

bothering to look beyond the parochial interests of Wyoming, Hathaway worried only that the price differential might give Montana a competitive advantage in attracting industry. He was quite willing to see a devaluation of the resource.

The most startling inconsistency in Hathaway's record relates to land use planning and regulation on the one hand and the wholesale leasing of state coal lands on the other hand. During the last several years Hathaway has shown what many regard as a commendable interest in land use regulation. In 1973 he succeeded in obtaining the enactment of a law establishing a Wyoming land use study commission, a step which led to the adoption this year of a state land use planning measure. Also under Hathaway, a task force for Wyoming's coal-rich Powder River Basin began looking at the multitude of problems that must somehow be faced if energy development is not to degrade the quality of life.

Yet, during the 8 years of the Hathaway administration, the Board of Land Commissioners, of which the governor is chairman, leased more coal land than the federal government has ever leased. In fact, the 1,862,000 acres under lease when he left office—triple the total leased when he took office—is about all the commercial coal land shown on Wyoming Geological Survey maps. Furthermore, this leasing was conducted under antiquated rules and conditions hardly in the public interest. There was no competitive bidding, no production requirements, and no land use planning. In addition, several companies, including Exxon, Mobil, Arco, and Kerr-McGee, were each allowed to acquire leases totaling more than 100,000 acres.

Nor was this simply a matter of massive leasing early in the Hathaway administration, before anyone knew better. To the contrary, more coal was leased during the last year of Hathaway's tenure than during the previous 7 years.

This indiscriminate coal leasing in Wyoming without any action by the governor to stop it has been in contrast to the policies followed by Montana and North Dakota, the other two Northern Plains states which have vast coal deposits. They have had a moratorium on coal leasing for several years now, as has the federal government.

In announcing that he would oppose Hathaway's confirmation, Senator Gary Hart of Colorado (who is not a member of the Interior Committee) said that what had happened in Wyoming was evidence that the nominee is "not qualified to assume stewardship of our nation's treasure of minerals, coal, and oil." Noting that the state had received only \$12,946 in coal

royalties last year (only one mine was producing on state land), Hart suggested that many of the leases had been bought by speculators expecting eventually to reap windfall profits.

Whatever pro-industry, pro-development biases may have marked his service as governor, Hathaway has tried to convince the Interior Committee that he would take a broader, more balanced approach as Secretary of the Interior. When asked for his views on certain pend-

ing environmental bills, Hathaway has in some cases taken positions that might conflict with Ford Administration policy.

For instance, with respect to the strip mining bill which Congress has sent to the White House, Hathaway said that it is a workable measure with similarities to Wyoming's open-cut reclamation law. But, knowing that President Ford might decide to veto the bill, Hathaway avoided a definite commitment by saying he was not informed as to what effect such a law would

NSF Violations of Personnel Code Alleged

For the past 2 years the National Science Foundation (NSF) has been negotiating with the government's personnel agency, the Civil Service Commission (CSC), about charges that NSF repeatedly violated government hiring regulations. A principal charge was that it used a clubby system of "colleague referral" to fill most key jobs and that this system "discriminated" against women and minority group members. The CSC also charged that many NSF employees hold government grades too high for the jobs they do.

The CSC never made its report public, however, and negotiations with NSF have gone on behind closed doors. The report was finally released on 6 May by Representative John E. Moss (D-Calif.), whose office is investigating both government personnel abuses and the CSC itself.

CSC spokesmen say that NSF currently is "substantively" in compliance with federal hiring rules, although the status of the jobs of about ten of the agency's top officials is still being debated.

The CSC investigators' report, dated March 1973, said:

► "Essentially all professional and many administrative positions are filled through 'colleague referral.' This is an effective recruiting source but it results in discrimination against women and members of other minority groups."

► "Program support and administrative positions throughout the Foundation are overgraded," which means that many employees were being paid higher salaries than their duties warranted.

► "Unnecessary supervisory layers have been established in several offices." Also, there is "excessive fragmentation of some small offices and divisions."

► Employees were regularly detailed from their official jobs to temporary positions at higher salary levels. The number of these has "far exceeded the legal limitations." The CSC ordered NSF to change the status of certain employees within 30 days.

John J. Lafferty of CSC, whose bureau compiled the original report and has since been negotiating with NSF, says that, today, "on all the major issues, the agency is either in substantial compliance or they have made satisfactory progress." But, Lafferty said, the positions of "fewer than ten" supergrade employees, whom he would not name but who generally earn approximately \$36,000 per year, are still being reviewed by CSC. Commission investigators want to make those jobs competitive within the Civil Service system, while the NSF maintains that they should be under the discretion of the director.

Like Lafferty, NSF officials say that they have made substantial progress toward reforming their weaknesses listed in the 1973 report. A look at NSF's hiring of minorities and women in the period since the report was issued, however, indicates things may not have improved all that much.

The report cited 1972 figures for women and minorities in the six top Civil Service grades, or GS-12 through GS-18. At that time, 3 percent of these employees were members of minority groups and 13.3 percent were women. By November 1974, despite the fact that NSF had added some 50 jobs to these grades, the proportion of minority group employees stood at only 4.9 percent while the proportion of women actually decreased, to 11.4 percent. NSF claims that its proportions of women and minorities in all grades compare to those in science generally.—D.S.