

Czech Chief Confident Soviets Will Back Down

PRAGUE — Getting his country ready for his Presidency, Communist Party Chief Alexander Dubcek addressed a group of Prague workers and told them, "We think there is no reason for fear or mistrust. On the contrary, a certain dose of optimism, strong faith in our good cause and confidence that the correctness of our new policy will be proved in needed help ally at last the fears of our friends."

Cites Reasons For Shortage Of Executives

ANN ARBOR — Business expansion, longer educations, shorter careers, and the long-range effects of World War II are among the reasons for the current shortage of general managers, a petroleum company executive maintains.

Harry Laurent, employee relations adviser with Esso Metropolitan Services Corp., describes the difficulties of recognizing and acquiring managerial talent.

"Business firms are expanding and diversifying, more jobs are resulting in larger numbers of responsible management positions," he explains.

"Effective working careers are being shortened; young men are more often continuing in graduate schools, which means they are entering industry at an older age, there is a tendency for employers to retire at earlier ages, vacations are getting longer, and sooner or later more attention will have to be given to the granting of sabbatical leaves to enable professional employees to keep up in their fields."

"There is a gap in the 40-year group of employees caused by the impact of World War II on the educational systems in the United States and abroad."

Speakers Offered By MSU

THE IDEA OF THE MSU men speaking to build up a scholarship fund originated in 1961 with Dr. Gordon Sabine, vice president for special projects, and was taken up by counselors in the office of admission and scholarships.

The eight counselors have been joined by men from other departments, such as the College of Veterinary Medicine, the College of Education and the school of mechanical engineering.

Coordinator between requests for their services and the speakers is Russell C. Wentworth, associate director of admissions and scholarships.

Since last July 1—beginning of the MSU fiscal year—Wentworth says himself has spoken to more than 100,000 youngsters in 90 speaking engagements.

WENTWORTH said the MSU volunteers speak at 70 to 90 graduation ceremonies each year, or one-third of those held every year in the state of Michigan. He estimates that about half of the 700 high schools in the state hold commencement ceremonies.

The Office of Admissions and Scholarships annually sends out letters to all Michigan high schools offering the speakers' services and explaining where the money will go.

They average about \$5,000 a year for the scholarships.

Charles W. Curry, associate director for admissions and scholarships—who thought up the title "State Speakers for Scholarships"—spoke at the Homer High School commencement where his brother was graduating and where his father is a member of the board of education.

Curry, who has had extensive experience in his office working with fees, said on the average of once a week he hears of a girl who wants to go to college but whose parents, especially the father, refuses to help her "because she's a girl and doesn't need an education since she is going to get married anyway."

It is students in this category—and others who for one reason or another—are not eligible for the many U.S. and MSU funds—that the Faculty Scholarship Fund helps.

"ONE OF THESE concepts is the wilderness theory, which holds that the most capable individual in a group will be recognized eventually," he writes. "There is no doubt that this theory works after it has been possible to identify people with ability and to make sure that they are placed in positions of responsibility."

"However, there are times when this recognition comes too late, and there are people in the company who are of the opinion that we can no longer sit back and wait for individuals to emerge from the group, that it is necessary to seek them out actively and give them every opportunity to develop their talents."

"Another of these concepts might be referred to as management apprenticeship. Young people are brought into the organization and placed under the supervision of individuals who spend a certain number of years on low-level tasks, and they find it difficult to visualize how anyone can advance in the organization without going through the same process."

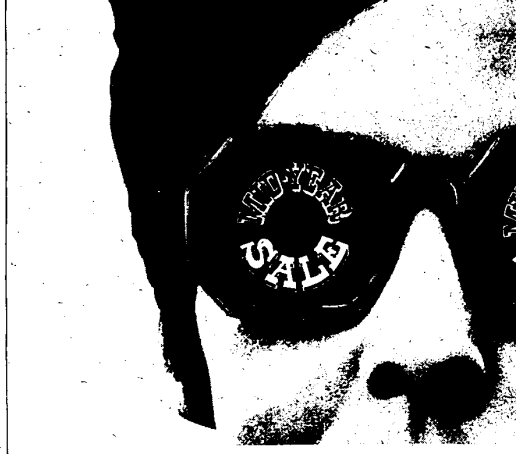
"Many companies are losing more high potential young employees than they would like, and part of the problem could be attributed to the structure of the entry jobs to which they are assigned."

THE OTHER PRACTICE which is being examined, Lau-

runner-up in last year's presidential election, has been sentenced to five years hard labor for moral support in his government's democratization, which Russia is so intensely re-buking.

MOSCOW — Soviet Defense Minister Marshal Andrei Grechko called upon the Soviet military to be combat-ready last week, and to be alert to "an attempt by international imperialism to make breach" in the party unity in Eastern Europe. He was apparently referring to Czechoslovakia.

According to Russian papers, Tass and Pravda, the Czech reform, referred to as "the change in the power balance" is an attempt by Western imperialists to take over Czechoslovakia and lure it away from the Warsaw Pact and the Soviet alliance ring, in Eastern Europe.



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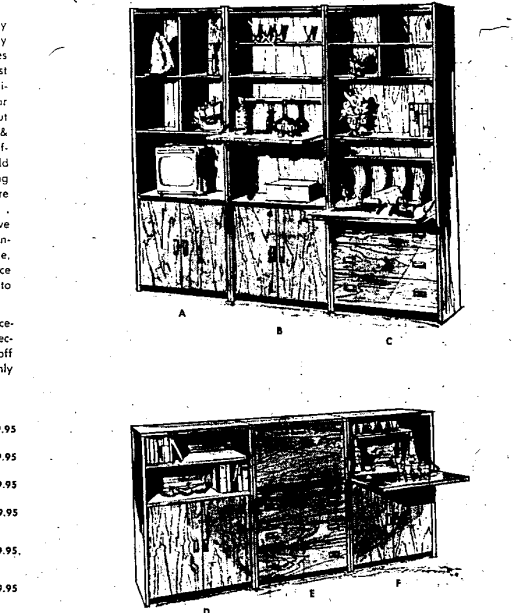
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WASHINGTON — Gen. William Westmoreland, outraged by reports that suggested the U.S. had given up on Khe Sanh, retorted that it has not been abandoned, but is being defended by different tactics.

He said he had decided back in April to blow up the base. The tactics have been changed he said to insure against GIs being caught "Khe Sanh"-style in bad weather.

— SAIGON — Truong Dinh Dzu,