological ability stems from a long-term educational program that started in the 1930's when an overwhelming percentage of the Russian people were illiterate, and that this program now is producing scientists, engineers, and technicians at about double the rate we are.

He said that our extensive system of education is aimed at the lowest common denominator, the less-than-average student; our teachers are underpaid; our schools are overcrowded; students defy their teachers and spurn learning because they have no respect for either; and that there has developed a "highly undesirable intellectual climate in which culture, creativity and even intelligence are scorned."

Dr. Whipple called upon the leaders in the mass communications media to attack the problem of improving our intellectual climate in the same way and with the same seriousness that they deal with any mass persuasion, by putting top-notch research teams to work devising methods for achieving it. Also, he urged each radio and TV station in the country to adopt a policy of highlighting for 10 minutes each week the local events that represent intellectual pursuits, activities or achievements by people in the community.

Dr. Whipple concluded his remarks by saying: "I believe that a continuing program based on these two proposals and adhered to religiously by all of your stations can produce inestimable results over the years. The reward will be the continuance of our way of life and our freedoms for us and for the world. The cost of failure may be an epitaph by some future historian, "The Rise and Fall of the U.S.A.""

ZOOLGIST FROM BRITISH GUIANA

Mr. Ram Singh, chief taxidermist for the British Guiana Museum in Georgetown, British Guiana, arrived February 26 for a month's study of museum techniques at the National Museum and the Zoological Park. For the past 5 months Mr. Singh has been in Chicago working with the zoo and the Chicago Natural History Museum learning new techniques of preparing portable school exhibits and casting natural history models and specimens in plastics. In Washington he will work particularly with the exhibits division to study the modernized exhibit halls, with the division of birds in classifying birds of the Guianas, and with the Zoological Park in studying techniques of animal care and feeding.

For 33 years Mr. Singh has collected, prepared, and installed hundreds of...
natural-history exhibits in the British Guiana Museum. In 1945 a fire totally destroyed all the natural-history collections of the museum. Since the erection of a new building, he has duplicated the destroyed specimens and exhibits. One of his most successful exhibition techniques has been the development of portable traveling exhibits for the nearby schools.

When Clifford Evans and Betty J. Meggers of the division of archaeology conducted archeological and ethnological field work in British Guiana between October 1952 and April 1953, Mr. Singh accompanied them on one phase of their work and was helpful throughout their trip. Also, Mr. Singh is renewing his acquaintances with Dr. Friedmann and Mr. J. Lear Grimmer, whom he met on a visit here several years ago.

AWARD FOR SCIENTIFIC PRESENTATION

A scientific paper by Dr. J. S. Rinehart of the Astrophysical Observatory is one of two papers selected by the judges as a tie for the award given for the best presentation at a meeting of the American Institute of Chemical Engineers.

Dr. Rinehart's paper, titled "Fracturing Under Explosive Loading," was presented in a symposium on "Shock Wave" at the Institute's recent meeting in Chicago.

The capable supervisor does more performing than promising.

STAMP COLLECTION

James A. Farley, Postmaster General of the United States from 1933 to 1940, has presented to the Smithsonian Institution additional items from his personal philatelic collection.

Included in Mr. Farley's latest gift are President Franklin D. Roosevelt's signed sketches of the Mother's Day Stamp of 1935 and the 6-cent airmail stamp of 1938, as well as an extraordinary collection of approximately 7,500 airmail covers, addressed by postmasters throughout the United States to Mr. Farley during Airmail Week, May 15-21, 1938.

Also included are the dating stamp and slug used in the Royal Train Post Office, while in United States territory, during the 1939 royal visit of King George VI of Great Britain, and other personal mementos of Mr. Farley's tenure of office.

The rest of Mr. Farley's philatelic material, including other Roosevelt sketches and the autographed "original" Farley sheets, remains with the Smithsonian Institution on loan. Much of this material is on display in the frames of the National Postage Stamp Collection in the Smithsonian's Arts and Industries Building.

FIGHT CANCER

You can "Fight Cancer with a Check-up and a Check"--or a gift to the American Cancer Society through the Federal Service Campaign for National Health Agencies.

SACRED CIGARETTES

The now frequently condemned cigarettes were once sacred objects among Indian tribes of the Southwest. They were placed by priests in caves as votive offerings. Thousands have been found in cave shrines throughout Arizona.

The once sacred nature of the cigarettes--none of the present popular brands of radio advertising, of course--is established by the finding of several archeologists during the past half century, according to the Bureau of American Ethnology.

Practice of making some cigarettes survived up to quite recently among the Pima Indians of Arizona. From a reed growing along the banks of the Rio Gila they made a smoking tube the length of the first two joints of the index finger. Around the middle of this was tied a miniature belt woven from cotton and agave fiber, with fringed ends.

These tubes were regarded as male or female, according to certain marks placed on them. Before departure of a war party these tubes were filled with tobacco and smoked toward the four points of the compass, to the tribal fetishes, and to all the objects that were to be used in the campaign. Each warrior smoked his own cigarette.

At the close of the ceremony the tubes were deposited in shrines dedicated to the war god. These generally were in caves. Hundreds of these tubes were found in fireplaces during excavation of the great Indian "apartment house" at Casa Grande, Ariz., in 1907. The surfaces were charred but the objects still were distinguishable. Large numbers of similar tubes have been found in caves through the Gila and Salt River Valleys.

EXHIBIT ABOUT "EXPLORER"

The launching of the United States' satellite, "Explorer," is depicted in an official Army exhibit to be shown in the Arts and Industries Building from March 10 to 26.

The exhibit depicts the satellite's launching, orbit, and purpose and suggests various future applications for satellites and space stations. It contains a scale model of the launching vehicle, the Jupiter-C missile, and a full-size replica of the "Explorer" that is cut away to show the arrangement of apparatus inside. A motion picture depicts the satellite in orbit around the earth as seen from outer space.

IT IS COMING!

Can you feel the change? Or is it who is strange? This surely could not be.

For I saw him on the sea:
There he stood proud and brave
A chimp and a hop was all he gave
Wanting to look his very best,
He wore a coat and bright red vest
To the world he brings this tidings,
Spring is coming out of hiding!

---Dianne L. Powell
Science & Technology

Make your criticism constructive, not destructive.
FEDERAL EMPLOYEES ARE ASKED TO GIVE

A group of national health agencies vital in America's fight against disease and disability will take part in the Federal Service Campaign for National Health Agencies, every Federal employee wishes to receive the loth Annual Mac! To receive the loth Annual Mac! To receive stockberger and disability will take part in the Federal Service Campaign for National Health Agencies, every Federal employee will be conducted in this area from Mar. 19, 1948, to Apr. 30, 1948.

During the Federal Service Campaign for National Health Agencies, every Federal Government employee will receive a contribution envelope. With it will be a booklet describing the work of each participating agency. The giver may indicate how he wants his gift apportioned. The envelopes will be distributed and collected by keymen in each department unit. All envelopes may be sealed to insure privacy of giving.

Macy to receive stockberger award

John W. Macy, Jr., former executive director of the U. S. Civil Service Commission, has been selected unanimously to receive the 10th Annual Stockberger Achievement Award. Macy was chosen from a large field of candidates representing outstanding leaders in personnel administration in private industry, academic life and the government, according to John A. Watts, awards committee chairman.

The Stockberger Award recognizes Macy's outstanding achievements in the area of Federal personnel management and his dynamic and progressive leadership in promoting the career service in the Federal Government.

Macy resigned his Civil Service post on February 1 to become executive vice president of Wesleyan University. Recently he was honored with Exceptional Civilian Service Awards from both the Army and the Air Force. The Army citation mentioned his "exceptional contributions to the development of progressive personnel management in the Department of the Army and in the entire Federal Service."

The Warner W. Stockberger Award is presented annually to a person who has made an outstanding contribution to the advancement of personnel administration. The first Award was made in 1948 to Dr. Frederick M. Clapp, then director of the U. S. Civil Service Commission.

During the Federal Service Campaign, the first contribution envelope was presented to the Honorable James P. Mitchell, the other distinguished winners who have been Dr. Harold W. Dodds, Dr. Leonard D. White, Mr. T. Roy Reid, Mr. Robert Hamspek, Dr. Gordon R. Calyp, Dr. Frederick M. Davenport, and Mr. Ismar Baruch.

Archaeologist from Colombia

Mr. Carlos Angulo-V., Director of the Instituto de Investigación Etnológica and the Museo Arqueológico of the Universidad del Atlántico de Barranquilla, Colombia, is studying techniques of archeological classification and interpretation with Dr. Clifford Evans and Dr. Betty J. Meggers in the division of archeology.

Mr. Angulo will be in the United States for one year as a Guggenheim Foundation Fellow. He arrived in Washington in mid-February and will work here until May; then going to a field school in archeology conducted by the University of Arizona. At the close of this work he will return to complete his collaboration with various American archeologists interested in South American archeology.

Mr. Angulo founded the Museum in 1947. In addition to extensive archeological investigations of his own in the area around Barranquilla, he has collaborated closely with Colombia archeologists Alicia and Gerardo Reichel-Dolatoft. Besides directing the Instituto, Mr. Angulo teaches anthropology in the Colombian Naval Academy in Barranquilla.

For someone from the tropics who had never seen snow, Washington's record snow storm was quite an experience for Mr. Angulo. His main reaction is that he is glad he arrived in February and can look forward to spring.

River Basin News

Dr. Robert L. Stephenson, chief of the Missouri Basin Project, was a guest at a Kramer on the latter's afternoon programs over Lincoln TV station KOLM on February 20 and 21. Mr. Kramer interviewed Dr. Stephenson in regard to the work of the Missouri Basin Project and salvage archeology.

During the interviews, Dr. Stephenson showed a map of the Big Bend Reservoir area, pointing out the various sites where field parties worked last season. He also showed and explained several artifacts from this season's excavations and Mr. Kramer are contemplating a later series of programs showing films of the project's activities.

Mr. William Dunson of the Missouri Basin Project left Lincoln on February 6 for Pierre, S. Dak., and spent the remainder of the week there, making a thorough inspection of the Project's field equipment that was stored at the Pierre Air Base at the end of the 1957 season.

Dr. Warren W. Caldwell of the Missouri Basin Project is crystalizing plans for a field excavation party in the Dardanelle Reservoir in Arkansas. This party will be leaving for the field in March. Tentative plans call for a party of four or six members, under Mr. Caldwell's leadership, for a period of approximately six or eight weeks.

Survey of the area was accomplished by Dr. Robert E. Greengo in the spring of 1957.

Professional staff members of the Missouri Basin Project met with other local archeologists on February 19 to coordinate the new Chronology Program among the various institutions and agencies in the Missouri Basin.

Those participating in this meeting were: Dr. W. D. Aeschbacher, Marvin F. Kivett, and Roger Grange of the Nebraska State Historical Society; Dr. John Champe and Franklin Pennington of the Department of Anthropology, University of Nebraska; Harry Welsky of the U. S. Department of Agriculture; and Dr. Robert L. Stephenson, Dr. Warren W. Caldwell, William N. Irving; Charles R. McHutt, Robert W. Neuman, and Richard P. Wheeler of the Missouri Basin Project.

Appreciated

The routine answering of inquiries that occupies so much time of the scientific staff sometimes pays off with an encouraging reply, as for example, Dr. Frank H. A. Roberts, Jr., Director of the Bureau of American Ethnology, recently received a letter that read as follows:

"Dear Dr. Roberts: I have received and thank you for your letter of March 3 relating to the stones received from my friend, John Cook, that did not turn out to be dinosaur eggs. Your courtesy in having these examined is most appreciated and it is this type of service that will endear you and your institution to the inquiring youth who seeks correct answers."

"Again, my personal thanks for this examination."

"With kind regard, I am, sincerely yours, Cooper B. Land."

The stones referred to by Mr. Land were examined by Edward Henderson, division of geology.
Since the turn of the century, medical science has helped to prolong the average American's life expectancy by 22 years. We owe much of this added lease on life to our voluntary health agencies which are supported by public contributions. Therefore, it's like buying life insurance when we contribute to the Federal Service Campaign for National Health Agencies. Not only that, it's a gift to the millions of afflicted Americans who need medical help.

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LINCOLN SILVER AND CUTLERY

The Smithsonian Institution has received as a gift from Mr. Lincoln Isham, of Dorset, Vt., a set of steel and copper knives and a 7-piece silver service that belonged to his great-grandmother, Mrs. Abraham Lincoln. The 48 knives and the matching carving sets have silver-mounted, mother-of-pearl handles, and they are monogrammed "M. S. L." for Mary Todd Lincoln. They are housed in a specially made mahogany, velvet-lined case with a brass escutcheon.

The silver service is made of Gorham coin silver with a repoussé floral and strap-work pattern with an engraved crest on one side and the monogram "M S L." on the other. The service consists of a large oval tray, the hot-water urn on a stand with a burner, the coffeepot, teapot, hot-water pot, cream pitcher, sugar urn, and waste bowl.

The specimens have been placed on exhibition in the West Hall of the Arts and Industries Building.

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DAVIS ISLETS

The quotation below is taken from "Gazetteer No. 18, Geographic Names of Antarctica," published by the U. S. Board on Geographic Names, Office of Geography, Department of Interior.

DAVIS ISLETS: small group of rocky islets and rocks, marked by a prominent islet near the seaward end of the group, which lies close inside the W. side of the entrance to Vincennes Bay, about 6 mi. ESE. of Cape Nutt, off Budd Coast; in about 66° 45' S., 130° 45' W. Delineated from aerial photographs taken by USN Op. Hjp., 1946-47, and named by the US-ACAN for MALCOLM DAVIS bird curator with the National Zoological Park, Smithsonian Institution, Washington, D.C., who served as biologist aboard the USS ship NORTH STAR, 1940-41, and as ornithologist with the USN Op. Wal. parties who visited the high peaks, Arch. and Windmill Is. in January 1948.

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ADVENTURES ON SHRIMP HUNT

Of the numerous caves and sink holes in north-central Florida, one of the most interesting biologically is Squirrel Chimney, in Alachua County about 11 miles north-east of Gainesville. This circular solution cavity penetrates the surface soil and limestone to subterranean water at a depth of about 30 feet. The vertical walls of the chimney support a luxuriant growth of liverworts, mosses, and small ferns. A 3-foot opening near the bottom leads into a fissure about 25 yards long and four feet wide; the bottom of the fissure is filled with water to a depth of 20 feet or more.

From this body of water have been taken three species of blind crayfishes, a blind shrimp, and a cave amphipod—all previously undescribed. The rarest of these is the shrimp, which was described from a single specimen collected by Robert B. Cumming in 1953 and deposited in the national collections. Mr. Cumming has made several trips to the cave since that time in an attempt to obtain additional specimens. Although he saw six shrimps at various times, he was unable to capture a second one until February 9 of this year when he and two companions revisited the locality. Cumming's account of that excursion indicates that even hunters of small game must at times have a fair degree of courage and durability.

The shrimp was taken 10 feet below the surface shortly after Cumming entered the water. Some time afterwards, one of his companions, both of whom are experienced divers, disappeared while swimming at about 25 feet. Fortunately he was missed early and a search was started. He was found unconscious and not breathing. He was taken out of the chimney, carried to the surface and revived in the fissure but he had sustained serious damage to his lungs. It was obvious that he should be hospitalized as soon as possible, but he was in no condition to climb up the chimney. He was carried to the chimney under water by Cumming, who was swimming without a mask because one had been lost in the accident.

The other companion climbed the chimney to construct a rig, while Cumming braced himself about 6 feet above the water and held the injured man suspended so that his body was as warm as possible. Just as the third man reached the top of the chimney, he slipped and fell the entire distance to the bottom—more than 40 feet. Fortunately, on the way down, he hit Mr. Cumming squarely, and this broke his fall and probably saved him from serious injury. Cumming then climbed out, rigged a rope, and pulled out both companions and the equipment. The injured man will be in the hospital for some time but he will recover.

Cumming ends his account in true Horatio Alger tradition: "I am nursing a few cuts and bruises, but at least we got our shrimp."
**NEW APPOINTMENTS:**

**Mathematician-Programmer:**
- Joseph A. Washington
- Nathan R. Bricosse
- William H. Myers
- Randolph H. Posey
- Robert R. Thompson
- Frank M. Wheeler

**Museum curator:**
- EXHIBITS:
  - Plumber:
  - Clerk-Typists:
  - Clerk:
  - Junior Clerk:
  - Professionals:
  - Aide:
  - Secretary

**Administrative Officer:**
- Edna M. Freyesleben (BSIE)
- Joan C. Leslie (AFO)
- Margaret M. Inman (AFO)

**Converting to career appointments**

The following employees have completed the required three years in career-conditional status and are now full-fledged employees:

- Clarence A. Hand (NWP)
- Robert E. Jackson (NWP)
- Florence A. Snyder (Zoology)

**CONVERTED TO CAREER APPOINTMENTS**

- Some people ask for a candid opinion and then get mad because it isn't candid.

--- Supervision

**NEW THEORY ON COLUMBUS'S ROUTE**

A retracing of the probable first voyage of Columbus through the Bahama Islands indicates that previous constructions of the route are far from satisfactory. This is the conclusion of E. A. Link, well-known aviation training equipment inventor and manufacturer of Binghamton, N. Y., and Mrs. Link, in a report of a trip in which they tried to follow the great navigator's path both from references in his journal and the physical appearance of the islands visited. This report has just been published by the Smithsonian Institution.

One of the major conclusions is that Columbus's San Salvador, the place of his first landfall, was an island of the Caicos archipelago rather than Watling Island some 200 miles to the northeast, which generally has received the credit in recent years. The Links then attempt to ascertain the route sailed by Columbus through the Bahamas before reaching Cuba. They point out that Watling Island is too small and that Guanahani was chosen as memorials to the first landfall fits the conclusion is virtually unapproachable due to scattered coral heads; whereas a large section of the outer border of Caicos is flanked with reefs, according to the Links.

They further point out that Columbus recorded having seen a light four hours before sighting San Salvador. If he had been approaching Watling Island this would have been impossible, according to the Links, for there are no islands to the east of Watling in any direction, and there would have been no Indian canoes so far at sea in the dead of night. Yet in approaching Caicos, Columbus could easily have glimpsed a light on or near Tusa Island some 20 miles southeast of Caicos.

Also Columbus described "a great ridge of rocks that encircled the whole of that island." There is only a brief line of barrier reefs at the north end of Watling, the eastern shore being virtually unapproachable due to scattered coral heads; whereas a large section of the outer border of Caicos is flanked with reefs, according to the Links.

They further point out that Columbus claimed that from San Salvador he "saw so many islands that I could not decide to which I would go first." They say that Watling Island is too small to give the impression of many islands within itself, and there are no other islands visible in any direction. Yet from the eastern shores of Caicos they found it possible to visualize many islands fading into the distance, the outer islands of the Caicos archipelago.

Taking issue with the many historians through the centuries who have selected a variety of Bahamian islands as San Salvador, they point out various other discrepancies established by personal investigation. Even in the nearly five centuries since Columbus, they say, appearances hardly could have changed so notably. In the Links' belief the Caicos archipelago is the only logical choice.
Publication delayed due to technical issues.
CIVIL SERVICE COMMISSION ADOPTS NEW PROMOTION PROGRAM

The Civil Service Commission has adopted a new, Government-wide merit promotion program to help make certain that the Government’s best talent comes to the forefront in meeting challenging problems facing Government today. Basic features of the new program are: (1) All promotions in the competitive civil service will be made on the basis of merit; and (2) employees will be kept fully informed of the policies and procedures governing their agencies’ promotion programs.

In announcing the new plan, Harris Elieverth, chairman of the Commission, said: “This is the first time that the Commission has required that agency management establish promotion programs which conform to detailed standards. Under these standards agencies will develop promotion programs which fit their own particular kind of operations. In addition, employees will be kept fully informed of the workings of their agencies’ promotion programs, and will be better able to plan their own Government careers. Such a program should contribute materially to the Government’s ability to attract and retain high-quality employees.”

The new program, which will be fully operative by January 1, 1959, embraces such merit features as: areas of consideration which are as broad as practicable; qualification standards which are at least equal to competitive standards, and evaluation methods that are reasonable, valid, and applied fairly; selection from among the best qualified; and prompt release from former positions of persons selected for promotion.

The Commission took its action after a two-year study and analysis of promotion actions and promotion programs now in operation in the agencies. The study showed that while many agencies have developed effective promotion programs, there is need for further improvement and refinement to meet the Government’s need for a means to make the best use of Federal employee talent.

QUESTIONS AND ANSWERS CONCERNING THE NEW FEDERAL PROMOTION PROGRAM

Q. What are the principal features of the new Federal merit promotion program?

A. Under the new program, agencies are now required to set up and follow systematic procedures for making selections for promotion from among the best qualified employees. These systematic procedures must be written down and made available to employees concerned.

Q. What is a merit promotion plan?

A. A merit promotion plan is a written statement of the requirements and procedures to be followed by an agency in making promotions to a specific position or group of positions. It tells which employee groups will be considered, what procedures and standards will be followed to determine which are the best qualified, and how much choice a supervisor will have in making selection for promotion.

Q. When will the new promotion program go into effect?

A. On or before January 1, 1959. After that date, all promotions must be made in accordance with the requirements of the new program. In the meantime, agencies are to develop the necessary policies and merit promotion plans needed to put the new program into effect.

Q. Will agencies be required to fill jobs by promotion?

A. No. Although most agencies generally fill jobs above the entrance levels by promotion, the new regulations leave to agency management the decision whether to fill vacancies by promotion, transfer, reassignment, or other methods.

Q. What jobs will be covered by merit promotion plans?

A. All jobs in the competitive service that are filled by promotion will be subject to the new procedures.

Q. Will an employee be able to find out about the promotion plans for all kinds of jobs in his agency?

A. This is not required. The promotion program requires only that an employee be given information about promotion plans that affect him personally; however, most agencies make this information freely available.

Q. How will employees be compared to determine which ones are best qualified for promotion?

A. Different methods will be followed for different jobs in accordance with the specific requirements and procedures stated in the plan. For some positions, employee qualifications may be compared by an agency official. For others, a promotion committee may make the comparison. At other times a written test may be given. Each promotion plan will tell what method will be used.

Q. How will my agency make selections for promotion from the group determined to be best qualified?

A. Methods of selection must necessarily fit the different kinds of jobs being filled. Employees will therefore find out from the appropriate promotion plan how selections are to be made for the jobs they are interested in.

For example, a plan may require that employees be ranked in an order determined by their qualifications and the selection made from the five ranked highest. Another plan may require that employees be placed in groups as “outstanding,” “well qualified,” and “qualified,” and the selection made from the “outstanding” group as long as employees in that group are available. A supervisor will generally be free to select any one of the candidates whose names are presented to him for selection under the plan. As mentioned above, each plan will spell out the method to be used.

Q. Some agencies do not publicize vacancies. How will those agencies locate employees to be considered for promotion?

A. Agencies must consider all qualified employees in the area of consideration stated in their specific promotion plans. Agencies, therefore, may publicize vacancies, maintain lists of employees according to their skills, identify the candidates in the promotion plan itself, or use any other reasonable method of insuring consideration of all qualified employees in the area of consideration.
Q. Will an employee be interviewed every time he is considered for promotion?
A. The promotion plan will tell the employee whether an interview will be required. While personal interviews are helpful in making comparisons for promotion purposes, they are sometimes impractical to schedule because of such factors as the large number of employees involved.

Q. How will an employee know what factors are considered in deciding which employees are to be promoted?
A. This is set out in the promotion plan. It will list the factors, including incentive awards, that will be used in comparing and selecting employees for promotion. Experience, training, performance, and supervisory appraisal are typical of the factors used to evaluate candidates.

Q. What part does the supervisor play in filling jobs in his unit under the new promotion program?
A. The role of the supervisor in selecting employees for promotion is determined by management and will vary for different jobs. The agency's promotion plans will, however, identify the supervisor's role in promotion actions.

Q. How broad are the areas from which employees are drawn for consideration under the new promotion program?
A. The new program requires that consideration for promotion be given to qualified employees from as broad an area as practical. The area of consideration will necessarily vary from job to job because of the availability of qualified employees, geographic location of positions, and the career development plans of the agency.

Q. Will this new program bring about more promotions?
A. No. The number of promotions made by an agency is determined by the needs of that agency.

Q. Will the new program help employees in dead-end jobs?
A. In many cases, it should. Broad areas of consideration often increase promotion opportunities for employees in dead-end jobs. Also, it is planned that the new promotion program be geared in with agencies' manpower-planning, training, and career-development programs. The latter program can help employees in dead-end jobs to become qualified for other positions.

Q. Does the new program cover transfers from one department or agency to another when a raise in grade is involved?
A. No.

Q. Does the new program cover moves between bureaus or offices within a given department or agency when a raise in grade is involved?
A. Yes.

Q. If my personal office rates me not qualified for promotion, may I appeal this action?
A. No. However, if the Commission receives information that an agency is not following its own promotion plans, this information will be used to check on and to insure agency compliance with its established plan.

Q. Does the new program change the provision of the Whitten amendment which sets time-in-grade requirements for promotion?
A. No. The time-in-grade requirements are unchanged.

CP STRIKES 600,000

Cerebral palsy, which affects 600,000 Americans, is one of mankind's worst cripplers. You can help seek the cause and cure of this disease with your contribution to United Cerebral Palsy through the Federal Service Campaign for National Health Agencies.

CHECK SPREAD OF TB

Tuberculosis is still America's most widespread infectious disease. You can help prevent TB from spreading with your gift to the National Tuberculosis Association through the Federal Service Campaign for National Health Agencies.

PUBLISHED IN FEBRUARY

Smithsonian Miscellaneous Collections:
• "A Revision of the Genus Chas ctocalyx," by Velva E. Rudd, 37 pages.
• "Contributions to Astrophysics: "A New Catalog of Ancient Novae," by Hsi Tse-tsung, 23 pages.
• "Historical Records of Meteor Showers in China, Korea, and Japan," by Susumu Buto and Ichiro Hasegawa, 34 pages.

CHILDREN NEED HELP

Thousands of crippled children and adults need help to walk, talk, and live like others. You can help with your gift to the National Society for Crippled Children and Adults through the Federal Service Campaign for National Health Agencies.