# UNIVERSITY OF CALIFORNIA <br> college of agriculture <br> AGRICULTURAL EXPERIMENT STATION 

## DIVISION OF GENETICS

BERKELEY 4, CALIFORNIA
May $14,1957$.

Dr. Joshua Lederberg, Dept. of Genetics, University of Wisconsin, Madison 6, Nisconsin

Dear Joshua:
There has been a considerable clarification of details in the proposal to employ Esther on regular University funds. First of all, in reply to your question of May 5, on the basis of a letter from President Sproul, Vice-President Sellman gave a definite no to her permanent amployment in the Department of Genetics. Hotever, the present proposal, which is an appointment in another dopartment as research microbiologist in the non-faculty professional research personnel series, has the latter's approval. In my opinion her employment on regular University funds is a much superior arrangement.

Appointments in non-faculty research series are administered by the Dean of the Graduate Division and, as indicated in the enclosed material, are usually made at the minimum selary rate for the rank. The present salary scale is:

| Rank | Step | $\begin{aligned} & \text { Normal Period } \\ & \text { at salary } \\ & \hline \end{aligned}$ | $\begin{array}{r} \text { Scale } \\ 2 / 1 / 56 \\ \hline \end{array}$ |
| :---: | :---: | :---: | :---: |
| Junior Research Microbiologist | I | 1 year | * 5,496 |
|  | II | 2 year | 5,916 |
| Assistant Research Microbiologist | I | 2 years | 6,515 |
|  | II | 2 years | 7,008 |
|  | III | 2 years | 7,536 |
| Associate Research Microbiologist | I | 2 years | 2,520 |
|  | II | 2 years | 9,516 |
|  | III | 2 years | 9,852 |
| Research Microbiologist | I | 3 years | 11,124 |
|  | II. | 3 years | 12,300 |
|  | III | 3 years | 12,800 |

Dr. Lederberg...... page two

Since Esther obtained her Ph.D. decree in 1950 and has been actively publishing during the interim, I feel that the appopriate apointment is Assistant Research Microbiologist, step III, and shall so recommend.

Appointments car also be made on the basis of any percentage $u p$ to a maximum of full time, which is sometimes a great advantace. Gccasionally departmental recommendations for a higher step within the rank are zranted in stages by the device of paying the total amount of the l-wer salary at a higher rate for part time. More frequent raises are then possible by increasing either time or rate.

At first, Agricultural Biochemistry seemed to be the most appropriate department. However, there is a possibility that when some members of this Department move to Davis in a year or two, the remaining members or this campus may be transferred to Biochemistry. Therofore, Soils and Plant Mutrition, in which there are also Microbiologists, is now the most suitable department. If Esther were employed in a department outside agriculture, it wuld not only introduce administrative complications, but the dgricultural Administration would lose control. The arrangement is that the Chairman of Genetics would prepare recommendations on merit increases, etc., but they would be signed and processed by the Chairman of Soils and Plant Nutrition. I do not forsee any difficulties that could arise through this arranement.

I am enclosing a biography form that Ssther may fill out and which will be processed through the regular channels, with her recommendation for appointinent. Than both your appointment, which was recommended at the third step of the professorial scale - the last line of the above table, and that of Esther roceive full approval you will receive a firm ffer. A favorable decision on your part will enable us to authrize rem-dolling of the laboratory space.


JiJ: w enclosures

