

as joint appointments are possible, the enhanced social prestige of academicians--an important factor in Korea--as well as the hard work and overtime requirements of ORD together with the salary issue may cause problems for the future. The ORD hopes to obtain parastatal status like the Korea Development Institute, thus freeing them from civil service salary levels. If the salary issue is resolved and the staff retained, the team believes the training aspect of the program has overall been successful.

Of secondary importance in the view of both the team and the Koreans at ORD was the provision of commodities, including equipment, a computer, and library materials. All AID-provided commodities seem well housed and used. There have been major additions to the equipment, much of it of Japanese origin. At the time when the loan was given, there was much less equipment and there is agreement that it was an important component of the project. The Korean government has allocated funds for spare parts and replacement equipment and supplies.

The computer deserves special comment for it is the sole instrument of its type in ORD and was both a major expense (\$247,000) and innovation. It is essential to sophisticated research and has been intensively used. The library facilities, especially the foreign journals, are a heavy capital expense relative to their use, since only the more senior researchers in Suwon can take advantage of their availability because of the limited English and Japanese language competence of the more junior staff. Journals were, however, a necessary component of the project. ORD should make more effort to acquaint the staff of the experimental stations outside Suwon with their contents, as there is now no system for doing so.

Lagging far behind in priority terms, in the unanimous opinions of the team and of the Koreans, was the value of expatriate technical assistance. Shorter-term, nonresident advisors were deemed an overall advantage, but long-term resident expatriates proved to be less useful. Some could not work in the fields of their specialization as priorities shifted; others could accomplish little in a two-year tour. None were well acquainted with Korea on their arrival. Language proved a problem at Korean meetings that the Americans attended. The inescapable conclusion is that although the resident foreigners probably provided some degree of generalized professional, administrative, and even emotional support to ORD's Bureau of Research, it was more necessary to the AID Mission than to the Koreans for it placed the continuous burden of monitoring on the expatriate staff, not on the Mission. The AID Mission did, however, supervise the project, and staff attended the important joint Korean-American steering committee meetings.

Overall, the project did increase the capacity of the Korean Government to conduct agricultural research by providing better trained staff and more equipment. It built no new institutions and provided only marginal innovations, but neither was considered an aspect of project purposes or goals. The project did enhance Korea's institutional capacity.