In December 1986, the Executive Office of the President asked federal agencies to provide information on their recruiting and retention problems with scientists and engineers. Ten civilian agencies and three military departments responded. Of the civilian agencies, the Geological Survey, National Science Foundation, and Department of Transportation indicated that they had not had significant problems in recruiting scientists and engineers. The others, as well as the military departments, expressed concern about both the quality and quantity of people they were able to obtain. Improving the Recruitment, Retention, and Utilization of Federal Scientists and Engineers. National Research Council. 01 Apr 1993. Gibbs, Michael, "Pay Competitiveness and Quality of Civil Service Scientists and Engineers in DoD Laboratories," Santa Monica, CA: RAND, forthcoming. 75 76 Pay, Promotion, and Retention of High-Quality Civil Service Workers Hartman, Robert, Pay and Pensions for Federal Workers, Washington, D.C.: SCIENTISTS AND ENGINEERS: THE ROLE OF THE U.S. OFFICE OF PERSONNEL MANAGEMENT -- The Environment -- The Federal Government As Recruiter -- Obstacles To Effective Recruitment -- The Role Of OPM -- Conclusions -- Recommendations -- Bibliography -- DIFFERENCES IN RECRUITMENT, RETENTION, AND UTILIZATION PROCESSES: A COMPARISON OF TRADITIONALLY OPERATED FEDERAL