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ADAMS *J. E. Wilson*
R.E.

JUNE 9, 1959

- MR. W. A. ALEXANDER - DENVER AREA
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R. E. McADAMS

EXPLORATION RECRUITING

*Most hard on employer - lower? who will do?
- ops, training, finance for Denver.*

In view of the questions that have been raised, a review of our exploration recruiting techniques and procedures appear timely.

In this regard, the following list of subjects, suggested by Midland Area and supplemented here, are presented for consideration:

*alloy value of part of tech mem
in curriculum - Dr. King, etc.
It is well established that
4 more address: pick up
substantial amount of
basic sci such as thermody
or chem, etc.*

1. Selection of schools for Exploration recruiting with due consideration of the school curriculum as applied to our current and foreseeable future exploration techniques.
2. Are our recruiting efforts fully coordinated with our Fellowship program? In other words are we recruiting at all of the schools having Shell Fellowships?
3. How much weight should be given to a background in basic science, such as mathematics through calculus, chemistry and physics, in selecting candidates for employment in Exploration.
4. What can be told to interviewers regarding Exploration training programs, location of assignments, possibilities for transfer and other opportunities to acquire experience, etc. Recruiters are very often asked questions along these lines.
5. The relative merits of organized recruiting versus casual recruiting through faculty contacts, bearing in mind that the latter method has the disadvantage of:
 - a. Selections made by faculty members although in good faith may not conform to our standard of qualification for geological staff.
 - b. The difficulty of determining positively the degree of preferential treatment being received.
6. Suggestions for improvements in recruitment notices to schools, Evaluation forms especially the supplementary Qualification Record, etc.

*Employer's needed a
moment - must change
natl enrollment in
geol - esp in last 2-3
years of shortage*

*PHD
1953
10 from last degree*

*Degree of Dr. King + E. King
Dist. Genl, etc.
(Honorary AGS)*

Good by schools

*when in part we have had
slow acceptance
we have taken record
therein.*

*when a candidate
are more ahead of
further - should we
stop or pass up some
schools, no - be
doubtly forget on that
class!*

*We should forecast ahead
3 yrs at least*

7. Allotment of schools to Areas. In this connection how important is it that both Exploration and Production recruiters assigned to schools commonly recruited should be from the same area staff.
8. Nomination of recruiters for 1959-1960 season.

We should appreciate receiving your comments on the above points together with any other suggestions you may care to make. If your replies can be received here in time for a summary to be prepared, we would hope to be able to discuss this matter at the forthcoming mid-year meeting.

/Stamped/ Original Signed By
R. E. McAdams

bcc - Mr. J. E. Wilson - Shell Development Company

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