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What patents tell you about your competition

Patent citation techniques can characterize the key companies at the forefront of a technology area.

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Scientific activity has doubled every 15 years for some three centuries (1). The number of publications emerging from the technological community is overwhelming. Every working day some 5000 new scientific papers are published and 1000 new patent documents are issued throughout the world.

The implications of this avalanche of technical knowledge are enormous and present at every level of research management. At the policy level it is clear that the ability of nations to retain a leading economic position is inextricably tied to their technical and scientific capability.

At the corporate strategic level the same is true. A technological company cannot hope to survive today without a strong base in science and technology.

Finally, at the tactical level, a research group or research program is at great risk unless it is scientifically and technologically competitive, and operating with full awareness of all the research surrounding it.

Fortunately, new computerized information banks have emerged. Quantitative, bibliometric analyses help to cope with the information avalanche. In particular, a series of technology and science indicator techniques has been evolving over the past two decades to allow a more quantitative approach to technological planning and managing. These techniques measure the magnitude, distribution, and impact of papers and patents; they provide a framework to help us understand, in a systematic way, how to incorporate this information into our planning.

For example, at the national level these technology indicator techniques were used to show that, in terms of technological strength, Japan is now equivalent to all of Western Europe combined (2). That policy-level analysis dealt with tens of thousands of patents.

At the strategic level these techniques were featured in the recent *Business Week Patent Scoreboard* (3). That strategic application used the technology indicators to rank 200 major companies across 13 different industries in terms of the number, citation impact, and technology cycle time of their patents. Technological profiles of more than 2000 different companies are now available on-line in our TECH-LINE database, available on LEXIS/NEXIS (4).

The use of these techniques is also growing at the tactical level. The papers listed in the bibliography will lead the reader, in particular, to technology indicators based on patent citation analysis, a specialty of CHI Research. Patent citation techniques provide a systematic way to identify the key companies, inventors, patents, and clusters that characterize technological activity at the forefront of any area of technology.

Memory-enhancing agents

Much of the tactical technology indicator's work is proprietary. It is done on a confidential basis in response to a specific planning problem, and is, therefore, not available in the open literature. However, to provide a specific example of this work, we have performed an informal demonstration study of memory-enhancing agents (MEA).

As interesting as it turned out to be, we had chosen the MEA area arbitrarily, with no advance knowledge of either the magnitude or shape of the research in that area. We had only a general awareness of memory deficits in aging, of the growing importance of Alzheimer's disease, of the fact that this was an active research area, and of the proportion of gray on the heads around the table.

One of the approaches that CHI Research has developed for putting technological developments into a systematic framework is the "three-plane" model of technological development (Figure 1). The evolution of technology is viewed as occurring in three planes: the technology plane itself, where the activity under scrutiny is occurring; a precursor or base plane where earlier, cited research has

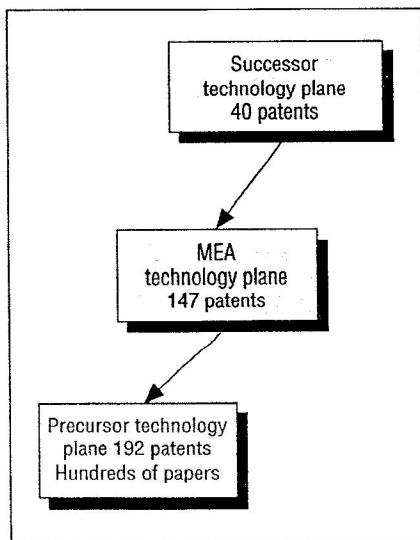


Figure 1. Evolution of memory-enhancing agent (MEA) technology.

occurred; and a successor citing plane, encompassing new applications or variations of the central technology. Of course, in the real world, the boundaries between the planes are fuzzy. The decision on whether a citing patent is different enough to be in the successor plane or belongs in the technology plane is sometimes arbitrary. One must decide whether some of the base plane technology or science is really different earlier technology or merely an earlier development in the current technology. Nevertheless, we have found the model to be useful in that it provides a systematic way of looking at the relationship between a current technological development, possible successor developments, and earlier base developments.

Having chosen the subject, we made a quick search to identify U.S. patents related to MEA. The search was conducted, as is usually the case, using a combination of patent classifications, key words, and citation analysis. The object of this initial search was to identify patents that belong to the technology plane, patents in the area of MEA itself, from 1986 to 1990.

The technology plane, MEA itself, is the central plane shown in Figure 1. Relationships in that plane will be used to develop the structure of the technology.

The other two planes, the successor plane above and the base plane below, refer to technology that is not MEA per se, but rather is closely related.

In the successor plane we have patents that cite the MEA patents. These represent other, generally related technologies that are building on the technology plane and might be areas of interest for expansion or acquisition around the MEA area, but are not MEA per se.

Similarly, the precursor or base plane contains the underlying technology and the underlying science upon which MEA patenting is based, and is identified as patents and papers cited by the patents in the technology plane itself, but not themselves in that plane.

From a technological intelligence viewpoint, the precursor and successor planes are every bit as important as the technology plane. They represent closely related areas that might be of interest for merger/acquisition or diversification. They also may represent, particularly in the successor

plane, leading indicators of future activity.

Linkages of the technology plane

After we identified patents in the MEA technology plane, we ran a series of programs to disaggregate

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awareness of all the
research surrounding it.*

those patents into clusters. Each cluster contains patents that cite or are cited by other patents in the plane.

Of the 147 U.S. patents issued in this area between 1986 and 1990, 44 were cited one or more times through 1990. Because of the rapid growth

rate of the area (Figure 2), almost 100 of the patents were issued in 1989 and 1990. Patents usually don't accumulate citations until a year or two after they are issued, so most of the 1989 and 1990 patents will not be cited until 1991 or 1992.

One of CHI's fundamental indicators of patent impact is how frequently a patent is cited. The basic idea of patent citation analysis is that when a patent is highly cited, that is, cited in at least five later patents, that earlier patent is likely to contain an important technical advance. When a U.S. patent is issued it contains, on average, five or six "references cited U.S. patents." These references are the earlier patents ("prior art") whose technology and claims were built on by the issued patent. When a patent is prior art to a large number of subsequent patents, then that highly cited patent more often than not contains an important invention or advance.

Figure 3 shows the main citation cluster and two smaller citation clusters within the MEA technology plane. The MEA patents are indicated by small black squares; the lines between the squares represent the individual citations. Thus, in the main cluster, the 1986 patent toward the lower left, with so many lines to it, is one of the two highly cited Hoechst-Roussel patents held by Shutske and Pierrat. That 1986 patent is cited 13 times within the cluster, and the related 1987 patent 12 times.

Table 1 lists the individual patents. It clearly shows how the main cluster is a Hoechst-Roussel cluster. It also

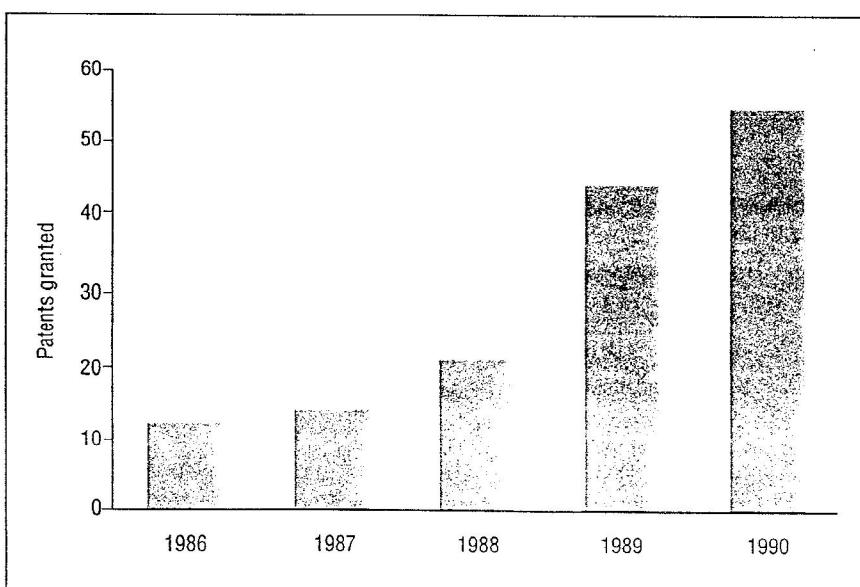


Figure 2. Growth of memory-enhancing agent patenting in the United States.

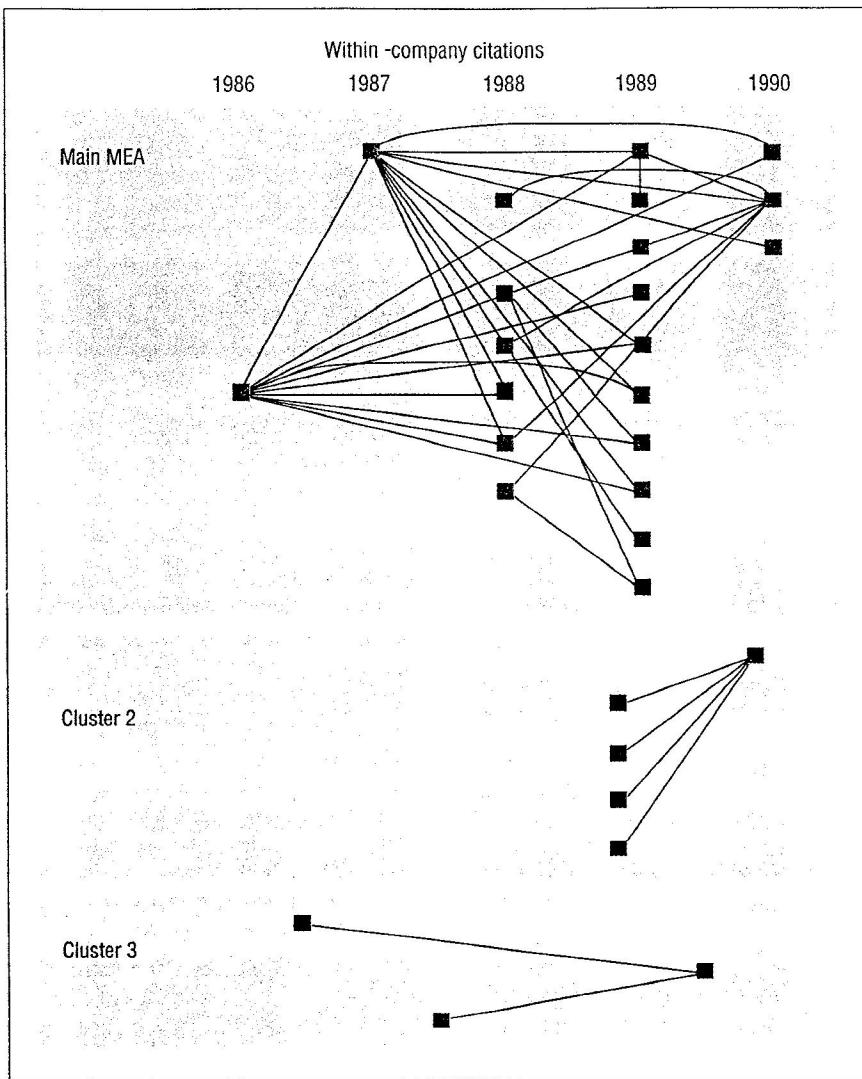


Figure 3. (a) Citation map using citations received through 1991; (b) listing of patents.

shows that the others are separate clusters directly related to Alzheimer's disease.

Table 2 lists in more detail the six patents in the MEA technology plane cited three or more times from within or outside of MEA. Three are from Hoechst-Roussel, but these are not the only highly cited patents. Patents from Johns Hopkins and Bristol-Myers are cited five times, and the Delalande patent three times.

Figure 4 shows, by company, all MEA patents cited more than once. The height of the bar reflects the number of citations of the company's patents through 1990. Note the dominance of Hoechst-Roussel.

The three planes

The general relationship among the three planes, and the key companies on them, are illustrated in Figure 5. The central MEA technology plane contains 147 patents; 48 of these are assigned to Hoechst-Roussel. The next largest companies are Sandoz and Lilly with nine patents each, and SmithKline Beckman, City of Hope, Novo Nordisk, and American Home Products with three each, followed by 68 companies or individual inventors with one or two patents in the area.

Interestingly, Hoechst-Roussel has a number of "hidden" patents. On the list of unassigned MEA patents, that is, patents that are not listed as assigned to a company, a number

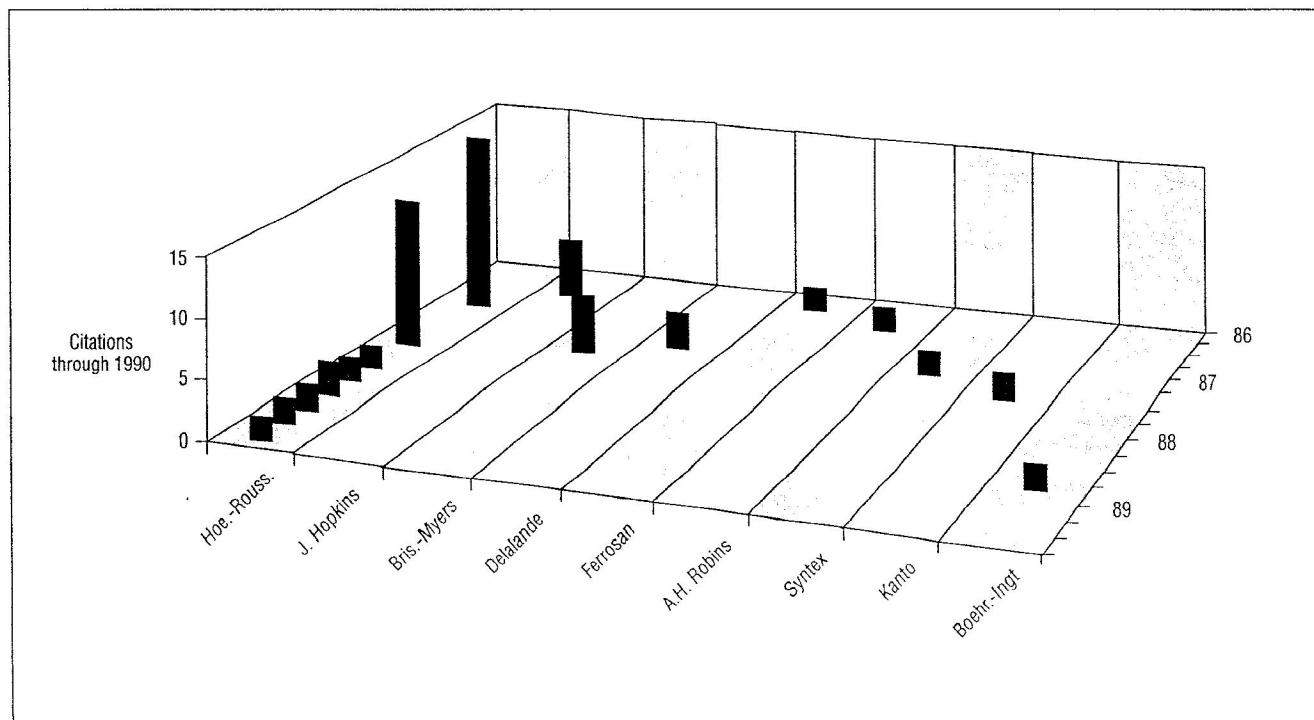


Figure 4. All MEA technology-plane patents cited more than once through 1990.

Table 1. Listing of patents in main cluster of Figure 3

Patent	Year	Assignee	Title
4,695,573	(1987)	Hoechst-Roussel Pharmaceuticals Inc.	9-amino-1,2,3,4-tetrahydroacridin-1-ol And Related Compounds
4,800,203	(1989)	Hoechst-Roussel Pharmaceuticals Inc.	Pyrrolo(1,2-b)cinnolines
4,897,400	(1990)	Hoechst-Roussel Pharmaceuticals Inc.	9-amino-1,4-ethano-1,2,3,4-tetrahydroacridine And Relate . . .
4,743,601	(1988)	Hoechst-Roussel Pharmaceuticals Inc.	Dihydro-1,4-oxazino(2,3-c)quinolines
4,883,794	(1989)	Hoechst-Roussel Pharmaceuticals Inc.	Pyrrolo(1,2-b)cinnolines
4,916,135	(1990)	Hoechst-Roussel Pharmaceuticals Inc.	N-heteroaryl-4-quinolinamines
4,806,646	(1989)	Hoechst-Roussel Pharmaceuticals Inc.	Substituted 9-amino-spiro+8 Cycloalkyl+8 B+9 Quinoline-2 . . .
4,927,820	(1990)	Hoechst-Roussel Pharmaceuticals Inc.	Fused Heterocyclic Derivatives Of 1,2,3,4-tetrahydroacridine
4,752,610	(1988)	Hoechst-Roussel Pharmaceuticals Inc.	N-(pyrrol-1-yl)pyridinamines Having Memory Enhancing Pro . . .
4,816,456	(1989)	**Unassigned**	Administration Of Monoamine Acridines In Cholinergic Neu . . .
4,753,950	(1988)	Hoechst-Roussel Pharmaceuticals Inc.	Fused Heterocyclic Tetrahydroaminoquinolinols And Relate . . .
4,839,364	(1989)	Hoechst-Roussel Pharmaceuticals Inc.	9-amino-3,4-dihydroacridines And Related Compounds Usefu . . .
4,631,286	(1986)	Hoechst-Roussel Pharmaceuticals Inc.	9-amino-1,2,3,4-tetrahydroacridin-1-ol And Related Compounds
4,762,841	(1988)	Hoechst-Roussel Pharmaceuticals Inc.	Substituted 9-amino-spiro(cycloalkyl[b]quinoline)-2,1+40 . . .
4,840,972	(1989)	Hoechst-Roussel Pharmaceuticals Inc.	Relief From Memory Dysfunction With +60 -alkyl-4-amino-3 . . .
4,789,678	(1988)	Hoechst-Roussel Pharmaceuticals Inc.	Memory Enhancing +60 -alkyl-4-amino-3-quinolinemethanols . . .
4,843,079	(1989)	Hoechst-Roussel Pharmaceuticals Inc.	Fused Heteroalkylene Quinolinamines
4,792,562	(1988)	Hoechst-Roussel Pharmaceuticals Inc.	N-(pyrrol-1-yl)pyridinamines Having Memory Enhancing Act . . .
4,855,479	(1989)	**Unassigned**	Substituted 9-amino-spiro(cycloalkyl[b]quinoline)-2,1+40 . . .
4,868,177	(1989)	Hoechst-Roussel Pharmaceuticals Inc.	1,2,3,4-tetrahydro-1,9-acridinediamines, Pharmaceutical . . .
4,868,190	(1989)	Hoechst-Roussel Pharmaceuticals Inc.	N-pyridinyl-9h-carbazol-9-amines

Patents in Cluster 2

4,966,893	(1990)	**Unassigned**	Method For Treatment Of Senile Dementia
4,814,339	(1989)	Advanced Biologics, Inc.	Treatment For Alzheimer's Disease
4,837,219	(1989)	**Unassigned**	Medication For Alzheimer's Disease
4,847,082	(1989)	Sabin, Robert	Method Of Treatment Of Alzheimer's Disease Using Phytic Acid
4,851,414	(1989)	Kyowa Hakko Kogyo Co., Ltd.	Anti-dementia Agent

Patents in Cluster 3

4,663,318	(1987)	**Unassigned**	Method Of Treating Alzheimer's Disease
4,897,388	(1990)	Geriatric Research Institute, Inc.	Method Of Treating Alzheimer's Disease
4,758,430	(1988)	**Unassigned**	Method Of Treatment Of Alzheimer's Disease Using Phytic Acid

Table 2. MEA patents with most patent citations through 1990

Patent	Patent date	Cites rec.	Assignee name	Inventor name
4,631,286	12/23/86	15	Hoechst-Roussel Pharmaceuticals Inc.	Shutske, Gregory Pierrat, Frank A.
4,695,573	9/22/87	13	Hoechst-Roussel Pharmaceuticals Inc.	Shutske, Gregory Pierrat, Frank A.
4,593,095	6/3/86	5	Johns Hopkins Univ, The	Snyder, Solomon H. Daly, John W. Bruns, Robert F.
4,668,687	5/26/87	5	Bristol-Myers Co.	Yevich, Joseph P. Mattson, Ronald J.
4,657,911	4/14/87	3	Delalande S.A.	Imbert, Thierry F. Dorme, Nicole A. M. Langlois, Michel
4,791,107	12/13/88	3	Hoechst-Roussel Pharmaceuticals Inc.	Hamer, R. Richard L. Helsley, Grover C. Glankowski, Edwar Chiang, Yulin

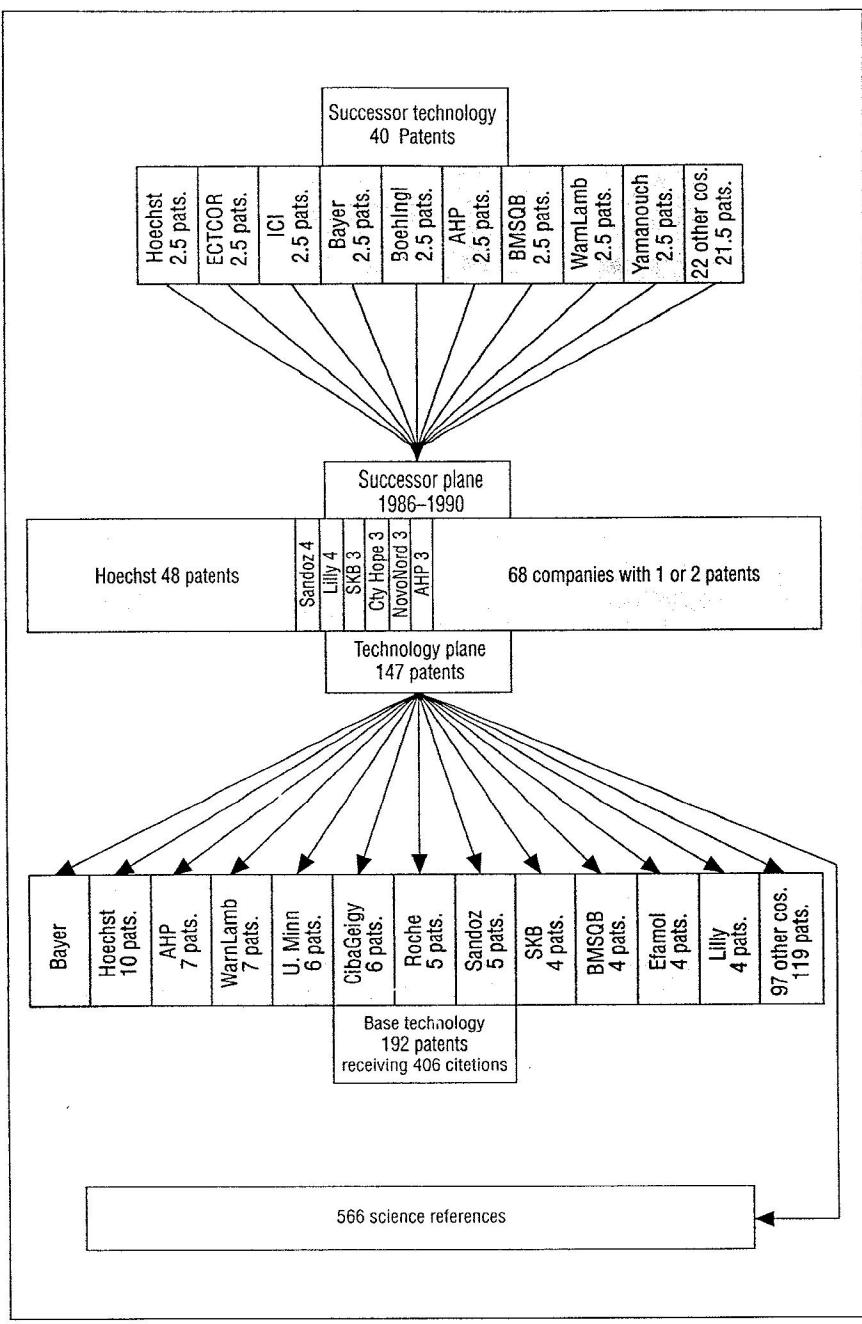


Figure 5. Three-plane model.

are held by Hoechst-Roussel inventors, and one even belongs within the main Hoechst-Roussel cluster. The most likely explanation of this seems to be clerical error at the patent office; the assignee was not entered into the tapes. Nevertheless, these are, in a sense, hidden Hoechst-Roussel patents, which would only be discovered by means of this analysis.

The successor technology plane shown in Figure 5 is more dispersed. It contains 40 patents, only a few of which are from Hoechst-Roussel; these patents stem from a much wider swath of companies.

Although one would not expect those citing patents to be highly cited themselves, simply because they are too recent, one way of finding interesting new patents is to look for patents with many references to science. One of the advanced indicators used in CHI's patent citation analysis is whether a patent has a relatively large number of references to nonpatent literature, such as papers, books, meetings, and other publications, most of which are scientific.

Table 3 lists six of the successor patents with large numbers of science references. Remember that the lines among the successor, technology, and base planes are very thin; it is one of classification and judgment, and it is entirely possible that, on closer scrutiny, some of these successor patents might belong within the technology plane itself. The point here is not to worry about that fine line, but rather to illustrate the process of identifying interesting technology opportunities in the vicinity of the MEA technology plane.

Returning to the MEA plane, one of the most interesting aspects of this

Table 3. Successor technology patents with many science references

Patent	Patent date	# SCI refs.	Assignee name	Title
4,977,152	12/11/90	35	SANOFI	Novel tricyclic derivatives which are agonists of cholinergic receptors, and drugs in which they are present
4,803,199	2/7/89	25	**Unassigned**	Pharmaceutically useful heterocyclic and carbocyclic acid esters and amides of alkylene bridged piperidines
4,910,207	3/20/90	25	**Unassigned**	Method of treating psychosis with N-quinuclidinyl-benzamides
4,851,536	7/25/89	14	American Home Products Corp.	Cyclohexylquinolines as inhibitors of interleukin 1
4,879,296	11/7/89	10	Burroughs Wellcome Co.	Xanthine derivatives
4,774,326	9/27/88	8	MECT Corp.	Process for preparing N-glycolylneuraminic acid derivatives

Table 4. Precursor technology patents with many patent citations

Patent	Patent date	Cites rec.	Assignee name	Title
3,916,899	11/4/75	77	Alza Corp.	Osmotic dispensing device with maximum and minimum sizes for the passageway
4,118,396	10/3/78	25	I.S.F. S.P.A.	Pyrrolidine derivatives
4,398,029	8/9/83	22	Kyorin Seiyaku Kabushiki Kaisha	Quinoline carboxylic acid derivatives and process for the preparation
4,124,594	11/7/78	20	I.S.F. S.P.A.	4-Hydroxy pyrrolidin-2-onyl-amides
4,138,562	2/6/79	20	Univ. Minnesota Regents	Adenosine deaminase resistant antiviral purine nucleosides and method of preparation
4,448,962	5/15/84	19	Kyorin Seiyaku Kabushiki Kaisha	Substituted quinoline carboxylic acid derivatives
4,185,090	1/22/80	18	Abbott Laboratories	Chemically modified endotoxin immunizing agent
3,962,416	6/8/76	17	**Unassigned**	Preserved nutrients and products
4,524,206	6/18/85	16	Mead Johnson & Company	1-Heteroary 4-(2,5-pyrrolininedion-1-yl)alkyl)piperazine derivatives

Table 5. Precursor technology patents with many science references

Patent	Patent date	SCI Refs	Assignee name	Title
4,727,041	2/23/88	19	**Unassigned**	Method of diagnosing Alzheimer's disease
4,746,674	5/24/88	17	Cellena (Cell Engineering) AG	Melatonin compositions and uses thereof
4,247,549	1/27/81	14	ICI America, Inc.	Piperazine-1-carboxylic acid esters possessing antidepressant or analgesic activity
4,806,554	2/21/89	14	Hoechst-Roussel Pharmaceuticals Inc.	Pyrazol and indazolpyridinamines
4,419,365	12/6/83	13	CIBA GEIGY Corp.	Method of treating Alzheimer's disease
4,166,182	8/28/79	12	Lilly, Eli & Co.	6-N-Propyl-8-Methoxymethyl or methylmercapto-methylergolines and related compounds
4,157,894	6/12/79	10	Inverni Della Beffa S.P.A.	Production and analysis of ginseng root extract
3,959,248	5/25/76	9	Merck & Co., Inc.	Analogues of thyrotropin-releasing hormone
4,727,064	2/23/88	9	USA, Dept. of Health & Human Services	Pharmaceutical preparations containing cyclodextrin derivatives

Table 6. Sample of the types of science references cited

- 4,808,582 HOKURIKU, CHEMICAL ABSTRACTS 99: 122498H (1983).
- 4,808,582 KOWA, DERWENT ABSTRACT 25240 E/13 (2/20/82).
- 4,808,582 BURGER, "MEDICINAL CHEMISTRY" 2ND ED., P. 497, (1960).
- 4,816,456 DAVIS ET AL, "SELECTIVE LOSS OF CENTRAL CHOLINERGIC NEURONS IN ALZHEIMER'S DISEASE", LANCET (1980), VOL. 2
- 4,816,456 HARBAUGH, M. D. ET AL, "PRELIMINARY REPORT: INTRACRANIAL CHOLINERGIC DRUG INFUSION IN PATIENTS WITH ALZHEIMER
- 4,816,456 SUMMERS, W. K. ET AL, "THA—A REVIEW OF THE LITERATURE AND ITS USE IN TREATMENT OF FIVE OVERDOSE PATIENTS", CL
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- 4,816,456 KAYE, W. H. ET AL, "MODEST FACILITATION OF MEMORY IN DEMENTIA WITH COMBINED LECITHIN AND ANTI-CHOLINERESTASE
- 4,816,456 THAL, L. J. ET AL, "ORAL PHYSOSTIGMINE AND LECITHIN IMPROVE MEMORY IN ALZHEIMER'S DISEASE", ANNALS OF NEUROLO
- 4,816,456 SONI, N. ET AL., "4-AMINOPYRIDINE—A REVIEW", ANESTHESIA AND INTENSIVE CARE (1982), VOL. 10, PP. 120–126.
- 4,824,861 CARDINAUX, ET AL, HELV. CHIM. ACTA, 56, 339–347 (1973).
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- 4,831,155 MARCH, ADVANCED ORGANIC CHEM., 2ND EDITION, PP. 349–352.
- 4,831,155 THE MERCK INDEX, 9TH EDITION. P. 961.

analysis was the heavy dependence of the technology plane patents upon the scientific literature (Figure 5). The 147 technology plane patents cite 192 other U.S. patents a total of 406 times, but they cite nonpatent references 566 times. That means that patented Memory Enhancing Agent technology depends more heavily on science as prior art than on earlier technology.

As a comparison, for the U.S. patent system as a whole, the average patent has one nonpatent refer-

ence on its front page; in drugs and medicine, the most science-linked area, the average patent has about 2.5. On average these MEA patents have almost four front-page non-patent references, clearly indicating that this is an area derived from science. In extremely hot areas of technology, such as genetic engineering, we sometimes find sets of patents with 10 or more science references per patent.

Because the precursor patents are earlier than the technology plane pat-

ents, many of them are old enough to have received many citations. Table 4 lists the precursor plane patents with the most patent citations. Most of these are, of course, outside the area of MEA and are cited by many other patents. Nevertheless, by analyzing the citations of these patents one would have another way of technologically browsing from the MEA area to its base or precursor technologies, and through those patents to the other technological areas that may have been built upon that base plane.

Patent scoreboard

Glossary

Number of patents: The number of patents granted by the U.S. Patent Office. The number excludes design patents and other special cases.

Current impact index: A measure of how important a company's patents are based on how often they're cited in other patents, which shows how frequently they're used as the foundation for other inventions. For example, a company's 1991 index is computed by first calculating the average number of times the patents it was granted in each of the previous five years were cited in new patents granted in 1991. Those figures are divided by the average number of 1991 citations for all U.S. patents in each of the previous five

years. That yields a citation ratio for each year. A ratio of 1.0 means that the company's patents were cited as often as the overall average. A ratio of 1.2 means that the company's patents were cited 20% more often than average. Finally, the citation ratio for each of the five years is averaged to get the 1991 rating.

Technological strength: The number of patents times the current impact index.

Technology cycle time: The median age of the U.S. patent references cited in the company's new patents. The lower the number, the more quickly the company is replacing one generation of inventions with another.

Data: Chi Research, Inc.

Company	Number of patents			Current impact index			Technological strength			Technology cycle time		
	1991	Avg. 1987-91	% change 1987-91	1991	Avg. 1987-91	% change 1987-91	1991	Avg. 1987-91	% change 1987-91	1991	Avg. 1987-91	% change 1987-91
Group composite	6299	5792	6	0.82	0.83	1	5167	4809	7	10.0	10.0	0
1 Du Pont	631	523	9	1.06	1.03	3	669	539	11	9.7	9.7	0
2 Minnesota Mining & Mfg.	374	333	9	1.39	1.33	2	519	442	11	10.9	10.3	-3
3 Hoechst	575	536	7	0.88	0.78	8	507	422	15	8.6	9.4	4
4 Bayer	706	657	7	0.66	0.72	0	463	474	8	9.5	9.1	-1
5 Dow Chemical	439	480	-3	0.80	0.83	-3	353	397	-6	10.6	10.6	-2
6 Ciba-Geigy	430	384	7	0.79	0.78	3	342	300	10	9.2	9.5	1
7 BASF	464	406	10	0.66	0.68	-2	308	275	8	9.6	9.7	2
8 Monsanto	196	148	10	0.90	0.73	7	176	110	20	11.6	10.9	-1
9 Imperial Chemical Industries	278	239	13	0.63	0.84	-10	176	196	2	10.0	9.5	-4
10 Olin	121	87	18	1.44	1.17	32	174	105	54	9.5	10.2	3
11 Air Products & Chemicals	123	102	14	1.27	1.13	10	156	115	16	8.7	9.7	5
12 W. R. Grace	135	111	17	1.07	1.15	-1	145	127	17	10.5	10.6	3
13 Shin-Etsu Chemical	143	85	30	0.99	1.09	-5	141	91	28	7.2	8.2	2
14 Union Carbide	152	151	-1	0.89	1.06	-4	135	160	-6	9.5	10.2	2
15 Rhône-Poulenc	210	231	-5	0.59	0.57	2	123	132	-3	9.1	10.0	4
16 Sumitomo Chemical	161	144	12	0.62	0.80	-4	100	116	9	10.3	8.6	-8
17 American Cyanamid	114	119	2	0.79	0.71	11	90	85	14	8.6	9.5	3
18 PPG Industries	108	119	-3	0.82	0.84	1	89	100	-2	11.6	11.3	-3
19 Akzo	104	90	8	0.76	0.79	-2	79	71	8	10.9	10.9	-3
20 Ethyl	133	97	28	0.58	0.72	8	77	71	43	11.2	10.6	0

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As was the case in the successor and technology planes, some of the patents in the precursor plane are highly science-linked; Table 5 lists those with the largest numbers of nonpatent references.

Also of great interest are the directly cited science references in the base plane, because they represent the underlying science upon which much of the MEA technology is based. Table 6 is a sample of the list of non-patent references cited by the MEA patents. There were nine pages of these. Note that these might provide leads to people whose basic scientific research could be of importance in this area. This is a group of closely related activities that are only apparent from patent citation analysis.

It should be noted that the references listed are not unified; we have not taken the time to put the cited references into a unified format or to identify the specific cited papers. Unification is rather tedious; you see here the raw form to illustrate the many different and wondrous ways references exist in the U.S. patent system.

Final observations

In this demonstration we arbitrarily focused on memory-enhancing agents, and discovered an area with:

- Rapid growth rate,
- Highly cited, high-impact patents,

- A clearly defined central cluster,
- A clearly defined central company, and
- High science linkage.

We also showed that patent citation techniques can identify potentially important activity surrounding an area, including technically and scientifically related researchers and organizations. The three-plane model is a convenient framework for tracing research progress.

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WE MUST STOP MEETING LIKE THIS

Too many meetings? Meetings too long? Here's what some firms do:

- No-chair, stand-up project review meetings at Merck seldom run more than 20 minutes.
- If you must have chairs be sure there's always one less chair than there are invitees. That way people show up on time.
- Declare one day each week "No Meeting Day." It's Wednesday at G.E.
- Use a cow bell to end run-on presentations. Any one at Manco can ring it.

Source unknown

SO TRUE

"The educational system has been run with a lot of accountability for the educational process but not for the results."

John Chubb
The Brookings Institution

