

(February 12, 1982)

104995 - H. G. R. F. E. N. E.

State of the Laboratory

Most people know that this is the first time in the history of the Laboratory that there have been substantial lay-offs and it has been painful for all of us. It should be clear to all that this is in part a function of now being very large as well as the nature of our support which is 95% outside the University and the current economy. Though Civil Service regulations are the same for all, a department thus supported and primarily engaged in research, not teaching and service, can hardly offer the same security as appointment in a totally state supported program in the University.

On the other hand, there are few programs in the University which offer the challenge and the opportunity for career development and advancement that ours has traditionally offered and continues to. Those people who do better than required at their job and show skills, interest, and growth can usually find new career pathways in our institution not often available in University departments.

We think we have among the finest staffs on-campus. We are slightly leaner now than last year, and must continue to work toward improved personal as well as organizational efficiency. This way we will maintain a strong competitive position in research despite a depressed (and depressing) economy. Your supervisors and I would always welcome your recommendations for efficiencies.

HB/jml