

activity as an officer of the council. The council, in a resolution of regret at Mr. Hoover's retirement, voted its appreciation of his leadership during the organization period of the council and his initiation of policies and effort.

A dinner, arranged in honor of Mr. Hoover by the Engineers Club of Philadelphia, representing more than 4,600 engineers in the Philadelphia District, was the culminating event of the meeting. Guiliam Aertsen, president of the club, presented Mr. Hoover with a certificate of honorary membership, which read: "The Engineers Club of Philadelphia, by unanimous vote of its directors, in council, the eleventh day of November, 1919, desiring to express its fullest appreciation of the eminence attained by him in the field of engineering, and his great service to humanity, hereby confers upon Herbert Hoover honorary membership with life tenure of all the rights and privileges thereto belonging."

The addresses made by Mr. Hoover and Dean Dexter S. Kimball, of Cornell University, are printed above. Speeches were also made by Wharton Pepper, Esq., Col. William A. Glasgow and John C. Trautwine, Jr.

THE CLASSIFICATION AND SALARIES OF GOVERNMENT EMPLOYEES

A BILL providing for reclassification of government employees was offered in the Senate on April 18 by Senator Smoot of Utah. The bill has been drafted by Senator Smoot after a conference with other members of the senate appropriations committee and with efficiency experts of the government.

The bill provides eighteen grades in the government service, with salaries ranging from \$360 to those above \$7,500. It is provided that the head of each department and establishment shall, under rules and regulations prescribed by the president, allocate the positions in each department or establishment to grades in accordance with the schedule contained in the bill.

The head of each department and establishment within the salary range of the popular grade will determine the salary to be paid

each employee by comparing his efficiency with the average efficiency of all employees assigned to the same work, or, if no other employees are engaged upon the same or comparable work, by comparing the efficiency of the employees with the efficiency which reasonably should be expected.

The salaries of all employees in each department or establishment fixed in accordance with the proposed law shall become effective on the first day of the third month following the date of approval of the act, and no employee shall thereafter be paid a salary exceeding the maximum rate or less than the minimum rate prescribed for the grade to which his position is allocated.

The upper eight grades are defined as follows:

Grade 11—Salary range, \$2,460 to \$3,000. The number of classes of employment is eighteen, ranging from supervision of and laying out of the work of a group dealing with tariff rate questions to the engraving on copper plate of topographic maps or similar work where there is much technical detail, repairing defective and worn plates.

Grade 12—Salary range, \$2,700 to \$3,300. The number of classes, seven, ranging from responsibility for the accounting work of a small government accounting organization to the construction and suggestion of improvements and new designs in instruments of precision, requiring familiarity with practical astronomy.

Grade 13—Salary range, \$3,000 to \$3,600. The number of classes of employment, eleven, ranging from the supervisor of an entire system of accounts in a large office to the administrative control over the clerical force of a large independent establishment or a major bureau or division of a department.

Grade 14—Salary range, \$3,300 to \$3,900. Three classes of employment, directing editorial work of a department and being responsible for the conduct of a minor subdivision of a technical, scientific or professional organization, and designing and constructing instruments of precision.

Grade 15—Salary range, \$3,600 to \$4,500. The number of classes, ten, ranging from the supervision and responsibility for accounting work of an organization requiring extensive accounting operations to the responsibility of receiving and

paying money in one of the largest government organizations.

Grade 16—Salary range, \$4,500 to \$5,700. The number of classes of employment, five, ranging from general supervision over design and installation of accounting systems to administrative control of the clerical force and responsibility for the general business operations of one of the largest departments.

Grade 17—Salary range, \$5,700 to \$7,500. Two classes, chief law officer of a department, commission or other independent government establishment, and having responsible charge of a major subdivision of a technical, scientific or professional organization.

Grade 18—Salary range, all above \$7,500. Employments include all technical, scientific, professional and executive employments whose characteristics and requirements are superior to those in the lower grades. No salary in excess of \$7,500 may be paid to any persons unless specifically authorized by Congress.

THE MUSEUMS AND COLLECTIONS OF YALE UNIVERSITY

THE Yale Corporation has approved the plan of the University Council for a permanent Committee on University Museums to include all officers in charge of museum collections and for the appointment of a corporation committee to meet this Committee on University Museums to consider "the relation of the museums and of their buildings to each other, the organization of the collections within the respective divisions and the functions of the Museums Committee."

A survey recently made shows that the various collections of the university, in addition to those of the School of the Fine Arts and the Library, are more extensive than is generally realized. The following list, the arrangement of which is tentative, shows the various collections and the names of their curators:

I. Natural History:

Mineralogy—Dana, Ford.

Geology and Invertebrate Paleontology—Schuchert, Dunbar.

Vertebrate Paleontology and Osteology—Lull.

Botany—Evans.

Forestry—Record.

Zoology—Coe.

II. Anthropological:

General Anthropology—McCurdy.

Peruvian Expedition Collection—Bingham.

Musical Instruments—D. S. Smith.

Military—Hoyle.

III. Oriental and Classical:

Syro-Arabian—Torrey.

Babylonian—Clay.

Egyptian—Clay (acting).

Ægean—Baur.

Indian—Archer.

East and Central Asiatic—Williams.

Japanese—Asakawa.

Numismatic—Newell.

IV. Fine Arts—Kendall.

V. Library—Keogh.

THE HECKSCHER FUND GRANTS OF CORNELL UNIVERSITY

THE Heckscher Research Council has recently announced its first series of grants, as follows:

To Professor Joseph Q. Adams, Jr., Ph.D., '06, a sum sufficient to secure a substitute for him for the first half of 1921-22 in order that he may be released from teaching and enabled to complete his "Life of William Shakespeare," on which he has been for some time engaged.

To Professor Charles C. Bidwell, Ph.D., '14, \$2,500 to enable him to carry on cryogenic measurements, the money to be used to provide a substitute for carrying on his work during the first half of 1921-22 and to cover such additional expenses as the investigation may involve.

To Professor J. Chester Bradley, '06, a sum not exceeding \$700 to cover the cost of preparing illustrations and otherwise completing a work embodying the results of investigations of the wing venation of Hymenoptera.

To Professor Arthur W. Browne, Ph.D., '03, \$1,800 to enable him to engage a competent assistant for two semesters for investigations of certain problems in the field of the oxidation of hydrazine, especially in non-aqueous solutions.

To Professor Louis M. Dennis, \$350 for the purpose of engaging an assistant from March 1 to July 1 to carry on investigations on the separation of the isotopes of lead by chemical processes. Also \$2,000 for the purpose of engaging a well trained assistant for one year, to devote all his