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## Graduation and Industry

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HAVE often wondered if college managements realized to what extent the present method of sending out ninety-five per cent of their annual graduates in June works a handicap on industry and those graduates who are going into industry.

Under this system industry must absorb in about ten days' time its entire yearly quota of college trained men. Such a condition may be desirable in a few seasonal industries, but it is not true with Armco and many others.

This wholesale flooding of the industrial employment market in the early summer means that the individual attention which we believe well trained men should have to gain a proper introduction cannot be carefully given, that a great deal of time is wasted by both the individual and the company in placing men in make-shift and temporary jobs merely to retain a hold on them, and that some very fine executive material is lost to companies because there are only a limited number of attractive opportunities available at any time.

Vacation workers who depend to a great extent on their summer earnings to carry on their education come into industry at the same time as graduates. This complicates matters further. Industry is anxious to aid in every way possible those men who are forced to make their own way through school and to give temporary employes the practical experience which may later be used to mutual advantage, but many times our desires cannot be fully carried out, as there are often not enough jobs to go around when the summer rush comes. Here again, it is not possible to give the individual attention necessary to the satisfactory direction of effort.

I believe the present plan is perfectly satisfactory so far as undergraduates are concerned, but feel sure that it would be more desirable in the case of graduates who are entering industry permanently, to have them released at least twice a year, and, better still, three or four times. Commencement could still be held at one time every year.

In this way men could be given more undivided attention, they would receive better opportunities and industry would be much better served generally than with the present method of absorbing men in groups instead of as individuals.

It is our belief that the present graduation methods originated from the fact that colleges formerly prepared men almost exclusively for the professions, where is made no difference at what time and in what numbers men were released. Now, however, industry is claiming a large percentage and there is every reason to believe that this ratio will constantly increase, except in the highly specialized institutions.

This may be considered an effort to change the harvest time. However, we believe this possible where it is man made and man controlled. Why store against famine and allow part of the crop to spoil when it is possible to avoid famine by a change in the methods of harvest?