

plain that the number and distribution of tenured positions was "frozen" before World War II. They say this "freeze" handicaps disciplines, such as many of those in the natural sciences, which have grown in importance in the last quarter of a century. Dean Ford indicates, however, that additional tenured positions have been given in several departments in recent years and that in this respect "scientists have been rather favored, and with good reason."

Another quibble made by faculty members is that Harvard is "stingy" with fringe benefits and supplemental aids, such as secretarial service, stamps, and even paper. "Harvard is permeated by the Puritan view of life," one professor laments. A scientist also pointed out that professors' children did not receive any tuition rebate at Harvard or at any other institution, unlike the children of faculty members at many universities.

Other complaints are heard about living conditions in the area. Many regard Cambridge public schools as "wretched" and feel that they have to send their children to private schools if they live in the city. Such fees further complicate a budget already burdened by the "exorbitant" charge for rent or a house in Cambridge. Except in a few isolated cases, Harvard has no university-owned faculty housing. Thus, economic necessity forces many faculty members to reside in Belmont and other suburbs to the west, even though they would prefer to live near the university. The professor then becomes a 9-to-5 commuter, an especially unpleasant prospect during the snowy Massachusetts winter.

It would be a mistake to assume that Harvard faculty members are up in arms about these inconveniences; if they were, most could find a good academic position elsewhere without much difficulty. The tenured Harvard professor, however, shows little inclination to leave. Dean Ford calls the senior Harvard faculty "amazingly stable" and notes that, out of a total permanent faculty of about 380, an average of about two a year leave for reasons other than retirement or death. Ford reports that Harvard has had great success in attracting distinguished scholars from other institutions "once the man has made his decision to move." Ford also thinks that current Harvard faculty members tend not to be fully aware of the supplemental financial advantages which they receive. "Our fringe benefit package—retire-

ment, health, insurance—is still the best in the country," he says. Ford notes that Harvard faculty members do not have to contribute to their retirement plan and also receive interest-free loans to help pay their children's college tuition.

The Dunlop committee has been given a mandate to examine the whole problem of attracting and retaining faculty members. It may well advocate abolition of the instructor position (a move Dean Ford has favored) or the establishment of a shorter faculty probationary period. It could advocate the building of faculty housing or the establishment of a school for faculty children. The committee, however, has just started to meet and is not expected to issue a report until next year.

Whatever the committee's recommendations, it is safe to say that Harvard will be able to maintain a noteworthy faculty. In the literature it distributes to prospective undergraduates, Harvard coyly notes that it is characterized by great wealth, age, and freedom—all of which can help make a great university if properly utilized. With an endowment of almost a billion dollars, Harvard is by far the richest university and has a library much larger than that of any other institution of higher learning. Except in engineering and a few special areas, Harvard has an overall reputation and student body which is unexcelled by any university in the country.

With these advantages, Harvard will continue to be attractive to many. The difference is that the university is beginning to confront the fact that top-quality professors are operating in a seller's market. The prestigious universities, such as Harvard, which act as buyers of academic talent will increasingly be seen scrambling with the others in a hectic effort to win first-rate scholars.

These days, even "Number One" has to try harder.—BRYCE NELSON

Appointments

Irwin W. Sizer, head of the department of biology, Massachusetts Institute of Technology, to dean of the Graduate School, M.I.T. . . . **Alan Berman**, director of Hudson Laboratories, Columbia University, to director of research, Naval Research Laboratory. . . . **Charles L. Dunham**, director of the Division of Biology and Medicine, AEC, to chairman of the Division of Medical Sci-

ences, National Research Council, succeeding **R. Keith Cannan**, who will remain with the Research Council as consultant to the president of the National Academy of Sciences. **John R. Totter**, associate director for research, AEC, will succeed Dunham. . . . **Seymour Calvert**, director of the Center for Air Environment Studies, Pennsylvania State University, to dean of engineering and director of the Statewide Air Pollution Research Center, University of California, Riverside. . . . **Howard Boroughs**, assistant director, Division of College Support, Office of Education, to dean of faculty, Portland State College, Oregon. . . . **James W. Humphreys, Jr.**, chief of the Public Health Division, Agency for International Development, to director of space medicine, Office of Manned Space Flight, NASA. He succeeds acting director, **Jack Bollerud**, who has been named deputy chief of staff for bioastronautics and medicine, Air Force Systems Command. . . . **Frederick H. Abernathy**, associate professor of mechanical engineering, Harvard University, to associate dean of the Division of Engineering and Applied Physics at the University. He succeeds **F. Karl Willenbrock**, who is to become provost of the Faculty of Engineering and Applied Science, State University of New York, Buffalo. . . . **W. Deming Lewis**, president of Lehigh University, to chairman of the Naval Research Advisory Committee. . . . **Sir Eric Ashby**, master of Clare College and vice-chancellor elect of Cambridge University, England, and **William McChesney Martin, Jr.**, chairman of the Federal Reserve Board, to board members of the Carnegie Institution of Washington. . . . **Albert A. Dahlberg**, research associate in anthropology, at the Walter G. Zoller Memorial Dental Clinic, University of Chicago, to acting director of the Clinic. He succeeds **Frank J. Orland**, who will devote his time to research and teaching and to his duties as editor of the *Journal of Dental Research*. . . . **Eugene P. Cronkite**, head of the Division of Experimental Pathology, Brookhaven National Laboratory, to chairman of the Medical Department at Brookhaven. He succeeds **Maurice Goldhaber**, who was recently appointed associate director of Brookhaven. . . . **Miriam E. Manisoff**, director of Planned Parenthood's New York City Mobile Unit Project, to director of the newly established program of Professional Education of the organization.