

Dr. Howard M. Vollmer is a Research Sociologist at Stanford Research Institute. He holds the B. A. and M. S. degrees in psychology and sociology, respectively, from Stanford University, and a Ph. D. degree in sociology from the University of California. Before he joined the Institute in 1958, Dr. Vollmer was on the staff of the Institute of Industrial Relations at the University of California, Berkeley. He formerly planned the Ordnance Corps Civilian Supervisor Selection Project for the Army Ordnance Corps and directed it for 1 year. He has also taught courses on organizational analysis and sociology for the University of California, Pennsylvania State University, and the University of Alberta, Canada. In his present position, Dr. Vollmer specializes in the social and behavioral aspects of research and development, with particular emphasis upon analyses of manpower, personnel management, and human relations factors in R. & D. management. He has conducted several projects on topics related to this specialization, the most recent being a continuing study of the adaptations of scientists and research personnel in various industrial, government, and university research organizations, sponsored by the Air Force Office of Scientific Research. He has written technical publications on a variety of organizational and personnel management topics and is a Fellow of the American Sociological Association. This is his first lecture at the Industrial College.