



TENTH ANNIVERSARY—Secretary Ripley cuts an anniversary cake at an observance February 26 in the Smithsonian Building commemorating his 10 years' service as director of the Institution. In a brief ceremony, Under Secretary Robert A. Brooks presented Mr. Ripley a composite sketch showing the additions to "Civitas Smithsonianae"—the Smithsonian community—since he became Secretary. The sketch, with Latin captions by Mr. Brooks, was drawn by James A. Mahoney, Chief of the Office of Exhibits Central. Other gifts were a folder containing excerpts from speeches by former Secretaries (lettered by Crimilda Pontes, SI Press artist), and an original print of a wood thrush by Roger Tory Peterson, ornithologist. Edward K. Thompson, editor of *Smithsonian* magazine, gave Mr. Ripley an enlarged copy of the cover of its first issue. In the photograph are (from left) Waldo Schmitt, zoologist emeritus at the National Museum of Natural History; former Secretary Alexander Wetmore; Mrs. Ripley, and, behind Mr. Ripley, David Challinor, Assistant Secretary for Science.



THE SMITHSONIAN TORCH

Smithsonian Institution, Washington, D.C.

April 1974

Owls Raise Family in Smithsonian Tower

The celebrated pair of barn owls brought over from the National Zoo February 5 to begin resettlement of the old Smithsonian Building's northwest tower already has parented a clutch of six owlets.

Before the tower was sealed off in the mid-1950s, owls had lived there for almost a century. When Mr. Ripley became Secretary, he determined to let owls back in, and former Secretary Alexander Wetmore climbed up to reopen the tower two years ago. When no owls settled there voluntarily, the NZP Bird Unit was assigned the task of resettlement, under direction of Guy Greenwell, curator.

When the owls were first brought in, it was not certain that they would become accustomed to their tower home, but they apparently are comfortable in their new surroundings.

Volunteers have been ascending the tower ladder regularly to feed the birds, named "Alex" and "Athena" until they can forage for themselves. Since the youngsters have arrived the volunteers have had to shield their heads to protect themselves from "divebombing" by Alex.

The volunteer feeders are James Goode, Susan Lehman, and Richard Vine. Michael Johnson of the NZP staff is checking the owls regularly.



SAFETY AWARD—In a ceremony March 5, Under Secretary Brooks passed on to Richard Ault, Smithsonian Director of Support Activities, the coveted President's Safety Award for 1972, earned by the Institution for reducing its accident rate over a three-year period and notably by 12 per cent in 1971-72. The award was presented by Secretary of Labor Brennan on the President's behalf to Paul Perrot, Assistant Secretary for Museum Programs, who accepted for Secretary Ripley and the Institution. Mr. Ault then presented the award to Robert Burke, Director of Protection Services. Mr. Burke in turn paid tribute to David A. Billings, Chief of Safety and Health; Richard Minnich, Safety Management Officer, and staff members for their continuous safety efforts. Mr. Brooks praised all for "a job so well done it brought national attention."

First Smithsonian TV Season To Feature Varied Subjects

The Smithsonian Institution will be the basis for a series of major television specials, it was announced by Secretary Ripley at a dinner March 19 in the Hall of Gems at the National Museum of Natural History.

SAO Personnel Changes Set

Bruce Gregory has been appointed Special Assistant to the Director of the Smithsonian Astrophysical Observatory.

Mr. Gregory had served as Scientific Program Officer for the National Academy of Sciences since February 1966. As Executive Secretary of the Academy's Astronomy Survey Committee, he was directly involved in studying the status and future requirements of astronomy, in establishing a balance between ground-based and space-based astronomy, and in setting priorities for funding the disciplines of the field.

For three years, Mr. Gregory was an astronomer as the U.S. Naval Research Laboratory. He has a B.A. in philosophy and an M.S. in psychology from the University of Massachusetts. He has done graduate work in astronomy at the University of Arizona.

Dr. Ursula B. Marvin, a geologist on the SAO staff since 1961, has been appointed coordinator for the Smithsonian women's program at the Observatory. She will help develop a policy for career development, upward mobility, and other items of concern to women at SAO. She also will act as liaison between SAO and the Institution's Office of Equal Employment Opportunity program.

Norton Hall has been named manager of the SAO computer center. Mr. Hall joined the observatory staff in January 1966, and has been assistant manager of the Programming Division. Since July 1970 he has been manager of the Systems Division.

Mr. Hall succeeds Raymond N. Watts who has been named program manager for the Doppler Tracking Experiment in the Geoastronomy Division. Mr. Watts joined the Observatory staff in February 1965 as head of the Editorial and Publications Department. In March 1969 he became special assistant to the Director's Office; since June 1973 he has been acting manager of the computer center.

Mark Malec has been appointed a special assistant to the Assistant Director for Administration. Mr. Malec has been with the Observatory since May 1963, and has been manager of contracts and procurement since 1967.

George Dick replaces Mr. Malec as manager of the Contract and Procurement Office. Mr. Dick will be responsible for all SAO contracts, procurement, and property management. Mr. Dick came to the Observatory in August 1967 as contracts specialist.

Bus Tickets for Sale

As a service to the employees of the Institution, the Smithsonian Credit Union has Metrobus commuter tickets available for purchase at the Credit Union office (Room 2263, A & I Building), from 9 a.m. to 2 p.m. Tickets are sold in book quantities of \$4, \$5, \$6, and \$7.

Medical Advice

The following letter from a young Colorado resident was received recently in the Registrar's Office:

"Dear Sirs,

"I'm not sure how well this would work, but I think this would work as a cure for cancer.

"What you do is revolve a person around very rapidly. The centrifugal (sic) force makes the heavier cancer cells come to the top 3 layers of skin. Then all you have to do is burn off the top 3 layers."

The 1974-75 Smithsonian series will be broadcast on the CBS television network as a presentation of the DuPont Cavalcade of Television. It will be produced by the David L. Wolper Organization.

"We want to acquaint television audiences with the richness and variety of the Smithsonian in an entertaining way," Mr. Ripley explained. "The series will use both dramatic and documentary techniques, will appeal to family audiences and will, we hope, show viewers what the Smithsonian is really like—stimulating, engrossing, and at times even enigmatic."

The first program to be announced is "The Legend of the Hope Diamond." During the first television season, two other programs in the Smithsonian series are scheduled. It is expected that one will concern the story of flight and that the other will be devoted to strange natural phenomena, both short-lived and long-lived.

In making the announcement, Mr. Ripley also said:

"It was our first benefactor, James Smithson, who wished the Smithsonian to be an Institution dedicated to the increase and diffusion of knowledge. In the decades that have passed, the Institution has been concerned with both missions. Now television gives the Smithsonian a new and sparkling dimension in the further diffusion of knowledge."

Speaking of the first announced program concerning the Hope Diamond, Mr. Ripley said:

"And it is thus fitting that our first television presentation will tell the story



Mr. Wolper and the Hope Diamond.

of this precious diamond, which has had an aura of mystery about it for centuries. This majestic 44.5 carat stone—whose steely, deep-blue color is unique among diamonds—came as a gift to the Institution in 1959 from jeweler Harry Winston. Since then it has been the crowning glory of the Smithsonian gem collection . . . When it appeared at auction in England . . . it became part of the gem collection of Sir Harry Hope, the name it has since borne.

" . . . I should like to state that since the diamond has come to the Smithsonian it has brought good luck and not bad, and we believe that it augurs well that our fabulous Hope will inaugurate the Smithsonian's series on national television."

Mr. Ripley noted, too, that the Smithsonian was hopeful that its television programs would be used as educational materials in the nation's elementary and secondary schools to enrich curricula.

Among those present were H. Lloyd Taylor, a DuPont company marketing executive representing DuPont, and David L. Wolper representing the Wolper Organization.

NZP Local Officers

Members of Local 185 of the American Federation of Government Employees, National Zoological Park Police, elected officers for a three-year term beginning April 1. President is Matthew J. Devlin; vice-president Ray Luckey, Jr.; secretary, Charles H. Van Tassel, and sergeant-at-arms, Robert Ruffin.



Karen Loveland and John Hiller shooting on a windy day.

Exhibits Picture Unit Wins 6 Awards in '73

The Exhibits Motion Picture Unit of the Office of Exhibits Central won six awards for films in 1973, including four for *Ode to the Pinniped* which was installed recently in the Life in the Sea Hall at the National Museum of Natural History.

Other prize-winning films were *Sharing a Niche* which is part of the "It All Depends" exhibit opened this month in NMMH, and *Art in Organic Forms* which was produced for distribution to colleges in 1970.

Karen Loveland, director, and John Hiller, assistant director, comprise the entire permanent staff of the Exhibits Motion Picture Unit. The unit is part of the Special Exhibit Resource Group of Exhibits Central and has produced a number of motion pictures related to Smithsonian exhibits.

Ode to the Pinniped received a Golden Eagle from the Council on International Non-theatrical Events (CINE), a certificate of recognition from Information Producers of America, a certificate of recognition from the Columbus International Film Festival, and a certificate of recognition from the Chicago International Film Festival.

James A. Mahoney, Chief of Exhibits Central, asked the unit to do the film when he discovered a magnificent specimen of a walrus awaiting exhibition at NMNH. He served as producer for the unofficial project. Stock natural history film footage was acquired and an original script was written in rhyme by Paul Garber and Nathene Loveland. An original musical score was written by Elmer Bernstein and performed by the U.S. Marine Band. Cyril Ritchard, who was appearing at the Kennedy Center, agreed to do the narration.

Scientific advice, review and authentication were provided by James Mead, Charles Handley, Carlton Ray, and Clayton Ray, and the film was shown to NMNH Director Porter Kier and members of the museum exhibits committee for approval.

Mr. Mahoney considers the project a most successful experiment in the use of special communication medium, explaining that "the motion picture—especially in exhibit use for a stand-up audience—is a very special medium of communication requiring very special talent and extremely sensitive and limited use." He added:

"This particular film is really unique in communicating and educating in a natural science exhibit. The message is in rhyme, we had control of the visual images, the music is original, and we were most fortunate in having Cyril Ritchard do the narration. The experience is completely enjoyable as well as informative. This is why the film won the awards, which makes us very happy—but we also enjoyed making the film."

Sharing a Niche also won a CINE Golden Eagle. It is one of four films shown in the Interdependence Theatre as part of the new NMNH exhibit. All of the films, plus a three-screen film presen-

tation summarizing the exhibit, were produced by the Motion Picture Unit. They were written by Ralph Caplan, with James Ward and Robert Gersin, exhibit designers. An original music score was composed, arranged and conducted by Eldan Rathburn, and performed by the Marine Band.

Art in Organic Forms was based on the exhibition of the same title conceived and written by Phillip Ritterbush. It was directed by Benjamin Lawless, Director of Exhibits Design and Production at the National Museum of History and Technology. Miss Loveland and Mr. Hiller assisted. It was awarded a gold medal by the 1973 Atlanta International Film Festival.

Another Motion Picture Unit production, the *Onward Marching New Orleans Jazz Band*, was requested for, and shown at, the Ismir International Fair in Ismir, Turkey, last year. The film was shown in the American Pavilion in its original form as an environmental multi-media room prepared for the Anacostia Neighborhood Museum.

Cohea Appointed Programs Manager

Harold R. Cohea has been appointed Programs Manager for the Office of the Director of Support Activities.

Mr. Cohea's most recent assignment at the Smithsonian has been as Programs Manager for the Buildings Management Department, with responsibility for systems and programs development, utilization of ADP in programs, management and organization studies and reports, employee development and training, equal employment opportunity and upward mobility, within BMD.



Mr. Cohea

Mr. Cohea will continue with responsibilities in these areas for Support Activities as well as Smithsonian-wide programs in energy conservation, environmental protection programs and employee and visitor parking.

Prior to coming to the Smithsonian as Training Officer for Security in 1964, Mr. Cohea was employed by the District of Columbia government 17 years as an official with the Metropolitan Police Department fulfilling training and development responsibilities in police activities and operations.

Be a Good 'Multiplier'

A Few Words for Supervisors

by Dorothy R. Lewis
Employee Relations Officer

A supervisor's job is to supervise. The work he does with his own hands and his own brain is strictly secondary. His most important function is to guide and improve the work done by others.

Elementary? Of course! Yet executives frequently complain to us that many supervisors fail to appreciate this basic fact. They get so involved in paperwork, conferences, and in actually doing work themselves, that they don't do a good job of supervising others. And that happens to be their first responsibility—the reason why their jobs were created in the first place.

Paperwork and records are essential in almost any job. You can't avoid them. But the supervisor who busies himself with these duties and puts them at the head of his list is way off the track. His main job is to supervise others. If paperwork becomes so heavy it interferes with that function, then the paperwork system needs to be overhauled and cut down. Either that or he needs clerical assistance.

The supervisor who pitches in occasionally to help the members of his crew over a tough spot makes an excellent impression. It shows that he isn't afraid to get his hands dirty and doesn't consider himself above doing their kind of work. But occasionally is enough—it shouldn't be a regular practice. The supervisor who is constantly engaged in doing the work himself is neglecting his most important job—supervising others.

Front-line supervision means exactly that. It means being on hand on the spot, to see that people understand the work they are doing, that every job is started right and progresses satisfactorily. It means spotting errors promptly, before they become expensive; detecting unsafe practices and poor work methods before the accident occurs or damage is done.

How much of your time are you spending on front-line supervision? How much have you permitted other duties to encroach on it? How much time are you spending preventing errors or nipping them in the bud, compared with the time spent repairing damage after it happens? How much of the other work you now do could be passed along to someone else, leaving you more time for actual supervision? A good supervisor is a multiplier. What counts is not the work he actually does himself, but the way he multiplies and improves the efforts of everyone who works for him.

Personnel Office Reminds Employees Of Injury Procedures

The Office of Personnel Administration has issued a reminder to federal employees that they are entitled to medical care as well as money benefits if they are injured while on duty.

Included are medical, surgical, and hospital services and supplies, and also transportation if travel is necessary to secure them.

Compensation for loss of wages is payable after a three-day waiting period. No waiting period is required if the employee sustains a permanent injury or if his disability lasts longer than 21 days beyond any annual or sick leave he may elect to use. Additional awards are provided for dismemberment or permanent functional impairment of certain anatomical members, or serious disfigurement.

It is important that employees know what they are entitled to, because benefits are not paid automatically. The employee or his survivors must claim them.

In case of injury, an employee should obtain first aid or medical treatment even if the injury is minor. While many minor injuries heal without treatment, a few result in serious, prolonged disability that could have been prevented had the employee simply stopped a few minutes for treatment when the injury occurred.

Employees should report every injury to their immediate superiors even if injuries are minor. Employees should ask for notice of injury form CA-1&2. They should complete items 1 through 19 and return the form to the supervisor who will complete items 20 through 45 and forward it to the Office of Personnel Administration. It may be difficult to establish that an injury occurred on the job weeks after it happened if no notice was given at the time.

If employees are disabled and in a non-pay status for more than three calendar days because of injury, or if they have a scheduled permanent disability, they should file Form CA-4 to claim disability compensation. An employee has the right to make the choice of using his sick leave and receiving his full pay or going on leave without pay and receiving compensation. For periods of total disability the employee ordinarily will receive compensation at the rate of two-thirds of his salary if he has no dependents, or three-fourths of his salary if he has dependents.

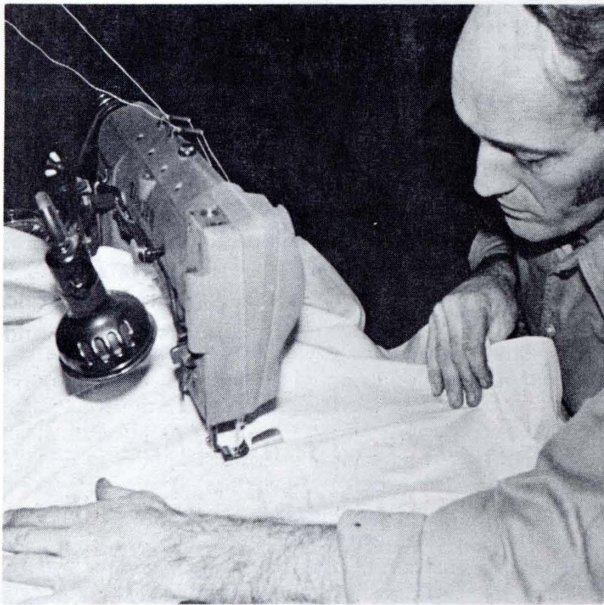
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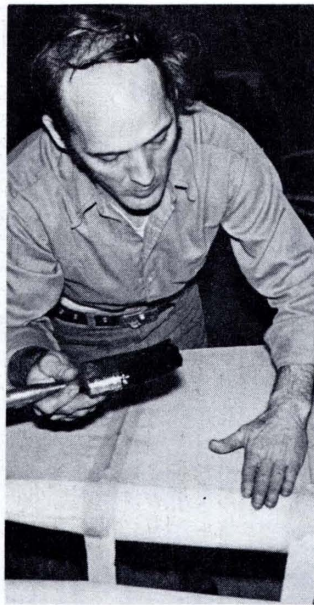
LEARNING LAB—Pictured are employees who recently completed courses in the Learning Lab. (Standing left to right) Anita Banks, Smithsonian Science Information Exchange; Sandra Jones, Barney House; Nolasco Incarangel, SIE; Carolyn Philip, National Air & Space Museum; (Seated left to right) Brenda Howell, instructor; Althia Y. Kirlew, SIE; Laurenda Patterson, Office of Exhibits; and Helen Foreman, SIE.



Working on the frame.



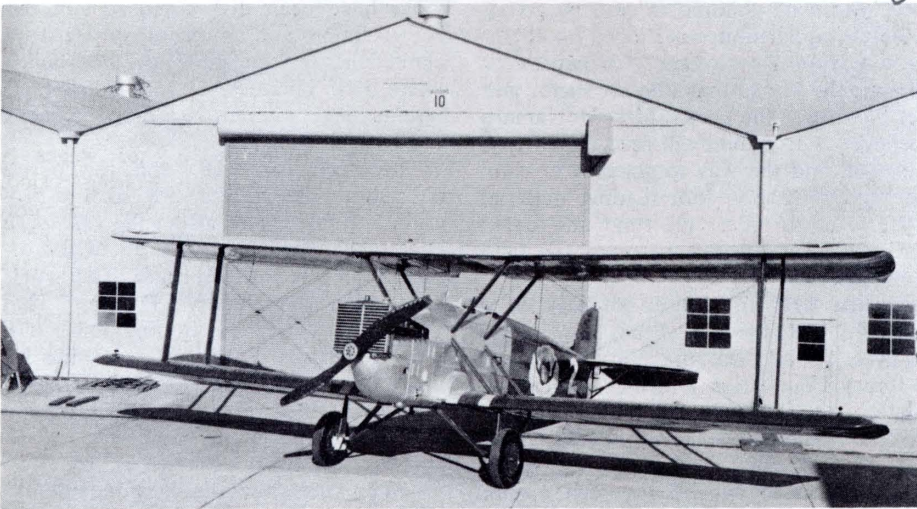
Stitching fabric.



Applying dope.



Touching up the paint.



The "Chicago" is ready for exhibit.
(Photographs by Harry Neufeld)

MacDonnell Named Assistant Director

Vincent MacDonnell has been appointed Assistant Director for Career Development and Training in the Office of Personnel Administration, succeeding G. Clifford Books who has joined the staff of the Office of Protection Services.



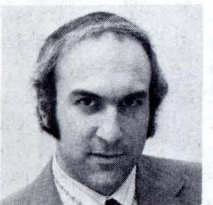
Mr. MacDonnell

Mr. MacDonnell received his master's degree from Catholic University, and before coming to the Smithsonian was the training officer for the National Capital Housing Authority. He also worked in the employee development field for the Department of Health, Education, and Welfare, and prior to that was director of the Jesuit Institute for the Arts in New York City.

In his new position, Mr. MacDonnell will serve as primary advisor to the director of the Office of Personnel Administration in such matters as training, employee development, career development, and employee relations and services.

Becker Appointed To Manpower Post

Ronald E. Becker has been appointed Assistant Director for Manpower and Personnel Programs in the Office of Personnel Administration, succeeding Rodney G. Evans who has become Deputy Director of Personnel.



Mr. Becker

Mr. Becker is a graduate of the University of Virginia, and received a master's degree in personnel administration from George Washington University. Since 1971 he has been with the Federal Highway Administration where he was in charge of labor management relations and position classification policy. Prior to that he served with the Department of the Army at Fort Meade and Edgewood Arsenal in civilian personnel fields, including recruitment, employee relations and position classification.

Director's Award Granted Benson

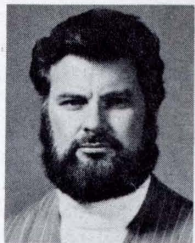
Dr. Richard H. Benson, the National Museum of Natural History's authority on the microscopic fossil crustaceans known as ostracodes, recently was presented with a Director's Award for Scientific Excellence by Dr. Porter M. Kier, Museum Director. The citation read:

"In recognition of his continuing outstanding research, as exemplified in Smithsonian Contributions to Paleobiology, No. 12, *The Bradleya Problem, with descriptions of two new physchrospheric ostracode genera, Agrenocythere and Poseidonamicus (Ostracoda: Crustacea)*. The high standard of scientific and technical excellence set by this work reflects favorably upon the entire National Museum of Natural History."

Dr. Benson and a British colleague discovered several years ago that fossil ostracodes indicate the extent of a vast ocean called the "Tethys Sea" that lay for 200 million years across what is now the area of the Mediterranean Sea. Five million years ago the Tethys was cut off from its supply of water from the Atlantic and dried up for a time before the Atlantic reflooded the area.

Currently Dr. Benson is in Tunisia at the Sixth African Micropaleontological Congress, where these ancient cataclysmic events are being discussed. Dr. Benson told the TORCH editor before he left that in his estimation any event that involves the suspected desertion of the Mediterranean Sea by its water has to be considered a crisis.

"It is not uncommon, perhaps even the 'in thing' for various federal government types to be investigating crises these days—energy crises, environmental crises and the like," Dr. Benson said. "It is also not uncommon, perhaps even stylish, for others to say that they got there too late—but five million years too late? That is a little ridiculous, isn't it?"



Dr. Benson

Exhibit of World Cruiser Haired as Restoration Triumph

The Douglas World Cruiser "Chicago," an historic treasure in the collection of the National Air and Space Museum, has been placed on exhibit in the rotunda of the Arts and Industries Building to mark the fiftieth anniversary of the first aerial circumnavigation of the globe made by it and its sister planes in 1924.

In addition to its historical significance, the exhibition of the plane represents a personal triumph for Walter R. Roderick, a specialist at the NASM Silver Hill restoration and preservation center, who spent thousands of hours restoring the aircraft and who was presented with a citation from NASM for his efforts, and nominated for a Civil Service award.

The "Chicago" was placed on exhibit April 6, fifty years to the day that it took off from Seattle with three other World Cruisers on one of the great flights of the century—a circumnavigational journey of 27,553 miles that included an historic first air crossing of the Pacific. Each step in the historic flight is told in photographs in the exhibit, which will remain on display through September 27, the fiftieth anniversary of the day the "Chicago" completed its global circuit.

On the flight the "Chicago" nearly went down over the Atlantic when two of its gas pumps failed. It was saved by the desperate efforts of pilot Leslie Arnold who worked the pumps by hand for four hours.

In the late 1960s the aircraft was again in danger—this time from deterioration and rot caused by the climate. The fabric covering of the plane, which had been on exhibit, was cracking and splitting. Patches were put on these areas but it had begun to appear as though the "Chicago" would look like a patchwork quilt. Museum officials also suspected that rot and corrosion were eating away at the frame of the plane beneath its fabric surface.

In early 1971 museum officials turned the "Chicago" over to Mr. Roderick.

To do restoration work at Silver Hill means knowing about everything in general: an expert familiarity with welding, sheet metal work, wood work, painting and dope application, plastic molding, fabric stitching and taping, upholstery, and engine maintenance, as well as a grasp of the working of instruments, controls, and landing gear, and knowledge of how to assemble and rig a plane's parts. Although fifty years ago when the Douglas World Cruiser was built, it was not so difficult to find men who commanded such a wide range of skills, they have almost disappeared today in the highly specialized industrial world.

Mr. Roderick is especially adept at fabric work, a lost art in these days of all-metal airplanes. To cover a plane with fabric, large panels of linen first have to be sewn together until they form an envelope. Then they are pulled tightly over the wings like one pulls on a sock, and stitched by hand. Thousands of stitches have to be taken and knotted with just the right amount of tension. If any of this is done carelessly the material can shrink up and crush the structure when the dope is applied. The latter is a tedious, backbreaking chore that is a

labor of love. Coat after coat is applied and then sanded down and rubbed to make the surface smooth and hard.

Mr. Roderick started the job by disassembling the world cruiser into more than a thousand pieces. He found that there were many missing parts and that pieces of the wood structure in the fuselage had rotted. To repair some of these spots he spliced in slivers of wood $\frac{3}{8}$ of an inch thick, a delicate and painstaking operation. It would have been much easier to make and install a whole new structural section, but throughout the project Mr. Roderick tenaciously adhered to the NASM philosophy that whenever possible when restoring a national treasure like the "Chicago" the original parts should be preserved. The object was not to make a reproduction of the "Chicago" but for history's sake to keep as much as possible of the original airplane intact.

Mr. Roderick cleaned and sandblasted individual parts, including the components of the Liberty V-12 engine, and then treated them with protective coatings of chemicals, paints and lubricants. Finally, he put the whole plane back together again—using old photos and drawings from the National Air and Space Museum archives as a guide. He also restored the cockpit controls and covered the cockpit seats with shiny new black leather upholstery.

The restoration job began in early 1971 and by the final week of 1973, over 5,000 man-hours later, and long before anyone expected it, Mr. Roderick was putting the finishing touches on the plane. He had virtually restored it to the pristine condition it was in when it rolled out of the Douglas factory in Santa Monica, California, in 1924. It was ready ahead of schedule for its anniversary exhibition, and the preservation techniques that Mr. Roderick applied to the craft insure that the national treasure will never rot and deteriorate again.

Two Nominated For Career Awards

The Smithsonian has submitted names of two employees as nominees for the National Civil Service League Career Service Awards, the Office of Personnel Administration has reported.

John F. Jameson, Assistant Treasurer (Programming and Budget) has been nominated in recognition of his long record of exceptional efficiency and sustained superior performance and accomplishments.

Walter R. Roderick, Museum Specialist in the National Air and Space Museum, was nominated in recognition of his outstanding achievement in restoring the famed aircraft "Chicago" for exhibition in the Arts and Industries Building (see story above).



Dr. Sidney Nelson, Linda Johnson Robb (center), and Julie Nixon Eisenhower earlier this year visited a school in Washington, D.C., where RIF materials were distributed.

After 6 Years at Smithsonian RIF Still Is Expanding Nationally

by Shirley Katzander

Six years ago, Reading Is Fundamental (RIF), a small organization with a big idea, moved into the Arts and Industries Building at the Smithsonian.

To reach the turret offices of RIF, one walked under the Wright Brothers' plane and Charles Lindbergh's *Spirit of St. Louis*. Today, one also passes by the space ship in which American astronauts first reached the moon.

The historical references are significant, for they vividly demonstrate how far an idea can go. RIF, which took flight in 1966 as an idea of Mrs. Roberta S. McNamara, has gone far—and is still traveling fast. It was fledgling two-year-old when SI invited RIF to base its operation in the Institution and became RIF's fiscal agent.

The RIF idea is essentially a simple one: Motivate children to read by giving them an opportunity to choose for themselves, from a wide variety of paperback books, the books that interest them, and let them keep the books. Mrs. McNamara believed that a child will read if he wants to read, and the way to get him to want to read is to give him reading material that is pertinent to his time and background. Reading then becomes fun, and fundamental.

When RIF first set up shop in SI it was funded by the Agnes & Eugene Meyer Foundation, the National Home Library Foundation and the Ford Foundation to establish 10 model projects around the country. Two years later, with the projects going strong, Ford gave another grant to expand the idea around the country.

This year, RIF, still very much at home in the Arts and Industries Building, is a national organization with 150 local RIF projects established in 43 states, and 50 or so more developing. Mrs. McNamara is Chairman of RIF, Inc., and its staff of 19 is headed by a distinguished educator and sociologist, Dr. Sidney Nelson.

The idea of putting books into the hands of children who do not own books is RIF's basic charter. But in doing that, RIF has become an effective catalyst in individual communities, involving the parents of the children served, schools, libraries, national organizations like the U.S. Jaycees, American Association of University Women, Junior League, Urban League, Kiwanis, Soroptimist and others. Indeed, the world's largest school system—New York City with 1,130,000 children—started a RIF project this year to serve 50,000 children in 100 schools with a quarter of a million paperbacks, and hopes eventually to have RIF in every New York City School.

Peter Powers, Smithsonian General Counsel, was instrumental in having the Kiwanis Club of Capitol Hill sponsor RIF in two Washington schools. Capitol Hill Kiwanians are so impressed with the results, that they are coming back with more funds to buy books for the schools.

Each RIF project, from the tiny one in Jackson, Miss. to a larger one serving Navajo-Hopi Indians, to yet another and larger in Pittsburgh, operates differently. Each project must raise its own funds so that the community is intimately involved. The result has been to attract enthusiastic support by parents, civic, service and fraternal organizations, businesses, corporations and foundations.

National RIF supplies the necessary technical assistance through its Washington staff and three regional directors. It conducts workshops, has published the RIF Handbook that runs the gamut from community involvement to fund-raising to publicity guidelines, and publishes a quarterly newsletter to keep projects and supporters abreast of new developments.

National RIF also plays a role in helping local projects raise funds and, of course, must continue to raise its own operating funds. In 1973, the Edna McConnell Clark Foundation, gave a sizeable three-year grant so that the organization could find ways of becoming self-supporting.

The RIF idea and its rapid growth also sufficiently impressed the Advertising Council so that RIF was approved for public-service advertising.

Has RIF made an impact on reading? From the reports of parents, teachers, reading specialists and others, the answer is a definite yes. All of them report that children served by RIF are reading more—and for fun; they are asking for books as gifts; they are joining public libraries; they are involving their families in books. Librarians report that when RIF goes into operation, school library circulation leaps. And publishers say that increased sales of paperbacks are evident where RIF projects are operating.

Impact? It is obvious in one of RIF's oldest projects in Pittsburgh, now going into its fifth year. A total of 245,000 books have been distributed to children in 30 schools and summer camps. More significant, in the poor neighborhoods where RIF operates, children and their parents have bought 96,000 paperbacks at 10 cents each.

The need for RIF, and the desire throughout the country for such a program, came clear after the *Reader's Digest* published an article about the organization this past February. The article was called, "A Reading Program That Works," and in one month alone, RIF received almost 5,000 letters asking for information on how to start a local project.

RIF's legend in its public-service advertising reads: If America Is To Grow Up Thinking, Reading Is Fundamental. That legend is underscored by a sorry statistic uncovered a few years ago in a Louis Harris study that showed 21 million Americans, age 16 and over, cannot read a want ad.

Since 1966, RIF has distributed 3 million books to one million children. This year alone, it will distribute one million books to 300,000 children.

Employees Receive Quality Increases

A review of the number of quality increases granted during the past fiscal year reveals that 7.8 per cent (147) of SI federal employees and 5.1 per cent (57) of SI private roll employees received quality increases, the office of Personnel Administration has reported.

Shown below is a breakdown of the quality increases by grade and sex.

Quality increases are in addition to regular within-grade increases and are de-

signed to reward employees who perform the most important functions of their jobs in a manner that substantially exceeds normal requirements.

"It is gratifying to know that we have such an outstanding number of employees on our staff whose quality performance substantially exceeds normal requirements, said Vincent J. Doyle, Director of Personnel. "Congratulations are extended to each of these employees."

Federal	GS-6 & below	GS-7-11	GS-12 & above	Totals
Totals	39	73	35	147
Females	27	34	3	64
Males	12	39	32	83
Private				
Totals	17	29	11	57
Females	15	7	3	25
Males	2	22	8	32



OUTSTANDING GUARDS—Outstanding members of the Smithsonian guard force for December and January were named by the commanding officers of each of the four companies that comprise the force. Honored for December are, top row from left, Pfc. Emanuel S. Chase, Company A; Pfc. Raymond A. Harrigan, Company B; Pvt. Samuel Brown, Company C, and Pfc. Montford D. Naylor, III, Company D. Honored for January are, second row from left, Pfc. Boleslaw Okoniewski, Company A; Cpl. Jerry B. Steward, Company B; Pfc. Fred Sanford, Company C, and Pfc. Roger Thomas, Company D.

Ms. Landrum Named Head of Sorting Center

Ms. B. J. Landrum has been appointed Director of the Smithsonian Oceanographic Sorting Center, located in the Navy Yard Annex.

Ms. Landrum will serve in this capacity for at least one year, Secretary Ripley announced. With this appointment a rotating directorship is being initiated at SOSC on a trial basis, similar to the system used for departmental chairmanships in the National Museum of Natural History.

Mr. Landrum has served at the Smithsonian as a biologist since 1965 and established the records sections for information services at SOSC. Since August 1973 she has been acting director of the Center.

Estabrook Named To Education Post

David Estabrook has been appointed Senior Education Coordinator in the Office of the Assistant Secretary for Public Service.

Mr. Estabrook came to the Smithsonian in 1971 after eight years as a social studies teacher in Lincoln, Me. As a staff associate with the Office of Elementary and Secondary Education he prepared and presented school programs and teacher workshops in the National Museum of History and Technology.

Since the rearticulation of the education functions within the Office of the Assistant Secretary for Public Service last September, he has been supervisor of the Office of Education and Information at NMHT.

Leave Cards Available

Leave cards for 1974 are available in the office of Personnel Administration, Room 1471, A&I Building, for employees interested in keeping a personal record of their leave during calendar year 1974.