

chargeable to a hurried editor, or to a negligent or economically pressed printer who does not obey the proof-reader's injunctions. The author has the right, and indeed the obligation, to demand a second proof if there are many errors on the first galley. A delay in publication of a few months is justified, if it improves the credibility of a significant paper.

Such a procedure as the following would improve the quality of our publi-

cations: a) each author verifies his reference cards against each source paper; b) each reviewer checks the accuracy of at least one reference from each manuscript; c) the editor and his associate editors enforce the format standards; d) a knowledgeable person proofreads thoroughly; e) the printer makes the corrections.

A final admonition: never publish references copied from *HortScience* without first checking the original arti-

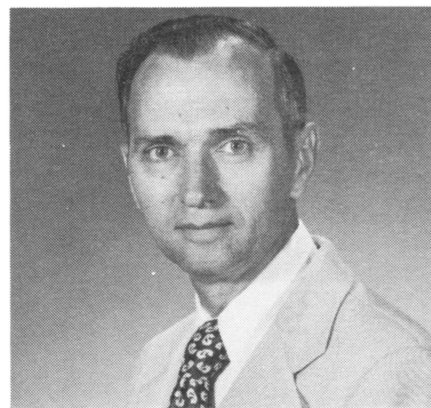
cle. The odds are that you will have at least one error!

Literature Cited

1. Council of Biology Editors, Committee on Form and Style. 1972. CBE style manual. Ed. 3. American Institute of Biological Sciences, Washington, D.C. [Address orders to A.I.B.S., 1401 Wilson Boulevard, Arlington, Virginia 22209, \$6.00 prepaid.]

ASHS Placement Service

Walter E. Ballinger¹, Chairman
Placement Committee,
American Society for Horticultural Science



Walter E. Ballinger

ASHS has operated a Placement Service for 9 years. This service can be extremely valuable to individuals seeking jobs and to employers seeking applicants for positions. It is extremely important that employers have a large and complete list of prospective employees before they make a decision. Likewise, prospective employees should have an extensive list of positions available so that they can find a position which is best suited to their training and experience.

There are two separate phases to the Placement Service activities. One, operated by the Chairman of the Placement Service Committee (but may be operated by the headquarters staff in the future), provides service for prospective employers and employees between the dates of the annual meetings. Candidates and prospective employers fill out and return "Application for Employment" forms and "Position Available" forms to the Placement Service. Note that practically all of the information which normally is required for prospective employers or employees is called for in these two applications.

The Placement Service keeps a file of available positions and applicants received. Lists of available positions or applicants are updated each 2 months and sent to applicants or employers upon request. The list of applicants utilizes numbers instead of applicants' names. Names of candidates correspond-

The ASHS Placement Service has been in operation since 1968. Chairmen of the ASHS Placement Committee who have been operating the Service since then include:

**Dr. Charles E. Hess (1968–1971)
Dr. Alexander Perumal (1971–1973)
Dr. Walter E. Ballinger (1973–1976)**

ing to given numbers are revealed only to bona fide employers. Each two months, new positions on file are published in *HortScience* in the "Opportunities" column.

The second phase of Placement Service occurs during the annual meetings. Prospective employers attending these meetings fill out a yellow "Position Available" form which is assigned a coded "employer" number, placed at the top of the form. If there are no objections, this announcement is posted on a bulletin board near the Placement Service desk. A similar form, white in color, is filled out by applicants for employment and is posted on an adjacent bulletin board. Prospective employers or employees desiring to set up interviews obtain a "Request for Interview" form, white for applicants and yellow for employers, which is posted on a third bulletin board. The person to be contacted reads the request form, checks with the Placement desk, and indicates whether or not such an interview is desired. If so, a time and place for the interview is arranged and entered on the "master cards" of both applicant and employer. Applicants and employers are

urged to check at regular intervals, at least three times a day, at the placement desk and at the "request" bulletin board.

Although only a few applicants for positions attended the recent meetings in Honolulu, our experience there indicates that the system outlined above works effectively. The system was modeled after a placement service developed over a period of years by the American Society of Agronomy.

In previous years, our Society has relied on a few dedicated individuals who have taken their own personal professional time to operate the Placement Service. Horticulture departments and businesses have also contributed approximately 0.10 man years of secretarial assistance each year in addition to several hundred dollars worth of postage and supplies. Placement is a service which should be provided by the Society for all of its members. Therefore, the committee recommends that it should be handled by our Society headquarters in Mount Vernon. Equally important, a permanent address for the Placement Service should improve continuity of the service. Now that undergraduate student enrollment in horticulture is at an all-time high, many graduates at the BS or MS level will be seeking jobs in the near future. Many of these will have to be in the non-academic and private sector. Members can be of assistance by bringing the ASHS Placement Service to the attention of prospective employers outside the academic community. We solicit constructive suggestions for improving the system.

¹Department of Horticultural Science, N.C. State University, Raleigh, N.C.