



### THE DEAN OF THE COLLEGE

Looking back at conditions in industry during the past six years, we seem amply justified in facing the future with a high degree of optimism. Three years ago the young engineering graduate had little prospect of being able to secure a foothold in his profession, and there often followed a period of inactivity, discouragement, and disillusionment. The graduate fortunate enough to secure employment was forced to be satisfied with an extremely low salary and little opportunity to secure good professional experience. Engineers, in common with members of the other learned professions, found themselves forced to give up many advances in professional standing, although the percentage of unemployed engineers was always lower than for other college graduates.

At the present time, we can already predict a perfectly normal demand for technically trained men in the near future. An increase in industrial activity has created anew the demand for young engineers in many fields of business. Personnel representatives of large companies are once again contacting the colleges and practically all the backlog of unemployed graduates of earlier years has been absorbed. Some of the normal fields of engineering activity are still somewhat inactive, notably construction, where little private work is being done, but others are taking their place. As engineering employment increases, salaries will return to something like a normal basis although it will in all probability require several years to recover the losses of the depression period.

Competition among engineers will be keen, probably keener than during the predepression period. Many industries today are expecting a higher degree of proficiency than ever before. Post-graduate study in engineering has received a tremendous impetus since 1930, and many executives realize the value of this advanced work.

The three most important qualities in an engineer are **expertness, personality, and character.** The engineering graduate who ceases to develop as soon as he receives his diploma can scarcely expect to accomplish much in our highly competitive society. The successful engineer of the future will be the man who continually strives to increase his knowledge, develop his personality, and strengthen his character.

*H. J. Heald*