

## For '62 Grads to Help in Space Race

# Feverish Talent Hunt Under Way Again

**EDITOR'S NOTE** — The race for the Moon is hot but the race for the engineers who will build the space horses is boiling. With a declining number of graduates and soaring demand, the bidding between industry and government for engineers makes the rough and tumble competition for college halfbacks seem like a country auction.

By ROGER LANE  
Of the Associated Press

**NEW YORK** — This summer, a 25-year-old Missourian will spend much of his time crisscrossing the United States.

Purpose: To visit business firms who want his brains to meet one of the biggest scientific challenges in history.

All his expenses will be paid. "I wouldn't talk with any company that wasn't at least that interested," he says.

Like tens of thousands of other students leaving school this June to begin their careers, he is getting as big a rush from business corporations as All-American football prospects get from coaches and alumni.

He's a standout student who will soon win his doctoral degree in biochemistry from a standout school in California. And so he represents a top prize in a pell mell race by the government, aerospace, electronics and other technical firms for a skimpy — and dwindling — supply of engineers and scientists. Jobs beg to be filled.

### No Wallflowers

"The greatest manhunt in history." That's how the National Aeronautics and Space Administration (NASA), organizer of Uncle Sam's reach for the Moon, describes its own effort in the field.

Ironically, the feverish talent hunt goes on against a backdrop of 4.5 million unemployed nationally — and in communities labelled depressed areas be-

cause of high unemployment. Its urgency is fanned by international tension, with the United States and Russia locked in a struggle for supremacy in space and in nuclear age military preparedness.

Highly skilled manpower obviously will play a critical role. Most of this year's 45,000 to 50,000 engineering and science graduates are less sought-after than the fellow from Missouri, who was interviewed by 23 companies. Few will command his probable starting salary of \$10,000 or more, plus fringe benefits.

But with roughly twice as many job openings as qualified men to fill them, there is hardly a wallflower in the crowd.

Corporations have beefed up recruiting squads, stepped up spending. Some figure they pay out \$1,500 to \$2,000 "a hire."

NASA is even trying to interest girls and women in engineering. "They may prove the only answer," one NASA recruiter said.

Salaries and benefits are at record high levels for June graduates, with many slated for \$7,000 to start plus liberal employer subsidy of studies toward advanced degrees.

Yet some electronic engineers change jobs so often disapproving colleagues call them "gypsies." A recent survey showed one of every six engineers cov-

ered had worked for five or more employers.

The space race is behind much of the engineer shortage.

On Nov. 3, NASA began a drive to recruit 2,000 engineers and scientists by June 30.

Moreover, NASA estimated it would need 13,000 more in the next 10 years.

### 7,683 on Staff

The June 30 target would swell the NASA technical staff to 7,683.

Huge as NASA's pool is, private industry boasts some even larger—but probably none exceeding the General Electric Co. reservoir of about 14,000.

When NASA entered the field, defense contractors spurred recruiting efforts. Such concerns can't get government work without proof of qualified men to handle it. Other companies picked up the surging tempo.

On some campuses, recruiters outnumbered science and engineering prospects this winter.

Recruiters set up 2,233 fall and winter term appointments with 212 candidates for electrical, mechanical and chemical engineer students at Michigan State.

Five hundred companies swarmed to Massachusetts Institute of Technology, scrambling for 1,500 prospects—probably half of whom will shrug off all

entreaties and pursue graduate studies.

An estimated 800 national corporations maintain full scale recruiting operations. They are staffed by professionals who divide their time between college and industry markets. Smaller companies operate regionally.

North American Aviation, a Los Angeles missile and aerospace firm, maintains a staff of 80 to 100. In 1960-61, it recruited 758 college men, or 1 of 12 contacted, and 218 more from industry, or 1 of 19 interviewed.

More generous than some firms, North American offers starting salaries of from \$6,600 to \$7,500 a year for four-year graduates, from \$10,800 to \$18,000 to PhD's.

### Generous Inducements

Do the firms pay bonuses or hidden extras to sway a coveted prospect?

"Not that I am aware of," says Andre C. Beaumont, an associate placement director at New York University.

However, Beaumont and some other university placement officers said they had heard talk of "unusually generous" re-location settlements, payment of two weeks' salary in lieu of summer vacation and Easter vacation joy rides to far away places—as in Dallas or Denver, Colo.

Recruiters confirm that an occasional student isn't above

cheating. One told of a student who, after a plant-visiting excursion to three companies near the same distant city, applied to all three companies for the full cost of the trip.

Personnel men of some companies chafe — privately — at NASA's massive campaign. They view it as unfair competition. NASA field men say private companies can offer far richer salaries and fringe benefits.

It seems clear that NASA has been cashing in heavily on the vast publicity reaped as sponsor and guiding light of space shots.

Unquestionably, the glamor of space work is a prime attraction for many budding engineers, ranking ahead even of pay.

William Yanta of Runge, Tex., a University of Texas senior, jumped at a chance to work alongside 120 other students in the U.S. Navy ordnance lab near Washington, D.C., last summer.

"Aerospace work today is spectacular, like the fascination people had for flying in older times," Yanta said.

"I'm going into it so I can feel I made a contribution toward a project like John Glenn's flight . . . that I had a helping hand in deciding the fate of the nation."

Mrs. Mildred Lee, engineering placement director at Washington University, said 75 per cent of graduates don't choose on a top-salary-dollar basis. They look first for "challenge," she said.

Some students hook on because of prestige, as in the case of Bell Laboratories, Murray Hill, N.J., or because the firm will subsidize work toward an advanced degree, rapidly becoming a prime inducement.

At Bell Laboratories, pursuit of an advanced academic degree is not optional; it is required. Bell underwrites part of the expense.

The seasoned engineer with a private firm is sought mainly through advertising, profession-

al organizations and commercial talent-finding agencies.

The New York Times, in its financial section, ran 17 pages of display ads—90 per cent appeals for engineers and scientists—the day before the Institute of Radio Engineers began its four-day convention.

Recruiters gathered like flies. Teams from 45 companies settled in one hotel. About 2,200 working engineers considering a switch in jobs registered formally.

For the most sought-after men of all, the technical man with 5 to 10 years experience and a demonstrated creative gift, a tailor-made and restrained approach is demanded.

A professional, personal or school contact usually leads to the rare changes made by men of this caliber.

From the new employer, they often command liberal pension and insurance benefits, profit-sharing and perhaps stock options.

Litton Industries Inc. gives all employees the yearly privilege of buying at 80 per cent of the market price common stock equal to four per cent of annual salary.

Salary? It easily could be \$25,000 or above.

An official of a Texas-based concern told how pirating forays sometimes are frustrated.

"Hearing of an impending raid, the home company will send several of its most trusted men over to apply and keep the other employees more likely to be tempted," he said.

Corporation recruiters, educators and government officials alike express concern about declining enrollment in engineering schools in the face of a demand curve they see soaring steadily higher.

The 1962 crop of engineering graduates will total about 36,000. Three years ago 38,100 graduated.



(AP Wirephoto)

In the high-pressure competition for engineers and scientists, this is a small part of one Sunday's ads in a metropolitan newspaper. The fervor with which government and business pursue graduating scientists and working ones suggests the "I Want You" recruiting posters of World War I. The race is spurred by a dwindling supply of scientists as more are needed for the stepped up space and missile programs.

## Open Season

# An Alum Comes Back

## He Attended First Of 3 Dunn Schools

By SAM FREAR  
Of the Register-Guard

Seventy-five years ago Dunn School in Eugene was a one-room building already looking weatherbeaten, and located far out in the country on a rutted wagon road.

If you stood on the porch there were only two houses visible.

Inside the building were desks, seating two students each, properly equipped with inkwells but without the traditional pigtail dipping because boys sat on one side of the room and girls on the other. In between was the stove.

These are some of the memories of 81-year-old George Chapman of Fort Bragg, Calif., who Friday made one of his periodic visits to Eugene to visit friends and look at the modern replacement for the first school he ever attended.

Chapman tried being a cowboy for three years after finishing school, but left that to become a carpenter for the next 60 years. He remembers that Dunn School looked old when he first attended it in 1886.

Its weatherbeaten boards had been there since 1868. The building was located back from the road — now called Willamette Street but then just a nameless dirt track. In between the road and the school was a ball field. Chapman recalls that many foul hits sailed through school windows.

Chapman lived about where 29th and Willamette Street are now, and he used to walk a half-mile to school.

Chapman recalls that the teacher taught all subjects including grammar, the alphabet, history, writing and arithmetic, starting with the lower grades and working up during the day.

"I remember she used the stick a lot, but I never did get whipped." And he claims he never played hockey, although the teacher once said he did because he forgot to tell her that his father wanted him to come home at noon one day.

Dunn School, he recalls, is named after Barzilla A. Dunn on whose property the building was located. The modern school housing 503 students amazed Chapman.

It is the third school named Dunn, all located about the same place at 34th Avenue and Willamette Street. Chapman's old school was replaced in 1908. In 1929 this too was replaced. The present school includes the 1929 building and recent additions made since 1949.

## Candidate's Fair Group to Meet

An organizational meeting of the committee for the semi-annual Candidates' Fair will be held Tuesday in Harris Hall, Eugene, starting at 3 p.m. standard, 4 p.m. daylight.

The committee will be made up of members of many organizations — civic, fraternal and political—in Lane County. All organizations are urged to delegate a representative to the meeting.

The fair is presented prior to each general election so that the voters of Eugene and Springfield can meet all candidates running for public office.

## EWEB Officials to Consider 5 Projects

Five projects will be considered for authorization at the regular meeting of the Eugene Water & Electric Board Monday at 6:30 p.m. standard, 7:30 p.m. daylight at the EWEB offices at 500 E. Fourth Ave.

The projects include:

- Construction of a 69 kilovolt circuit from the Currin substation to the Willamette sub-

## EWEB Officials to Consider 5 Projects

tion. The estimated cost for the project is \$106,301.

- Construction of a river gauging station downstream from Hayden Bridge at an estimated cost of \$1,477.
- Construction of a second 12 kilovolt circuit feeding south from substation L on Hilyard Street.
- Installation of a large conductor on River Road between Belt Line Road and River Loop 1.
- Installation of a 12-kilovolt underground extension for St. Mark Catholic Church on Echo Hollow Road.

Also under consideration at the meeting will be a proposed property transfer involving EWEB property and the Walter W. Carter property along the Leaburg Canal near Cogswell Creek.

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**Fire Destroys Mill**  
PORTLAND — Fire destroyed the Monarch Shingle Co. mill north of Portland Friday. The loss was estimated at \$100,000. Fire investigators are trying to determine the cause.