

the physics community

APS group seeks to retain particle-physics postdocs

In a letter to members of the American Physical Society's Division of Particles and Fields, Arthur Rosenfeld and Ronald Peierls of the APS Economic Concerns Committee, along with Martin Einhorn, Denis Keefe, Donald Levy and Martin Perl, have suggested that some postdoc positions should be changed to senior physicist positions to ensure that postdocs who can't find tenured positions in particle physics remain in the field.

The letter contains some manpower analyses indicating that each year about 100-150 postdocs are competing for 10-20 tenured positions and states that many of those who do not get tenured positions leave particle physics for good. The letter suggests that the best physicists should be given nontenured positions to enable them to continue research in particle physics.

The authors argue that if after six years in a postdoctoral position every nontenured PhD has to go "up or out" and if only about 10 or 20% of them can go "up," then some very good physicists will move to other fields. According to Rosenfeld and his colleagues it would be good if the best of the current postdocs could continue in the field until a time when positions are open so that they can compete with the smaller number of good PhD's who will be looking for tenured positions in the future.

The Particles and Fields Division letter suggests that many types of arrangements would be suitable for the proposed senior physicist position and cites as examples Yale's Senior Research Associate and Senior Research Scientist positions, MIT's Senior Research Scientist position, which has a rolling three-year tenure and Lawrence Berkeley Laboratories' Divisional Fellowship, a five-year appointment. "Once we remove the anachronistic prejudices against those who have had their PhD for five years," the authors say, "the laws of the job marketplace should then again function fairly well."

Leroy Humphries elected SPS council chairman

Leroy J. Humphries has been elected to a two-year term as chairman of the national council of the Society of Physics Students. Humphries, an assistant professor of physics at McMurry College in Abilene, Texas, has played an active role in SPS activities in the Arkansas-Oklahoma-Texas area since



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1967 and has served as SPS Councilor for that area since last year.

Elected to three-year terms as councilors were James G. Potter of Florida Institute of Technology, David L. Bushnell of Northern Illinois University, Wallace A. Hilton of William Jewell College and Charles A. Whitten of UCLA.

Guidelines for scientific and technical employment

Representatives of several engineering, scientific and professional organizations have made available the first edition of a jointly developed document, "Guidelines to Professional Employment for Engineers and Scientists," which they hope will be used by employers and professional employees to establish mutually satisfying relationships. The guidelines represent desirable general goals rather than a set of specific minimum standards. Both employee and employer responsibilities are defined in four general areas: recruitment, terms of employment, professional development, and termination and transfer. The document has been endorsed by a number of societies and is under review and consideration by others.

One key point concerns pension rights. The guidelines call for an adequate pension plan providing for both early vesting of rights in safeguarded pension funds and eligibility for participation by the end of the first year of employment. Full vesting by five years is recommended. The minimum

pension upon reaching retirement should be no less than 50% on the average best five year's salary (based upon a 40-year working career).

Salaries should provide equitable compensation commensurate with the professional position as well as with other professional and nonprofessional employees' salaries. Good indirect compensation should also be provided, the most important of which are retirement plans, health and life insurance, sick leave, paid holidays and vacations. Salary advancement should be based upon a carefully designed performance-review plan, with promotions based on individual merit.

Some other items of note include mutual responsibilities for continued professional competence and development through education, participation in appropriate professional society activities and the prompt publication of technical work. Limitations on the employee's opportunity to seek other employment or to establish independent enterprise, when such activities are not undertaken at the employer's time or expense, are discouraged. Although the guidelines will be published by several of the endorsing societies, copies may be obtained at present from the Engineers Joint Council, 345 E. 47th St, New York, N. Y. 10017.

Bendix awards go to fifteen SPS chapters

The winners of the 1973 Bendix awards have been announced by the Society of Physics Students. These awards, made possible by a \$3000 grant from the Bendix Corporation, are awarded to chapters of SPS so that student members can conduct their own research in physics and astronomy. This is the eleventh year that the awards have been made possible by Bendix. The awards for this year will go to the following institutions: Canisius College, Buffalo, N. Y.; Creighton University, Omaha, Neb.; East Stroudsburg State College, East Stroudsburg, Pa.; Hiram College, Hiram, Ohio; Lowell Technological Institute, Lowell, Mass.; Lycoming College, Williamsport, Pa.; Manhattan College, Bronx, N. Y.; Michigan Technological University, Houghton, Mich.; New York Institute of Technology, Old Westbury, N. Y.; New York University, Bronx, N. Y.; University of Scranton, Scranton, Pa.; Thomas More College, Fort Mitchell, Kan.; Walla Walla College, College Place, Wash.; University of Wyoming, Laramie, Wyo.; and Xavier University, Cincinnati, Ohio. □