

- (iii) educational institutions
- (iv) international representation and the monitoring of scientific activities outside of Canada
- (v) other

and describe the process whereby these are achieved or honoured, citing cases-in-point if appropriate or necessary.

- (d) Describe the process whereby your operational effectiveness, duties and goals are reviewed and revised.
- (e) Describe any outside studies commissioned (during the last five years) to suggest improvements of agency's operating procedures.
- (f) Comment on the relationship between the agency's responsibilities and powers, and its activities and programmes.
- (g) What have been, what are currently, and what do you foresee as being the major hindrances to the effective performance of your functions, the honouring of your responsibilities and powers.
- (h) What major changes in organization functions are forecast as probable or desirable during the next five years.

### 2. 3. *Personnel Policies*

- (a) What steps are taken to identify and hire those members of university graduating classes who will be the most effective researchers for your organization.
- (b) Have any unique criteria been developed (or any research initiated to develop criteria) to help identify those who will be creative and effective researchers.
- (c) What steps are taken to identify those members of the staff with high potentiality as research administrators.
- (d) What distinctions are made between administrators of research and researchers as such; for example, regarding promotion, salaries, etc.
- (e) What is the policy regarding intramural and extramural education for staff members conducting or administering research.

### 2. 4. *Distribution of activities*

Some agencies expend funds on scientific activities in many regions of Canada. These are requested to give information and advice regarding the following:

- (a) The regional pattern of agency's spending (intramural and extramural) on scientific activities (e.g. by province).
- (b) The regions, if any, particularly suited for certain scientific activities.