

three examples. Then they ask, "How long would it take your librarian to produce these?"

The answer is about five minutes if all three reports are in the library collection. In my case, it took one minute to find the third example (LA-2106) on the shelf, filed by report number. It took two minutes to check the first example (CRGP-784) in the report number file, ascertain that it was not in the library collection, and by use of the Availability Listing of Reports abstracted in Nuclear Science Abstracts know that the report was available from AEC, Oak Ridge, Tennessee. The second example (a report issued by Du Pont) took a little longer because no report number was given. Consequently, it required ten minutes to look up the report by subject in Nuclear Science Abstracts, 1958, find the abstract, note that AEC had assigned the report number NP-6690 and know that it was available from AEC, Oak Ridge; and finally to check the report number file to see if it was in the library's collection (it was not). Thus the location of all three reports was found in thirteen minutes. If any of the reports were not in the author's own library, they should be able to borrow them in less than a day, because they are situated close to so many large report collections in Washington.

In regard to the authors' five proposed tools, I think they are all valuable proposals. It may interest them to know that the professional engineering organizations have already taken steps to produce tool number 3. The American Institute of Chemical Engineers is already providing abstracts and key words for indexing with articles in its publications. It has also published a Chemical Engineering Thesaurus (a list of key words). At a symposium sponsored by the Engineers Joint Council in New York, January 17, EJC recommended that all engineering and technical societies publish abstracts and lists of key words. EJC proposes to prepare a thesaurus adequate across-the-board in engineering.* In the meantime, EJC feels that publishers could do an adequate job using the AICHE Thesaurus, together with one already prepared by the Armed Services Technical Information Agency.

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Typographical Slip

A number of persons who have attempted to make use of my analytic expression for rate of pay [see "An Independent-Particle Model of Scientific Salaries", by Alex E. S. Green, *Physics Today*, January 1962, p. 40] have encountered difficulties in arriving at a reasonable maturity curve. Their difficulty is due to a typesetting error. The second coefficient in the second line

of Equation 4 should read .0214 rather than the .214 value printed in the article. The misprint has a highly adverse effect upon the maturity curve for the workers ($\sigma = -1/2$) and an exceedingly beneficial effect for the wheels ($\sigma = +1/2$). The slip undoubtedly was made by the same person who mistook my S's in the title for dollar signs. There can be no question as to this man's interests and tendencies.

A number of my correspondents have expressed their concern that such a mathematical approach to scientific salaries might be used by personnel experts to scientists' disadvantage. I wish to allay such fears. It has taken almost a quarter of a century for personnel experts to move from the concept—the boss gets paid the most—towards the concept of parallel progression—parallel advancement for the scientific man as for the administrator. In effect, my formula suggests that progression should be viewed as ascent into a four-dimensional hyperspace with the coordinates (r , A , p , and σ). I sincerely doubt that personnel experts are ready to journey into hyperspace. If, however, a scientist is confronted with an administrator or personnel expert who is ready to argue on such terms, I feel I should caution the scientist against a dangerous trap. If one simply differentiates the rate of pay with respect to age, the number so obtained does not represent the appropriate annual increment. Instead, one must recognize that progression curves are usually adjusted to keep pace with cost of living increases. Moreover, the increasing usefulness of scientists during the recent years contributes an additional factor. In effect, our four-dimensional continuum is an expanding universe.

Again, let me caution the reader that statistics show that numerous other variables also play a part in salary determination. Undoubtedly, these can be systematized further with sufficient study, but the writer for one wishes to journey in other spaces at this time.

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Publish or Perish

"All hope abandon ye who enter here
Unless ye publish papers twice a year—"
So spoke the papal emissary
Before the monks in the monastery—
"Ye must record all conferences and trips
In yon illuminated manuscripts . . ."
Today we find this ancient drama
Enacted in the Research-o-rama,
When the Director of Research exhorts
His PhD's to write reports.
These reports are not illuminated,
But otherwise are long outdated;
Like the monks' reports they are rarely read,
But just as dead, just as dead. . . .

William P. O'Brien
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* "EJC takes bold step forward in attack on growing information problem." *Materials Research and Standards*, Vol. 2, No. 2, February 1962, p. 126.