

'Divide Profits,' Hearne Says

In Texas Since 1921 . . .

By CHARLES D. KIRKHAM

A&M Pasture Expert Says Ranchers Do the Teaching

By J. C. CAMPBELL

Don't judge a pasture by its appearance, judge it by the quantity of beef it produces. This is the assertion of Robert R. Lancaster, Extension Service pasture specialist. Maintaining and improving Texas pastures has been Lancaster's outstanding contribution to Texas agriculture.

In 1905, when Lancaster was 18 years old, he joined the Army. He served for six years, and after returning home he entered the University of Missouri. Two years later, he transferred to Kansas State College where he graduated in 1916 with a BS in Animal Husbandry.

After serving a short time as a county agent in Ripper, Idaho, he worked with the headquarters staff of the Colorado Extension Service.

In 1921, Robert Lancaster came to Texas and here he has remained. His first position with A&M was rural organizer for the Extension Service, and later he became a District Agent. In 1935, he was appointed a pasture specialist, and since then his work has been largely confined to that field.

Lancaster was one of the first in the state to condemn the theory of terracing pastures. He advocated that if a pasture is in its proper condition, terracing is a waste of time and effort. He believes that a proper amount of soil cover and organic matter in the soil will properly conserve a pasture's moisture.

Because of his great work in pasture improvement, Lancaster is known as one of the leading pasture specialists in the state. He is the author of a monthly circular published by the Extension Service which provides agricultural leaders throughout the state with information on Texas pastures. Correspondingly, he is the author of a great number of Extension Service bulletins. Surprisingly enough, a great deal of the information which he uses in his bulletins comes from the farmers themselves. "After all," he says, "I don't teach them, they teach me."

Such a business as his foundry depends on teamwork. Since the profit sharing plan man hours per ton of castings, absenteeism, and accidents are all reduced, instead of saying "the company," workers now refer to "our company."

In operation for sixteen months, the plan Hearne outlined was overwhelmingly successful. Slow producers in the foundry were eliminated by the men themselves. Maintenance costs have dropped markedly. "We are preferred stock holders without any risk, a worker commented to Hearne.

Losses to the company are made up from later deductions from the worker's profits until the losses have been paid. However, the company has not experienced a loss since the profit bonus plan's institution.

A constant educational campaign is being waged by management to improve the already nearly perfect personnel relations. Once a month an open meeting is held on company time to discuss current policies and both management and labor can comment and criticize.

Hearne stated that the day of close competition between foundries is inevitable but he added, "our plant has orders to take us into the second quarter of next year."

"We simply take a statement of profit and loss and split the profits 50-50 with management and employees," Roy A. Hearne, vice president of the East Texas Steel Company, Longview, told the Society for the Advancement of Management Tuesday evening.

Speaking on the profit sharing plan used by his company, Hearne emphasized the fact that profit holder's profits since the profit sharing plan was instituted are larger than before. He credits this condition to the added incentive given workers to produce more, waste less and obtain a larger profit bonus.

"All employees, except corporate officers, receive their share of the profits calculated by the ratio of an individual's pay check to the total pay roll multiplied by half the profits," Hearne said. At present there is a 21% bonus over the total pay roll.

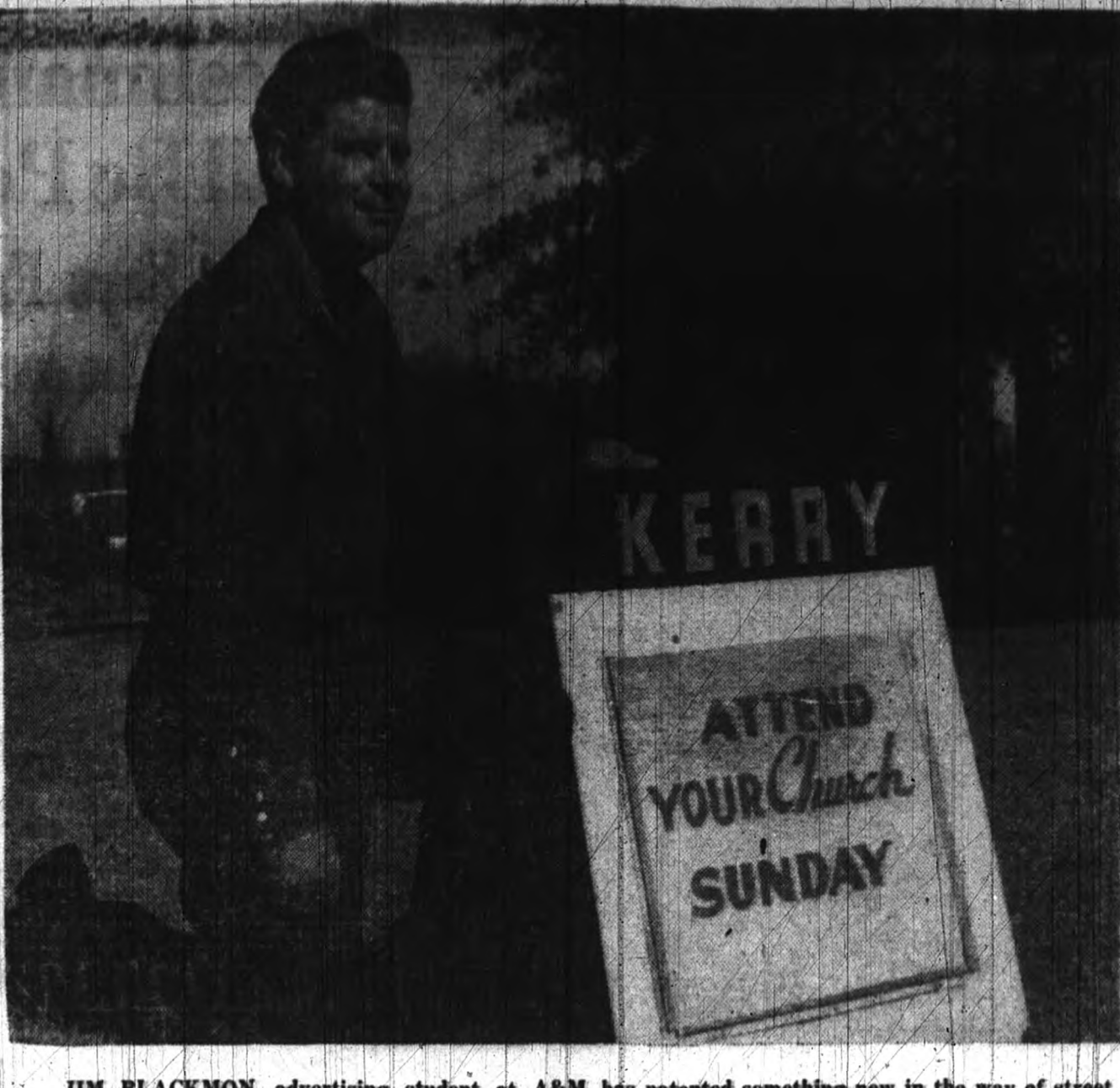
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JIM BLACKMON, advertising student at A&M, has patented something new in the way of street markers. His markers are paid for by advertisers who display their ads beneath the street sign. Blackmon also donated 50 pipe holders for the pipe smoking contest held in the YMCA Tuesday.

Economics Prof Co-Author Of Recently Published Textbooks

By J. T. STOTT

Professor Anselmus Morgner of the Economics Department of Texas A&M is the co-author of two books published recently by Prentice-Hall and by the University of Minnesota. The first of these is entitled, *Problems for Economic Analysis*. Written in collaboration with Professor Clark Allen of Duke University and Robert Strotz of Northwestern University, this work represents a new development in supplementary materials for elementary courses in Economics. Published just six weeks ago it has been adopted at several large Eastern universities and also at Southern Methodist University.

The work is in the form of a manual of problems to which students are to apply economic principles in order to obtain quantitative solutions. While such manuals are common in other fields, this is the first one to appear in economics.

The second book, published by the University of Minnesota Press is entitled *Local Labor Market Research*. This book is a report on the work of the Employment Stabilization Research Institute of the University of Minnesota in connection with a two year study of the problems of the labor market of St. Paul, Minnesota. This study was financed by grants of money in excess of \$100,000, most of the funds being furnished by the Rockefeller Foundation.

Professor Morgner was one of five University of Minnesota faculty members who devoted full time to directing the five major projects into which the study was divided. More than 50 people were employed on these five projects.

The projects involved such matters as the setting up of a monthly sampling survey of the St. Paul labor force whereby current detailed information regarding earnings and employment could be obtained, a program of vocational guidance for employees seeking jobs, a survey of the workings of the U. S. Employment Service as a study of the problems resulting from variations in the demand for labor and a review of relief administration.

Professor Morgner directed the study of the demand for labor and described its purpose and nature in this book.

Partly because of the background that Professor Morgner gained by this study he was later appointed by the U. S. Department of Labor to serve as a public mem-

Ten Horticulture Seniors Plan Trip To Citrus Areas

Senior horticulture students are beginning preparations for their annual tours of the Texas and Florida citrus regions.

One group will make a tour of the Rio Grande Valley citrus region during the first week of December. Another group will tour the entire state of Florida during the first two weeks of January, according to Oscar Gray, Jr., chairman of the trip planning committee.

The purpose of these trips is to make a study of the citrus industry and to observe the common practices employed by the citrus producers, Gray said.

Ten horticulture seniors are now planning to make the Florida trip and more are expected to sign up before the trip begins. These trips are voluntary since they involve some expense to the students going. Proceeds from the annual Horticulture Show, which will be held during the week of December 13-17, will pay a part of the expenses of these trips.

The Florida trip will last ten days and will be made by bus. Thomas S. Stevens, a member of the Horticulture Department, will be in charge of this trip.

Dairymen's Course Set Here Dec. 6-7

The short course for dairy field men and dairymen will be held December 6-7. A. V. Moore of the dairy department has announced. This short course is sponsored by the dairy husbandry department and 400 are expected to attend.

Between the Bookends . . .

'Herndon's Lincoln' Considered Honest; But Fumbling Story

By ALLEN SELF

Lincoln's Herndon, by David Donald. Alfred A. Knopf, \$5.00. Abraham Lincoln's law partner and biographer is a heavily maligned character in most historical studies of the Great Emancipator. Described as a drunkard, liar, dreamer, and n'er-do-well, William H. Herndon never achieved the position of reverence and awe the Yankees put "Honest Abe" in.

David Donald, a Ph.D. in history now teaching at Columbia, uses the professional historian's tools of analysis in dissecting fact from fiction in his biography of Herndon, a biographer himself. Perhaps the reason for the con-

tempt the public held for Herndon can be found in Herndon's biography of Lincoln. Though not a debunking of Lincoln's life story, it was a zealous, if fumbling search for the truth about the tall, angular, frontier lawyer who became President, preserved the Union, and freed the slaves, only to die a martyr's death.

To the Yankees, and especially to the Republicans, Lincoln became (or was made) a virtual god of a Great Cause. This was convenient politically for the Republicans, who still claim Lincoln as the founder of their party.

It was also comforting to a people distressed and confused following the Civil War. To feed

this deficiency, biographers turned out fictional stories about the Pioneer Man who could do no wrong.

Herndon, who had known the rail-splitter during his rising years as a lawyer in Springfield, Illinois, decided to write a "true biography" of Lincoln, about his domestic life, personality, etc. No sentimental hogwash for him—he had known Abe as a teller of smutty tales, unhappy in love and marriage, of ignoble birth and rearing, but nevertheless a great man who had risen above his surroundings.

Herndon presented these views in a series of lectures, based on his own philosophical wanderings and voluminous papers, records, and interviews. In his Lincoln Record, public reaction was instantaneous and, for the most part, violently opposed to this desecration of a Great Man's memory.

A later full-length biography written in collaboration with Jesse Weik was more favorably received, but sales were poor. Herndon died a pauper, with his intention of showing America the true Lincoln largely unfulfilled.

Houston Chapter Of ASHVE Hosts At Thursday Meet

The Houston chapter of the American Society of Heating and Ventilation Engineers will host to the A&M Student chapter and other interested students at their November meeting, Thursday afternoon in the Mezzanine of the Rice Hotel at 5:30. J. G. Blum, publicity chairman, announced.

National president of the ASHVE, Professor G. L. Tuve, will be the principal speaker. His subject is "The Engineer as a Professional Man."

Tuve has specialized in heating, ventilation, air conditioning, heat transmission and air flow. He received his industrial experience as a consultant on research and development work with such firms as the Chalmers Manufacturing Co., and the American Locomotive Co., of Northern Illinois.

All students interested in going to Houston for this meeting should sign the list on the first floor of the Mechanical Engineering Building.

Henry Gilchrist Enrolled in ASCE

Henry Gilchrist, son of Chancellor and Mrs. Gibb Gilchrist, has been enrolled as a Junior member of the American Society of Civil Engineers, Col. William N. Carey, executive secretary of the national society, has announced.

Gilchrist, a January graduate of A&M, is now enrolled in the University of Texas Law School.

Pearson Attends Educators Meet

Dr. P. B. Pearson, Dean of the Graduate School, left Sunday by plane for Washington to attend the meetings of the American Association of Land-Grant Colleges and Universities.

He will represent A&M at the Graduate Section of the meetings. Pearson is also scheduled to have conferences with the Office of Naval Research, the United Nations Food and Agricultural Organization, officials of the National Research Council, and with members of the Atomic Energy Commission.

Childress Club Plans 2 Parties

Plans for a party here at college during the Christmas holidays, have been made by members of the Childress County Club. Gene Adams, club reporter, said yesterday.

The date for the party here at College has been set for Nov. 20. The Christmas party will include a short program illustrating a student's life at A&M. An invitation to attend the party will be extended to all former students of A&M visiting in Childress during the holidays. A special committee has been appointed for the purpose of contacting these men in the near future.

Volleyball And Tennis Top Intramural Slate

Football and Basketball slacked off a bit Wednesday afternoon but Intramural Volleyball and Tennis continued sharp action.

"D" Air Force was a 13 to 0 winner over "B" Veterans on the gridiron. Both of the flyboys TD were produced by the combination of John Reitz to Al Cook. "E" Air Force hit all power loose as they ran up a 39 to 0 count over "A" Signal.

"A" Vet squeezed past "E" Vets, 7 to 6. Ed Kells made both "A" Vets touchdowns and conversion while George Brown made six points for "E" Vet. "A" Cavalry downed "B" Infantry 13 to 0 in a tightly played game.

Inside on the basketball courts, "C" Field downed "B" Air Force in a 28 to 18 game. Bob Southaw was high point man from "C" Battery in what was considered one

of the roughest games played on the courts this fall. "B" Athletics set back "C" Infantry, 24 to 20 as H. F. Quirey racked up eight points for the victors.

Looking now at Volleyball, "A" QMC took two games in a row from "B" Infantry to win their match. "A" Infantry downed "F" Air Force in the same manner. Senior Company didn't let "D" Field take a game as they won their tilt.

Dorm 14 set down Dorm 17 three straight games in Tennis to win the Class B Tennis League. "B" Field defeated "A" Field in three sets. "A" Cavalry weren't able to break through. "A" Air Force as the birdmen took all their sets. "D" Vets closed out "D" Infantry in three love sets.

Only football and volleyball games will be played Friday as no basketball games were scheduled. No intramural activities will take place Friday afternoon.

Tiny filfers split out from kangaroo tail tendons are valuable in testing chemicals used in tanning leather.

SPECIALS

— Friday, Nov. 12 & Saturday, Nov. 13 —

CIGARETTES	Carton \$1.70
CRISCO	1 lb. tin 39c
CHILL, Austex	No. 1 can 29c
OYSTERS	Pint 89c
LEA BEANS—No. 1 can	2 for 25c
SUGAR	5 pounds 42c
AMERICAN CHEESE—Sliced	Pound 49c
KRAFT MIRACLE WHIP SALAD DRESSING	1/2 pint 19c
PREMIER PEAS & CARROTS 8 1/2 oz. can	2 for 22c
PILLSBURY FLOUR	2 pounds 19c
FOLGER'S COFFEE	Pound 53c
TOILET TISSUE	2 rolls 17c
OUTRITE WAX PAPER	23c

—Make 50c With Oud Coupon Books—

The Cottage Cash Grocery

AGGIE SPECIALS This Week

Green Salad and choice of

Grilled Pork Chop	75c
Fried Trout	75c
Baked Stuffed Deviled Crab . . .	65c
Chicken Fried Steak	85c

—Plus—

Vegetable, Potatoes & Drink at

THE **Fin Feather Club**

Open daily at 5 p.m.

DU PONT Digest

For Students of Science and Engineering

They said, "You can't do it!"

But Du Pont scientists developed a synthetic rubber with superior properties.

"Synthetic rubber is an impossibility at any price!" declared a noted European scientist a number of years ago. And most people were inclined to agree because for more than a century chemists had been unable to duplicate natural rubber.

But Du Pont scientists know that all rubber had bad qualities as well as good. "Why struggle to duplicate its faults?" they asked. "Why not find a new chemical compound with all the good qualities of rubber, but none of the bad?"

They took as their starting point a discovery by Dr. J. A. Nieuwland of Notre Dame in connection with the polymerization of acetylene. By modifying this process, they made monovinyl acetylene. Adding hydrogen chloride, they made a new chemical compound called chloroprene—a thin, clear liquid at low temperatures. Like isoprene, it polymerized to form a rubber-like substance. But the new material, now known as neoprene, required no sulfur for vulcanization and was superior to rubber under many service conditions.

Today neoprene production is measured in millions of pounds a year, even though it is priced higher than natural rubber. Hardly an industry is not now using it, for such good reasons as these: neoprene products resist deterioration by oils and greases. They stand up under exposure to direct sunlight. Their aging and flame-retarding properties also are superior to those of rubber.

Three types of Du Pont research

Modern research involves time, money, manpower. To develop neoprene, for example, took six years of laboratory study, a research and development expenditure of millions of dollars, plus the work of skilled research chemists, physicists, engineers, and other scientists.

At Du Pont, research is continuous. Some of it is designed to develop new products or processes; some to improve existing products or processes; and the balance is fundamental research to uncover basic facts without regard to immediate commercial use. Each of ten manufacturing departments has its own research staff and is operated much like a separate company. In addition, the Chemical and Engineering Departments, which are not engaged in manufacturing operations, conduct research in the interests of the Company as a whole.

A typical Du Pont research team may include physicists, chemists, chemical and mechanical engineers, each of whom brings specialized training to bear on a specific phase of the subject. The man who joins one of these teams finds himself associated with some of the ablest minds in the profession and receives the opportunity and friendly support needed to make fullest use of his capabilities.

The new research men has frequent contact with experienced supervisors, Hans M. Hays, Ph. D., Indiana '17, disease data obtained in an experiment with F. B. Downing, left, a member of research supervision, and M. B. Sturgia, a research group head.

DU PONT

BETTER THINGS FOR BETTER LIVING THROUGH CHEMISTRY

More facts about Du Pont—Listen to "Candidates of America" Monday Night, ABC Coast to Coast.