

GRADUATE RECRUITMENT

Notes on a Meeting held on Wednesday, 10th January 1962.

Present: Mr. J. D. Lawson Mr. B. Halstead
 Mr. G. L. Cooper Mr. R. M. Jenkins
 Mr. R. C. Pepperell

Distribution:

Dr. W. D. Allen
Mr. P. Bowles
Mr. G. L. Cooper
Mr. S. H. Cross
Mr. J. M. Dickson
Mr. P. D. Dunn
Mr. T. F. Gubbins
Mr. B. Halstead
Dr. R. C. Hanna
Dr. L. C. W. Hobbs
Dr. J. Howlett
Mr. R. M. Jenkins
Mr. J. D. Lawson
Mr. L. B. Mullett
Mr. R. C. Pepperell
Mr. M. Snowden
Dr. G. H. Stafford
Mr. W. Walkinshaw
Mr. T. R. Walsh
Mr. J. J. Wilkins
Dr. J. A. V. Willis

ACTION

1. Mr. Lewson opened the meeting by emphasising the urgency for going to print with the booklet, descriptive of the work of the Rutherford Laboratory and of the career opportunities open to graduates, the page-proof copy of which he had discussed with the Director and the Secretary. A few minor changes were to be made and the proof to be despatched that day to the printers. Mr. Halstead said that he had recently addressed letters to Appointments Board Secretaries at Universities telling them of our needs for graduate physicists and vacation students in 1962, and promising supplies of the booklets within the next week or so.

Visits of Rutherford Laboratory Scientific Staff to Universities in aid of Recruitment.

2. Mr. Lawson said that he had invited the support of Group Leaders and their Scientific Officers in seeking to share the work of visiting Universities and providing lectures whose purpose would be to lure the students to apply for Scientific Officer posts at the Laboratory. As a result of the response so far, he provided the meeting with a list sponsoring "liaison officers" for Universities at Oxford, Cambridge, Glasgow, Leeds, Leicester, Sheffield, Belfast and most of the London Colleges (see list at Appendix "A"). The meeting turned its attention to the question whether any briefing of liaison officers might be of benefit, but no formula for common usage was thought to be feasible, and it concluded that the method of campaign would inevitably vary from University to University, College to College, and could only be determined by the liaison officer in the light of his knowledge of prevailing custom and circumstance. The meeting endorsed the view expressed by Mr. Jenkins that we should exercise every care to ensure that we did not cause any affront to University Appointments Boards by perhaps over-direct campaigning.

Mr. Halstead

3. It was agreed that, whenever necessary, Mr. Halstead would write to University Appointments Boards, nominating our liaison officer and perhaps seeking or proposing convenient dates for visits.

Graduate Recruitment - General

4. Reference was made to A.E.R.E. practice of making conditional appointments offers (i.e. subject to degree results) to University candidates who impress at the formal interview stage, offers which are often commuted subsequently from Scientific Officer to Assistant Experimental Officer level by reason of "lower second" or "pass" degrees. A view put forward by Mr. Jenkins that these candidates do not often show up favourably in the Experimental Officer Class found the sympathy of the meeting. In our campaign with the Universities, our prime concern was to find Scientific Officers, and there were good grounds to support a philosophy of "Scientific Officer or nothing" for 1962. Mr. Pepperell contributed another factor having a bearing on this, viz. that over the past two years we had recruited so many Scientific Assistants of the "A.E.O. potential" (i.e. 2-3 "A" levels, or O.N.C. proceeding to H.N.C. proceeding to Grad. Inst. P.) that we should take care to accommodate for a reasonable programme of advancement.

Mr. Lawson

5. Mr. Lawson acknowledged that the idea of "Scientific Officer or nothing" for the Honours student was a matter of policy which he would first like to discuss with other Group Leaders and the Assistant Director, and then report back to the meeting.

6. Mr. Pepperell enquired whether it had been established that A.E.R.E. would continue the practice of referring copies of application forms for some of their candidates (e.g. those who express an interest in particle accelerators, electronics, etc.) to the Institute, and, if so, could (or should) we board separately or seek to provide a member on an A.E.R.E. board.

Mr. Halstead

Messrs. Halstead and Jenkins said that they would discuss these matters with Mr. Oldfield of A.E.R.E. Establishments, promising reciprocal action from N.I.R.N.S. in those cases where we have applications for work more appropriate to the Authority than the Institute.

ACTION

Mr. Pepperell

7. Mr. Lawson stressed the importance of having a simple and readily-accessible card index and filing system covering all applications from University candidates. Mr. Pepperell undertook to devise a system and discuss with Messrs. Lawson and Halstead.

Vacation Students

Mr. Pepperell

8. Mr. Pepperell said that he had in hand the preparation of a brief report on the intake of Vacation Students last year, the interests expressed by Students in possible employment at the Laboratory, their criticisms, our difficulties, etc. Two significant factors which had emerged were:

(a) the general tone of the Student's reports indicating that they had found the studentships interesting, worthwhile, enjoyable - in some cases, stimulating; and

(b) the almost universal criticism of the lectures - not of their content, but of lack of cohesion and co-ordination, one lecturer going over much the same ground as an earlier one, and so on.

9. It was intended to distribute copies of this report to Group Leaders, and concurrently to ask for a statement on how many Vacation Students are desired for next summer.

Science Student Assistants

10. Mr. Jenkins announced that we had recently sent offers to three college-based sandwich course students (Dip.Tech.), at the Borough Polytechnic to serve their periods of six months' industrial training for 1962 at the Laboratory. These students were Messrs. C. C. D. Crabtree, I. D. Eversden and A. G. Tuck.

11. Mr. Jenkins was writing to the other Colleges for Advanced Technology (CATS), inviting them to nominate suitable candidates to spend their periods of industrial training here, since we could make provision for further such studentships. He would also advise Group Leaders of their obligations in accepting such students; and ask them how many they were prepared to take.

Next Meeting

12. The next meeting would be held in the office of Mr. J. D. Lawson at 9 a.m. on Wednesday, 17th January 1962.

Building R.20.
17th January, 1962.

R. C. Pepperell

APPENDIX A

List of "Liaison Officers"

(as agreed upon up to 17th January)

<u>University or College</u>	<u>Officer(s)</u>
Belfast	N. M. King (E. R. Harrison)
Birmingham	W. Boyd
Bristol	
Cambridge	J. W. Burren (H. H. Atkinson) (T. F. Gubbins).
Durham	D. J. Thompson, (P. D. Dunn)
Edinburgh	
Exeter	
Glasgow	R. G. Moorhouse
Leeds	J. H. Coupland
Liverpool	H. Wroe (E.E.)
London	Bedford Birkbeck T. R. Walsh Imperial L. C. W. Hobbis (E.E.), D. A. Gray (Physics). King's R. Billinge (J. H. Coupland) Queen Elizabeth Queen Mary J. T. Hyman, N. D. West Royal Holloway University College A. J. Egginton (A. Carne) (P. D. Dunn).
Manchester	H. Wroe (E.E.)
Newcastle	D. J. Thompson
Oxford	W. D. Allen
Reading	
Sheffield	G. L. Cooper, (P. D. Dunn)
Southampton	(P. D. Dunn)
Swansea	E. J. Jones

Note: Bracketed names - either unconfirmed, or will assist the nominated liaison officer.