

There are \_\_\_\_\_ number of lecturers, Hoang Gia Linh, Tran Thuc Linh, Nguyen Xuan Khuong, Nguyen Thi Hong, Nguyen Dinh Hoa, Mr. Donoghue, Mr. De Clerk, Nguyen Le Giang, Bui Quang Minh, Huynh Van Sang, Nguyen Quang Nha, Pham Ngoc An, Truong Ngoc Giau. (It will be noted that the last two lecturers also are listed as members of previous categories of personnel. This is because they have been appointed as lecturers in addition to their other normal duties). The specialist personnel consist of Buu Dich, Dao Thanh Que, Nguyen Thi Hien, Le Thi My Nhan, Cao Huu Dong, Le Ba Do, Nghi Thanh Cong.

### Outside Employment

As was noted earlier in this report, the majority of the teaching at the NIA is performed by part-time professors and lecturers, that is by persons who have a primary employment elsewhere in the government, in ~~an~~ an educational institution, or in private employment. It was also noted that certain members of the NIA staff have dual appointments at the NIA. In effect, these people have "outside" employment at the NIA itself. Similarly a number of NIA staff members who have a primary appointment at the NIA have secondary employment at some other agency in Saigon. Five members of the primary staff have part-time ~~employ~~ appointments or lectureships at some other government agency or educational institution (six members if you include Professor Hike as a member of the primary staff) In addition, a number of staff members of the NIA have access to somewhat irregular but more or less frequent employment, compensated employment opportunities, elsewhere in the government. These include activities such as the following: The majority of the primary staff of the NIA will serve from time to time and be compensated for service on the appointments and promotions committees <sup>of</sup> ~~of~~ the function public (?) Also, from time to time the NIA staff member may be called upon to serve as lecturer in an in-service training program offered by some governmental agency. These lectures may be given over a period of time as long as three months. Some faculty members serve from time to time as instructors at the NACO Training Center. The above cited activities are those activities for which there is compensation. NIA faculty members may also serve with or without compensation in consulting activities or as members of ad hoc govern-

government committees. However, these latter activities are irregular and infrequent.

### Compensation

Members of the primary or basic staff of the NIA receive a monthly compensation averaging 16,200 piasters with a range from 12,000 to 20,000 piasters. This is an estimate based upon the total compensations  $\forall$  stemming from the basic appointment of the faculty member to the NIA/ It includes the following regular income: the base salary, functional allowances, cost of living allowance, housing allowance, and the regular income received from administering the examination program and the admission procedures of the NIA/ The latter two sources of income have been computed on an annual basis and then reduced to a monthly basis for inclusion in these figures/ It will be noted that a housing allowance is included in this basic salary. This would not be true for three members of the NIA staff who receive housing in kind. If recognition is made of the dual nature of a number of appointments at the NIA the estimated average salary of the basic staff becomes about 17,350 piasters with a range extending from 12,000 to 25,000 piasters. Since certain members of the NIA staff have regular outside employment, with which to supplement their income, outside employment of a regular nature such as part-time professorships elsewhere and the like would raise the mean monthly income of the primary NIA staff to 19,300 piasters and extend the range from 12,000 to a figure in excess of 27,000 piasters per month. These figures do not include income which result from irregular or infrequent employment of the primary staff. That is, it does not include compensation as lecturers in the various

in service training programs for teaching at the NACO training program. It does not include compensation for publication of journal articles. If allowance is made for these activities the total income of the faculty members would be considerably increased. The wide range of salaries of members of the primary staff of the NIA can be accounted for by one or more of the following factors. The cadre position of the individual member, his rank within that rank, years of service or experience as a government employee, size of family, extra appointments in or out of the NIA, and the willingness to take on additional employment in or out of the NIA/

## The NIA Library

The library holdings now consist of approximately 14,000 separate titles. There are of course multiple copies of certain titles and the total number of units held by the library could be increased by several thousand if it included separate issues of newspapers and periodicals. Of the 14,000 titles some 500 have been recently received by the library and are not yet catalogued and available for general use. The holdings of the library may be classified as follows: Economics, 29%; Political Science, 10%; other social sciences including statistics, 6%, Law, 9%, Public Administration, 6%; History, 12%; Languages, 4%. The remaining books include scattered holdings in various subjects from pure and applied science to philosophy, religion, and the fine arts. In a language classification 66% of the books are English, 31% French, and 3% Vietnamese. If one looks at the periodical holdings only, the ratio is somewhat different. 55% are English, 27% French, and 18% Vietnamese. Approximately 500 volumes of this 14,000 have been lost since the library began its operations in Saigon.

As of the 1st of November the faculty members including lecturers have borrowed 531 books from the library. These books are generally textbooks, treatises, and scholarly journals, mostly written in French and English. They may be classified according to the following subject matter: Economics titles, 232; Sociology, 81; Public Administration, 55; Political Science, 39; Business, 37; Law, 28; History, 25; Languages, 16; In addition, faculty members now hold some 200 issues of periodicals on various topics.

NIA students have currently borrowed 167 books from the NIA

library. These cover a variety of topics, but mostly in economics, political science and law. Of these books 87 are written in French, 58 in Vietnamese, and 22 in English. The English and French books are generally introductory textbooks, the Vietnamese books are essays written for ~~for~~ the general public covering many subjects, including philosophy, biography, history, and business.

Two members of the NIA faculty have placed books on reserve for the use of the students. With the exception of three Vietnamese titles reserved by one of the professors, these books are never asked for by the students. The library also keeps on reserve copies of the various issues of three journals: Administrative Studies, The Law and Economic Review, and the Administrative Studies Review. The students use these periodicals written in Vietnamese much more consistently.

It ~~is~~ is common for a larger number of the faculty members to supply their students with a reading list in connection with the particular courses offered at the NIA. The students do borrow these basic textbooks on this list as is indicated by the student borrowings noted above. However, the students complain that they frequently are not able to get books on the reading lists provided by the professors. For example, students in one class complained that of the twelve books on the reading list supplied by the faculty members, 10 books were currently on loan to members of the faculty and hence were not available to the students.

It should be noted that some 600 volumes remain on loan to various borrowers from the NIA library and are over-due at this time. Some 400 of these are currently on loan to professors of the NIA. In one case one professor holds approximately 100 volumes plus

nearly 100 journals or periodicals.

Some 40% of the users of the library are government employees who borrow some 30% of the books currently on loan by the NIA.