

September 18, 1958

Dear Av':

We hardly know how to thank you and Lorna properly for your hospitality and good company. We had a wonderful time of our visit, which was marred only by its brevity and the uncertain prospects of the next occasion. I will especially miss our discussions of histo-genetics, and your aptness in quoting the literature I ought to know and don't. They made me wish more strongly than ever that we could get down to business in a research collaboration, and I have to warn you I have not altogether given up hope.

Against the long odds of a recurrent wavering moment in your own outlook during the next several months, I have made some notes on the Stanford situation which, together with some maps etc., I would like to send you to keep on file. These may have some other application, and I am therefore writing them up in rather general form.

The specific offer which I made to you was an Associate-Professorship, at a salary of \$12,000 per year. (U.S. Income Tax at this level would amount to somewhat over 20% net, considering your deductions; it would be 30% on further increments). This would have to be ratified by the administration and a faculty committee, but no fear about that being handled, and expeditiously. I believe that you could have strong expectations (assuming you don't collapse immediately into the fleshpots of California) of promotion within two or three years, and a salary increment by then of 1,500 - 2,500. This would come close to the average peak salary of academic, non-clinical professorships in the U.S. except for small increments that would pertain to cost-of-living and seniority rather than merit allowances. Some other fringe benefits are summarized in the notes.

The principal missions of the Genetics Department are research and research-training; apart from this your teaching obligations would be minimal-- I would perhaps ask your help in the 15- or 20-hours course for the medical students -- but your opportunities would be as you will.

The research facilities available range from excellent to splendid (in terms of architectural aptness and setting). I am still negotiating whether the histo- and human genetics programs can be housed somewhere in the new medical center or in the laboratories now occupied by the Pharmacology Department (Anatomy-Microbiology Bldg.) (This happens to be one of the issues that would be more easily and satisfactorily settled if the Department's identity in staff were settled.) From a utilitarian standpoint, I will simply assure you that you will lack for nothing by way of space, assistance or running expenses.

These factors, I know, weigh less with you than the general atmosphere of scientific interest among your colleagues. More than any other feature, this you have to judge for yourself. My own moving was based on great expectations, and we are keen to get out there as soon as it is convenient. I can stress that there is a very special niche for you, as there is no one at Stanford at the present time who can match your special interests and talents; the gap is more obvious amongst people like Grobstein, Raffel, Kaplan, Kornberg, Mel Cohn, and myself who inhabit the fringes of them. This, of course, is no restriction on your free choice and personal responsibility for the direction of your own research program.

Laboratory facilities should be available for occupancy any time after July 1 1959. The building program is actually somewhat ahead of schedule. We could undertake to reserve them for you for, say, another six or eight months on the basis of an advance compact.

I can understand your reluctance to consider a two year appointment with a mental reservation that it might be extended. But it seems to me human affairs are too mutable to justify discarding any free parameter whether you intend to use it or not. As a last resort, and in preference to any alternative choices I can visualize at the moment, I would ask you to consider an appointment with an explicit two-year limitation. (You might justify this to yourself in altruistic terms, that we need your help to get under way.) This gives you two levels of choice, and I would at least ask you to keep one of them, whether or not to retain the option, open until the last moment. Your favorable decision, to join us on a basis to suit your inclinations at the time, would be very gratifying.

In the light of your tentative reaction expressed at Carradale, we are not neglecting to canvass other possibilities, and your continued advice remains most welcome.

Again, our warmest thanks to Lorna, and yourself, and the whole clan,

Sincerely yours,

Joshua Lederberg

Accessory material follows.