

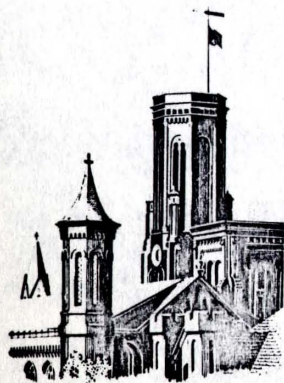


March 1958

# THE SMITHSONIAN TORCH

"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



SMITHSONIAN INSTITUTION • WASHINGTON, D. C.



(Published monthly for the employees of the Smithsonian Institution)

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Contributions are encouraged from all employees of the Smithsonian Institution. If you have an item for THE TORCH please give it to the secretary of your department or send it directly to Mrs. Fields in the Personnel Division.

CONTRIBUTIONS SHOULD BE RECEIVED BY THE LAST DAY OF THE MONTH.

March 1958

Number 37

**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 incalculable 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."

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**ZOOLOGIST 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 archeology 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 old acquaintances with Dr. Friedmann and Mr. J. Lear Grimmer, whom he met on a visit here several years ago.

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#### 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.

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The capable supervisor does more performing than promising.

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#### 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.

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#### 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.

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#### SACRED CIGARETS

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 cigarette--none of the present popular brands of radio advertising, of course--is established by the findings of several archeologists during the past half century, according to the Bureau of American Ethnology.

Practice of making cane 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.

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#### 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 28.

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.

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#### IT IS COMING!

Can you feel the change?  
Or is it I who is strange?  
This surely could not be,  
For I saw him on the lea!  
There he stood proud and brave  
A chirp 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.

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#### 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 here this year under the new Federal fund-raising policy and program.

The campaign, endorsed by President Eisenhower to cover all Federal employees, will be conducted in this area from Mar. 19, 1958, to Apr. 30, 1958.

During the Federal Service Campaign for National Health Agencies, every 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.

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#### 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. Arthur S. Flemming. Last year it was presented to the Honorable James P. Mitchell. The other distinguished winners have been Dr. Harold W. Dodds, Dr. Leonard D. White, Mr. T. Roy Reid, Mr. Robert Ramspeck, Dr. Gordon R. Clapp, Dr. Frederick M. Davenport, and Mr. Ismar Baruch.

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#### ARCHEOLOGIST FROM COLOMBIA

Mr. Carlos Angulo-V., Director of the Instituto de Investigación Etnológica and the Museo Arqueológico of the Universidad del Atlántico of 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 East to complete his collaboration with various American archeologists interested in South American archeology.

Mr. Angulo founded the Museo 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-Dolmatoff. 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.

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#### RIVER BASIN NEWS

Dr. Robert L. Stephenson, chief of the Missouri Basin Project, was a guest of By Krasne on the latter's afternoon programs over Lincoln TV station KOLN on February 20 and 21. Mr. Krasne 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 area. Dr. Stephenson and Mr. Krasne 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 five or six crewmen, under Dr. Caldwell's leadership, for a period of approximately six or eight weeks.

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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 Fenenga of the Department of Anthropology, University of Nebraska; Harry Weakly of the U. S. Department of Agriculture; and Dr. Robert L. Stephenson, Dr. Warren W. Caldwell, William N. Irving; Charles H. McNutt, Robert W. Neuman, and Richard P. Wheeler of the Missouri Basin Project.

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#### APPRECIATED

The routine answering of inquiries that occupies so much time of the scientific staff sometimes pays off with an encouraging reply of appreciation. For example, Dr. Frank H. H. 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 3d relating to the stones received from my young 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.

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## IT'S LIKE BUYING A LEASE ON LIFE

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 steak and chop 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 T 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 repousse floral and strap-work pattern with an engraved crest on one side and the monogram "M T 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. 14, 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, 108° 35' E. 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 USAS ship NORTH STAR, 1940-41, and as ornithologist with the USN Op. Wml. parties which visited the Highjup 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 northwest of Gainesville. This circular solution cavity penetrates the surface soil and limestone to subterranean water at a depth of about 50 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 30 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, separated from his light, and tangled in a mass of debris. He was finally 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 above the surface to keep him 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."

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## SPECIAL EXHIBIT

The National Collection of Fine Arts has announced the opening of the Biennial Art Exhibition of the National League of American Pen Women. The exhibition will open on March 23 in the foyer of the Natural History Building. It will continue through April 13.

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## HELP YOUR HEART

You "Help Your Heart Fund to Help Your Heart" when you give to the American Heart Association through the Federal Service Campaign for National Health Agencies.

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## IS SUCCESS THE END?

"I dread success. To have succeeded is to have finished one's business on earth, like the male spider, who is killed by the female the moment he has succeeded in his courtship. I like a state of continual becoming, with a goal in front and not behind."

---George Bernard Shaw

- - -



## NEW APPOINTMENTS:

## Mathematician-Programmer:

George H. Conant, Jr. (APO)

## Computers:

Donald W. Chittick (APO)

Francis X. O'Sullivan (APO)

## Professional Associate:

Yvonne Brackbill (BSIE)

## Administrative Officer:

David W. Self (APO)

## Museum Curator:

Wilcomb E. Washburn (Civil History)

## Exhibits Technician:

Charles W. Mickens (Off. of Exhibits)

## Museum Aids:

Henry N. James (Zoology)

George H. Ford, Jr. (S&amp;T)

## Biological Aid:

Sophie G. Luttlerlough (Zoology)

## Communications &amp; Teletype Operators:

Joan C. Leslie (APO)

Margaret M. Inman (APO)

## Key Punch Operator:

Constance C. Wood (APO)

## Clerk:

Joseph F. Fletcher (APO)

## Junior Clerk:

Edna M. Freyesleben (BSIE)

## Clerk-Stenographers:

Carolyn J. Parker (APO)

Cora Ann Morgan (Office of Assistant Secretary)

## Clerk-Typists:

Carolyn E. Amundson (USNM, Office of Director)

Audrey B. Burrows (Office of Special Assistant)

Jeanne F. Sylligardos (APO)

## Clerk-Dictating Machine Transcribers:

Elizabeth W. Gates (NAM)

Rita J. Stanley (APO)

## Operating Engineer:

Charles G. Delaney

## Plumber:

George W. Alford (NZP)

## Laborers:

George R. Morgan

Franklin Lynch

James Posey

Richard A. Carroll

William P. Dunson (RBS)

Arthur J. Jenkins

Edward J. Barnes

Joseph A. Washington

Nathan R. Briscoe

William H. Myers

Randolph H. Posey

Robert R. Thompson

Frank M. Wheeler

## SEPARATIONS:

Patsy S. Hudson

Robert C. Thomas

Adrian Allen, Jr.

Horace E. Allen

Walter T. Bailey

Elmer N. Coates

Helen H. Hogan

Sidney Johnson

David Nicol

Carole A. Fentress

Joyace L. Hurley

Ben F. McCurdy

Caddie L. Parker

Axel G. F. Pedersen

Alfred A. Smalley

Margaret E. Thompson

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## CONVERTED 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 (NZP)

Robert E. Jackson (BMS)

Florence A. Snyder (Zoology)

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

---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 Edwin 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 northwest, which generally has received the credit in recent years. The Links then attempt to ascertain the route sailed by Columbus's three ships through the Bahamas before reaching Cuba predicated upon their own interpretation of his journal. If they are right, the three monuments erected on Watling Island as memorials to the first landfall have been falsely placed. And the Act of the British Parliament in 1926 in naming Watling Island as San Salvador is in error.

Columbus's description of his first landfall fits the Caicos area quite well, the Links point out, while Watling Island fails to qualify in many respects. The Indian name of the island was Guanahani, or "place of much water." The Discoverer wrote that Guanahani was "very large and very flat, with green trees and much water. In the center of it there is a very large lagoon." The island was also described by Columbus's scribe, Las Casas, as "beanshaped," and "about 15 leagues in length." While Caicos fits the latter, Watling Island is only a third the length and is lozenge-shaped.

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 Turks 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.

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## LIKES ANNUAL REPORTS

Thomas P. Brown, a retired publicity manager of the Western Pacific Railroad who resides in San Francisco, recently wrote to Paul H. Oehser, chief of the editorial and publications division, asking for a copy of the Annual Report of the Smithsonian Institution.

Following is an excerpt from the letter: "I have read most of the 1955 Report which you sent me. As I have said previously, I have been reading these annual reports for something more than 50 years. It takes about a year to read the various articles but I read first one and then another--night reading largely."

Brown, who is 78, enclosed in his letter a clipping of an article about himself that appeared in the San Francisco News as one in a series on "How to Retire and Be Happy." The article points out that his credo is to "enjoy life 10 seconds at a time."

His hilltop home commands a view of San Francisco and the Bay, but he says the best view is down on the ground level, in his den among the many shelves of books and hundreds of filing boxes. In his letter to Mr. Oehser, he says: "I have had to install some new files. One is 'QV' (Quo Vadis), which stands for 'Where in Aides is Homo going?'"

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## ARTHRITIS HITS 11 MILLION

More than 11,000,000 Americans suffer from some form of arthritis or rheumatism. You can help them with your contribution to the Arthritis and Rheumatism Foundation in the Federal Service Campaign for National Health Agencies.

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## FREER GALLERY NEWS

Two additional members of the Freer Gallery staff have been appointed to committees for the Cosmos Club: John A. Pope, to the house committee; and Rutherford J. Gettens, chairman of the art committee.

Harold P. Stern, assistant in Japanese art, is in New York City to assist Mr. and Mrs. Osborne Hauge and Mr. Victor Hauge in arranging a show of their collections. A selection from the Japanese paintings in this collection will be exhibited at China House in New York City during April. Mr. Stern will give a talk on the opening day of this show.

Mr. Matsushita Takaaki, writing in the January issue of Museum, art magazine edited by the Tokyo National Museum, designates the Freer Gallery medal award as "the Nobel prize of Far Eastern art." The first and only presentation of this award to date occurred on Feb. 25, 1956, the 100th anniversary of the birth of Charles Lang Freer. The medal went to Dr. Osvald Siren "for distinguished contribution to the knowledge and understanding of oriental civilizations as reflected in their arts."

Mr. and Mrs. James Cahill became the parents of a son, Nicholas Dunlap Cahill, on February 28. Mr. Cahill is assistant in Chinese art at the Freer Gallery.

"Beau," the youngest son of Mr. and Mrs. Lawrence West, was married to Miss Betty Jean Shaw of Takoma Park on February 23. "Beau," officially known as Leon, is a sort of "left-handed" member of the official Smithsonian family, having worked last season with the River Basin Survey. His father is a Smithsonian electrician and his mother is administrative assistant at the Freer Gallery.

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## RESEARCH ONLY HOPE

Multiple sclerosis is a lingering, crippling disease which strikes 500,000 Americans, mostly young adults. Their only hope lies in research and rehabilitation such as the programs carried on by the MS Hope Chest which is included in the Federal Service Campaign for National Health Agencies.

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## GRAND CROSSES OF KNIGHTHOOD

A collection of over 200 grand crosses of knighthood has been on display in the rotunda of the Arts and Industries Building of the Smithsonian Institution. This collection, the finest of its kind in existence, is lent by the Orders and Medals Society of America. It will later become a permanent part of the collections of the Smithsonian.

Included are badges, breast stars, and colorful sashes of such great and ancient orders of knighthood as the Garter of England established by Edward III before 1350, the Order of Christ of Portugal founded before 1320, and the Order of the Annunziata of Italy instituted in 1362. Many of the grand crosses were owned and worn by distinguished persons, including the Marquess of Rockingham, Prime Minister of England in 1765; Mary, Queen of George V; Victor Emanuel III of Italy; Carol I of Rumania; Baron Mannerheim of Finland; and others. The decorations represent the finest work in gold, silver, and enameling. Some are encrusted with precious gems, and most have sashes of rich and vividly colored silk.

Orders of knighthood, while having roots in the Ancient World, developed to maturity during the

late Medieval Period. They provided a reward for military prowess, a social rank, and a security in return for a pledge of fealty. While the details of the institution varied from country to country and from century to century, certain elements seem to have been constant: (1) Knighthood carried with it an honor that gave the recipient social rank. (2) The honor was conferred in a ceremony. (3) The honor carried with it certain privileges. (4) Rewards of value accompanied the honor. (5) The recipient belonged to a group, members of which had received a like honor.

Under the new national states knighthood became a system of honors often without military obligation but still providing a reward of land, a stipend, or a post at court. Napoleon I introduced a new concept of knightly honors, awarding them to any citizen who distinguished himself in the service of the nation regardless of the circumstances of his birth. Before this, knighthood had been conferred only on those of gentle birth. Napoleon's system had a profound effect on the modern orders of knighthood, which are now awarded by most nations to those persons who distinguish themselves in many walks of life.

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## HOPE FOR 200,000

More than 200,000 Americans, mostly children, are afflicted with muscular dystrophy. Their only hope lies in discovery of some new drug or treatment and you can help to find it with a gift to the Muscular Dystrophy Association of America through the Federal Service Campaign for National Health Agencies.

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# 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 from among the best qualified employees, and (2) employees will be kept fully informed of the policies and procedures governing their agencies' promotion programs.

In announcing the new plan Harris Ellsworth, 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.

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## 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 in 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, grade level of positions to be filled, geographical 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 personnel office rates me not qualified for promotion, may I appeal this action?

A. Yes. Under the new program, agencies will have procedures for employee grievances on promotion matters. Either the agency's regular grievance procedures or its promotion plans will identify what matters will be given administrative review and where requests for such review should be filed.

Q. Can I appeal to the Civil Service Commission if an agency fails to select me for promotion?

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.

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#### CP STRIKES 600,000

Cerebral palsy, which afflicts 600,000 Americans, is one of mankind's worst crippers. 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.

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#### CHECK SPREAD OF TB

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