

GENERAL OVERVIEW AND PERSPECTIVE

F. T. Cole, Chairman
Summer Program Committee

Fermilab has a number of equal employment opportunity programs. This conference is concerned with the Summer Program for Minority Students and its effect on education of minority scientists. I shall describe the Summer Program as it has operated in the past.

The objective of the Summer Program is to encourage minority students toward careers in science or engineering through direct working experience in the laboratory. It is not an objective of this program to provide summer help for Fermilab projects--any such help is welcome, but incidental.

The Program has been in operation for four years. Each year, students are asked at the end of their stay to evaluate the program. The 1973 evaluations showed that many students had poor assignments and supervision. Nobody tried to tell them why they were doing particular tasks and how these tasks related to scientific work.

The Summer Program Committee was appointed to help to correct these problems. Members during the past year have been Frank Nezrick, Ernest Malamud, Fred Hornstra, Eugene Fisk, and Francis Cole. Richard Carrigan has worked closely with the Committee in all its activities. This year Dennis Theriot, Ray Stefanski, and Cordon Kerns have joined the Committee.

First, we solicited and received detailed proposals from Laboratory staff members for assignment of summer students, specifying the duties, prerequisites, and supervisor. Members of the Committee then went to the participating institutions with EEO staff members to recruit students. After we had the students and the jobs, we matched students to job on an individual basis, fitting together the student's interest and skills and the task's requirements. The large amount of time we spent in these efforts appears to have been worthwhile, because the 1974 student evaluations are much more favorable.

The Summer Program is still not completely free of problems. The students were paid on an hourly basis and there were not equal opportunities for overtime. We would like in the future to pay students a monthly stipend and are working on this problem now.

Housing was also a problem. We housed the students at Aurora College, and it was necessary to bus them to and from the Laboratory. This constrained their working hours unduly, because many Fermilab activities go on around the clock. We are trying to find housing for the students at the Laboratory for next summer.

Thus, we think that we have found some ways to have an effective summer program and are working to improve it further. In closing, I want to say that the success of the 1974 Summer Program is in large part due to the work of the next speaker, Professor James Davenport, who coordinated the program so ably.