

THE BATTALION

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WHO WANTS TO HIRE A COLLEGE GRADUATE?

The Journal of Engineering Education, for May, 1938, has an article that should be of great interest to every student graduating from college, regardless of the course he has taken. "The Young Engineering Graduate in Industry" is the title of the article, by Frank L. Eidmann, Professor of Mechanical Engineering at Columbia University. Sending out a questionnaire to sixty well-known firms of national reputation, Professor Eidmann compiled a remarkably interesting set of facts, facts which are self-explanatory to every college student and teacher.

The gist of the replies to the questionnaire is that there is something wrong with the majority of graduates, something that prevents them from becoming valuable men to their organization; valuable in proportion to the high expectations of the firms that hire them.

Two of the questions asked the firms are: "Approximately what percentage of the young engineers turn out satisfactorily?" and "What, in general, appears to be the trouble with those in whom you are disappointed? Is it their personality, training, or some other reason?" The answers to these questions are many and varied—and extremely pertinent to graduates of A and M.

An official of a large firm stated that his company expects college graduates to stand head and shoulders above the non-college men who come up through the ranks. He also states that in very few cases were these expectations lived up to. Another states that "not ten percent (of college graduates hired by his company) would qualify as outstanding with respect to knowledge and their ability to apply it." Again, another firm reports that: "Probably ninety percent are usable in this organization, but only a relatively small percentage turn out to be really satisfactory."

Almost unanimously, the comments from industry are that personal traits are responsible. The fault most mentioned is the "inability to get along with his associates." Next stands "over-eagerness for (monetary) advancement"; "lack of aptitude for engineering work"; "lack of initiative"; "inability to grasp practical aspects of problems and situations"; "impractical and unable to adjust themselves"; "general inability to sell themselves."

Can the direct connection with A and M graduates be seen? The president of a large company writes: "It seems to be the consensus of opinion (in his organization) that college graduates have too good an opinion of their abilities. They think they ought to be started out on work which is much beyond their ability or experience. They do not realize that having finished a college course . . . they are about to start on a course of training which is likely to take from 10 to 15 years before they can expect to earn a position involving important responsibilities."

Another executive states: "In general, personality rather than training is responsible." Again: "In our work, a man must be able to get along with a large number of men in other departments. His need of technical training is secondary." The last remark came from an executive in a large research laboratory.

From a chief engineer: "Those with whom we have been disappointed were inclined to believe that their progress should be based on the fact that they are college graduates, instead of result producers like anybody else." "The writer is firmly of the opinion that good men, even if poorly trained, will come out on top in the long run."

A vice-president of an important firm, who has both civil engineering and mechanical engineering degrees and over twenty-five years of experience in industry reports: "We have had just as much, and probably better success with young men who had a regular scientific course or even a course in liberal arts. It has been my experience that their easier success may have been due to the fact that the requirements of their university training were not so exacting and severe as those of an engineering school. Because of somewhat easier courses, and consequently more time to themselves, they seem

Commencement Program

THURSDAY, JUNE 2
4:30 p. m.—A. & M. College Band, Final Concert.
10:00 p. m.—Junior Prom.

FRIDAY, JUNE 3
10:30 a. m.—Baccalaureate Sermon, Reverend R. C. Snodgrass, Pastor First Christian Church, Amarillo, Texas.
1-4 p. m.—All Departments open for inspection.
6:00 p. m.—Commencement Processional.
6:15 p. m.—Commencement Exercises.

Address—Ovid Wallace Eshbach, Personnel Department, American Telephone and Telegraph Company, New York City.
Valedictory—Cadet Major Noble David Jones, Jr., Dallas, Texas.
Conferring of Degrees, Honorable F. M. Law, President of The Board of Directors of the College.

8:30 p. m.—President and Mrs. Walton at home informally to members of the graduating class and their guests, former students and their families, and members of the faculty and their families.
10:00 p. m.—Final Ball.

SATURDAY, JUNE 4
8:30 a. m.—Formal Presentation of Reserve Commissions, Major General Claude V. Birkhead, Commanding General of the 36th Division, San Antonio, Texas.
9:30 a. m.—Final Review.
12:30 p. m.—Joint Luncheon of the Faculty and Former Students.
2:30 p. m.—Annual Business Meeting of the Association of Former Students.

to have developed the knack of getting along with people to a greater extent than engineering students who are driven so hard through their four year course.

"You will have gathered from the foregoing that my whole objection to engineering courses, as of the present design, is that they seem to have been continually added to, so that the over-worked student has no time to acquire the very principles of human relationship. I think my general inclination in the direction may be summed up by telling you frankly that I would rather employ an engineer who had barely squeezed through his course for four years, but who has left the campus with a host of friends and a string of titles indicating that he was potentially a valuable leader of men."

An executive of a machine tool plant wrote: "We have mixed one boy, who took an arts course in college, with engineering graduates and found that he was not badly handicapped except in the drafting department. Even there he soon caught up with the others, and he had advantages that in other ways helped him. In other words, if a college course has taught a boy where to find information, and how to think, how to express himself orally and in writing, he can get along very well in industry . . ."

A manager of employee relations said that the average class at college has quite a few men who are trained rather than educated, and while as engineers they may be pretty good, they are rather uninteresting as human beings . . . every time we hire a college graduate we do it with the hope that he will prove to be a leader and that he will develop as a supervisor or executive in his particular line of work. This requires something more than a stock of technical knowledge."

The implication of these statements is very clear. One of the most common objections to A and M graduates from men outside the college is that they make very good technicians, but relatively few of them get to executive posts. The reason for this, they say, is that Aggies know all about running machines and transit lines, but nothing of running men.

RADIO PICK-UPS

New York's fight for freedom of the press, back in 1735, and La Verendrye's pioneer work in the establishment of the Far Western fur trade will both be discussed on the "Living History" program Wednesday, June 3, over the WABC-Columbia network from 7:30 to 7:45 p. m., EDST.

Governor Crosby's despotic and dishonest rule in His Majesty's colony at New York back in 1735 grew so bad that John Peter Zender started a newspaper in opposition to him, and was promptly haled before Crosby's corrupt judges.

Much to Crosby's surprise, however, 80-year-old Andrew Hamilton, of Philadelphia, the best lawyer of his time, appeared in Zender's defense, and made so stirring a speech in favor of freedom of the press that Zender was acquitted by the jury. The trial marked the start of free newspaper expression in America.

That same year, 1735, another pioneer, but of a different type, was pleading with the merchants of Montreal to finance his explorations in Western Canada. That was La Verendrye, and when the Frenchmen told how his son has established Fort Mausepas at Winnipeg, 450 miles beyond the last previous outpost, and painted a picture of the riches in furs to be gotten out of the west, he won the support he sought. Later, he became the first white man to see the Rocky Mountains, and pointed the way for later explorers to find a route to the Pacific.

Columbia will "place" microphones in the court room in which Zender was tried, and then in the

Montreal home in which La Verendrye made his plea to give its listeners "on-the-spot" descriptions of those history-shaping occasions. Professor Harry Carman, of Columbia University, will be the guest historian on the program, correlating the events reported and dramatized and explaining their significance.

Rollins Selected Scholarship Head

A. P. Rollins of Dallas was elected president of next year's scholarship Honor Society at a meeting held Friday in the Asbery Room of the Library building.

EXPENSES FOR '38-'39 YEAR LISTED

Expenses for day students next year will be the same as this year, while the expenses for the full year for new dormitory students will be \$9.50 less and old dormitory students \$9.00 more.

The necessary expenses for the 1938-'39 session for tuition, room, board, laundry, and incidental expenses have been computed as follows:

Payable on entrance September 14-15 will be \$44.00 for day students and \$94.50 for dormitory students, with about \$20.00 added for text books and supplies for old students and \$44.00 added for new students, which takes care of text books, supplies and uniform. After entrance, dormitory students will have room, board, and laundry payments to make on November 1, December 1, and January 2, which will be \$28.25, \$16.00, and \$26.75 respectively.

The total expense for new day students for the first semester is \$88.25; for the new dormitory students, \$209.75; for old day students, about \$64.00, and for old dormitory students \$185.50.

For the second semester, starting February 3, the day student payment to the fiscal office is \$33.00, while dormitory students pay \$61.00. About \$10.00 should be added to this to allow for text books and supplies.

After entrance mid-term there are payment for the dormitory student as follows: March 1, \$28.25; April 1, \$28.25, and May 1, \$27.50. These payments are for board, room, and laundry.

For the entire long session the expense for new day students is \$131.25; for old day students, \$107.00; for new dormitory students, \$364.75, and for old dormitory students, \$340.50.

Harris Heads Press

The Texas A and M College Press Club has elected officers for the 1938-'39 school year as follows: Sam Harris, Georgetown, president; E. C. Oates, Houston, vice president; and D. B. Varner, Cottonwood, secretary-treasurer.

Coca-Cola



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We Appreciate Your Business
and
Hope To Serve You Next Year

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Thanks For Your Patronage

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SO LONG 'TIL NEXT YEAR

CAMPUS CLEANERS

SO LONG, ARMY

WE HOPE TO SEE YOU BACK NEXT YEAR.

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R. H. Ballerstedt, Prop.

GOOD LUCK, AGGIES!

Thanking You For Your Patronage
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A Few Days Left To Place Your Order
For A Uniform

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See Us For Smart Wearing Apparel For

COMMENCEMENT
and
ALL SUMMER WEAR



ATTENTION
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BULLOCK & AKIN take this opportunity to express our appreciation to each of you for your patronage and good will this year.

TO YOU SENIORS

We Say So-Long and Best Wishes

When You Visit Old Aggieldand, Run Over And Let Us Say Hello!



TO ALL
UPPERCLASSMEN
For Next Year

This store will carry a complete stock of Military Wearing Apparel for the first time.

Our Prices Are Reasonable
Place Your Orders for Next Year

BULLOCK & AKIN

THANKS

See Some of You This Summer
The Rest of You In the Fall

BRYAN CAFE
BUCHANAN, '26

THANKS AGGIES

We wish to take this opportunity to express our appreciation for your generous patronage and good will during the short time that this store has served you . . .

Here's hoping you may enjoy a pleasant and profitable summer . . .

We'll be "seein' you" next September.

W.S.D.
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Large Selection
Satisfaction Guaranteed

GOODBYE, ARMY!

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In The Past
Looking Forward to the Future

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"38" GRADUATES

My four years of serving you has been a great pleasure, and I sincerely appreciate your patronage and business.

Stop in and see me on your return visits to Aggieldand.

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