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AN OCCUPATIONAL FOLLOW-UP OF MALE GRADUATES
OF DENTON HIGH SCHOOL, 1936-1940

THESIS

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TABLE OF CONTENTS

	Page
LIST OF TABLES	iv
Chapter	
I. INTRODUCTION	1
The Problem	
Aims of the Study	
Analysis of the Problem and Methods Used	
II. A COMPARISON OF THE HIGH SCHOOL GRADUATES WHO STAY IN DENTON WITH THOSE WHO LEAVE	8
Marital Status	
Where the Graduates Live	
Comparison of Denton with Cities to Which Graduates Have Gone as to Size	
Reasons for Choice of a Particular City	
III. COMPARISON OF EDUCATION OF EACH GROUP	19
Quartile Rank in Denton High School	
Number Who Attended College from Each Group	
Colleges Attended by Each Group	
IV. COMPARISON OF DEGREE OF SUCCESS ATTAINED BY EACH GROUP	26
Occupations of the Graduates	
Number Who Have Their Own Businesses	
Salaries and Financial Success of the Graduates	
Relationship of Education to Financial Success	
V. SUGGESTIONS FOR IMPROVING JOB OPPORTUNITIES IN DENTON	41
VI. SUMMARY AND CONCLUSIONS	55
Summary	
Conclusions	
APPENDIX	66
BIBLIOGRAPHY	68

LIST OF TABLES

Table	Page
1. Marital Status of the Graduates, 1936-1940 . . .	9
2. Geographical Distribution of Graduates Outside Denton	10
3. Population of Cities in Which Graduates Live, 1940	12
4. Distribution of Graduates by Size of Communities in Which They Live	13
5. Why Graduates Choose Denton as a Place to Live .	15
6. Why Graduates Choose Other Towns in Which to Live	16
7. Most Frequent Reasons for Choice of City in Which Graduates Live	17
8. Comparative Quartile Rank of Male Denton High School Graduates, 1936-1940.	20
9. Proportion of Graduates Who Attended College . .	22
10. A Comparison of College Attendance with College Graduation	22
11. Colleges attended by Those Who Live in Denton. .	23
12. Colleges Attended by Those Who Live Outside Denton	24
13. Types of Occupations of Denton High School Male Graduates, 1936-1940	27
14. Occupations of Graduates Who Live in Denton. . .	29
15. Occupations of Graduates Outside Denton.	30
16. Working Status of Gainfully Employed Graduates .	31
17. Yearly Income, by Classes, of Denton High School Male Graduates, 1936-40.	32
18. Income of Graduates Not Self Employed.	34
19. Income of Graduates in Own Business.	35

LIST OF TABLES (Continued)

Table	Page
20. Income of All Graduates by Source of Employment	36
21. Income by Occupations of Denton Residents. . . .	37
22. Income by Occupations of Graduates Outside Denton	38
23. Relationship of Education to Financial Success .	39
24. Opinions of High School Graduates as to Vocational Opportunities in Denton.	41
25. Suggestions by Denton Residents for Improving Job Opportunities.	44
26. Suggestions by Graduates Outside Denton for Improv- ing Job Opportunities.	50

CHAPTER I

INTRODUCTION

The Problem

The problem undertaken in this study is to find out what happens to the male graduates of the Denton, Texas, High School. In order to endeavor to answer this and related questions, an occupational follow-up of the graduating classes of 1936-1940, inclusive, has been made. Several aspects of the problem are presented. It is not within the scope of this paper to explore all its possibilities. For the greater part of the study the graduates of this five-year period are divided into two groups for the purpose of comparison. The first group is made up of those graduates who still live in Denton and the second is made up of those graduates who have moved away.

The first part of the study is devoted to a comparison of those graduates who stay in Denton with those who move away. The marital status of each group, where they live, and why they chose the cities in which they live are shown in this section. A study is made to determine if those graduates who have moved away choose cities larger or smaller than Denton in which to live or about the same size as Denton.

The second aspect of the problem is developed by making a comparison of the quality of work done in high school and

amount of education of the two groups. To make this comparison, a study is made of the quartile rank in high school of the graduates; the number that attended college in each group; the schools they attended; and the number that graduated from college.

The third part of the problem to be undertaken in this study is a comparison of the degree of success attained by each group. The occupations of the graduates, the number who have their own businesses, the financial success of each group, and the relationship of education to financial success attained are shown in this division.

The fourth division of the problem is the presentation of suggestions given by the graduates for improving job opportunities in Denton.

It is hoped that this study will show whether or not Denton is losing its potentially more valuable citizens to other communities. It is felt that a random sampling of the graduates during the five-year period considered would show the trend of what happens to Denton High School graduates.

Aims of the Study

This study has several objectives. The first objective is to provide the city officials of Denton, the Denton Chamber of Commerce, school officials, the Rotary Club, the Lions Club, and any other civic organization which may have to do with the planning of the affairs of the city, with information that, if taken into account, should aid them in helping to meet the needs

of their high school graduates. The second objective of the study is to determine the relationship, if any, of the amount of education acquired for the financial success of the high school graduates. A comparison is made, therefore, of the financial success of those who go to work with no additional education beyond the high school and the financial success of those who attend college. The third objective is to determine what proportion of its high school graduates Denton loses and why it loses them. In this connection the reasons given why graduates move to other places are examined carefully to determine what attractions other places have that draw young men away from Denton.

Analysis of the Problem and Methods Used

In making an analysis of the problem, it was decided to divide the graduates into two groups; namely, those who continued to live in Denton after graduation from high school, and those who moved to other communities. Comparisons of the two groups from this viewpoint were therefore made throughout the study. The first comparison to be made was to find the proportion of high school graduates who stayed in Denton and the proportion who have left. The second comparison was to show the relative financial success of each group. In this connection it was thought desirable to find out how many of each group attended college and whether the college group was more successful than the non-college group; the comparative

academic standing in high school of the two groups; and what occupations the members of each group follow. If the reasons for leaving Denton or for staying here can be ascertained, that information might be used by the city planners in meeting the needs of present and future graduates of Denton High School.

In this study, Denton High School graduates during a five-year period have been selected. This selection was made by taking from the permanent records of Denton High School the names and other pertinent data of every male graduate during this five-year period. This involved scrutinizing five file drawers of records. The records were arranged alphabetically and contained the record of every graduate from 1918 to 1947 without reference to any chronological arrangement by year of graduation.

The five-year period 1936 to 1940 was chosen for several reasons. First, it was a period when employment ranged from practically no jobs for the high school graduate to relatively steady employment for anyone who sought it. Secondly, it was a period when the country was at peace and therefore was considered to be a fairly normal period so far as international relations were concerned. Third, enough time has elapsed since the graduation from high school of even the latest class considered for those involved to have attained some degree of success and to be fairly well established in their chosen work. The recent war has interfered with the attainment of the goals

set by many of the more recent graduates, while those of a decade previous have had a better opportunity to establish themselves. Also as a result of the war and the opportunities created by the government for veterans to continue their education, many have gone back to schools and colleges to get the education they may have missed either intentionally or because they were financially unable to attend college earlier. Therefore, many have not achieved the goals they might have attained had there been no war to interrupt their progress. By the same token quite a few have changed their purposes in life as a result of the war. So, then, it may be said that though the war uprooted many to an extent, it caused some to leave Denton who would not have left, and it caused others to return after service who might have been satisfied to remain in other places. The fourth reason for selecting the period 1936-1940 was because it was recent enough that most of those with whom contact was to be made could still be located. It was felt that the selection of a period too far back would present problems of location that could not be solved during the time allotted for the writing of this thesis, and that older records of the high school would not be as complete as the more recent ones. Investigation of the records bore out this contention. It was also felt that a more recent period would have included the war years when the usual course of events took the graduate directly into the armed service and precluded any further

pursuit of education until after the war. That group would probably include a large proportion who are still in school.

After the names and data were collected, they were then arranged alphabetically according to year of graduation. It was found that there were sixty-three male graduates in 1936; seventy-four in 1937; seventy-eight in 1938; fifty-eight in 1939; and seventy-three in 1940, making a total of 346 male graduates during the five-year period being studied. Since it was not feasible to communicate with every member of every class, a sample was selected. One hundred names were chosen at random from the list of three hundred forty-six. Since this selection accounted for approximately one person out of every three and one-half, in the total listing, every third and fourth name were chosen alternately from the list for the sample to be used. This gave eighteen from the 1936 class; eighteen for 1937; twenty-four for 1938; seventeen for 1939; and twenty-three for 1940.

When the names to be used were chosen, the next step was to proceed to locate them, so that questionnaires could be distributed. The principal of the high school was of much assistance in this respect. He has kept in contact with many of the graduates themselves and with the parents of several others so that he knew where to locate a large proportion of the graduates. The telephone was used quite extensively to get correct mailing addresses from the families of the graduates. A letter and questionnaire were then mailed to each of the one

hundred names chosen for the sample. Upon return of the questionnaires, the data were tabulated and further writing was begun.

CHAPTER II

A COMPARISON OF THE HIGH SCHOOL GRADUATES WHO STAY IN DENTON WITH THOSE WHO LEAVE

This chapter is devoted to a comparison of the high school graduates who have stayed in Denton with those who have moved away. A comparison of the marital status of each group is made in Table 1, page 9. A study showing where those graduates who have left Denton live and the reasons given for choosing the particular place in which they now live is also presented. A study has been made to determine whether those graduates who have moved away from Denton chose a city larger or smaller than Denton.

Of the one hundred names selected at random, fifty-eight reside in Denton and forty-two live in other communities. Inquiries were sent to the one hundred graduates in these proportions. Replies were received from seventy-five. Thirty-seven, or 63.8 per cent of the Denton residents replied to the questionnaire and thirty-eight, or 90.5 per cent of those outside Denton answered.

The original one hundred names showed that a slightly greater proportion of male high school graduates have continued to live in Denton. A smaller proportion of Denton residents answered questionnaires sent them, however. It was not thought

that this indicated a lack of interest in a study of this kind on the part of the Dentonites because, of those who did answer, many expressed a personal interest in seeing the problem solved. Many gave excellent suggestions for improving conditions in the city for the benefit of present and future high school graduates. Whenever reference is made to the graduates in the future, it will refer only to those who answered the questionnaire.

Marital Status

The marital status of the graduates is shown in the table below.

TABLE 1
MARITAL STATUS OF THE GRADUATES, 1936-1940

Status	Denton	Outside Denton	Total
Single	5	4	9
Married	30	34	64
Divorced	2	0	2
Widowed	0	0	0

This table shows that within a few years after graduation from high school, and after the graduates become of marriageable age, practically all of them have married. Sixty-six, or 88 per cent of the graduates have been married or are still married. Even though only two of the seventy-five graduates

are divorced, this is a rate of 26 in 1000 while the national divorce rate for men is 17 in 1000.¹

Where the Graduates Live

It was found that the thirty-eight graduates outside Denton, who have replied to the questionnaires, live in a total of thirty cities or towns in the United States, and one graduate lives (is stationed there by the armed forces) on Kwajalein Island. The median population of these thirty cities arranged by magnitude is 11,579. A portion of this chapter gives a study of the sizes of cities in which graduates live as compared with the size of Denton.

The following table is presented to show the geographical distribution of graduates who live outside Denton.

TABLE 2

GEOGRAPHICAL DISTRIBUTION OF GRADUATES OUTSIDE DENTON

State	Number
California	3
Florida	1
Illinois	2
Mississippi	1
New Mexico	1
Ohio	2
Oklahoma	2
Texas	24
Virginia	1
Kwajalein Island	1

¹F. Lawrence Babcock, The U. S. College Graduate, p. 14.

As was shown above, the greater part of the graduates have continued to live in Texas although they have moved to cities other than Denton. Only two graduates of the group live in the eastern section of the United States and both of them are stationed along the east coast as members of the armed services. Most of the others who live outside Texas tend to reside in the north central and southwestern sections of the United States. Three graduates are located on the west coast. The evident lack of interest in the eastern part of the United States as a place of residence is unexplained. It is thought that the other sections mentioned probably better simulate conditions as they exist in Texas generally. From the psychological viewpoint this would likely be true because people tend to simulate conditions and imitate things with which they are familiar.

F. Lawrence Babcock says:

Evidently although majorities of both men and women--especially women--stay in the same section in which they were educated (and where most of them were presumably brought up), the substantial minorities that do move away create a redistribution of the Graduate Bloc.²

Having lived in Texas during childhood until the time of their graduation from high school, the graduates chose places similar either in population, topography, working conditions, or social conditions to Texas.

²Ibid, p. 47.

Comparison as to Size of Denton with Cities
to Which Graduates Have Gone

Graduates outside Denton live in thirty cities or towns having a median population of 11,579 and an arithmetic average of 244,414. Table 3 shows the lack of significance of the

TABLE 3

POPULATION OF CITIES IN WHICH
GRADUATES LIVE, 1940

City	Population
Argyle, Texas	268
Austin, Texas	87,930
Beaumont, Texas	59,061
Big Spring, Texas	12,604
Brookhaven, Mississippi	6,232
Chicago, Illinois	3,396,808
Chincoteague, Virginia	2,142
Cleveland, Ohio	878,336
Dallas, Texas	294,734
Denton, Texas	11,192
Eules, Texas	---*
Fort Worth, Texas	177,662
Freeburg, Illinois	1,507
Frisco, Texas	670
Gainesville, Texas	9,651
Garland, Texas	1,233
Grand Prairie, Texas	1,595
Jacksboro, Texas	2,368
Kwajalein Island	---*
Los Angeles, California	1,504,277
Oklahoma City, Oklahoma	204,424
Panama City, Florida	11,610
Pilot Point, Texas	1,122
Portales, New Mexico	5,104
Quannah, Texas	3,767
Richmond, California	23,642
San Antonio, Texas	253,854
Santa Ana, California	31,921
Seminole, Oklahoma	11,547
Toledo, Ohio	282,349
Waco, Texas	55,982
Whitesboro, Texas	1,560

*No population figures available in the 1940 Columbia Standard World Atlas.

arithmetic average. Ten of the places shown have a population of less than 5,000; three have a population from 5,000 to 10,000; and three have a population between 10,000 and 15,000. This makes a total of sixteen, or 53.3 per cent of all the places represented having a population only slightly larger than Denton, which has a population of 11,192, according to the 1940 census as reported by Columbia Standard World Atlas. Of the fourteen other cities represented, five have populations between 15,000 and 100,000; five have populations between 100,000 and 300,000; one is over 300,000 and two pass the 1,000,000 mark.³ It appears that many of the graduates chose

TABLE 4

DISTRIBUTION OF GRADUATES BY SIZE OF
COMMUNITIES IN WHICH THEY LIVE

Size of Community	No. of Graduates
1 - 4,999	10
5,000 - 9,999	3
10,000 - 14,999	4
15,000 - 99,999	7
100,000 - 299,999	9
300,000 - 999,999	1
Over 1,000,000.	2

Note: Two graduates not accounted for live in places for which no population figures are given.

³All population figures are taken from the 1940 census as reported by the Columbia Standard World Atlas.

towns either smaller than Denton or about the same size as Denton. The above table shows the distribution by size of community in which they live of the graduates outside Denton. This study was made because it was felt that those graduates who have moved from Denton were attracted to larger cities than Denton. The table above shows that although 53.3 per cent of the cities represented are no larger than Denton, only seventeen, or 44.7 per cent of the graduates outside Denton live in these smaller towns. Added to the thirty-seven who still live in Denton, a total of fifty-four, or 72 per cent of the entire sample being studied chose the smaller towns in which to live. However, it may be asserted that more than half of those outside Denton chose towns larger than Denton. As shown in Chapter IV, the size of a city alone was not the only determining factor used by the graduates in choosing a place to live.

Reasons for Choice of a Particular City

A comparison was made of the reasons given by the graduates for choosing the particular place in which they live, whether Denton or some other place. Table 5 shows the reasons given by those who live in Denton and the frequency of each reason. The one reason given almost unanimously was that Denton was their hometown. The next reason given was the fact that the father of the graduate had a business established and the graduate worked in it or took over the management of the

TABLE 5

WHY GRADUATES CHOOSE DENTON
AS A PLACE TO LIVE

Reason	Frequency
Hometown	21
Business established by father . . .	4
Ideal location for home, family. . .	3
School location.	3
No reason given.	3
Business connections	2
Opportunity in law field	1
Better living conditions	1
Need for business in area.	1

business when he was old enough. Three graduates said that Denton was an ideal location for a home and family; three students gave location of school, meaning North Texas State College as a reason for living in Denton; and three questionnaires were left blank on this point. Two answers stated that business connections were the most important reasons for choosing Denton. One graduate gave as reasons for living in Denton an opportunity in the law field, better living conditions and the need for his particular type of business in the area. It was noticed that of the graduates in Denton, hometown and assumption of control of a business already established were the predominant reasons for choosing Denton as a place to live.

In a study made in the School of Business, North Texas State College, in 1947, sixty-seven out of one hundred fifty-two college students questioned stated that if Denton offered them job opportunities they would like to make their home here.⁴

⁴From results of a survey made by the Advertising Class of North Texas State College, Summer 1947.

Most of these were out of town students who were interested in the city of Denton as a place suitable for home life and ideal as a place in which to rear a family. They felt that living conditions were conducive to a good home life, but that job opportunities were inadequate on a level suitable for people who have a college education.

Below is presented in tabular form the reasons given by those who live outside Denton for choosing their particular city. Armed service assignments and job opportunities with six answers each, were given preference by the graduates

TABLE 6
WHY GRADUATES CHOOSE OTHER TOWNS
IN WHICH TO LIVE

Reason	Frequency
Armed service assignment.	6
Job opportunity	6
Good job.	4
Transferred by employer	4
Likes town.	3
School location	3
Ideal business location	3
Pay scale and advancement	3
Cheap living conditions	2
Close to metropolis	2
City is a metropolis.	2
Hometown.	1
Wife's hometown	1
Climate, wages, work.	1
Medical center.	1
Operating base.	1

away from Denton. Next came good job and transfer by employer with four answers each. The next highest frequency, with three answers each, included a preference for the town, school

location, ideal business location, and pay scale and advancement. The predominant factors for most of the graduates choosing to live elsewhere appeared to be good jobs and opportunities for jobs, pay scales, advancement, and ideal business locations.

The table below shows a marked contrast between the major reasons given by Denton residents and residents of the other cities for their particular choice of a place to live.

TABLE 7
MOST FREQUENT REASONS FOR CHOICE OF CITY
IN WHICH GRADUATES LIVE

Reason	Denton	Outside Denton
Hometown.	21	2
Armed service assignment.	0	6
Job opportunity	2	6
Good job.	0	4
Business established by father. .	4	0
School location	3	3
Ideal location for home, family .	3	6
Pay scale and advancement	0	3
Ideal business location	2	3

Twenty-one of the graduates indicated a choice of Denton because it is their hometown, while only two outside Denton chose their city for this reason. It might be stated here that these two were graduates who had lived in other towns

during high school and rode the bus to school each day. Six outsiders listed armed service assignments. Since there are no military installations in Denton, it was to be expected that none of the Denton residents would give this as a reason for staying here. The next two reasons were very similar. If they are combined, two graduates in Denton showed job opportunity and good jobs as a reason for their choice while ten outsiders fell in this category. Four of the Dentonites have businesses previously established by their fathers and gave that as a reason for choosing Denton. Graduates living outside Denton gave no similar reason. Each group indicated that three of the graduates have chosen a particular school rather than a certain city. Three Denton residents and six outside Denton thought their city was an ideal location for home and family. Pay scales and advancement were not listed by any Dentonites but were indicated by three outsiders. Ideal business location was the reason given by two graduates in Denton and three graduates outside Denton.

CHAPTER III

COMPARISON OF EDUCATION OF EACH GROUP

This chapter deals with the formal education received by each group of graduates. The quartile rank in high school of each group is discussed first. This phase of the educational background is presented to determine whether there is any significant difference between the high school rank of those graduates who live in Denton and those who move away.

Comparisons are made of the graduates of each group who have attended college and those who did not attend college. The college groups are then compared by the number who were graduated and those who were not. The schools each group attended are also indicated. It is noted that the number of schools attended do not coincide with the number of graduates of each group because some graduates attended several colleges.

Quartile Rank in Denton High School

The quartile rank of the graduates during high school was taken directly from the permanent record cards of Denton High School. Quartile one represented the highest twenty-five per cent of the class in academic standing. Quartile four represented the lowest twenty-five per cent of the class, with quartiles two and three being the middle fifty per cent of the class. Since this study deals only with male graduates, the girls in the class were excluded. If the quartile standing

were calculated for the boys only, there might be a slight variation of the number in each quartile from the high school records as they appear now. However, since actual grades were not used in this study, it was assumed that the proportions shown in each group were approximately correct.

Table 8 shows the comparative numbers of each group in the quartiles in which they fall as shown by the high school records. Thirteen of the records did not have the quartile

TABLE 8
COMPARATIVE QUARTILE RANK OF MALE DENTON
HIGH SCHOOL GRADUATES, 1936-1940

Quartile	Denton	Outside Denton
1	6	6
2	8	9
3	8	9
4	6	6
Not Shown	7	6

Note: Two questionnaires from each group could not be positively identified. Quartile ranks for these are omitted.

rank shown. Most of these were in the 1940 class. It was stated by the high school principal that those who completed the records for that year were not as careful as they might have been to see that every detail of the records was complete.

From the above table it is readily apparent that there was practically no difference in the quartile rank in high school of those graduates who live in Denton and those who moved away. Two of the six Denton residents in quartile one were honor graduates. It is assumed that had the other thirteen records been marked, they would have been as evenly distributed as were those which were shown. On the basis of the High School records, it may be deduced that about half of the outstanding students stay in Denton and half leave. The same is true for the good, fair, and poor students. Judging from evidence presented in this study, the type of student a boy is in high school may have no particular bearing on whether he stays in his hometown or leaves.

Number Who Attended College from Each Group

Many of the young men who graduate from Denton High School attend college. This fact is very significant. From data gathered for a study conducted by Time, in 1940, F. Lawrence Babcock says ". . . about two per cent of the U. S. population has had a higher education."⁵ The following table shows that Denton boys are far above the average in this respect. More than eighty per cent of the graduates of the sample studied attended college. It is believed this rate is higher than for non-college towns. Most of the graduates from Denton High School

⁵F. Lawrence Babcock, The U. S. College Graduate, p. 38.

can live at home and go to college. As was shown in Tables 5 and 6, pages 15 and 16 of this study respectively, Denton does not offer as many job opportunities as other cities.

TABLE 9
PROPORTION OF GRADUATES WHO ATTENDED COLLEGE

Resident of	Attended College	Per Cent of Total	Did Not Attend College	Per Cent of Total
Denton	30	81.1	7	18.9
Other	32	84.2	6	15.8

The graduates felt, therefore, that the proper thing to do was to go to college, although the number graduating from college was much smaller than the number that started to college. Those that started to college were about equally divided between Denton residents and non-residents.

Table 10 shows a comparison of the number who started to college with the number who finished. Of the Denton resi-

TABLE 10
A COMPARISON OF COLLEGE ATTENDANCE
WITH COLLEGE GRADUATION

Residents of	Attended College	% of Total	College Graduates	% of Total	Still in College	% of Total
Denton	30	81.1	12	32.4	3	8.1
Other	31	81.6	16	42.1	2	5.3

dents 81.1 per cent of the sample started to college but only

32.4 per cent were graduated and 8.1 per cent are still in school. The non-residents showed 84.2 per cent who started to college but only 42.1 per cent who were graduated and 5.3 per cent who are still enrolled in college. Forty per cent of the Denton residents who started to college have been graduated as compared to 50 per cent of non-residents. Three per cent more of the non-residents started to college and 10 per cent more have been graduated.

Colleges Attended by Each Group

Since so many of the Denton High School graduates attended college, the schools they attended are to be shown here. Table 11 shows the schools that Denton residents have attended, and the number of graduates who attended each. The table shows

TABLE 11

COLLEGES ATTENDED BY THOSE WHO LIVE IN DENTON

College	Frequency
North Texas State College. . .	29
Texas University	5
Texas Christian University . .	2
Columbia University.	1
Kansas State College	1
Southern Methodist University.	1
Texas A & M College.	1

that twenty-nine graduates have attended North Texas State College. Texas University was second choice with five graduates. Two graduates attended Texas Christian University; one graduate attended Columbia University; one attended Kansas State College; one went to Southern Methodist University and one to Texas Agricultural and Mechanical College.

Table 12 shows the schools preferred by non-residents of Denton. Twenty-nine members of this group have attended North

TABLE 12

COLLEGES ATTENDED BY THOSE WHO LIVE OUTSIDE DENTON

College	Frequency
North Texas State College	29
Texas University	4
North Texas Agricultural College . . .	2
Baylor University	1
Colgate University	1
Columbia University	1
Louisiana Polytechnic Institute	1
Louisiana State University	1
North Carolina State College	1
Notre Dame University	1
Southern Methodist University	1
Syracuse University	1
Texas A & M College	1
Texas Christian University	1
University of California	1

Texas State College. Four graduates have gone to Texas University and two graduates have attended North Texas Agricultural College. One graduate attended Baylor University; one, Colgate University; one, Columbia University; one, Louisiana Polytechnic Institute; one, Louisiana State University; one, North Carolina State College; one, Notre Dame University; one, Southern Methodist University; one, Syracuse University; one, Texas Agricultural and Mechanical College; one, Texas Christian University and one, the University of California.

Both Denton residents and non-residents showed a preference for North Texas State College and listed Texas University as second choice. Denton residents gave Texas Christian

University third choice while non-residents preferred North Texas Agricultural College. Of the graduates who moved away from Denton there were more who attended college somewhere else; of the graduates who stayed in Denton there were fewer who continued their education in college. The fact that more of the outsiders attended school in other cities probably was an influencing factor in their choice of a place to live.

CHAPTER IV

COMPARISON OF DEGREE OF SUCCESS ATTAINED BY EACH GROUP

This section deals with the financial success the graduates have attained. To a great extent society measures the success of a person by his financial condition. It is generally assumed that the more a man makes, the better able he is to serve his community and become an asset to it. It was for this reason that a comparison was made of the degree of financial success attained by each group of graduates. The occupations of the two groups have been compared. The number who have their own businesses were compared with the number who are employed by someone else. In the final analysis the relationship of education to the financial success of the graduates was shown.

Occupations of the Graduates

The occupations of the graduates have been grouped in several different ways to allow as many comparisons as possible. Table 13 presents them arranged according to one grouping. Definitions have been given arbitrarily for the groupings so that all the occupations listed may be included in a small number of types. The proprietor-manager group includes those who indicated that they own or manage their

businesses. Professional men were excluded from this group even though they stated that they own their businesses. The professional group includes doctors, lawyers, teachers, and

TABLE 13
TYPES OF OCCUPATIONS OF DENTON HIGH SCHOOL
MALE GRADUATES, 1936-1940

Type of Occupation	Denton	Outside Denton
Proprietor-Manager	8	5
Professional	9	8
Technically-Trained	8	10
Employee	7	9
Student	5	4
Laborer	0	2
Total	37	38

other generally recognized professional occupations. The technically-trained group includes army, navy and air force officers, plumbers, embalmers, pharmacists, and those who must have special training for their occupations, but who are not considered professional men. The term "employee" includes clerks, salesmen, and others without specialized training. The term "students" is applied to those who are now in school. The term "laborer" includes those listed as apprentice workers.

Denton residents who have their own businesses number eight while those from other cities have but five. Judging from the records, it is believed that the reason more Denton residents own their businesses is because they were established by their parents and they have simply taken over when they became of age. There are nine professional men in Denton compared to eight outside Denton. Other cities lead in the number of technically-trained men by ten to eight and the number in the employee group by nine to seven. There are probably more technically-trained men outside Denton because the army, navy, and air force officers are included in this group. A second reason why more Denton men own their businesses probably is the fact that there are more industries in other cities which require technically-trained men. There are five students in Denton as compared with four in other places. Denton shows none in the category of "laborer" but other cities have two in this group.

A different grouping of the graduates has been shown in Tables 14 and 15, pages 29 and 30 of this study. Table 14 shows that there are thirty separate occupations listed among Denton residents. The occupation of "student" was listed with greater frequency than other occupations in Denton. This is probably due to the fact that Denton is a college town and the graduates can live at home while they are attending school. There were two each of aviation school instructors, druggists, embalmers and funeral directors, and teachers. The other occupations only had one graduate of the period engaged in each.

TABLE 14

OCCUPATIONS OF GRADUATES WHO LIVE IN DENTON

Occupation	Frequency
Auditor, Insurance Co.	1
Automobile Shop Foreman.	2
Aviation School Instructor	2
Clerk.	1
Dentist.	1
Druggist	2
Electrician, Apprentice.	1
Embalmer, Funeral Director	2
Employee of Gravel Co.	1
Flour Miller	1
Food Canner.	1
Lawyer	1
Letter Carrier	1
Livestock, Grain, Wool Dealer.	1
Manager, Owner Clothing Store.	1
Neon Tube Bender	1
Nurseryman	1
Operator, Service Station.	1
Pharmacist	1
Photographer	1
Plumber.	1
Power Plant Engineer	1
Production Manager Btl. Co..	1
Radio Repair	1
Sales Clerk.	1
Student.	5
Teacher.	2
Ticket Agent	1
Upholsterer.	1
Used Car, Parts Dealer	1

Table 15 presents the occupations of graduates who live outside Denton. Students again showed the greatest frequency among the graduates. Teachers, air force, and navy personnel number three each. There were two each accounting clerks, cost accountants, bank tellers, and parts salesmen.

TABLE 15
OCCUPATIONS OF GRADUATES OUTSIDE DENTON

Occupation	Frequency
Accounting Clerk.	2
Accountant, Cost.	2
Airline Pilot	1
Automobile Dealer	1
Bank Teller	2
Carpenter	1
Coach	1
County School Superintendent	1
Farmer.	1
Grocery, Appl. Store Mgr. . .	1
Hardware Store Owner. . . .	1
Junior Mfg. Executive	1
Laundry Owner.	1
Mgr. Plumbing, Water Well Co	1
Oil Field Worker.	1
Parts Salesman.	2
Personnel Clerk	1
Physician	1
Production Clerk.	1
Salesman.	1
Student	4
Teacher	3
Telephone Stn. Inst.	1
U. S. Air Force	3
U. S. Navy.	3

A comparison of the tables indicates five graduates in Denton gave their occupation as "student," while four graduates outside Denton gave "student" as their occupation. There were two teachers in Denton and Three outside. The other occupations were not comparable. There were twenty-five occupations represented in the out-of-town group.

Number Who Have Their Own Businesses

The graduates were divided into these classifications: those who own their businesses and those who do not. Table 16 shows this classification. Twenty-four, or 64.8 per cent, of the

Denton residents are employed by others and thirteen, or 35.2 per cent, own their businesses. Thirty-one, or 81.6 per cent,

TABLE 16
WORKING STATUS OF GAINFULLY EMPLOYED GRADUATES

	Denton	Outside Denton	Total
Employed by others. . .	24	31	55
In own Business	13	5	18
Part Interest in Bus.	0	2	2

of those outside Denton are employed by others; five, or 13.2 per cent, own their businesses; and two, or 5.2 per cent, own part interest in their businesses. A previous analysis showed that there is a greater number of Denton residents who own their businesses than do those who live elsewhere. This is probably due in part to the fact that the businesses were established by the fathers of the graduates and have since been taken over by the sons. Most of those outside Denton who stated that they own their businesses are professional men. There were substantially more in each group who work for others than there were who have their own businesses.

Salaries and Financial Success of the Graduates

In order to compare the financial success of the graduates more readily, several tables are presented. The first table so shown is a breakdown of the yearly income of all the graduates.

It may be seen from this table that Denton residents show only one graduate making between \$1,000 and \$1,999 while there are six graduates outside Denton in this category. Quite an outstanding difference exists between the number of Dentonites and those away from Denton in the class from \$2,000 to \$2,499. The next three classes are about evenly distributed,

TABLE 17

YEARLY INCOME, BY CLASSES, OF DENTON
HIGH SCHOOL MALE GRADUATES, 1936-40

Class of income	No. In Denton	Out of Denton	Total
1000 - 1999*	1	6	7
2000 - 2499	11	4	15
2500 - 3499	12	9	21
3500 - 4499	8	8	16
4500 - 4999	1	2	3
5000 - 5999**	4	9	13
Total	37	38	75

*The classes have been arbitrarily changed from the questionnaire sent out so as to conform to standards.

**Assumed to be the upper limit of the class.

but a wide variation exists in the last class, since there are only four Dentonites making between \$5,000 and \$6,000 while there are nine outsiders in this division. An examination of the questionnaires reveals that all four of those graduates in Denton in the \$5,000 bracket are owners of businesses. Only three of the nine graduates outside Denton

who are in this group own their businesses. Two are professional men, three are commissioned officers, and one is a technically-trained employee.

Denton showed almost three times as many graduates making between \$2,000 and \$2,499 and one third more making between \$2,500 and \$3,499 than did cities outside Denton. There were more than twice as many graduates outside Denton who make over \$5,000 yearly as there are in Denton.

In the lower income group four of the six graduates earning between \$1,000 and \$1,999 outside Denton are students. The money they receive from G. I. subsistence is probably their only source of income. One of the other two graduates is a produce farmer in a very small community, and one is an accounting clerk. The one graduate in Denton who reported a salary between \$1,000 and \$1,999 is also a student.

In computing the median and mean salaries of the graduates, the students in the lowest income group have been omitted. It is felt that they are by no means settled and that their incomes will change appreciable once they have finished school. The median salary of the Denton residents is \$3,083.33 and for outsiders it is \$3,750. The mean incomes of the same groups are \$3,316.67 and \$3,764.71 respectively. It was recognized when returns began to come in that the questionnaire contained weaknesses which had not been ironed out previously. One of these was in regard to income. It was

realized that those who reported incomes over \$5,000 might make well in excess of \$6,000. The mean income has been computed, however, assuming the upper limit of the highest income group to be \$6,000. Since some of the graduates probably have incomes in excess of \$6,000, these figures may be conservative.

Table 18 shows the yearly income of those graduates who are not business owners, both in Denton and outside Denton.

TABLE 18
INCOME OF GRADUATES NOT SELF EMPLOYED

Income Class	Denton	Outside Denton
1000 - 1999	1	5
2000 - 2499	9	3
2500 - 3499	9	8
3500 - 4499	4	7
4500 - 4999	0	2
5000 - 5999	1	6
Total	24	31

There are one Denton resident and five outside Denton whose yearly incomes are between \$1,000 and \$1,999. There are three times the number in Denton who make between \$2,000 and \$2,499 as there are outside. Those in the \$2,500 to \$3,499 group are about evenly divided. Seven outsiders, as compared with four Dentonites, make from \$3,500 to \$4,499. There are two graduates outside Denton in the \$4,500 to \$4,999 group and none in Denton. The \$5,000 and over group includes one

Denton resident and six outside Denton. It may be noticed that, with the exception of the lowest income group, Denton has a high frequency of low incomes among those employed by someone else and other cities have a high frequency of higher incomes.

Table 19 pictures the income of graduates who have their own businesses in Denton and outside Denton. None of the Denton residents who own their businesses makes between \$1,000

TABLE 19
INCOME OF GRADUATES IN OWN BUSINESS

Income Class	Denton	Outside Denton
1,000 - 1,999	0	1
2,000 - 2,499	2	1
2,500 - 3,499	3	1
3,500 - 4,499	4	1
4,500 - 4,999	1	0
5,000 - 5,999	3	3
Total	13	7

and \$1,999 while one graduate outside Denton falls in this group. This one is the farmer in the small community which was mentioned earlier. There are two Denton residents for one outside Denton in the \$2,000 to \$2,499 class, but three Denton residents for one outside Denton and four Denton residents for one outside Denton in the next two classes, respectively. The \$4,500 to \$4,999 class shows one Denton resident

and none outside Denton. The highest class shown had an equal number of each group of residents.

Table 20 shows a composite of the incomes of all the graduates, divided into business owners and non-business owners. The mean income of Denton business owners is \$3,903.85 and for outside residents is \$3,892.86. The mean salary of those who work for others is \$2,989.22 for Denton residents and \$3,805.55 for residents of other communities. This shows that the owner

TABLE 20
INCOME OF ALL GRADUATES BY SOURCE OF EMPLOYMENT

Income Class	Denton		Outside Denton	
	Business Owner	Work for Others	Business Owner	Work for Others
1000 - 1999	0	1	1	5
2000 - 2499	2	9	1	3
2500 - 3499	3	9	1	8
3500 - 4499	4	4	1	7
4500 - 4999	1	0	0	2
5000 - 5999	3	1	3	6
Total	13	24	7	31

of a business may expect to do better in Denton, but a person who expects to work for someone else may find better opportunities elsewhere. As has been shown previously, the mean for all Denton residents, exclusive of students in the lowest income group, is \$3,316.67 and for all out-of-town residents is \$3,764.71.

The next grouping in Table 21 shows the scatter of the incomes by occupations followed by the graduates in Denton. According to this table the most profitable jobs among Denton residents are aviation school instructor and operator, flour miller, food canner, and manager-owner of clothing store.

TABLE 21
INCOME BY OCCUPATIONS OF DENTON RESIDENTS

Occupation	1000- 1999	2000- 2499	2500- 3499	3500- 4499	4500- 4999	5000- 5999
Auditor, Ins. Co.		X				
Auto Shop Foreman		X				
Aviation School Inst.				X		X
Clerk		X				
Dentist			X			
Druggist				XX		
Electrician, App.			X			
Embalmer, Funeral Dir.		X	X			
Employee of Gravel Co.				X		
Flour Miller						X
Food Canner						X
Lawyer				X		
Letter Carrier		X				
Livestock, Grain, Wool Dlr.		X				
Mgr., Owner Clothing Store						X
Neon Tube Bender				X		
Nurseryman			X			
Operator, Service Sta.		X				
Pharmacist				X		
Photographer				X		
Plumber					X	
Power Plant Engineer			X			
Prod. Mgr. Btl. Co.			X			
Radio Repair			X			
Sales Clerk		X				
Student	X	X	XX			
Teacher			XX			
Ticket Agent		X				
Used Car, Parts Dealer			X			

In all cases where the income is \$5,000 or more the graduates own their businesses. The second most profitable occupation is that of plumber, and here again the graduate owns his business. The third most profitable jobs are those of aviation school instructor, druggist, gravel company employee, lawyer, neon tube bender, pharmacist, and photographer.

Table 22 shows the scatter of incomes of graduates outside Denton. The most profitable jobs for outsiders, according to the table, are those of airline pilot, automobile dealer,

TABLE 22
INCOME BY OCCUPATIONS OF GRADUATES OUTSIDE DENTON

Occupation	1000- 1999	2000- 2499	2500- 3499	3500- 4499	4500- 4999	5000- 5999
Accounting Clerk	X	X				
Accountant, Cost		X			X	
Airline Pilot						X
Automobile Dealer						X
Bank Teller			X	X		
Carpenter			X			
Coach				X		
County School Supt.				X		
Farmer	X					
Gro. & App. Store Mgr.		X				
Hardware Store Owner				X		
Junior Mfg. Executive						X
Laundry Owner						X
Mgr. Plbg. & Water Well						X
Oil Field Worker				X		
Parts Salesman		X				
Personnel Clerk			X			
Physician						X
Production Clerk				X		
Salesman		X	XX			
Student	XXXX					
Teacher			XX	X		
Telephone Stn. Inst.			X			
U. S. Air Force					X	XX
U. S. Navy			X	X		X

junior executive of a manufacturing concern, laundry owner, manager of a plumbing and water well company, physician, and commissioned officers of the air force and navy. The second best jobs are those of cost accountant and commissioned officer. The third highest incomes include bank teller, coach, county school superintendent, hardware store owner, oil field worker, personnel clerk, production clerk for an oil company, Teacher, and navy personnel.

Relationship of Education to Financial Success

Comparisons are made next of the incomes of the graduates with the amount of formal schooling they received. By the use of these comparisons it can be determined whether any relationship exists between the education of the graduates and the financial success they have achieved. Table 23 shows these

TABLE 23

RELATIONSHIP OF EDUCATION TO FINANCIAL SUCCESS

Income Class	High School Only	Attended College	College Graduate
1000 - 1999	1	5	1
2000 - 2499	5	6	4
2500 - 3499	4	10	7
3500 - 4499	3	5	8
4500 - 4999	0	3	0
5000 - 5999	0	7	6
Total	13	36	26

comparisons. Three divisions were made of the graduates. The "high school only" classification includes those who did not attend college at all. The next group includes those who started to college but did not graduate, and those who may have graduated but are still in school. The third group includes those who graduated from college and then went to work.

The mean income of those with a high school education only is \$2,826.92. It is significant that none in this group reported an income above \$4,500, and only a very few have reached the \$3,500 to \$4,499 group. In computing the average for those who attended college, the lowest income group is omitted because all five graduates in this group are students at the present time. The average salary for others in the group who attended college is \$3,750. The average for college graduates is \$3,711.54. Table 23 shows clearly that those who attended high school only are definitely in the lower income groups. As the higher income brackets are approached, the group with only high school education decreases in number, and the college graduates increase in number. These data indicate that a college education has a definite relationship to the financial success of the graduates, and that those who have one or more years of college have a better chance than the high school graduate, and the college graduate is almost sure to receive the better salary. It is believed that the few exceptions are those who would rather live in their hometown than have a greater income.

CHAPTER V

SUGGESTIONS FOR IMPROVING JOB OPPORTUNITIES IN DENTON

The questionnaire which was sent to the graduates contained one question which asked "What suggestions would you give for improving job opportunities in Denton?" The following question was also asked: "Aside from family ties or hometown, do you think Denton offers sufficient vocational opportunities for the high school graduate to warrant his living here after graduation?" The opinions derived from this question are shown in Table 24. Answers to the above two questions are of such pertinence to the study that this chapter has been devoted to a discussion of them.

TABLE 24

OPINIONS OF HIGH SCHOOL GRADUATES AS TO VOCATIONAL OPPORTUNITIES IN DENTON

Resident of:	Yes	No	Undecided
Denton	7	24	6
Other Cities	10	20	8
Total	17	44	14

Seven graduates, or 18.9 per cent of the Denton residents, were satisfied with vocational opportunities here as compared

with ten graduates, or 26.3 per cent of those who reside in other places. This shows that, although only about one fifth of Denton residents are satisfied with conditions as they exist here, those who live in other places think their hometown is not such a bad place after all. They have lived in other places and have found that Denton probably offers as many vocational opportunities for advancement as other places, especially the town in which they live. The average income of the Denton residents who said that vocational opportunities here were sufficient is \$3,321.43. Five of the seven graduates are owners of businesses. Their occupations are: food canner, plumber, dentist, photographer, livestock, grain and wool dealer. The other two graduates are students. It seems to the writer that the opinions of these graduates are somewhat biased. Six of the seven graduates actually gave the fact that Denton is their hometown as their reasons for choosing Denton. The seventh graduate said his business was established by his father. On the other hand only two of the seven graduates offered no suggestions for improving job opportunities in Denton. The average salary of the ten graduates outside Denton who were satisfied with vocational opportunities here is \$4,050. Two graduates of this group are business owners and both live in towns much smaller than Denton. Six of the ten graduates offered no suggestions for improving job opportunities in Denton. Three more graduates would make only minor changes. One graduate stated that Denton offers sufficient

opportunities for the high school graduate who does not attend college. He believes that job opportunities are plentiful for the boy who wants security, but is lacking in ambition to get ahead and make a better salary. He goes on to say that small income jobs are relatively easy to find in Denton but the more ambitious young men leave, and that he knows of six boys in his class who have left because of these reasons. Even though his answer to the question was "yes", the many qualifying statements seem to repudiate his answer. Six of the ten graduates whose answer was "yes" to this question chose the city in which they now live because of job opportunities.

Forty-four graduates stated that the job opportunities here were not sufficient. The average income of those outside Denton who said that job opportunities were not sufficient is \$3,200. The average for the same group of Denton residents is \$3,229.17. While the graduates outside Denton are averaging more income per year than those graduates with only a high school education, they are not making as much as the mean salary for either Denton residents or for outsiders. Fourteen questionnaires either were blank or the answer was so indefinite that it was classified as undecided.

Many have given excellent suggestions and comments for the improvement of job opportunities. These suggestions are given in brief form in Tables 25 and 26, pages 44 and 50, respectively. Generalizations are made throughout the chapter. The writer feels that, although the views expressed are

merely opinions, some significance can be attached to a view expressed by so many of the graduates who have had the opportunity to observe Denton both at first hand and from a distance, and who live in various sections of the country.

TABLE 25

SUGGESTIONS BY DENTON RESIDENTS FOR
IMPROVING JOB OPPORTUNITIES

Suggestion	Frequency
More industry	22
Different attitude by city authorities.	4
No answer given	4
Reorganize city government.	3
Increase wages for labor.	3
Younger men in city offices	2
No part time employment of college students	2
Vocational guidance in high school. . .	1
Remove politics from colleges	1
Revise high school curriculum	1
More facilities for industry.	1
More full time employment	1
Organize labor.	1
Recognition of hometown people.	1
Bring Santa Fe Railroad to Denton . . .	1

The four most frequent suggestions for improving job opportunities given by Denton residents were to bring more industry to Denton, to create a different attitude by the city authorities, to reorganize the city government, and to increase wages for labor. Suggestions on these points as given by the graduates are presented here.

Thirteen of the Denton residents merely made the suggestion without any further comment that Denton needs more industry. Although it is felt that it is significant that

such a large number recognize a need for more industry and industrialization here, their mere statement of this need is not as interesting as the comments presented by the others in this same classification.

One successful Denton resident stated that job opportunities increase only as the number of businesses and manufacturers increase. If Denton were made available to more firms such as Moore's Business Forms, it would require an effort on the part of the city leaders to provide ample utilities and other facilities. There would be expansion not only of the number of industrial concerns but obviously, there would be expansion of the size facilitating units in order to more adequately service these concerns.

A second graduate suggested establishing more factories such as Moore's Business Forms. Many of the graduates cited this concern as an example of the kind of industrial plant they would like to see located in Denton. The graduates feel that the Moore Business Forms' facilities are large enough and their pay scale is such that the concern is able to care for the needs of many of Denton's working people. The graduates feel also that working conditions and equipment in the Moore Business Forms plant are such that make it a desirable place to work. Therefore this plant is held up by a number of the graduates as their idea of the kind of businesses Denton needs.

In this connection another graduate suggested encouraging new industries which use skilled or trained workers to come to

Denton. He said that industries should be on a sound financial basis, and should be both willing and able to pay for services. It is not hard to see that industries which would keep the working man at his same level of income or even lower it could not possibly be of benefit to the city. But of those industries which require skilled labor to perform their operations and which were willing to pay for services rendered were attracted here, then the city would profit thereby. This graduate feels that the financial basis of the company needs to be sound enough that employees will have no fear of losing their jobs because of financial failures of the company.

Still another Denton resident suggested bringing more industry to Denton which uses full-time employees rather than temporary part-time jobs such as are held by many college students. He feels that this would create more stability for the worker who expects to make Denton his home. It is true that many college students need work and are forced to work to help meet expenses while they are attending school. He feels, however, that many major industries in Denton are depending entirely on using this part-time labor in order to meet their needs instead of giving full-time employment and higher wages to heads of families.

One graduate from Denton suggested that efforts should be made to encourage the Santa Fe Railroad to come to Denton and thus increase industrial expansion. It is true that this would create more transportation facilities for the city, but without industrial output from within the city, there would be

no need for these facilities. It is agreed, though, that the availability of transportation might be one of the determining factors whether a particular concern would locate here.

A graduate who is not a business owner suggested more industries which would raise wages for a man not fortunate enough to own his own business. He said that the city should be more interested in progressing rather than holding to the old theory of "what was good enough for grandpa is good enough for us." He seems to have the idea that a change in the attitude of the city toward industries and wages would mean more industrial expansion.

A graduate who is a student at North Texas suggested a revised curriculum in the high school to provide for the number of graduates who will never attend college. The revision he suggested was to increase the vocational training offered in Denton High School so that these individuals might be trained to make a good living in some particular trade. This would also be a way to train local people to fill the positions in the industry which the graduates suggested bringing here.

The second most frequent suggestion given by Denton residents was the adoption of a new attitude on the part of city authorities toward new businesses, labor, and wages. The suggestions given by Denton residents are reviewed here.

A lawyer graduate feels that there should be a completely new attitude on the part of the city's business men toward new businesses, labor, etc. He thinks they are too much inclined to shut out any new business which would locate here by using

their influence against it. According to this graduate these business men want to keep all the business for themselves and to keep wages at a minimum so that more profits will accrue to them.

Two graduates suggested the use of younger men in city offices and civic affairs. In the words of one graduate, a younger group of men who are more active is needed in the city and county government. The other said that a more progressive attitude by the local business owners would help. He continued that instead of fighting against the influx of industry they should pave the way and encourage it. The local business men still oppose Moore's Business Forms, saying their pay scale is too high. As long as the local business men can hire student help for thirty-five to forty cents an hour, they will continue to fight industry which attempts to move in. He stated further that a business as large and as important as running a city cannot effectively be managed by those whose interests are divided between their private businesses and that of parading as "city dads" or commissioners. The municipal affairs should be in the hands of men trained for that work and who have nothing to do except plan for the city's needs. He feels also that the city government is in the hands of business men who would retard city progress to benefit themselves. He believes that a man without capital to invest cannot hope to work for wages and eventually save enough to become independent in Denton as things stand now.

The last of the graduates who suggested a change of attitude by city authorities wanted to let some of the younger men have more to say in civic affairs. He said that the city has been under the influence of one certain group too long and needs to have young men with new ideas in places of importance.

The third highest frequency among suggestions made by Denton residents was to reorganize the city government. They feel that this change would eliminate much mismanagement which they claim has been present heretofore.

The fourth suggestion for improving job opportunities which was given frequently by Denton residents was to pay higher wages. One suggestion along this line was to have more organized labor. This graduate feels that if labor were better organized in Denton it could more nearly be in a position to bargain with the owners and managers of business establishments in the city.

Another suggestion on this subject was to raise wages for the working people by not giving part-time employment to college students. The business owners would be forced to provide more full-time employment if there were no part-time employment in a town whose population is composed to so great an extent of college students.

The last suggestion in this group was to make a change in officials of the Chamber of Commerce so that wages would not be held down in Denton. This graduate thinks a change in officials and the installation of some more favorable to

labor would be a step in this direction.

Table 26 presents the views of those who live outside Denton. The most frequent suggestions given by graduates

TABLE 26
SUGGESTIONS BY GRADUATES OUTSIDE DENTON FOR
IMPROVING JOB OPPORTUNITIES

Suggestion	Frequency
More industry.	19
No answer given.	6
Higher salaries.	4
More employment.	4
Cheaper power rates.	3
Diversification of industry.	3
More homes	3
Change attitude toward wage earners. . .	1
Change civic and business leaders. . . .	1
Dressmaking shops.	1
Efficient civic leaders.	1
Employ commercial experts.	1
Establish cooperatives	1
Increase school curriculum	1
Increase scientific agriculture.	1
Legalize liquor.	1
Livestock development.	1
Make Denton a producing center	1
Minimum wage for college labor	1
More city capital.	1
More marketing facilities.	1
More sources of income	1
Organization of labor.	1
Provide technical training in high school	1
Younger leaders.	1

outside Denton were to bring more industry to Denton, to provide higher salaries, to create more employment, to have cheaper power rates, to diversify industry, and to build more homes.

Of the group who suggested more industry, thirteen simply made that statement as a suggestion. Several others gave

specific suggestions as to how more industry could be brought here.

Four of the graduates outside Denton said that more inducements in the form of utility rates should be offered by the city officials to industry. One of these four graduates also included a program of encouragement by offering tax rates not far above city costs for industrial concerns.

He further suggested that the city should hire one or two experienced men with wide contacts in industrial engineering and industrial advertising so that Denton may bear its part of the load as a producing center rather than being content to be a consumer town "living off the colleges." He said that more firms such as Moore's Business Forms are needed. The large pool of educated men and women in Denton should be afforded some business means of making the most of their abilities so that they might stay in Denton if it offered opportunity, and help develop it further over the years. He thinks a sound business promotion program, if well financed so as to attract highly able men to administer it on a practical level, would pay for itself and help build Denton.

Another graduate, in addition to industrial expansion, suggested increased scientific agricultural development and livestock production. He also said adequate housing facilities should be constructed to attract workers here.

An outside graduate who is now a physician in a large city thinks that diversified industry is needed to increase job opportunities, especially for the young man who could

reasonably expect to become a junior executive within a few years.

All the suggestions of high frequency from graduates outside Denton revolve around the idea of more and diversified industry, higher wages to employees, better power and utility rates to the industries concerned, and the provision for living facilities for employees of the companies which located here.

The physician named above knew of several in his own class in high school who left Denton because wages were too low and no opportunities were presented to the graduates to better themselves. Another said, in effect, "There is plenty of work in Denton; we should raise the pay scale." Still another complained that employers do not offer living wages and there is no chance for advancement, because families who own and operate businesses will not admit outsiders. One graduate suggested broadening departments of agricultural and industrial study in the public high school.

The majority of both groups of graduates agreed that the city of Denton needs more industry and industrial concerns if job opportunities are to be increased. Although there was some disagreement as to how this objective could be attained, many suggested a change of attitude on the part of city leaders toward labor and the influx of new industry. Others suggested a program of encouragement for industrial expansion to be

inaugurated by offering tax and utility rates which would not be very much above city costs for industrial concerns. Then with a change of attitude toward labor, higher wages could be paid to organized workers who would be steadily employed. It was also suggested that adequate housing should be provided for workers at reasonable rental and purchase rates.

Both graduates who live in Denton and those who live in other cities pointed to Moore's Business Forms as an example of the kind of business establishment they would like to see locate here.

Graduates of both groups think the present type of city government is outmoded and inept and that it should be replaced by a city-manager type of government. They also believe that younger men with more modern, progressive ideas should be installed in city and county offices and that they should devote all their time to running the affairs of the city.

The one great contrast in ideas presented by the two groups was this; the Denton residents were especially outspoken for a change in the type of city government and the attitude of its leaders while those who live in other communities placed more emphasis on industrialization of the town by organized labor, higher wages, and the offering of cheaper utility rates to industrial concerns.

Among the infrequent suggestions by the graduates there were several which any town could use. The building of more homes in a city makes living conditions more reasonable for

employees of new concerns which move in. A few graduates believed that the curriculum of the high school should be revised to include more vocational training so that future high school graduates may be prepared to take over positions in the business world.

CHAPTER VI

SUMMARY AND CONCLUSIONS

Summary

Data for this thesis were obtained from answers to questionnaires which were mailed to male graduates of Denton High School for the period 1936-1940, inclusive. One hundred questionnaires were sent and seventy-five were returned. Fifty-eight inquiries were mailed to Denton residents and thirty-seven, or 63.8 per cent were returned. Forty-two were mailed to out of town residents and thirty-eight, or 90.5 per cent were returned.

For purposes of comparison, the graduates were divided into two groups--those who live in Denton now and those who have moved to other communities. These two groups have been compared from many standpoints.

The problem, as stated, was to find out what happens to the male graduates of Denton High School. Many interesting facts were learned from the questionnaires, both about the individuals themselves and the way they feel about their hometown.

The objectives of the study were enumerated in Chapter I. These objectives were to provide community leaders with information to help them meet the needs of the high school graduates, to determine the relationship of the amount of education received to the financial success of the graduates, and to

determine what proportion of its male high school graduates Denton loses to other communities.

The reasons for choosing graduates of this particular period and the methods used to obtain the desired information were given.

Chapter II showed the proportion of Denton High School graduates who live in Denton and the proportion who have moved to other communities. It was found that 58 per cent of the graduates stay in Denton and 42 per cent leave. The majority of each group have married a few years after graduation from high school. Two of the seventy-five who answered the questionnaire are divorced.

The graduates who have moved away live in eight states and thirty cities in the United States and one is outside the United States. The majority live in Texas cities. Some, however, are scattered from the east coast to the great lakes and from the great lakes to the west coast. More than half of the cities represented have populations no larger than Denton. It would seem that the majority of the graduates choose towns about the same size or smaller than Denton. This is true in a few of the cases, but more than half the graduates who live outside Denton have chosen cities larger than Denton in which to live. Eighteen of the thirty-eight graduates outside Denton live in cities with populations from 25,000 to more than 1,000,000.

The most frequent reasons given by Denton residents for choosing Denton as a desirable place in which to live were: the fact that it was their hometown; their fathers had a business already established, and they considered it an ideal location for home and family. Very few of the graduates outside Denton gave any of the above reasons. They listed job opportunities, armed service assignments, transfer by employer, pay scales and ideal business locations as their chief reasons for choosing the cities in which they live.

Chapter III compared the education of each group. It was found that the two groups were about equally divided as to quartile rank in high school. Denton keeps as many of its outstanding, good, fair, and poor students as move away. There were also about an equal number from each group who attended college. Fifty per cent of those outside Denton and forty per cent of those in Denton who attended college have been graduated.

North Texas State College was the favorite institution of higher learning of both groups and the University of Texas was second choice. Denton residents listed Texas Christian University as third choice while those outside Denton listed North Texas Agricultural College. The majority of both groups attended college while only two per cent of the population of the United States in 1940 had had a higher education. It is believed that this is due to the fact that Denton is a college town.

Chapter IV compared the financial success of each group. Denton claims more proprietor-managers, professional men and students amongs its resident graduates while other communities led in the number of technically trained men, employees, and laborers. The actual occupations which the graduates follow were listed and the numbers who are engaged in each were shown.

There were twenty-four Dentonites who are not self-employed as compared with thirty-one who live in other communities. Thirteen Denton residents have their own businesses while five outsiders own their businesses and two have a part interest in their concerns. An analysis showed that more Dentonites than outsiders probably own their businesses because they continued in the business which were started by their fathers. Most of those outside Denton who stated that they own their businesses are professional men. There were substantially more in each group who work for others than there were who have their own businesses.

Several breakdowns were made of the incomes of the graduates and tables were presented to show each. More Denton residents who own their businesses are in the higher income brackets than those who work for others. More outsiders in the high income brackets work for someone else. The incomes by actual occupational titles were shown, both for Denton residents and those who live elsewhere.

The median income of Denton residents is \$3,083.35 and for outsiders it is \$3,750. Students in the lowest income group were omitted from all income calculations because they are not considered settled, and their incomes will be changed as soon as they finish school.

Finally the relationship of education to income was shown. College graduates and those who attended college are more likely to have a higher income than those with only a high school education. Those who reported incomes in the lowest group and who attended college were all students at the present time with one exception.

Chapter V presented the suggestions given by the graduates for improving job opportunities in Denton. Seventeen graduates said they were satisfied with job opportunities as they exist in Denton. However, several of these gave suggestions for improving opportunities here, indicating that they were not really satisfied after all. Those among Denton residents who stated that they were satisfied were mostly business owners in the higher income brackets and it is felt that their opinions were somewhat biased. Those outside Denton who said job opportunities in Denton were sufficient were mostly professional and technically-trained men. Forty-four graduates stated that Denton does not offer sufficient job opportunities to the high school graduate and fourteen were undecided.

Those who were not satisfied with job opportunities in Denton suggested many things for improving them. The most

frequently listed were more industry, higher wages, diversified industry, cheaper tax and utility rates to industrial concerns, reorganization of the city government and a change of attitude on the part of civic leaders toward labor, wages and industry.

To accomplish these objectives, the graduates suggested hiring industrial experts to engineer and advertise facilities in such a way that Denton can become a producing center. They also felt that young men with modern progressive ideas should be installed in city offices to give Denton more appeal to industrial concerns.

Conclusions

A greater proportion of the male graduates of Denton High School live in Denton than move away. The graduates of the sample selected for this study showed that fifty-eight per cent of the one hundred names to whom questionnaires were sent have Denton addresses. Since this sample is thought to be representative of the graduates generally, it is concluded that a greater proportion of the graduates of any period would likely live in Denton.

Graduates who choose Denton in which to live do so because it is their hometown. This reason was given by 56.8 per cent of all Denton residents.

With only a few exceptions, those graduates who do leave Denton are likely to settle in Texas. Of the thirty-eight who live in other communities, twenty-four still live in Texas and only thirteen live in all other states combined. One is

outside the United States.

The size of city has little to do with where a graduate lives. More than half of the cities represented were no larger than Denton. Less than half of the graduates outside Denton live in these smaller towns, however. In view of these facts, it may be concluded that the graduates choose places both smaller and larger than Denton. In every case other factors rather than size of city influenced the choice.

It is shown that lack of job opportunities constituted the main reason why graduates leave Denton. Other reasons given frequently were pay scales, advancement, and ideal business location. These reasons all point to the fact that job opportunities are not sufficient in Denton. The opinions of the graduates bear out this conclusion, because 58.7 per cent do not believe that job opportunities are sufficient in Denton and 18.7 per cent were not sure. Sixty per cent of the graduates who said that job opportunities were sufficient here have chosen other towns because of the opportunities they afforded, and some of the high school graduates have gone into the armed services seeking job opportunities which are lacking here.

The quartile rank of a student in high school makes no difference in his choice of a place to live. Equal proportions of outstanding, good, fair, and poor students live in Denton and elsewhere. Neither the outstanding nor the poor students, as a specific group, have chosen a particular city in which to live.

The chances are great that Denton High School graduates will attend college. Eighty per cent of those included in the study have attended college. It is believed that more attend college from Denton than from non-college towns. This is many times as great as the national rate.

Those who attend college are likely to attend North Texas State College. There were 78.4 per cent of Denton residents and 76.3 per cent of those living elsewhere that attended North Texas. This school was listed more than any other.

Those graduates who go to college in other cities are also likely to live in other towns. There were only six colleges in addition to North Texas which Denton residents listed as having attended. Residents of other communities had attended fourteen colleges besides North Texas. It is concluded that residence at the various schools has tended to draw many graduates away from Denton. Those who have been graduated from college are more likely to live in other communities also. Forty-two per cent of those living in other places are college graduates, as compared to only 32 per cent of the Denton residents.

Graduates who do not go beyond high school are almost certain to have lower incomes than those with a college education. The mean income of those who attended high school only is \$2,826.92 while the mean income of those who attended college is \$5,750. It was noted that none of those with only a

high school education have incomes over \$4,500. It is concluded that this amount is approximately the maximum salary that can be expected with only a high school education, and very few reach this level.

About two out of three Denton residents are likely to have an income below \$3,500 per year. An analysis showed that twenty-four of thirty-seven Denton residents make \$3,499 or less. Only 42.4 per cent of those outside Denton, excepting students, make less than \$3,500 yearly. In this connection, 78.3 per cent of those in Denton who work for someone else make less than \$3,500 yearly while only 42.3 per cent of the same group in other cities make less than \$3,500.

From the above statements, it is found that graduates in Denton who expect to make \$5,000 or more yearly are almost compelled to own their businesses. Becoming the owner of a business in Denton is not at all unlikely, however. Thirteen Denton residents own their businesses as compared with five elsewhere. Practically all of those in the higher income brackets in Denton are business owners.

It is found that those who live in other communities have more opportunity to make a high income if they work for a salary. Almost four times as many in the higher income brackets work for someone else as own their businesses.

Based on the opinions of the graduates, the conclusion is drawn that Denton would benefit by the influx of more industry, better salaries, and more organization of labor.

Both Denton residents and those who live in other cities suggested more industry for Denton more frequently than any other thing. This suggestion was given by 59.3 per cent of the Denton residents and by 50 per cent of those living elsewhere. Several of the graduates suggested the payment of better wages to working people and the organization of labor.

Many graduates listed Moore's Business Forms as an example of the type of industry they would like to see located here. It is believed that several firms with wages and employer-employee relation such as Moore's have would be of benefit to the city.

Several graduates suggested giving inducements to industry in the form of lower tax and utility rates. This suggestion was given frequently both by Denton residents and outsiders. It is believed that this is one reason why more industry has not located here.

Based on the opinions of the graduates, it is concluded that a different attitude by city authorities and business men must be manifest before many industries will come here. It is suggested by the graduates that a belligerent attitude has been expressed by those in authority for many years. From the suggestions presented, this attitude should be changed in favor of organized labor, in favor of inducements to new industry and in favor of new industry coming here.

It is concluded from the opinions of Denton residents that a reorganization of the city government under the city-manager system, with younger men in office, would be of benefit

to the city and would be conducive to the establishment of new industry in Denton.

Finally, it is thought that if suggestions of the graduates were followed in regard to revising the high school curriculum to include more vocational training, the graduates would be better qualified to step into the jobs created by the industry which could be attracted to Denton.

APPENDIX
LETTER SENT TO GRADUATES

1948

Dear Mr. _____,

Your name has been chosen at random from a list of male graduates of Denton High School for the period 1936-1940. A survey is being conducted to determine what happens to boys after they graduate from Denton High School--that is, whether they stay in their hometown, what occupations they follow, and generally what happens to them.

It is hoped that such a survey will aid those who have charge of planning the affairs of the city of Denton to take the future of their graduates into consideration when they make their plans and thus help to create better opportunities for them as the days come and go.

In order to make this survey, a questionnaire has been prepared which will take very little of your time to answer and which will aid very much in compiling the information desired. Results of the survey are to be incorporated in a thesis for the master's degree.

All you need do is answer the few questions, put the questionnaire in the enclosed self-addressed stamped envelope, and drop it in the mails today. You can be assured that any information you give will be treated as strictly confidential and you will remain anonymous. You need not even sign your name.

Thank you for your assistance in helping make this survey complete.

Yours very truly,

APPENDIX (Continued)

QUESTIONNAIRE

1. Please check your marital status, whether: Single
 Married Widowed Divorced.
2. What is your occupation? _____
3. Do you own your business? _____ (Yes or No).
4. Check the group in which your yearly income falls:
(1) \$1,000 - 2,000 _____ (4) \$3,501 - 4,500 _____
(2) \$2,001 - 2,500 _____ (5) \$4,501 - 5,000 _____
(3) \$2,501 - 3,500 _____ (6) Over \$5,000 _____
5. In what city or town do you live? _____
6. Why did you choose this particular place? _____

7. Did you attend college? _____. If so, which one?
_____.
8. Did you graduate? _____.
9. Aside from family ties or home town, do you think Denton offers sufficient vocational opportunities for the high school graduate to warrant his living here after graduation? _____
10. What suggestions would you give for increasing job opportunities in Denton? _____

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