



**EAT**

# California Tech

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Punch

Volume LXVI.

Pasadena, California, Thursday, March 11, 1965

Number 21

## Yale Russian Chorus Sings In Beckman

The Yale Russian Chorus, a choral group of some thirty students and faculty members, will perform at Beckman Monday, March 29, at 8:00 p.m. Under the direction of Denis Mickiewicz, the choral group will give a concert of liturgical music, Negro spirituals, folk songs, and almost-folk songs of different cultures sung in several different languages.

The Yale Russian Chorus has been acclaimed by critics throughout the world. Since their founding in 1954 they have completed three successful tours of Europe and five of the Soviet Union, where they were enthusiastically received. Three years ago, the chorus gave a concert to a full-house crowd at Caltech's new Culbertson Auditorium.

**Great Sounds**  
Of the chorus' reception during a tour of France, the American Cultural Attache wrote: "It is rare to see the critical Parisian audience rise to give a standing ovation, and to hear them shout 'Bis' and 'Bravo' at the top of their lungs for minutes on end."

Tickets for the Yale Russian Chorus' concert are now available at the Beckman ticket office and at the Y. General admission is \$1.75 and \$2.25. Student admission is \$1.00 and \$1.50.

## Humanities Adds New Instructors

BY HANK SUZIKAWA

The establishment of options in history, economics, and English has inspired a burst of activity in Caltech's Humanities Department as it expands to meet the additional demands upon it. One most apparent enlargement is the addition of four new instructors to the already excellent teaching staff; two in English and one each in history and economics.

The history department will make its first attempt to teach pre-eighteenth century history with the addition of Dr. John F. Benton, a specialist in medieval history. Benton received his PhD from Princeton, has taught at Reed and at the University of Pennsylvania, and has held both Guggenheim and Fulbright fellowships. His specific interest is the French middle ages and he has written books in both French and English on the subject.

**Fresh from Berlin**  
Coming to the English department are Dr. William Cozart, who received his PhD from Harvard and is presently at the English  
(Continued on page 2)



—photo by Kim Gleason

Blacker House chorus out-sings harpsichord, foreground, to place first in Interhouse Sing, for the second year in a row.

## Blacker Sweeps I H Sing; Ricketts Second

Blacker House repeated its double sweep of last year by taking another pair of firsts in the 1965 Interhouse Sing. Both the chorus and quartet recaptured the two trophies that still wore a year's supply of Blacker dust. The Sing, held in Beckman Auditorium last Thursday, was emceed by Dr. Robert Huttenback, Master of Student Houses. "I think of myself," Huttenback remarked, "not as a warden here, but as just a genial abbot."

**Ho, Ho, Ho . . . Whack!**

This year's Sing was the first since competition began that three houses have won both first, both second, and both third places in the two categories. Ricketts took two seconds and Fleming rolled double-thirds in the chorus and quartet competitions.

Following Blacker, Ricketts, and Fleming in the chorus competition were Ruddock, Dabney, and Page, with Lloyd in seventh place. There were no further entries in the quartet competition.

The Blacker chorus, directed for its second year by Bob Sweet, sang two of the "Liebeslieder Waltzes" by Brahms and a Bach wedding cantata, "Der Herr Segne Euch." Sweet confided that this suggested that the se-

lection of these numbers—two love songs and a wedding cantata—might somehow be connected with the fact that the three judges were ladies.

**tom had a beard**

Ricketts, directed by Tom Oberjat, sang "sam was a man," an e.e. cummings poem set to music by Vincent Perischetti, "Regnum Mundi" by Jacob Handel, and "Soon-A Will Be Done," a Negro spiritual.

Fleming, a sort of dark horse, brightened the Sing with "Oklahoma" by Rogers and Hammerstein, and the "Drinking Song" from **The Student Prince**, with special lyrics appropriate to Caltech added by Dr. J. Kent Clark.

The Caltech Glee Club entertained during the interlude while the judges' results were being tabulated.

## Late House Election Results

Three student Houses elected new officers on Wednesday evening, March 3. The only House elections which did not take place that night were held a week later in Blacker House.

The elected officers were:

- Blacker:**  
President: John Eastment  
Vice-president: Larry Anderson  
Secretary: Ken Garbade  
Treasurer: Bob Miller  
Candidates for last night's elections:  
Social Chairmen:  
Bob Bell  
Steve Clamage  
Dan Erickson (one team)  
Athletic managers:  
Ben Denbart  
Frank Fujimura  
Sali Ma (one team)  
Librarians:  
Bruce Bailey  
Norman Uyeda  
John Tucker (one team)  
John Haviland  
Lee Johnson (second team)

## Travel Prize Winners Named

Bill Colglazier, Doug Holford, and John Tucker are the winners of the Du Pont Junior Travel Prizes for 1965. The announcement was made Monday morning, following a dinner and night of deliberation at the home of Dr. Horace Gilbert, and was the culmination of many weeks of work. A \$5000 grant from DuPont provides a summer of travel every year for two or three students selected by a faculty committee from the top of the junior class. A dinner is held first term at the Athenaeum for the top twenty-five juniors, and they are offered the opportunity of submitting a written proposal which serves as the basis of selection. The winners are those who convince the committee that they would get the greatest reward out of a summer's travel.

**Europe on \$2 a Day**

Colglazier, Holford, and Tucker are now in the process of trying to convince Dr. J. H. Richards, chairman of the committee, that they really need all that money to keep body and soul together. Due to graft and corruption in the past years and America's unfavorable balance of payment, it is feared that our world travelers may have to live on nuts and berries this summer.

John Tucker will make an investigation of underwater archaeology in the Mediterranean.

John's favorite hobby aside from snaking 125 is skindiving, and he plans to spend most of the summer excavating classical Roman shipwrecks and inundated Greek cities. He will be visiting the digs of several well-known archaeologists, as well as doing some survey work for them on sites that are as yet essentially unexplored. Besides Greece his plans also include Roman ruins in the Thames River, shipwrecks on the Riviera and off Tunisia, and stone age dwelling sites in Swiss lakes, with short excursions to visit the famous land sites in the Peloponissos, Crete, and Turket.

Doug Holford's prize will take him to Japan, where he will study the martial arts. His study will include kendo (swordfighting), judo, karate, aikido, sumo (wrestling), and kyu-do (archery.) The martial arts have been highly developed in Japan; and, besides their interest as methods of physical combat, they offer an insight into the philosophy and culture of the Japanese people.

(Continued on page 2)

## Notices

### BUDGET REQUESTS

All organizations, etc., which want money from ASCIT should submit requests to Eric Young in 103 Ruddock by April 9, 1965.

### ROBERT W. OLIVER

Caltech associate professor of economics, is running for city director in today's election.

### CALTECKERS! CHRISTIANS!

Dr. Gleason Archer, Professor of Biblical Languages at Fuller, will speak on "the Authorship of Daniel and Isaiah" tomorrow noon in Chandler.

### BYE BYE, BALI

The Laur Van Aken exhibit of Balinese paintings in Dabney Lounge will only last until tomorrow.

### VOTE VIETNAMESE

Oscar G. Coover, a 44-year-old construction worker, is running for L. A. mayor. He calls for an end to the war in South Vietnam and is backed by the Socialist Workers Party and the Young Socialist Alliance.

### REAPPOINTMENT BITES

Assemblyman Frank Lanterman will speak to the Young Republicans tonight in Clubroom 1 at 7:30.

### NIGHT AT THE ICE HOUSE . . . FREE

The Caltech YMCA has arranged for a free night at the Ice House. The night is Sunday, April 4 from 6 to 8:30 with the regular show being given. There is only room for about 170 techmen, so watch for a signup list.

Editorials

# Let's Fix The Sing

It is unfortunate that Interhouse Sing again demonstrated the crucial role of the method of treating the three judges' chorus ratings. Blacker took the Sing with one first and two seconds; Ricketts placed second with two firsts and one fifth. By the rating system used the last three years, however, Ricketts, instead of Blacker, should have been awarded this year's Sing trophy.

Regardless of the particular method of rating the houses, initially each house has just as great a chance of victory as any other house. But when the method of rating may be arbitrarily changed—as happened in the week preceding this year's Sing—by an informal consensus of the house chorus directors, such claims as "Ricketts was robbed" are certain to occur. A way to avoid any seeming injustice is simply to select some standard system of rating. The IHC should certainly take action on this standardization before the 1966 Interhouse Sing.

There are two main considerations to be made in selecting a fixed system of rating. First, the one goal of each house is to win the Interhouse Sing trophy by taking first place in the competition. The relative places of the remaining houses are of secondary importance, serving merely as a criterion for deciding house challenges. Second, any rating system must compromise between the impressions made on the three judges—who are not infallible—and the degree of correlation between these impressions.

In view of these considerations it seems to us that the system of rating used last year, whereby two first places guarantee the coveted Sing trophy, should be adhered to. Second, third, . . . places are determined by taking the mean ratings; ties are broken by maximizing or minimizing sums of squares.

If the IHC fixed this or a similar system of rating the house choruses, much arbitrariness and grievance would be eliminated from future Interhouse Sings.

—Tim Hendrickson  
Norton Greenfeld  
Bob Berry

## Humanities Option and Millikan Too

(Continued from page 1)  
Seminar of the Free University in Berlin, and John Crawford, presently doing work on his PhD at Columbia. While it is uncertain what courses they will teach, there seems to be a good chance they will teach medieval literature of some form.

Dr. Rogert Noll, a Caltech alumnus who received his PhD from Harvard, is joining the economics department. He will probably teach mathematical economics, another subject not now covered at Caltech.

According to Dr. Paul of the history department, the biggest problem facing the expansion of the humanities is that of space. The crowded conditions in Dabney and the great masses of reference materials needed in humanities make the proposed humanities building and the new library necessities.

**High Ratio**  
However, Dr. Paul is expecting only a few students to enter each of the humanities options, and thus each student can be given an individual adviser according to the student's interest. With this close teacher-student relationship, the Caltech student will get the attention needed to make his humanities degree comparable to one from a larger school with its larger facilities.

## Travel More

(Continued from page 1)

Holford's interest in these congenial pastimes stems from his participation in the Caltech Karate Club. Doug has been an active member since his freshman year. Now, by visiting practices, attending matches, and talking with students and experts, Holford hopes to gain a better understanding of both the martial arts and Japan.

**Brazilia Forgot Sewage System**  
Bill Colglazier's project is an investigation of metropolitan transit systems in eight major cities of South America. Bill became interested in public transportation through a summer job with a bus company in his home town of San Antonio. He intends to study the effects of the economic conditions and topography of the cities on their transit systems. The first stops in his trip will be in Brazil: Sao Paulo, Brazilia, and Rio. Brazilia will be particularly interesting since it is the first modern city to be completely planned before construction. Other cities he will visit are Montevideo, Buenos Aires, Valpariso, Lima, and Bogota. Bill, who speaks fluent Spanish, will also try to find time for enjoying such things as the festivities marking Rio's 400th anniversary and the diversions of the Copacabana beach.

# "In White America" Dramatizes Negro

Fresh from an award-winning 498 performances in an off-Broadway theater, the poignant, dramatized history of the Negro in this country—"In White America"—will be presented tomorrow evening at 8 p.m. in Beckman Auditorium.

For the less courageous among us, the play represents at least a last-ditch and legitimate opportunity to punt before the horrors of finals are unleashed, even if the all-important relevance of the play for our time is overlooked. After all, who can afford to miss such a presentation when \$3.50, \$3, \$2.50 and \$2 seats can all be obtained with a flat \$1 discount for all Caltech students?

The play consists of the dramatization of documents, books and articles about the Negro from the days of the first slave ships to the present. The tragic history of the American Negro is portrayed up to the time of the Civil War in the first half of the piece, and the unfinished situation is brought up to date in the second half.

A cast of Negro and white people, with occasional musical assistance, will perform Martin B. Duberman's creation. Duberman, a history professor at Princeton University, has put together a performance that has great impact.

"In White America" won the Vernon Rice Award for the outstanding achievement in 1964 off-Broadway theater, and at a White House presentation producer Judith Marechal received the Margo Jones Award for her

work with new playwrights.

Tickets may be obtained from the Beckman ticket office, 332 South Michigan Avenue.

Mutual Ticket Agency service is now available on the campus, in the Beckman Auditorium Ticket Office at 332 South Michigan Avenue, from 10 a.m. to 5 p.m. Monday through Friday. For a service charge of 25c per order, to cover the telephoning costs, you can obtain reservations for almost any Southern California entertainment event, and usually get better seats than you could by going in person to the theatre involved and standing in line. Besides, Huttenback pays for half of each Mutual ticket (except sports events) up to two per student.

## Space Patrol Predictions

For those of you who have been waiting with bated breath to see the gigantic Pegasus satellite, we have predictions. It will be in the south or southwest, and will be moving east. Don't be fooled by airplanes.

Date	Time	Altitude
Mar 11	7:30 p.m.	63°
Mar 12	7:45	65°
Mar 13	6:17	58°
Mar 14	6:32	64°
Mar 15	6:48	61°
Mar 16	7:03	50°
Mar 17	7:18	37°

Start looking a few minutes before the times printed, as predictions are rarely exact. Here are some times for the boilerplate Apollo capsule, which was launched along with Pegasus.

Date	Time	Altitude
Mar 11	7:50 a.m.	65°
Mar 12	6:24	53°
Mar 13	6:40	63°
Mar 14	6:56	64°
Mar 15	7:12	57°
Mar 16	7:28	43°

The Jose Frink Award for spectacular launches is shared this week by the Soviet Union, for a recent Cosmos satellite which blew itself into thirty pieces after orbiting, and by the United States, for the Atlas-Centaur which got three feet off the pad before the engines quit. This launch approached the four-foot altitude record held by the Vanguard I.

## Cinema Francais 6 distinctive programs of New and Old French Films

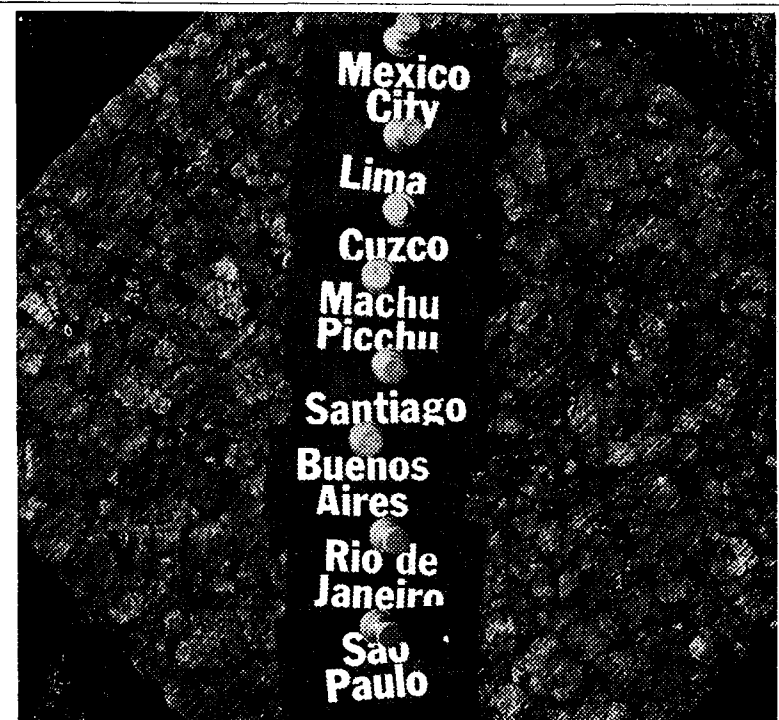
- PROGRAM 1** Nominated for Academy Award, Best Foreign Film, 1964  
Starts March 17 **The UMBRELLAS of CHERBOURG**  
Music by MICHEL LEGRAND a film of Jacques Demy, in Color
- 2** Best Film, Venice, 1963 **Peter Brook's Moderato Cantabile**  
Alain Resnais' **MURIEL** Jeanne Moreau & Jean-Paul Belmondo  
Delphine Seyrig - Best Actress, Venice Festival, 1963
- 3** Jean-Luc Godard's **A Woman Is A Woman** (Le Trou)  
Jean-Paul Belmondo & Anna Karina
- 4** **Naked Autumn** (Les Mauvais Coups) Simone Signoret
- 5** Jacques Becker's **Night Watch** (Le Trou)  
Second features on Programs #2-6 will be films of GERARD PHILIPPE among them: *Les Liaisons Dangereuses; Lovers of Paris; The Idiot; Modigliani.* ★★★★★★

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# SPORTS

## Varsity Netters Humble Whittier; Frosh Lose

The varsity tennis squad evened its season's record at 3-3 by defeating Whittier 8-1 last Saturday afternoon at Tournament Park.

The entire Caltech lineup played a strong match against the visitors with Hoshor, Green, Ellis, Rose, and Buckholtz all winning their matches in straight sets. The lone Whittier victory was in first singles 6-3, 6-3, over Techman Butch Niell.

Butch and John Hoshor took control at the net to win first doubles 8-6, 6-1. Don Green and Val Ellis won the first set of their second doubles match 6-2, but were at a 3-5 deficit in the next before regaining form to win 8-6 behind Ellis' strong service and Green's sharp net play. Pressing and Rose made short work of their third doubles op-

ponents 6-3 and 6-2.

The Frosh lost to their Whittier counterparts, 3-6. Herb Robinson and Ed Groth each won a singles match in three sets, with Ed coming from behind to win 2-6, 6-2, 7-5. Jeff Haight and Robinson teamed to win the third doubles contest.

## Webmen

MADE BY TJ

The forces of good triumphed as Jenkins' team beat Anderson's 45-41 in an intersquad meet last Friday. Although the winners were upset in its loss of the medley relay, Pat Miller swam his best breast-stroke time in 1:07.8.

As the two teams struggled to pick up some second and third places that meant the meet, some of the swimmers found themselves in strange events. Cooper went butterfly on the relay plus the 200 in addition to his usual 200 backstroke, while Miller took a stab at the individual medley. Anderson swam fly on the relay which probably caused his loss to Rick Touton in the 100 free.

Touton himself tried the man's distance (500 free) but this proved to be too much for him after the 100 yard free, so he swam a safe third while mixing an individual medley into this grueling race.

Jenkins' team came into the lead for the first time after the final relay as Haviland, Nielson, Ryan and Jenkins finished well ahead of the opposition for the win.

## Volleyball

Fleming won Interhouse volleyball last week and moved a giant step closer to capturing the Interhouse trophy.

The big game of the week pitted the two undefeated teams against each other. Fleming won rather convincingly over Page in what might prove to be the most important game of the Interhouse race.

The men from Page must have been disheartened by this loss, or else Ruddock got tired of losing although possessing a rather good team, because Page lost their second straight match of the week.

## Ricketts' Wrestlers Defeat Blacker For Discobolus, 16-14

BY RAT

The first Discobolus wrestling meet in recorded history saw Ricketts defeat Blacker in a 16-14 squeaker Saturday in the gym. About twenty fans from each House were present to see the action.

In the 123 class Larry Gorbet of Ricketts took five points by forfeit while experiencing the extreme pain of a broken thumb. Martin Oyie, Ricketts' own varsity 130 man, was upset by Duke Sun, giving Blacker an unexpected three points. The 137 pound class featured two varsity wrestlers, but Frank Fujimura easily decided Steve Hayes. Blacker 6; Ricketts 5.

### Trackmen Have Bunions

The next two divisions saw inexperienced men on both sides with Bill Miniscalco of Ricketts taking 145 against Ken Kosai by decision. Mike Baskes had n-plus-one near pins in 155 but could not bring home all five for Ricketts. Then varsity wrestler Chris Shelton got Ricketts' only pin of the day in about one minute of the first period. Ricketts 16; Blacker 6.

With two matches to go, all that remains is for a single Ricketts man to avoid getting pinned. The 175 class saw Hugh Maynard, 155 pound Water Polo star, against the 174 pound Gary Thompson. Despite his superior

strength, Thompson was unable to pin the courageous Maynard. He decided him around 20-2, Hugh's two coming on penalties. It was all over but the shouting. In the heavyweight class, Roth easily pinned Jaegers of Ricketts. Ricketts will defend Discobolus next term.

# Trackmen Beat C H M

The rain last Saturday was only a little sprinkle, not enough to stop the meet. Nor was it enough to dampen Caltech's pride at winning her first meet ever against Claremont Harvey-Mudd and the first track meet at all in three years! The varsity roughed up their rivals 85-70, but the frosh lost 61½ to 79½.

The varsity field event men proved worth their salt, placing first in the broad jump, high jump, javelin, and pole vault. Gage's first in the high jump at six feet and the broad jump at 20 feet 2 inches were not his best, but they were good enough to win. Gage didn't quit at that, but went on to place third in the triple jump at 41 feet 5 inches. Sawicki took first with a personal best of 180 feet in the javelin.

### Wrestlers' Smelly Armpits

The sprints were where Caltech cleaned up. Austin won the 440 in a gutsy 52.2; Wyatt and Brown were first and third in the hundred. Ken Brown's leg muscle was pulled again during the race and caused him to limp through the finish line, but he still managed third. Austin ran anchor on the two relays, the 440 and the mile—Caltech won them both. And in the 220 Austin and Ludwig were second and third, respectively.

Harvey-Mudd's distance man Dewar was probably the most valuable man in the meet; he per-

sonally accounted for 15 points. Second and third in the mile and two-mile went to Caltech, however, as did third in the boxing match called the half mile. Dewar won all of these, but CIT depth won the day.

In the frosh meet the distance men were gloriously triumphant, but Caltech's sprinters and field-event men were swamped by the

visitors. The most impressive performance of the day was Levinson's, who won both the javelin and the discus, and placed third in the high jump. The CHM frosh sprinters were fast, man: a 51.4 quarter and a 44.0 quarter-mile relay were their best efforts, but a 23.0 second 220 or a 10.6 hundred aren't that bad in this league.



—photo by Kim Gleason

Don Radcliffe and Gary Ihas take first and second in the high hurdles, helping the varsity defeat Claremont-Harvey Mudd.

## Baseball Victory

An ever-improving varsity baseball team split a doubleheader with Biola last Saturday. The first game was very sloppily played; several mental errors were made and there was a complete lack of clutch hitting. Because of the team's below-par play we lost 6-2.

The second game, on the other hand, was a completely different story. Clutch hitting and fine pitching won this game for us, 9-6.

The "hero" of the game was Chuck McQuillan who allowed only two earned runs while pitching six innings. To go along with his homerun and single in the first game, he got a triple in the second game, and had a total of four runs scored and two RBI's. Another clutch hitter was Bob Weatherwax, who ignited a three-run rally in the first inning of the second game by rapping a sharp single when the bases were loaded, thereby knocking in two runs.

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# Brewins



**Christine, Mary, Susie,  
Kathy, Joy, Diane, Diane',  
and Mom.**

PVish John ---er was naminated for weekly stud for getting former tripartite of the rabbit gazette. Picture cool Zorro's barn in the boonies, infested with Phages and Black Ruddybutts for grand old-fashioned swing your partner do-si-do. The cows were herded elsewhere, but the sheep were left in the meadow.

Well, Big John is paired with lanky playmate, and hopes for some privacy, but his advertising brought lots of curious and horny bunny book buyers to the stomp. While our boy was getting antsy, bunny-to-be converses with everyone about everything, including her modeling for fine men, and the eight-fold way. Stud gets POed at bod for small attentions, despite non-rigid body motion on trampoline which forced her to put on a nonholonomic constraint. So he starts asking uncool questions, like just what bod must do to become bunny. Ergo mutual kiss-off.

**Chuck Chuck Bo-Back**

Enter Bugeage of universal reknown (jests at the table, nomination of Bloodyduck almost-Shylock, etc.) to cash in. Not satisfied with progeny of merry pigfurd, he leaps into the breech, and rescues fair damsel. As a matter of fact, they leaped up to her pad. All Bugeage would ad-

mit was that they imbibed a bit and that wench had the taste of lipstick. Had enough to eat, Buggy buggy bo-buggy? Also got talk-speak numerals, to wit 7,933,941, or to speak like a computerist, 36200750.

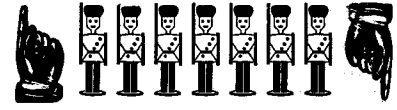
**KIOA Munches the Hairy Grad**

Ex-Flem Letcherous John sitteth in Gyggenheim, munching a hairy integral which holds up research. Enter one Smiles Waltz, youthful keeper of the skittery Scurves. Sez Letcherous One: "Is worth five bills to know integral." Sensing monetary gain, Smiles in haste copies sticky wicket and waltzes off to pad, on agreement that first resolvment takes the pot. Sensing monetary disaster, Big John buckles down and gets answer of one over minus two-bar; then leans back and contemplates navel and greedy Scurve Resident Ass. grinding away.

**Grind your behind**

Meanwhile greedy ra has proclaimed at Scurve feed a generous two herns to he who who unties the Gordian integral. Many suckers grind and grind. Next

dawn finds Smiles approaching the big John with depressing news: two linearly independent trolls, of form A times Doorbash plus B times Boisterous, have same solution, not of course one over minus two-bar, and have been paid by grubbing ra, who now wants his pound of flesh. Letcherous, impressed with Puckieman score of one fong, is about to fork over, but as he is watching his weight, he makes a last



check, and yea, verily, finds that ra's avaricious haste to copy down miraculous problem, he has neglected a sign, and Big John's result was indeed right. So eat fuzzy crow, Waltz, and the John flushes away at new barf.

**Please don't take my baby away**

Meanwhile, deep a la Rue Hurl But, the Lewd Lullu boys staged a Bacchanale. 'Twas a feast supreme, laid by two formerly horny Tichers, Heller and Lip-

man. Drizzling droozle dampened not the spirits of these ardent trools, for fools know they are immiscible.

Frosh Piscioss (18 oz./hr.) boobled first. One fine Jaypeeyel grad heisted and stole his first claptrap. This same schmook still holds coolie Lewd House Record for eating out more often, as per Saga Sugars.

Anyway, bodees warm for all night as Techers share and share alike. Crud found Mary Nude changed since high school, while Ablebuns found McCornpone in place of his date. Zumumchwartz implied chug-a-lug. Pansy reported that Pinnocchio was on his twenty-ninth first date and first last.

Suddenly fuzzy wuzzy entered and asked for peace, and returned

with boozed Bruce, and things too dark to see left Lewd Lullu boys agroping.

Kowabunga! Surf's up in 217 Lewd. Hangin' two and bustin' through. Like rude. Got an off-shore now, though.

**Bust your fung**

So in need of a competent piano-tromper for Interhouse Sing sing was Reddick's horde that they sent fearless boy aviator Grunt Black-tongue to the northern festering wilds to fetch permafrosh Schweiner and his flagrant fingers.

Super ace accomplishes mission, but, return trip fonged due to bad weather scene. But all to no avail, as the good abbot's henchmen gave them the 'squeah. But enough of this QRM—I have digross. I shall digrose?

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Episcopal Chaplain

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# Ford Motor Company is:

## development



Toby Y. Kahr  
B. S., Columbia University

The road to management is a two-way street at Ford Motor Company. On one side of the street, the college graduate brings to us his talents, abilities and ambitions. Then it is up to us to ensure that he realizes his full potential.

There are several methods we use in guiding his development. One method is periodic evaluations. These reviews measure performance and—more importantly—chart the best route for an employe to pursue in developing his capabilities. These performance reviews are prepared at least once a year by the employe's immediate supervisor,

reviewed by higher management and discussed with the employe.

In addition, there are frequent reviews and analyses of individual performance in which promotions, salary increases and developmental moves are planned. These programs are so important that each division and staff has a special section responsible for administering them. One of the people who helps oversee these programs is Toby Kahr. His experience is also an example of how a college graduate benefits from these programs.

In 1963, Toby completed our College Graduate Program. During these first two years, he gained a depth of experience in Company policies involving all aspects of employe relations. Currently he supervises the Personnel Planning and Training Section of our Steel Division. In essence, Toby is helping to implement the program that led to his own career development.

Programs such as these are intended to make certain that your performance at Ford Motor Company will be recognized and will determine how fast you'll move ahead. The development of future managerial material is one of our fundamental goals. See our representative when he visits your campus. Something good may develop for you.

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