

biologics is not a simple matter. Whether it be for new vaccines, new cytokines, or tests for new diseases, scientific guidance must be established, and safety and efficacy are not easy to evaluate. To do this properly requires scientists knowledgeable and up to date in the rapidly changing world of molecular biology and biologic tests and therapies. It is essential that the evaluators are personally competent and have hands-on experience. It would not be in the best interests of the American people were the FDA and the CBER to be staffed by desk-bound clerks.

I trust that the Clinton Administration and Congress will act quickly and allow CBER to recruit and retain research scientists able to regulate biologics in a scientific and responsible manner.

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Doctoral Entitlement?

I was astounded to read the letter by Roger Floyd (11 Apr., p. 183) suggesting that an

institution that grants a doctoral degree has a responsibility to provide employment for the recipient of that degree. The institution that grants the degree fulfills its responsibility by providing an individual with access to the graduate education, guiding a student's research, providing him the opportunity to study, and examining his work to see whether he is qualified to receive the Ph.D.

Graduate education is not a search for money; it is a search for education, for intellectual achievement, for excellence in study. If advanced study in a field results in more remunerative employment, fine; if it does not, one may enjoy the learning for the sake of being more knowledgeable about life. A Ph.D. is not about getting a better job; it is about an internal feeling of accomplishment.

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Floyd's letter is an affront to hard-working people. To suggest that a person should be guaranteed a standard of living because that person's choice of a career was not a wise one is ludicrous. I and many people have put a lot of years into learning and keeping current with proper work practices. We do get a stipend from the government when

times are bad; it is called unemployment.

If someone with a Ph.D. cannot find any work in his chosen field because there is a surplus of talent, then he will have to find a different field of endeavor. That has happened to many Americans in the past 20 years.

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Tenure Tracking

Constance Holden's News & Comment article "Tenure turmoil sparks reforms" (4 Apr., p. 24) summarizes the precarious nature of the institution of tenure at colleges and universities in the United States and describes some of the approaches taken to provide a greater level of accountability for tenured faculty. In spring 1996, the University of New Mexico Faculty Senate drafted and approved a policy of post-tenure review that was ultimately accepted with modification by the Board of Regents. In response to growing concerns over the status of tenure at colleges and universities in New Mexico, we drafted the following resolution, which was approved by the Faculty

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Senate this past February.

Whereas, faculty tenure is the foundation of academic freedom and excellence at American institutions of higher education,

And, whereas, encroachments upon tenure have proven historically to be detrimental both to civil liberties and the search for the truth,

And, whereas, experiments aimed at undermining tenure, however disguised or well-intentioned, invariably have a negative effect on the reputation of the institution undergoing such experimentation,

Therefore, be it resolved that the Faculty Senate of the University of New Mexico reaffirm its commitment to the principle of the inviolability of faculty tenure and request that President Richard Peck without reservations reaffirm his commitment to the same.

Subsequently, President Peck issued a strong statement of support of the resolution.

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Universities considering alternatives to traditional tenure frequently ignore a problem that has come to plague traditional tenure. Modern-day (and correct) emphases on diversity and fairness and the consequent proliferation of formal procedures now require faculty to act as human resource directors when evaluating a colleague for tenure. The procedural details and concern for possible litigation have made tenure review a time-consuming task that has little appeal to academics, most of whom have neither the training nor any interest in managing bureaucratic details.

What may be needed is a radical rethinking of tenure in which record-keeping, portfolio maintenance, and attention to procedure are made the responsibility of human resource professionals, and peer reviews deal only with quality and originality—a sufficiently controversial and exhausting function, but one that academics recognize as important.

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Corrections and Clarifications

Caspar M. Schuwirth of the Department of Otorhinolaryngology and Head and Neck Surgery, Academic Medical Center, University of Amsterdam, should have been listed as the eleventh author of the report "Kinetics of response in lymphoid tissues to antiretroviral therapy of HIV-1 infection" by W. Cavert *et al.* (9 May, p. 960).

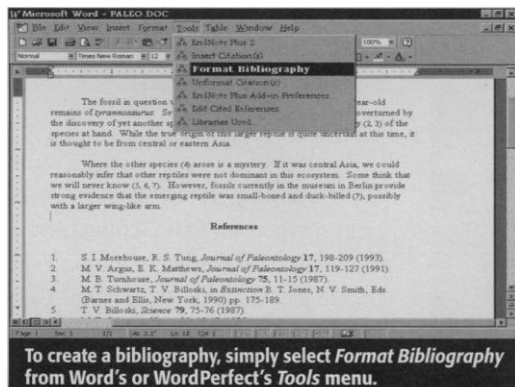
In the technical comment "Determining the early history of El Niño" by T. J. DeVries *et al.* (9 May, p. 965), reference "(4)" appearing on the fourth line of the column at right should have read, "(3)".

Letters to the Editor

Letters may be submitted by e-mail (at science_letters@aaas.org), fax (202-789-4669), or regular mail (*Science*, 1200 New York Avenue, NW, Washington, DC 20005, USA). Letters are not routinely acknowledged. Full addresses, signatures, and daytime phone numbers should be included. Letters should be brief (300 words or less) and may be edited for reasons of clarity or space. They may appear in print and/or on the World Wide Web. Letter writers are not consulted before publication.

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