

Oral History of  
**Thea Schultze**

Interview conducted by Laura Harkewicz

18 April 2007

**TABLE OF CONTENTS**

ABSTRACT and INTERVIEW HISTORY	3
INTERVIEW: 18 April 2007	
Photo of Thea Schultze, 1984	4
Childhood and Young Adulthood	5
Coming to America and Early Work Experiences	9
Working at Scripps with Ted Walker	14
Working at Scripps with Dr. Fager	15
The Trials of Being a German Citizen in the U.S.	18
Graduate Students	21
First (and Last) Experience with Scuba Diving	23
Acting as Confidant for Fager's Students	26
Lab Work	30
Ellen Fager	30
Den Mothering	30
Dr. Fager's Illness and Death	30
Working with Paul Dayton	31
The "Flip Flop Dance" and Roger Revelle	34
Photo of "Flip Flop Dance"	36
Being a Working Woman at Scripps in the Early Years	37
Retiring	39
Scripps' Success and Threats to its Success	41

**ABSTRACT:**

Thea Schultze was interviewed in her home on April 18, 2007. She was born in Hamburg, Germany on February 6, 1924, the daughter of Theodore Schultze and his wife Johanna Möller Schultze. After receiving a degree in education, she worked as a kindergarten teacher until she injured her back and was told that she would be unable to lift children. She moved to San Diego after World War II to live with an aunt and uncle. She worked for several years as a babysitter and attendant for two prominent San Diego families. Thea Schultze started work at the Scripps Institution of Oceanography in 1956 as a lab technician for Dr. Ted Walker.<sup>1</sup> The next year Dr. Walker left Scripps and she began a position working in Dr. Edward Fager's<sup>2</sup> laboratory. Thea Schultze's job consisted of identifying animals as seen through a microscope as well as secretarial work such as answering the laboratory telephone. She is fondly remembered by Fager's graduate students as a "den mother" and confidant. After Fager died, she went to work with Dr. Paul Dayton's<sup>3</sup> group, where she remained until she retired in 1986. She also worked with Dr. Loren Haury,<sup>4</sup> a researcher at Scripps. She identified and enumerated copepod species for him. Schultze, with the help of Dr. Abraham Fleminger,<sup>5</sup> learned to correctly identify more than thirty different species of copepods from the Southern California Bight area. She created a voucher collection of copepods, which is still used in the Pelagic Invertebrates Collection to help teach graduate students and other researchers to identify the local species of copepods. Schultze volunteered at San Diego for many years after her retirement, first at the San Diego Arc program, and later at the UCSD Daycare Center. The interview focused on her experiences as a lab technician at Scripps, particularly her interactions with Dr. Fager and his graduate students. We also discussed her pre-Scripps work experiences in San Diego as well as what it was like to be a German citizen in post-World War II America. Thea Schultze dislikes being addressed as Miss Schultze. Throughout her life, she asked everyone to call her Thea or refer to her by her full name, Thea Schultze.

**INTERVIEW HISTORY:** The interview took place on a cool spring morning in the home of Thea Schultze on April 18, 2007. Schultze lives in a retirement community in the Point Loma/Pacific Beach area of San Diego. We talked for approximately two hours with no interruptions.

Laura Harkewicz  
Oral Historian, Scripps Institution of Oceanography  
May 23, 2007

---

<sup>1</sup> Theodore John Walker (1915-2003), marine biologist at Scripps Institution of Oceanography.

<sup>2</sup> Edward William Fager (1917-1976), professor of marine ecology at Scripps Institution of Oceanography.

<sup>3</sup> Paul Kuykendall Dayton (1941- ), received a Ph.D. from the University of Washington in 1970. He joined the Scripps faculty as a coastal ecologist in 1970.

<sup>4</sup> Lauren Richard Haury (1939- ), biological oceanographer at Scripps.

<sup>5</sup> Abraham Fleminger (1925-1988), curator of Planktonic Invertebrate Collections at Scripps.



Thea Schultze working in the laboratory, 1984.  
Scripps Institution of Oceanography Archives, UC San Diego Libraries.

## INTERVIEW WITH THEA SCHULTZE: 18 APRIL 2007

**Harkewicz:** So, it is April 18, 2007. I am in the home of Thea Schultze at—in La Jolla? No. Excuse me. San Diego. We're at Wesley Palms Retirement Community, I think it is. Good morning, Ms. Schultze.

**Schultze:** Good morning. I'm glad to see you.

**Harkewicz:** And you told me I should call you Thea, is that correct?

**Schultze:** Yes.

**Harkewicz:** All right.

**Schultze:** Everybody calls me Thea, and then I feel more at home. When they say "Miss Schultze," I say, "Who in the world is that?" *[Laugh]*

**Harkewicz:** So, what I want to do first, because we have very little information on you, I know you talked with Deborah Day, the Scripps archivist. You gave her some information recently, last year I guess it was, about your life before you came to Scripps, but I want to talk about that a little bit. So, first I wanted to know if you could tell me your date of birth?

**Schultze:** February 6, 1924.

**Harkewicz:** Okay. And that was in where?

**Schultze:** In Hamburg, Germany.

**Harkewicz:** Okay.

**Schultze:** I'm a true Hamburger. *[Laugh]*

**Harkewicz:** So you, can you tell me something about your childhood or your young adult life growing up in Germany?

**Schultze:** Yes. Well, first of all my parents, my father went down to sea because my mother was going to have a child, a second child. Before, we have only had a brother and now the doctor said, "It will be a girl." And, hooray, hooray we were a set of twins, *[laugh]* and I came first. We were—what was that? Head first. And then, my sister came with the feet first—

**Harkewicz:** Oh no.

**Schultze:** —and I accused her for the rest of her life that she kicked me out.<sup>6</sup> *[Laugh]* So that's the way we started. And then the doctor came to my mother and said, "You are going to have problems with the one girl," which was me. "She is just a bunch of nerves, and that's it. So you have to go accordingly. Every day has to be a routine. You know, if you feed her at seven, you feed her at seven. You don't come at eight o'clock or so." And the whole household was upside down and sideways, you know.

**Harkewicz:** He knew this when you were first born?

**Schultze:** My mother told me.

**Harkewicz:** Okay.

**Schultze:** When I got older, then I knew it because I couldn't sleep. And if anything happened in the evening I got as if my nerves just soaked up all that noise and I couldn't relax. And then my mother put me to bed and I was tossing and turning, and at ten o'clock in the evening I would say, "Can I have a glass of water?" My sisters, they all slept, but I couldn't. So that was something which I had to learn to live with. And I still do it nowadays because a lot of people here ask me, "Why don't you come down when there is a movie on in the evening?" and stuff. And I'm getting tired of saying, "Well, it's not good for me. Because I come, let's see, seven until nine is a movie and then you all go ahead, you know, go to bed and sleep right away while I need an hour or two to settle down again." And I said, "My parents, they could have had six more kids and they would have been easier than me here." *[Laugh]* I was terrible. I remember when we went over to our great aunt one day for visiting and they took the street car. And when we got back in the street car my brother and my sister, they were both sound asleep so they were carried by my parents, but there was Thea wide awake. I went through the streetcar and I was singing songs to the amusement of all the people there. *[Laugh]* And I got home and I didn't sleep all night long. So then my father said, "We never do that again, that we will take her out that late," you know.

**Harkewicz:** Did you have trouble in school at all because of that behavior?

**Schultze:** No, because by that time I always got to bed at a certain time. And still, when I was little and my brothers they made too much noise my grandmother didn't live, you know, very far away. Then my uncle would come and pick me up and I slept at my grandmother's house, because it was quiet. Everything had to be quiet, quiet, quiet. And, I still do it here. If they show something in the evening which is maybe louder than normal, I back off right away because I know very well I come back here and then I have to sit there for two hours or so until I can go to sleep, you know.

**Harkewicz:** So, you have to have a lot of routine?

---

<sup>6</sup> Her sister is Derda Schultze Brandt, who lives near Kiel.

**Schultze:** So, I learned that. When they say, "Thea, why don't you come and look at this?" I say, "Oh, I'm tired. I don't really want to do it." I'm not telling them, you know, that my whole nervous system is going full, you know.

**Harkewicz:** So, Deborah told me that you were trained as a kindergarten teacher, is that right?

**Schultze:** Ya. I went during, it was the wartime already and I went, too, because I was interested in children. And I went to a seminar, you know, a school. You had the written and where they ask questions. What do you call that when they ask questions and you have to answer them because they want to make real sure that—

**Harkewicz:** Oh, like an interview for a . . . .

**Schultze:** Interview. Ya.

**Harkewicz:** For entrance into a school?

**Schultze:** So that you are really now hired as a kindergarten, then you know you are qualified for that. So we did that and then shortly afterwards the war broke out and that was something entirely different again. So first we didn't quite know what to do, you know, and where it all ends up to, but then I got orders from the politicians, you know, and they sent me to, to the Russian part, the Polish place in there, because they had moved a lot of families with children over there because they were afraid that Germany would be so bombed out and then all the kids would die and stuff. So then I got orders. Now I had just, you know, retired from school. I could do it, you know. I passed the exam. So I went over to Poland and then I opened up a daycare center. I worked with them and I had myself a—I just love kids, you know, went swimming with them and so on and so forth. So that was nice. And there I met a very nice man who was with the Air Force there repairing planes. And I got to like him very much and so we decided we are going to get married but not before the war is over.

**Harkewicz:** This was the Polish Air Force?

**Schultze:** No. No. He was German.

**Harkewicz:** The German Air Force?

**Schultze:** He was German.

**Harkewicz:** Okay.

**Schultze:** He was a—because the Germans had . . . .

**Harkewicz:** Taken Poland already?

**Schultze:** Taken Poland, you know. So then I said, "No, I didn't want to get married." So anyway I said, "Let's wait until the war is over," which was a result he never came back. Because when I said "Goodbye," my parents didn't know where I was because my father had called and wanted to speak to me and they said, "Well, she isn't here right now." The next day he said, "Okay, but tell her I'm coming by train." And then it came over the news, the radio, that I was in Large Lichtenstein that we called it,<sup>7</sup> was surrounded by Russian tanks and my parents said, "Now we are never going to see her again." And my friend had said, "Thea, you go with us." I said, "I can't leave. I don't have the orders yet." He said, "You come with us." He said, "You are twenty-one years old and what do you think what the Russian troops are doing? You are getting yourself in trouble." So and so, he said, "You go home now to your parents," and they had to go down to Czechoslovakia, you know. They had to take care again of the planes and everything, so they got the order so they went over there and I went home, and my mother almost collapsed when I rang the doorbell at six in the morning and she saw me, because they thought they would never see me again, you know.

**Harkewicz:** Your parents were still in Germany at the time?

**Schultze:** They were still there. We did get bombed out all together and lost everything in, you know, half an hour everything burnt down. I worked with children and then I got back problems. I couldn't work anymore and the doctor said, "You cannot work with children any longer." I said, "But I can do it." He said, "No children. Now, you don't know what they are going to do the next day." Like, you tie a kid's shoes, you know, and then another kid from the back starts hopping on you, you know, like kids do. She said, "And you can't do that. It's very bad because your back can't handle it," you know. So, I said, "Okay." So then all of a sudden I was a girl who was looking for a job, but the one I was trained for I couldn't do anymore. And when you're untrained you have a heck of a time trying to find a job, you know. So, I finally found one from a guy who had newspaper things and stuff and we had to send them off, all day.

**Harkewicz:** Now, was the war over at this time or was this war still going on?

**Schultze:** The war was over.

**Harkewicz:** Okay. And you were still in Germany?

**Schultze:** I was still in Germany. Ya. I was sent to the farm, and I learned how to milk a cow because the guys who were working on the farm were drafted, you know, and they had to leave.

---

<sup>7</sup> Thea Schultze said later that the term Large Lichtenstein is no longer used. This was in an area of northern Poland near East Prussia.

**Harkewicz:** I see.

**Schultze:** So then they go, "Oh yeah. We take Thea," you know. And the thing is, the way our whole situation in Germany was, when they say, "You do it," that's what you have to do otherwise they put you down. Then it's very dangerous, you know? When I worked at the farm, the good thing was I got some good food because I was so skinny. The farmers still had it and everybody else, they never had enough to eat. So it was kind of bad.

**Harkewicz:** But you never saw the guy from the German Air Force again?

**Schultze:** No. Never came back. So, and I don't know where, if they caught him or something and he went, shipped over to Siberia. I have no idea. And I said, "Well, that's the way life goes, in general."

**Harkewicz:** Yeah. So, how did you come to the United States?

**Schultze:** Well, now I was an untrained person. You couldn't get a job. So one day I said to my mother—I had an uncle and aunt here in Brooklyn, in America. I said to my mother, "I'm going to write to them, if I can come over. Because mother, I can't do it over here. I cannot ask you to send me again to school." Because they had lost their money. I said, "You did it with the daycare center, but now since I can't work with children anymore, here I'm sitting." So I said, "I go to America." And my mother said, "No, you don't." I said, "I'm going to go to America." I said, "I cannot sit around here and don't do anything." And for the guy I worked, you know. He was such a rat. Honestly. I had to work a lot of extra hours and so he never paid for it. It was bad times, you know. They could do whatever they wanted to do. But then things got a little bit better and all of a sudden there came a letter, a heavier package, from America. I had completely forgotten about it, *[laugh]* that I wanted to go to America. And then they sent me a ticket with a ship to come over here, and my mother says, "No, Thea, I don't want you to leave." I said, "Mother, I have to go. I have no choice here anymore. I have to see that I can make it over there." So, then I came over here. I had never seen my uncle and my aunt, so that was kind of bad, and I had the feeling after a while—they never had children, and I was, by that time, twenty-six years old. And they liked to go in the park here in San Diego holding hands and walk around there, and I felt that was absolutely ridiculous because I was a grown person who got just away from the Russians. My uncle would say, "Look at that fellow smiles at you." And I said, "Oh, Shh. Shh. Shh." So I said, "I have to look for another job." And then I knew a German girl—she had a beauty salon—she said, "I have a lady here and she is looking for somebody to look after her kids, and I told her of you. So, why don't you give her a call?" So, I went over there in Point Loma, and it was Dr. Crabtree, and the whole family sitting here in San Diego, and they had three boys.<sup>8</sup> One was six months old, and one was three, and the other one was five. And so I got an interview. Now, my English wasn't really all that good

---

<sup>8</sup> Thea Schultze later recalled that the doctor's name was Dr. Ted Crabtree, a surgeon who lived in Pt. Loma.

anyway, so I said, well, I watch, I watch her eyes all the time and if her eyes look more like "yes," I say, "Yes," *[laugh]* and if it looks the other I say "No."  
*[Laugh]*

**Harkewicz:** Oh my.

**Schultze:** Well, what are you supposed to do?

**Harkewicz:** Uh huh.

**Schultze:** But then she said, "Okay," she said, "You're hired. And now, let's see, it will work out all right." Mrs. Crabtree was so nice and so sensitive. She told me later, she said, "I knew very well that you didn't understand anything what I said, but you tried so hard so I said, "Fine." And I remember we were sitting at dinnertime and they had the colored girl, who did the cooking, and they cooked stuff I'd never seen in my life and I said, "Now, how do you eat that stuff?" And she saw me, I looked around at the table, you know, "How do they do that?" And so, she deliberately did it very slow.

**Harkewicz:** Mrs. Crabtree?

**Schultze:** Mrs. Crabtree. So that I could pick up—and I realized what she was trying to do. And then she made it very slow and then that way I learned to eat the American way.

**Harkewicz:** So, what kind of things were they eating that you weren't familiar with?

**Schultze:** Well, rice. No, what is that now, which comes with, where you put butter on?

**Harkewicz:** You mean like corn on the cob?

**Schultze:** Corn. Good. Thank you.

**Harkewicz:** I see. Corn on the cob and stuff like that? Okay.

**Schultze:** Yeah. And, I had never seen that stuff. And I said, "Now, what am I supposed to do with that?"

**Harkewicz:** I guess, yeah.

**Schultze:** So, I sat and waited and then she did it and then I could do it too, you know. *[Laugh]* So, and the kids dragged me over the whole house to tell me what was at the table, and there was the steps, and they had a wonderful time. And I stayed with them a long time and I enjoyed it. And the baby was six months, and Bruce was so skinny. So I said, and they gave me a bottle, you know, and he should drink it. And I said, "Well, that really isn't enough and he has to eat a little bit

different. So I did it the German way. I said, "Fine." And, he liked that. And he started gaining weight. Later somebody said, "If Thea wouldn't have been there I don't think you would have had him," Bruce.

**Harkewicz:** So, what was the German way? How did you feed him?

**Schultze:** Well I took an egg, the egg round, you know.

**Harkewicz:** The yolk?

**Schultze:** The yolk. Yes. Thank you for helping me.

**Harkewicz:** That's okay.

**Schultze:** And then I put sugar in it. And, he loved it, and then he was sitting up in his chair, and I just shoveled it in, you know, and he got better. And I talked to him in German because it was the easiest way for me to talk. With the boys it was a different story, you know. And I always talked to him. So then I left, every two weeks I got a day off. I lived there, thank god, in that place and I had a nice, very nice room. And every time when I was gone off the two days and I came back the little one was so angry with me [*laugh*] that I had deserted him. I was never going to come back, and he wouldn't even look at me. [*Laugh*] And I talked to him and when one day I was gone then Dr. Crabtree came. He said, "What in the world are you talking to him? He was saying something we don't know what it is?" It was, "ta ta." And that, in the children's voice, "ta ta" is you take a walk. We go "ta ta." He said, , "He always says 'ta ta, ta ta' and he was very angry with us because we didn't know." I said, "Well, he wanted that you take him out for a walk." [*Laugh*] "Oh." She said, "So next time you teach him something, please tell us so that we know."

**Harkewicz:** That's a good idea.

**Schultze:** It was a marvelous family.

**Harkewicz:** So was, what kind, was Dr. Crabtree a physician?

**Schultze:** Surgeon.

**Harkewicz:** Oh, surgeon? Okay.

**Schultze:** And she was in charge here of the woman's group, that time. And I remember one time the telephone rang—there were so many things I didn't know—and I said, "Mrs. Crabtree, somebody wants you on the telephone." And then she called back, "I can't do it right now. I have to put my face on." And I said, "I have to put my face on." [*Laugh*] What is "I have to put my face on?" And then she came down in the morning when I saw her, you know, her face was kind of

shallow, or so, you know. And, she came down and her face looked so wonderful. And I said, "What do you mean by saying 'I put my face on?'" "Oh yeah," she said, "Thea, I put powder on and stuff." "Oh, that's what." You know, so many things you don't have any idea, you know. "I have to put my face on." I thought that was funny, anyway.

**Harkewicz:** But did you learn some of these English phrases and stuff as you were working there then? Obviously you must have, I guess?

**Schultze:** Oh yeah. I picked up some of the things. But, the main thing were the children. And the little one, he started walking then, you know, and I had my room almost next to the three beds the three boys slept in, and I always kept my door open so that I could hear the boys when they couldn't sleep or something. And then I heard, I was so trained, I was sleeping but if the kids moved around I was awake and I heard it, and I said, then I looked, "What's doing?" and then the door opened and the little one came and he had his pillow. He dragged it behind him. And then he looked and I, I had my eyes closed you know. And then he walked around my bed and then he put the cover, and then he hopped into the bed and then he slept there. *[Laugh]* And then it took about an hour or so then number two came, and then came number three. And then Mrs. Crabtree got up in the morning and then she said, "Thea, where are my boys?" I said, "Why don't you come in," and they were all three in my bed. *[Laugh]*

**Harkewicz:** That's cute.

**Schultze:** There was the little one, he was so funny and I always knew when he was coming, and then he came tip, tip, tip, tip. He was a dear little one. He's now a doctor, too. So the family has either doctors or—

**Harkewicz:** Lawyers?

**Schultze:** Lawyers. Yeah. Thank you. That is, I, since I'm past my eighty years I have somehow slipped.

**Harkewicz:** Oh, that's okay. I can't think of words a lot of times myself.

**Schultze:** It goes flip flop. I said, "Oh my god." Sometimes I sit here and I said, "What in the world are you doing now?" You know, because they say so often when you get older you can't remember things. And I said, "Now I've reached that age. How terrible, you know."

**Harkewicz:** Uhm-hmm. So, how long did you work for the Crabtrees, then?

**Schultze:** Well, I was with them 'til Bruce, the little one, started going to school. And then Mrs. Crabtree said to me, "Thea, all three now are in the morning in school and there's nobody there and I have a girl who cleans the house for me." So she said,

"I think you don't have anything to do. Maybe we can find another place," you know, where I could—but she was absolutely right because the kids were gone to school and then came back and stuff. And Dr. Crabtree, in the meantime, he was such a fabulous doctor, he had cancer and then they said, "If he will take some more pills then he could live another year. And if he don't, then it will go fast." But then he had to give up being a doctor. And he said, "No. I'm going to be a doctor as long as I can do it and that's it." And so he, he died when he was forty-two.

**Harkewicz:** Oh, that's too bad.

**Schultze:** He was a nice fellow. He was very good with the kids. Then I got a job and I looked around and I had a German friend and she said, "Thea," she said, "I'm going back to Germany." And they was in Coronado and there was an elderly couple. She was a millionaire and he was a millionaire, and it was a nice education to see how the rich lived.

**Harkewicz:** Why do you say that?

**Schultze:** Because I was, in many ways, different, you know. They had three cars. They had all the big, the expensive cars and then they had one which was not so expensive. And in the morning Papa looked in the newspaper where there was a sale for cabbage. If you got it ten cents cheaper, and he would drive over there to get that. But what he used on gasoline, *[laugh]* I mean, oh my god. And they had traveled all over the world and they had the living room there, and dining room, with Italian furniture and stuff, and pictures, all original, you know. I mean, it was something else to see. But then, *[laugh]* she amused me so. She played cards quite often and then she would always say, "Thea, the girls are coming." The first time I was looking for the girls, and then came all these elderly ladies there, *[laugh]* and I said, "Where are the girls?" She said, "Thea, they are here." I said, "Oh my god."

**Harkewicz:** So you learned a lot from them?

**Schultze:** So I learned, you know. And so then I said, "The girls are coming." And then sometimes they came later and then I had to serve, them. And sometimes, you know, the elderly ladies in the evening gowns, low-cut, and I said, "When you are that age you don't wear low-cut." I said, "I could pour some soup in there."  
*[Laughter]*

**Harkewicz:** That would get their attention I guess, wouldn't it?

**Schultze:** So.

**Harkewicz:** So how'd you end up getting to Scripps?

**Schultze:** Well I met one fellow. His parents were from Germany but he was born over here, and we became friends. He met a girl and she worked at Scripps, and then they were going to get married, and then she was going to leave. And they couldn't find anybody with the work they do. All the technicians which came they said, "Oh no, for the last ten years I've done it this way and I'm not going to change." Well, in research you better be very flexible. So he said to her, "Well, what am I going to do now?" So she said to him, "I have a friend. Her name is Thea. She doesn't know a darn thing about it but I will stay with her for a month and will teach her, and you will be just fine with her." And so this way I came and, I said, "I don't know what all this is." I said, "I just don't know," but I was determined to learn it, you know. So when everybody else left I was in the lab and I studied, and I studied, and I studied, and when everybody else went home I studied, I studied, I studied. So then, he only stayed with us one year and then he left. So then I got another one. With the first one I had, he studied the lateral line on fish, and they were at the end of the pier. So I had to go in the morning, and went fishing.

**Harkewicz:** Really?

**Schultze:** Ya. Oh, and then one of the guys always said, when I went there I had red shorts, slacks, on you know. And then he said, "Hello. Hello. Everybody notice, here comes Thea again with her . . . ." *[Laugh]*

**Harkewicz:** With your red shorts?

**Schultze:** Ya. *[Laugh]*

**Harkewicz:** So, was this Dr. Walker that you're talking about, the first person you worked with?

**Schultze:** Ted Walker.

**Harkewicz:** Okay. So, this was him?

**Schultze:** Ya. So, and then everybody was laughing. He was a very good scientist but he couldn't publish. He couldn't put it down. So then the Navy—he was supported by the Navy—they came over and stood there and watched what I was doing, you know, and I would look over and say "Hello," grin at them. *[Laugh]* But the thing is then since he couldn't get any money anymore, it came then to an end, you know. So then, I had to look for somebody else. And I had been, when I was fishing at the end of the pier, and then I would sing, you know, or say, "Come on, you guys, now, bite up on it," I was talking to the fish or singing to them, and I always went home with an awful lot of fish. *[Laugh]* And then the guy from, from our—

**Harkewicz:** The Aquarium?

**Schultze:** Aquarium. Oh, what would I do without you? *[Laugh]* And he came down one time. I forget. He said, "Now, I want to get many fish because we need them for one of our aquariums." And, I was getting them all. He was standing right next to me, and they bit mine and he didn't get any fish. He said, "How in the world do you do it?" I said, "You have to talk to them and you have to sing to them." *[Laugh]* He said, "I will not do such a thing." I said, "That's too bad."

**Harkewicz:** Now, was this Sam Hinton,<sup>9</sup> or somebody else, some other person from the Aquarium?

**Schultze:** No, that man wasn't in charge of the Aquarium.

**Harkewicz:** Okay. Do you remember who it was?

**Schultze:** Oh god, I don't know the name anymore. So, that was it. But while I was still fishing at the pier there came always a student and a man. They went diving, you know, there once on the pier. And he was a kind of Italian. He was a graduate student. And I always say, "Hello, there." And he said, "Hi. Hi, Thea." I don't know what word he said, and so on, and I don't know who the other, who the man was because he didn't say a word. Or he said, "Hi, hi, gorgeous," he would say, you know. And so we were just teasing each other there. And then all of a sudden it came to the end with Dr. Walker and all of a sudden I was out of work. So they said, "What do I know about physics?" I said, "No. And I don't really have the head for it." And so he, the student, he went to the fellow he did the diving with, and I didn't know that was Dr. Fager. I didn't know who he was, period. And so, he went in to him and said, "Thea is looking for a job because Ted, he doesn't get supported anymore." And Fager looked at him and he said, "I'm not going to hire your girlfriend." *[Laugh]* And he looked at him and said, "Thea?" He said, "You're getting it all wrong. She is the nicest and hard workingest kid I have seen for a long time, but there's nothing between the two of us." "Well, okay then. If I get . . . ." He had applied for money, research money. "If I get it then I probably will try it out and see if it works, you know." And then we were close to Christmas and I said, "And, I don't have a job, what am I going to do?" And then all of a sudden somebody rang and said, "You're supposed to come in January and see Dr. Fager. He has the money."

**Harkewicz:** Oh, good.

**Schultze:** I went in to Dr. Fager and then we talked for a while, and then he said, "Okay." He showed some sand and stuff, I don't know, and he said, "What do you see?" I said, "Sand." "No, look again. What do you see?" I said, "I see sand." *[Laugh]* So then he said to me, "Okay, let's do it that way. I hire you for six months and if I am happy with you after six months then you are there for good. But you have the same right. If the six months and you don't want to work with me then you

---

<sup>9</sup> Samuel Duffie Hinton (1917- ), curator of the Aquarium-Museum from 1946-1965.

can say and there's no bad blood." Okay, the six months ended. The Italian, he showed me. He taught me. And then finally I could see, you know, there was a polychaete or there was this, or that, or the other. I could see it, but before I didn't. I saw only the sand. You have to learn.

**Harkewicz:** You were looking in a microscope, is that what it was?

**Schultze:** A microscope.

**Harkewicz:** And, do you remember who—the name of the Italian person?

**Schultze:** Oh god, no. I don't know him anymore.

**Harkewicz:** Okay. I'll see if I can find that out.

**Schultze:** So.

**Harkewicz:** But, tell me about—I'm sorry. I interrupted you. You were talking about you were beginning to see things then . . . .

**Schultze:** So then he said, "Come into my office, please." And then he said, "You know, I hire you for six months but if I feel it's no good then no bad blood." You know, he was so honest. I said, "No. I will try." And there I was again. When everybody else left I was here in the lab working, working, working, working, working, stay late, and all that stuff. And then the time was over and I knocked at Dr. Fager's door and I said, "Dr. Fager?" He said, "Yes, come in, Thea." I said, "I have to talk to you." And he [*clears throat*], "Well, what do you want to talk to me about?" I said, "The six months are up." I said, "If you don't like me then you tell me right now that I'm fired." And he [*clears throat*] said, "No." He said, "I'm very happy with you and you stay with me." And I stayed with him for fifteen years. He was a very unusual kind of a person with high morals, and I loved to work for him. And at seven o'clock in the morning I was in the lab all the time. And, when the students weren't there, the telephone wasn't ringing. That started at eight, because I was the only one who had the telephone so I get all the telephone rings. Fager didn't want to. He said, "It disturbs me." But I loved to work for him. He was honest and he appreciated me—one day I heard somebody coming down the hall, cluck, cluck, cluck, and it stopped at my room, and I looked up and there was Dr. Fager and he said, "You really are coming in at seven o'clock." I said, "Dr. Fager it's one thing which I never do. I never lie." I said, "I am here at seven. It's quiet. There are not the students coming in," because he left it all to me. If the students needed this, then I would say, "Yes, we have it." If they have a microscope and they brought it back and it was wet then I would say, "You didn't take care of your equipment. Don't come to me again and say you want one because you're ruining it and we don't have the money to buy new things. So pull yourself together." [*Laugh*] I was in charge for the students. And Dr. Fager came in one day. He said, "Thea, do me one favor and take good

care of the students, and get them to feel they can talk to me," because he said, "If a student is bothered by something he's not a good student, but they sure don't come and see their professor," which was true. Students have always got that professor, you know. And the students would come to me and then one came in one time, "Thea, can I talk to you?" I said, "Come into my office. We talk." And then he said he had lost his girlfriend. Now, he was heartbroken. And I said, "You are not the only one it happened to, and it might happen again, but it's not the end of the world. So just pull yourself together now. That's part of life. It's not all smooth-going, you know." And, then some other student came in and I said, "What do you do with your shoes?" I said, "You are almost losing them." "Yeah," he said, "But I don't have the money to buy them." I said, "But you have two parents, you know." "Oh no, I'm not going to ask them." I said, "You, sit, you go now to the telephone and you call your parents and you say, 'I'm sorry, but would you please help me?'" Because he didn't want a Mercedes Benz. It was just the shoes. "And I bet you they will be so glad to be able to do something for you. So don't be such a, you know." And then he said, "Okay," and he called and then three days later he came in with these new shoes on. He said, "Oh, my parents were so pleased that they could do something for me." *[Laugh]*

**Harkewicz:** I see. Yeah.

**Schultze:** So I got with the students around and I said, "Don't do this," and "You have to do that." And then another student came in and said, "Hit the wall." He had to write now for his thesis and stuff and he had a hard time putting it all together, and so he came in and he said, "Thea, I don't know what to do." I said, "Just wait a minute." I went over to Dr. Fager. I said, "Dr. Fager I have a student who is stuck now. Do you mind if I work with him for a while?" He said, "No, you do that." So, I went in and I said, "Okay, now the two of us, let's sit together. Now, let's see what we both can do." And then all of a sudden he saw that it was moving forward. He had come to a standstill at a point. And now that I was helping him all of a sudden he jumped it and he was very good. So, after ten days or so, two weeks, I said, "Now you're on your own. You can do it." *[Laugh]* I stuck my head in the door, "Dr. Fager," I said, "What would you like me to do. He can do it now by himself." And Fager said, "Okay, fine, Thea." He was so good he cared. I don't think the students really realized how much he cared about them, because he was this kind of distance kind of a man.

**Harkewicz:** Yeah.

**Schultze:** He didn't hit you on the shoulders, *[patting shoulder]* or so—

**Harkewicz:** Uh huh.

**Schultze:** —and say, "You're a good fellow." He didn't go for that stuff. But he cared for the students, and he didn't talk about it, how much concerned he was for them. I knew it, but he said, "Don't tell them, Thea." I said, "No, I won't." If they had

financial problems or something, then he would be in but he would never say anything to the students.

**Harkewicz:** Yeah. I've seem him described as being aloof, or distant, and things like that.

**Schultze:** He wasn't distant. It was his personality, you know.

**Harkewicz:** Was he any friendlier with you?

**Schultze:** Oh yeah. We get—the students always said, "Thea is in love with Dr. Fager." *[Laugh]* I said, "Don't be just yo-yos." I said, "What's the matter?" I said, "I'm not in love with him but I admire him because," I said, "he has an attitude." And I said, "And he thinks about you." And I didn't tell them that he had said, "Watch what the student's doing and stuff," you know. And it was fun. And then, he had to die suddenly, you know, which was very bad.

**Harkewicz:** Well, when you started you must have been probably around the same ages of some of these students almost? You probably weren't too much older than them?

**Schultze:** Well, I was twenty-three when I came to America, but I couldn't start at Scripps because I wasn't a citizen. So I had to go through that first because we had to work, for the Navy. And me, not being . . . .

**Harkewicz:** A citizen?

**Schultze:** Not being a citizen, and then from Germany? They would say, "No way." But then when I became a citizen, and that took five years. Because, if you married a citizen you became a citizen after three years. But if you didn't, and I didn't, it took five years.

**Harkewicz:** So, you were working with Dr. Walker, or this five-year period, what were you doing at that time?

**Schultze:** No, it was five-year. I was working in La Jolla with mama and papa.

**Harkewicz:** The older, okay.

**Schultze:** Yeah, the older person who, she said to me, "Thea," she said, "If you don't like it there, where will you go?" I told her, "I want to leave and I want to go there." "If you don't like it there, please come back to us. You did such a good job." I said, "Oh yes. I sure will." And myself, I'm saying, "I never will do it again." *[Laugh]*

**Harkewicz:** Well, before I get too far, what I wanted to ask you, though, is what it was like for you when you did first come to the United States, being German, and it was just

after the war? Did you run into any kind of problems or anything like that with anybody?

**Schultze:** Problems? I just see I was very lucky that I met an awful lot of people who were very helpful, as far as that goes. The only thing I know, and I tell it to everybody, when I came by ship, then my aunt picked me up in New York, and then they lived in Brooklyn.

**Harkewicz:** Rotland?

**Schultze:** Brooklyn.

**Harkewicz:** Okay, are you talking about Brooklyn in New York then?

**Schultze:** Yeah.

**Harkewicz:** But then how did you get out to San Diego?

**Schultze:** We took the train, my aunt and I. My uncle was working down here.

**Harkewicz:** Oh, he was working in San Diego, then?

**Schultze:** He was, ya. They went on vacation one time from New York and they came to San Diego, then they say, "We really would like to live there."

**Harkewicz:** I see.

**Schultze:** So then my uncle was already here in San Diego. My aunt was there waiting for me, and then we took the train. Four days in the train. Oh, gees. *[Laugh]*

**Harkewicz:** I'd say, yeah, I'm sure it's different than traveling by train in Germany. I mean, it's quite, quite a bit bigger.

**Schultze:** It was, and the Americans are different, you know. So then I stayed with my aunt and they'd never had children, so I was all of a sudden a child. Now, I was twenty-six years old, almost caught by the Russians, you know. So, please take me as an adult. Now, where am I . . . .

**Harkewicz:** I was asking you if you ever had any trouble being German when you came to the—

**Schultze:** Well, one time somebody said, one made the remark, "You made one big mistake." I said, "What did I do?" "Well," she said, "You didn't kill enough Jewish people." I said, "Well, thank you very much." I said, "They are people like all the rest of us. They just have a different name." And I said, "You don't do that," you know. And he looked at me kind of surprised and then left.

**Harkewicz:** Was this somebody in La Jolla, or . . . .

**Schultze:** No, then I was in Point Loma.

**Harkewicz:** Point Loma. Okay.

**Schultze:** So, and then in Point Loma, where I had the kids, and there was a yard out in the center and then the houses around, so when I came out with my boys then all of a sudden all of the kids from the neighborhood came out. "Thea is out now. Thea is out now,". They know that I used to be kindergartener then. And they all got it for free, you know. And then one day one of the kids was acting up and he hit somebody else. And I called him, I said, "Come on here. Thea wants to talk to you." I said, "Don't you ever hit any one of the children here, because if you do it again I will not take care of you." So and that kid said, "You're nothing but a dumb Nazi."

**Harkewicz:** Oh my goodness.

**Schultze:** So I said, when Mrs. [Crabtree] came back, and I said, "Well, I got a good one here." So, I told her that and, and I said, "He isn't old enough to know what he's really saying, so he must have heard it at home, you know, that the parents talked about it and he picked it up."

**Harkewicz:** This is the Crabtrees?

**Schultze:** Yeah. I said, "I'm babysitting for all the kids from the neighborhood, and play with them and stuff and I have a good time, but," I said, "not under these circumstances, and I just won't do it anymore," So then the next day the parents came over with the boy.

**Harkewicz:** The parents of the child that had said that?

**Schultze:** Of the child who said I was a "dumb Nazi." And they said they apologize and it wouldn't happen again. And I said, "Well," I said, "but he is too little to know what he is talking about so he must have heard you talk and picked it up from you." And they looked kind of—. I said, "But, if he behaves," I said, "he can come out again and play with all, all together." So it was nice. But then, I had the students, you know, when I started at Scripps, and I've never been in a university, so it was all new. So then, I realized when there was lunchtime, that you didn't work. How you call it? What do you call it again?

**Harkewicz:** A lunch break?

**Schultze:** Lunch break, yeah. It was a break. And the guys were with chairs there sitting around and then talking and eating their lunch. And I came out and I saw them all

so I grabbed a chair, but I sit someplace else, because I didn't know those fellows. And then come the next time and I did the same thing again, and the word has gotten around. It was still very small there. We had all together, I think, twelve students down there and ten teachers. And I always sat someplace else. So then, then one day I come out and the chairs weren't there. So then I grabbed my chair and I sat down and I wanted to eat my lunch. And before you turn around ten minutes later they were all sitting in the class. I was a new girl, and they had to meet that new girl. And then they started talking and, and I listened to them. And, you know, it was very heavy. I don't talk now the way I talked then, I really had to learn.

**Harkewicz:** Your accent?

**Schultze:** And then, I don't know, they said something and I said a word and they were laughing themselves half sick. *[Laugh]* Laughing, laughing, laughing. And, I just looked at them and then I said to them, "You know what? You're very lucky that you have the brains that you can go here. But," I said, "because you are so knowledgeable," and I said, "you are very lucky, but I think it's about time that you educate your heart." *[Laugh]* I let them have it. And I said, "Because that's not very nice." I said, "I come from another country," and so on and so forth, and that wasn't very nice. And the next day I come into in my office, there is a bloom pot. "Thea, we are very sorry and we will never do it again. Thank you."

**Harkewicz:** Now, were these students or scientists, or . . . .

**Schultze:** Students. But they thought, "Well, you know, I work down there and I'm getting my Ph.D." And I said, "I'm going to cut you down to size, you know." And I said very quietly, and I will not sit with you anymore," I said, "because you don't have a heart. You're so impressed with yourself and your knowledge you forgot something." And then they came with, with . . . . *[Laugh]*

**Harkewicz:** So now, were these Dr. Fager's students?

**Schultze:** No. There were a lot of students from . . . .

**Harkewicz:** A lot of different people from different . . . .

**Schultze:** From different, you know. We had one that, he just had his Ph.D. and Dr. Fager gave me one species. He said, "Take it over to so and so, and so and so," and I did it, and that guy said, "What are you coming over here for?" And I said, "Well, Dr. Fager sent me." And then he didn't say anything. And then I came back and I said to Dr. Fager, "My god!" I said, "He is really something. You sent me over to him to give him something and what he does is he," I said, " gets all upset about it." *[Laugh]* The next day, the just-got-your-Ph.D. person, he saw me and he said, "Hi Thea. How are you? It's nice to see you." So Fager comes in and I said, "Well, that guy is really something." I said, "All of a sudden he's falling all over

himself to be nice to me." I said, "I don't get it." And Fager looked at me and said, "Because I talked to him and I told him if he one more time treats you the way he just did he has to deal with me." *[Laugh]* And I looked at him and I said, "Dr. Fager, why did you? Don't you know by now that I can take care of myself?" And he said, "No." He said, "I sent you over and if he didn't like it he should have talked to me and don't let it out on you." *[Laugh]* It was—we had a wonderful relationship.

**Harkewicz:** So, I know that Dr. Fager was hired because of the Rockefeller grant that Roger Revelle worked out for the biology people?

**Schultze:** That could be very possible. I don't know. I only heard you know, that he had gotten money. That was the only thing what I heard.

**Harkewicz:** So, were you there at all when he was first setting up his laboratory or did he already have it established by the time you were, started working there?

**Schultze:** No. He was getting a promise that he'd get that money to do the research, and he called Annie, and she was a technician.<sup>10</sup>

**Harkewicz:** Annie Townsend?

**Schultze:** No.

**Harkewicz:** Yeah. Okay.

**Schultze:** And she worked for Dr. Johnson.<sup>11</sup> So he called—but he had met Annie before, and I was out there fishing all the time, you know. *[Laugh]* He said, "Annie, will you please call Thea and tell her that she is hired? Because it is before Christmas and she must be terribly worried." And I was worried, and I said, "What am I going to do now, you know? I don't have a job." Then he said, "Okay. We do it for six months, if," and so on, you know. That's the way I started out with him.

**Harkewicz:** Did you ever do any of this fishing for Dr. Fager or was that only for Dr. Walker?

**Schultze:** No, they did diving.

**Harkewicz:** Tell me about that. I heard about that. You got certified as a scuba diver, didn't you?

**Schultze:** Oh sure. I'm the one with the face mask squint. *[Laugh]* Man, I blew my eyes right out. He said, one time when he came in, I was sitting over the microscope and he said, "Thea, we don't have enough, you know, the students..."

---

<sup>10</sup> This appears to be a reference to Margaret (Marnie) Knight, who worked as an assistant to Dr. Martin W. Johnson. Marnie Knight and Annie Townsend were close friends of Thea Schultze at Scripps.

<sup>11</sup> Martin Wiggo Johnson (1893-1984), marine biologist at Scripps Institution of Oceanography.

**Harkewicz:** For their Ph.D.?

**Schultze:** Ph.D., yeah. And it always includes diving.

**Harkewicz:** I see. Okay.

**Schultze:** So he said, "Quite often we don't have enough students. You have to learn to dive." [*Laugh*] I said, "Sure I do." So one of the students made from a larger one a small, smaller diving thing and on the back, "Thea," you know, and then I took the course. But they were very generous because we had a lot of Navy guys, who learned to dive there. And me, I was in my high thirties and they are seventeen, eighteen, [*laugh*] my god, and I was paddling around like mad. But they passed me. I don't know. They liked me so they passed me. And so then I went with them and the guy, I always said, "Hello, sweetheart," you know, the . . .

**Harkewicz:** Yeah. The Italian guy?

**Schultze:** So, and we went out and then he said, "Okay. Fager went already down." We were going to do some diving." And then I was the next one. But I had forgotten. I inhaled as I went down. And all of a sudden, I couldn't see anything, and I didn't know if I was upside down, sideways, or nothing. And I just paddled a little bit around. I didn't know really what had happened, and all of a sudden I felt something going around my hips. And I said, "Oh my god, what is that now?" [*Laugh*] Is it a big fish that's going to get me?" And then something took me up very slow. And then when we went about, you know, five feet or three feet, before we went on the top, my eyes opened up. They were closed from the pressure, and there was Ray, Ray Ghelardi.<sup>12</sup> That was who always said, "Hi, sweetheart." His glasses were right on top of mine and I opened mine and there I saw two blue eyes. [*Laugh*] And then I looked and I said, "I wanted to go down." I had no idea what had happened. And he said, "No, you go up." And then I went up, out, and went into the boat, and then he said, "I have to go down to Dr. Fager." So then he went on down to Fager, and he said, "Where's Thea?" And he said, "She's up, up, you know." Well, in the meantime I was gone to the pier and I went out and he said, "Get dressed." So, I went and then I looked in the mirror and I said, "Oh my gosh." And that, I'm sorry I don't have him here. Everything on the lower part was hanging over.

**Harkewicz:** Your eyes?

**Schultze:** Your eyes were, the eyes were bright red. Yeah.

---

<sup>12</sup> Raymond Joseph Ghelardi (1920-1993) was a marine ecologist. He was a graduate student in marine biology supported by Rockefeller Grant funds at Scripps Institution of Oceanography from 1956 to 1959 and completed his Ph.D. in 1961.

**Harkewicz:** Because of the pressure, then?

**Schultze:** Yeah.

**Harkewicz:** Oh, okay.

**Schultze:** So, I said, "Oh my god." So somebody said, "Thea, we'll take you right away to get something." Then it went around like fire. "Thea had a face-mask squeeze."<sup>13</sup>

**Harkewicz:** Face mask squeeze? *[Laugh]* I see.

**Schultze:** So, I was squeezed. And so then they would all come and say—I had now the sunglasses—"Thea, take them off. Let us see." *[Laugh]* And then I would take them off real slow and then I could see the eyes were getting watery. Oh, it was a mess, honestly. And when Dr. Fager came back and I said, "Dr. Fager, I did it," and I showed him my eyes, he said, "Oh my god." But, he said, "I must admit," he said, "You don't scare easy?" I said, "No, I couldn't see myself. When I see it the first time I said, 'Oh, my god.'" Everybody came in and had to take a look at me. I said, "I'm going to charge from now on," you know. *[Laugh]*

**Harkewicz:** So, this was on your first dive?

**Schultze:** On my first dive.

**Harkewicz:** Did you ever go down again then?

**Schultze:** No.

**Harkewicz:** *[Laugh]* Oh.

**Schultze:** No. No. The doctor said, "Thea don't do it. Your eyes have gotten now a beating." And I said, "Dr. Fager, I'm not going to go out again." "No," he said, "You don't have to now, you know." I said, "You have to take somebody else. I tried it and I didn't succeed." And then for about three weeks I wasn't allowed to watch television. I wasn't allowed to read. Nothing. Because they took me down in La Jolla to an eye doctor and he said, "My god. In all my years I've never seen anything like that." So he said, "You have to be very careful now with your eyes." So.

**Harkewicz:** Has it ever caused you any problems later on?

---

<sup>13</sup> Barotrauma is tissue injury caused by a pressure-related change in body compartment gas volume; it affects air-containing areas, including lungs, ears, diving face mask. Symptoms may include vertigo, hearing loss, sinus pain, epistaxis, and abdominal pain. Dyspnea and loss of consciousness are life threatening. Divers commonly call it squeeze.

**Schultze:** No. No. I didn't go diving and I was very glad because I had so much to do in the office. And then a student comes in and says—they have to dive in water where they have to have two. They have to be attached to each other so that they don't get loose. Well, I wasn't going for a Ph.D. or so, you know. I was just working there in the office.

**Harkewicz:** So, was it something that you really wanted to do or did you do it just because Dr. Fager told you should do it?

**Schultze:** Well, I did it for him, the diving. I could see that they didn't have enough students, or so. He did an awful lot of diving and he always had been the one who was there. So he thought, "Well, if Thea can help, when a student has to go diving . . . ." he's not allowed to go diving by himself, then I could substitute, you know. And I said, "They don't know when they're in trouble, they don't get any work done because I'm sputtering around in the water." *[Laugh]*

**Harkewicz:** So did you ever, like, socialize with Dr. Fager or his family at all?

**Schultze:** They were people which are very quiet and by themselves He was the same way, you know. There was always a distance there. I have that book, I don't know where it is, which was written here after fifteen years, and it says in there, "Dr. Fager was a man but was very withdrawn, even though he was very good." He said, "But, he was very lucky that he had his," not helper, "his technician, Thea Schultze, because she was so lively, and happy, and had a great," you know, "with the students and that was a great help."<sup>14</sup>

**Harkewicz:** Is that that book that had the chapters about different scientists?

**Schultze:** Yeah.

**Harkewicz:** The centennial thing that came out after . . . .

**Schultze:** Hundred-year, yeah.

**Harkewicz:** It was the hundred-year anniversary, or something like that? I read that chapter about him then.

**Schultze:** Yeah. So he had so many good qualities, you know. And they said, too, teaching. He was always—he went diving with one student all the time, you know, he came clopsch, clopsch, clopsch, you know, old clothes and stuff, you know. But when he taught twice a week, first of all there were always at least fifty. Even undergraduates came from the upper campus. They wanted to listen to him. When he came, not in the mornings, then it was lunchtime, and then after lunch,

---

<sup>14</sup> J.T. Enright, "E.W. Fager, 1917-1976," in *Coming of Age: Scripps Institution of Oceanography : a Centennial Volume, 1903-2003* edited by Robert L. Fisher, Edward D. Goldberg, and Charles S. Cox (San Diego: Scripps Institution of Oceanography, University of California, 2003), page 42.

he had his class. When he came in he was dressed. He had his suit on, white shirt, and tie. That's the way he came in. I said, "He is one who respects the students." And then he did his stuff, you know. And then the classes, and then later they had to do something and I remember one time they had to write up something, and then he had marked it, and then he would always give that stuff to me and say, "Give it to the students," so I would always know what happened. And then she came in and the tears were rolling and I said, "Now, what's wrong with you now?" She said, "I didn't get an A." "Well," I said, "You got a B and I think that's very good." "Yeah, but not with Dr. Fager. I should have had an A. I should have gotten an A. Maybe I didn't study hard enough." They were heartbroken. So then, then I said, "No. No. No. I think that's very good, a B, for Dr. Fager." And then Dr. Fager came in and I said, "Now, you're really something, Dr. Fager." And he said, "What is it, Thea?" I said, "A girl comes in here and cries because she only gets an B. What are you doing?" *[Laugh]* And he, he looked at me kind of, "What in the world is she talking about?" you know. And then I said, "That, we can't have that." I could talk to him that way, you know. So.

**Harkewicz:** So, he was a really good teacher and people would come from all over to, or . . . .

**Schultze:** From the upper campus.

**Harkewicz:** Right. But yet, he didn't like to interact with the students on a more personal level then? That was for you to do?

**Schultze:** He was not a party person, and his wife<sup>15</sup> wasn't either. But when I had Christmas and stuff, they had it in my house and then he would come. And then I said, "I don't have enough chairs, but you all can sit on the floor." And then he would sit on the floor, too, and then they had a chance to talk to him and ask him a lot of questions, which they don't do when he is at work, you know, which was very nice. But, he was not, as I said, he was not a *[clapping]* . . . .

**Harkewicz:** Pat people on the back type of person?

**Schultze:** It wasn't him at all. But, I think he cared more than any of the other Ph.D.s there. He put much more in. And as I said, when the undergraduates come down because they want to hear his lectures, and one day one of the students came in to me. He said, "Thea, I don't understand," Fager was teaching, "I don't understand what Dr. Fager says." He says, "I don't. What am I supposed to do?" I said, "You go in to Dr. Fager and you say, 'Dr. Fager, I don't understand this.'" "Oh no! Then he thinks I'm too dumb." I said, "If you are as smart as Dr. Fager you are a professor, so what in the heck are you doing here?" I said, "You go in and you will see, he will be very helpful." Three hours later he comes out, grinning from ear to ear. He said, "Oh, thank you, Thea, for telling me to go in." He said, "He explained everything to me and when I hadn't understood it the first time he did it

---

<sup>15</sup> Edward Fager's wife was Naomi Fager; they had one daughter, Ellen.

again, and the third time." And he said, "Now I can follow up. Thank you very much," and then he went off. You know, he would be a professor if he was that smart. But he wasn't. No, he was too embarrassed, he said, "No, he thinks I'm . . ." and it was good for Dr. Fager. He was so pleased. He came in. He said, "I wish some more students would come out and tell me, 'I don't understand,' then I, it gives me a guide to my teaching. If I ask them, 'Are you understanding it?' and nobody says a word I don't know what to do." And he took it very serious, his teaching.

**Harkewicz:** Did you ever go to one of his lectures?

**Schultze:** No.

**Harkewicz:** I know that people often don't want to ask for help. So, I just wondered if there was something about him that made them not want to ask for help or if it was just because students are afraid of professors?

**Schultze:** He was tall and he talked, and they realized there was a real good professor, because we had so many—now, I'm not going to say it, that goes on there.

**Harkewicz:** Well, you don't have to name any names. You can just say you had so many, what, that didn't teach very well?

**Schultze:** We had some, yeah, we had so many of the Ph.D.s who had to teach a class and they would stick their head in the door and said, you know, "Hi. How are you?" And five minutes later they would disappear. Or a graduate student had to do the class. And Fager never let the graduate students do that. That was his, and it changed an awful lot down at Scripps.

**Harkewicz:** Right. Well, that's one, another thing that was written in that chapter about him, how he really wanted to bring teaching to Scripps.

**Schultze:** Yeah. Yeah. Yeah. How very important it was, you know.

**Harkewicz:** So, you think he actually had an impact so that he changed it for other people too, that made Scripps itself become more of a teaching place?

**Schultze:** I think so. Well, the students got really very smart after a while. What they did is, they had a piece of paper and they marked it down, all the Ph.D.s, you know, who were teaching and then they said, "It's not here. Graduate student has to do it." And they would put him down and then they hung it outside. *[Laugh]*

**Harkewicz:** Really? For everybody to see?

**Schultze:** For everybody to see.

**Harkewicz:** Huh.

**Schultze:** And there were a lot of them, you know, which took a graduate student, "They can do the job," and I don't know what they did. But to him teaching was very, very important—because he felt they had to understand what's what, you know.

**Harkewicz:** Can you tell me a little about the job that you did there in the lab, the work itself that you did? You had to identify?

**Schultze:** Yeah, I had to identify. Fager went out with the other fellow and they brought things back. And I had the microscope there so I had to figure out what kind of species are in there.

**Harkewicz:** Did you refer to any kind of reference books and stuff like that when you did that? How did you learn that?

**Schultze:** No. Because Rick,<sup>16</sup> the one who taught me—I sometimes would go to him and say, "Look, I don't know this stuff." But I had learned, in the meantime, an awful lot. And so then I could write "So and so is there from so and so," and then from the work he did underwater, Fager, he wanted to see what kind of animals are there. And so I did that. And I was the only one with a telephone.

**Harkewicz:** So you answered for him?

**Schultze:** I had to answer the telephones. Then Fager had down there kind of a field trip with his students, where they had to find out you still could walk to get samples and stuff.

**Harkewicz:** Oh, down on the beach and stuff like that?

**Schultze:** So I had to do an awful lot of that stuff.

**Harkewicz:** You mean planning for it or going with them?

**Schultze:** No. I wasn't going, after my diving I wasn't going to go no place with him anymore. *[Laugh]* And furthermore, I was the only one with the telephone. And a professor would call, and I said, "No, he's out in the ocean." "Well, tell him to call me." And then Fager came back and I said, "So and so asked to call you back." He said, "I don't have time right now," and then that guy called again and I said, "He's busy right now." "Well, but didn't you tell him?" I said, "Yes, I did tell him, but he is busy right now."

**Harkewicz:** So, you had to do a lot of secretarial-type stuff?

---

<sup>16</sup> This may be Richard Wyman Grigg (1937- ), who studied with Fager and received his doctorate from Scripps in 1970. Grigg is a diver and an ecologist with interests in tropical shallow water marine communities.

**Schultze:** A lot of stuff, yeah. And get ready for the teaching, that we had enough copies, and all that stuff. And he said, "Thea, can you do this? Thea, can you do that?" and I said, "Yes, I'll try. I don't know if I'll succeed but I'll try." So it was very nice. So and he had only, like you say, with private people, he had a little daughter, Ellen, and she was, I guess, two and a half, and Dr. Fager came in one day, and they are not party people but they had gotten an invitation from somebody. So he came in. He said, "Thea," he said, "I hate to do that, but is there a chance that you could take care of my little girl? We are going and we won't stay very long." I said, "Oh, I don't mind doing it at all." Now, little Ellen, little Ellen Fager, gosh, is that girl intelligent. So she was three and so I said, "What, what . . ." I had a bag there and I said, "What color is that?" And, I said, "It's blue." "No," she said, "It's not blue." She gave me another blue. That girl, you know, you walked out of there, you said, "Well, I'm so dumb I don't know nothing, you know." *[Laugh]* While she was outside, with crayon, and then an elderly lady came by and she said, "Oh what a nice house you are drawing." She said, "That's not a house. This is Monroe." A teacher. A painter. *[Laugh]* I said to him later, I said, "If your daughter is around very much longer," I said, "I'm going to leave." *[Laugh]* I mean, intelligent like anything. And she learned languages. She picked it up just like that. She had, too, in her bedroom when she was a baby, there were no baby pictures hanging, you know, like rabbits and this and that. No. Monroe was hanging there and there was another one of those famous paintings. That was hanging over. That's the way she grew up. And one time he came and he said, "Thea, I have to leave her with you right now, and just play with her." So, I took her to the Aquarium, which was down there. And I had her on my arm to carry her and I said, "And this is a mommy and this is a daddy." And he said, "We don't talk that way." So, I said, "All right." *[Laughter]*

**Harkewicz:** It sounds like she was pretty daunting to have to babysit for.

**Schultze:** So.

**Harkewicz:** Too smart, maybe, for her own good?

**Schultze:** She was so smart. But, that's the way they talked to her. Not any baby talk.

**Harkewicz:** Right. They talked to her.

**Schultze:** And I was, it was a little kid to me. Well, they baby talk.

**Harkewicz:** Right.

**Schultze:** And he heard me. He said, "No," you know. I said, "Oh, okay." *[Laugh]*

**Harkewicz:** Okay.

- Schultze:** But they kept basically quite often to themselves. I mean it's very seldom that he really asked me if I would babysit with her.
- Harkewicz:** So you said you worked for Dr. Fager for fifteen years?
- Schultze:** Uhm-hmm.
- Harkewicz:** Was your job pretty much the same the whole time then?
- Schultze:** Yeah.
- Harkewicz:** And you must have seen a lot of students come and go then?
- Schultze:** Oh, yes.
- Harkewicz:** Are there any particular people that you thought were memorable in any way? Earlier, before we started taping, you were talking about Pooh Venrick<sup>17</sup> being the first female student?
- Schultze:** She was the first student, when she came around. Then there came . . . no, that's already later. I think Fager was already gone at that time. But as I said, the students, they were all very, very anxious to go to his lectures. You know, it was always crowded. And when I would sometimes say something like, you know, "A student is terribly upset because he doesn't get the right number," you know, an A, then he looks at you, "What in the world is he crying about, you know? He couldn't understand that." But that kid had worked, and worked, and worked, and worked, and then didn't get—[*laugh*] well, terribly upset, and so I had to tell him then, I said, "Dr. Fager, really." But the two of us got along with each other very well because I was always there very early in the morning and quite often I stayed later at night. And when they had to go to a trip, you know, where they want to see things in the water, then we had to get bottles and all that stuff. And then he would say "Thea, can you do it for me?" I said, "Sure I can." And then I dropped everything else and did that already, you know, and he had one who did the diving with him. That was somebody else then, and that was a guy who could never be on time and who comes in a half hour late and stuff like that. And so it was a little bit of that. So, Fager came in and he said, "Thea, is everything set up?" I said, "Yes." He said, "Did he set everything up?" I said, "No, and he isn't here yet." [*Laugh*] And Dr. Fager said, "Oh." And then I said, "We both can do it together," so we did it and then he came in. And he saw that the two of us had put it already, and he just said, "We already did it," [*laugh*] with a very, a slightly red face, which was a sign he was madder than anything, you know, but he never lost it, you know.

---

<sup>17</sup> Elizabeth Louise "Pooh" Venrick was born in 1941. She received her Ph.D. from Scripps Institution of Oceanography, in 1969. Her dissertation topic was *The Distribution and Ecology of Oceanic Diatoms in the North Pacific*. She was the first female graduate student in Dr. Fager's lab.

**Harkewicz:** So, you've been described as the "den mother" to Dr. Fager's lab?

**Schultze:** Uh huh.

**Harkewicz:** Can you tell me a little bit about that? You said earlier you baked cakes and stuff for people?

**Schultze:** Well, they call it a "den mother" because I cared so much about the students, and that they could come to me. And we had established a thing, that they say, "Go to Thea." I was on the campus. I was only known as "Thea." And I had a friend of mine and she wanted to see me and she said, "I would like to see Miss Schultze." And they said, "We don't have anybody like that here." And they said, "Well, her first name is Thea." "Oh Thea, yes." You know? *[Laugh]* And I was one who cared tremendously about the students. And we had one student and he was more interested in playing volleyball on the beach, because we were right on the beach. So then I got him. I said, "Let's go in my office. I think we better talk." I said, "Look, if you want to get a ball place, you know," I said, "then that is more important to you than to get a Ph.D. then just tell me. Because so many students come and want to work here and they can't do it. So, if you'd rather play volleyball on the beach, go down and play your heart out, but then I tell Dr. Fager to get another student in there." He looked at me, you know. But the students knew they can call me Thea. That was perfectly all right, but you know where to stop.

**Harkewicz:** Right. Well, it sounds like you didn't let them get away with stuff, though, either?

**Schultze:** No. We had one new student, you know, they are in that age, seventeen, eighteen, they think they are so smart it's pitiful. And I was going in and he came out with somebody else, and then he said, "Hi, babe." *[Laugh]* And I looked and I said, "Would you repeat it?" "Hi, babe." I said, "Let's go up into my office." And I said, "You think you're really funny, aren't you?" I said, "You're not funny. You're pathetic." I said, "And if you ever say that to me again," I said, "I go to the boss." And I said, "And furthermore," I said, "You are going to feel sorry because I do an awful lot of things for Dr. Fager, and he has said once he believes in me that much with the students. The students, too." And I said, "Then you are in trouble." He said, "Well, I want to work under Dr. Fager." I said, "Well then, you better shape up," and I said, "and don't you ever call me 'baby' again, because I'm nobody's baby." *[Laugh]* There were some times, you know, they try it. They are at an age where, I don't know, they are so in love with themselves, I think. I don't know what it is. And some of the graduate students, they are really obnoxious. So, but most of them really worked very, very hard to please Fager.

**Harkewicz:** So after Dr. Fager died, you worked for Paul Dayton, right? Is that correct?

**Schultze:** Yeah. I got more or less passed around with Paul Dayton. Paul Dayton had come from Washington. He had got his Ph.D. there.

**Harkewicz:** Washington?

**Schultze:** Yeah. And then he came down here and then Fager was sick, and he couldn't drive the car so I had to drive it everyday up to the hospital. He was sick four years until he died, and then I said, "I got to go now." I had to take him over there, and then I had to pick him up at five o'clock up again and take him home, and that went on and on and on. And then, I had gone over to Germany just to rest up, then I came back again. And then they send him to a different hospital because in Scripps they couldn't do anything for him anymore, and there they discovered that his short-term memory is shot. So whatever they taught him one day he had forgotten the next day. So then finally they said, "They should take him home." It was a pity to see a man that was that intelligent slowly falling apart. So then he was at home and everyday at lunchtime I'd put on my white coat and I'd walk down. They had a house close by, and I went over there and then I would say, "Hi, Dr. Fager. I'm terribly sorry. There is some things I really don't know and you got to help me with it." I knew it all but I tried to see, you know, what response. And sometimes he didn't do anything. Sometimes he would just twiddle, you know, and then all of a sudden he would add, "Write down seventy-two, forty-five," and then he would add it all up and it worked well. Something up there was . . . .

**Harkewicz:** Still working?

**Schultze:** Still, you know. And, but then, then all of a sudden he wrote "Fager." It was Fager, you know. So, that took about four years, and then one day, his wife called, and she said, "Thea, he isn't very good. The doctor has said he is going to die." And then, then about two or three hours or so come that she called. She said, "He has passed away." Now, being the very private person she was, I said, "Where is Ellen?" Ellen was in another university. "Yeah," she said, "I, I . . . ." No, I'm not going to do that. That's too personal. But I just called and said, "Ellen, you have to come home," you know. And so I picked her up at the airport and brought her home. And then I had to do all the running because nobody else was allowed to see him except me, you know. "Because," she said, "you have worked with him all the time." And she didn't want it that everybody else went over there, which is understandable because he was such a . . . bright doctor, and all of a sudden it was all gone. And seeing a person like that, who falls slowly apart, it's very hard to take, you know. I think he got a little bit aware of it. Anyway, I had told everybody, "You cannot go and see him. Leave him alone." In the hospital, too, when I went up and I saw him. I said right away to [Mrs. Fager], "You tell now the head nurse that nobody is allowed to come in here to visit with him," I said, "Except you and I," and that's what we did. I could go in there where nobody knew, and everybody said, "We want to go and see him." And I said, "You can't do that." He got a little bit better, but if they would all have come over and see him it would be devastating for him. He was such a private person, you know.

**Harkewicz:** After he passed away and you still worked at Scripps, what happened to your job then and the way things were done?

**Schultze:** Well, I—Fager did one thing. He was with Isaacs.<sup>18</sup> Those two put together discussed things and laughed and stuff and had a wonderful time. And one day Fager went into Isaacs, and there was always a trouble about money, money, money, money, money. And, Fager said to Isaacs, "Look, she is paid out of the money which was for research, and when the research is over then where are you going then?" So, he went to Isaacs and he didn't tell me that, and he said that, "I would like that Thea has a safe job." "She does a great job and if something should happen to me, and stuff, I don't want that she's on the street, you know." And Isaacs said, "No." I got on his plate. I got paid from his group and they had enough money, Isaacs. Isaacs never told me, either. But every morning when he came by he came in to my office and we both had to sing a German song as loud as we could, *[laugh]* just for the amusement from all the students who came by. But I didn't care one way or the other.

**Harkewicz:** So, you were still working for Dr. Fager but getting paid by John Isaacs?

**Schultze:** Well, yeah, and I didn't know that. And then after Fager was dead then I found it out. But there was money there so they couldn't let me go. So then I had to work first for somebody else and then be there for somebody else so it was kind of up and down and sideways, you know, and then Paul was there.

**Harkewicz:** So, did you still keep the relationships you had with students? Were you still like the den mother for different students even later on after Dr. Fager had died?

**Schultze:** Not that much. No.

**Harkewicz:** Did that make it hard for you, then? Did it make your job less enjoyable after?

**Schultze:** Well, it was hard. You know, we had the new students coming now and Paul Dayton took over the position that Fager had before. And that must have been very difficult for him because how do you shape up what he did? So, that was a little bit harder, you know. And sometimes I would go into him and I said, "You can't do that." *[Laugh]* I said, "I'm sorry, but you really shouldn't do that." And then he said, "Okay, Thea."

**Harkewicz:** Did you still answer the phone and stuff like that? Were you still doing secretarial things for, for . . . .

---

<sup>18</sup> John Dove Isaacs (1913-1980) was an internationally known oceanographer who came to Scripps in 1948 and held many positions, including director of the Marine Life Research Program and director of the University of California Institute for Marine Research at Scripps.

**Schultze:** Oh, I did. Yeah. I did a lot of stuff. And when Paul came over, he knew I came early to work and then there was the stuff he was teaching. And then there was that big, you know, which is supposed to be out for the students. And then I was having it copied, you know, and then he came in and he said, "Did you do it?" And I said, "Yeah, you are lucky that I got so early to work, *[laughter]* because otherwise you would have . . . ." He was entirely different than Fager was, you know. Fager had an entirely different approach than Paul did. But he has made it now, you know. He's now a professor.

**Harkewicz:** I have the question here. Before we get too far in advance I know that Ellen Revelle asked you to do the "Flip Flop Dance" for Roger Revelle's fiftieth birthday?<sup>19</sup> Can you tell me about that at all? What was this dance? How did that develop?

**Schultze:** Well, we decided we should put on, you know, a show. And there were a lot of people who were there. One played the piano and the other one wrote out the numbers and the names and stuff, who does what. And I love it. When I'm up on the stage I forget everything else. I'm on the stage. So unfortunately people like Pooh, they were on a cruise, so then they say, "Well, Thea how do we do this and that?" and stuff. So we had a girl, you know, *[singing]* "We are the Scripps Revue with a picture for you. We can sing, we can dance," you know, and all that stuff. And the girls from the, from the "Free Pooh, Pooh, and the Mai, Mai too." And it had everything to do with oceanography. And Jim Enright was running around with a bucket of water. *[Laugh]* It was really, we had fun. It was very successful. But then I said, "We have to do something for the other ones." So then, I took my flippers and I took them home with me and then I said, "Now, what can we do with the flippers?" And then I practiced. So dancing with the flippers is hard. So I think, and flip, flop, flop, flip, flop, flop, *[singing]* "Skin divers we, with flip and flop, and we scour the sea," *[laugh]* you know. And then we, two together, you know. And then we danced around in a circle, the two, you know. And then again. It was this thing in the show we put on and they want the girls from the Friendly Island and all that stuff. We had a wonderful thing. And Dr. Revelle saw that and he was, oh, I think he wanted to retire or something. Then his wife came up to me and she said, "Thea, he only has one question." He wasn't feeling so good anymore. "Could you do the Flip Flop for him?" So I had to do it by myself and I said, "Well." I liked Revelle and I liked her, and I said, "Okay." So I came over to the house and then had my flippers with me, you know. *[Laugh]*

**Harkewicz:** You did it at the house?

**Schultze:** Yeah. *[Laugh]* Because he was at home. I think he wasn't feeling that good. And she came up to me and I, I really didn't want to do it anymore because I was getting older and the flippers are getting harder. But I liked him and I admired

---

<sup>19</sup> The "Flip Flop Dance" was actually performed at the "Farewell to Revelle" party held in 1964. See page 36 for a photograph of the dance being performed at the event.

him and so I did it. And so she came later and she said, "Thank you so much. He really enjoyed it." And that was our Flip Flop song.

**Harkewicz:** So, well you were talking about this revue, and I wondered was there much party going with you and others out, outside of the Fager lab? I mean, did you get together with other people from Scripps that you got to know that were not in the lab itself?

**Schultze:** Oh no, it's mostly Fager's group, you know, with the students and then all the other ones who, I guess, had gotten their Ph.D. and so on were living down there. I would say, "Hello, how are you?" And that's about the thing, you know.

**Harkewicz:** So, there wasn't like a big, the big whole Scripps parties getting together, and stuff like that?

**Schultze:** Oh, there was, yeah, but I usually didn't go. We had usually, when there was Easter or there was another holiday, or there was a day off, and then they decided all, "Oh yeah, we're going," and they're drinking wine and stuff and I just didn't go for that stuff. So I said, "Hi, how are you?" and then walked through and out of the other thing and I went home, you know. That was not my cup of tea.

**Harkewicz:** Yeah, I see.

**Schultze:** So.

**Harkewicz:** What was it like being a woman at Scripps? I mean, were there many people that were in positions similar to you? I know it was hard for scientists, women scientists, but what was it like to be a woman technician when you first started out there?

**Schultze:** Well, there were very few women. Basically, you know, it started more like when Pooh came. She was the first one when she came in, you know, and I looked at her and I said, "Oh my god. Look what we get now." [*Laugh*] She was such a tiny one, you know. But then, then it got more and more with women and most of them were sitting and they were doing the typing, you know, and what happened and how to handle the money, you know. Was it enough or do they have to apply? It was more in that direction.

**Harkewicz:** Did you find yourself getting together with any of the other women technicians or wasn't that practical?

**Schultze:** Well I usually had an awful lot of things to do, anyway, you know. So if Fager said, this or that was all right, or I would say, "Dr. Fager, could I?" and he always would say, "Yes, you can." Then I'd have to talk to somebody. Sometimes I got tired of it and I would go three, four places, and then I stuck a head in and asked,



Thea Schultze (right) and Nan Limbaugh (left) performing the “Flip Flop Dance” at the “Farewell to Revelle” Party, 1964. Scripps Institution of Oceanography Archives, UC San Diego Libraries.

"Annie do you have five or ten minutes?" *[Laugh]* I said, "My eyes are hurting me now, you know." So I got along with him real well.

**Harkewicz:** Do you think you had formed lasting friendships with some people there?

**Schultze:** Well, I still have Annie. Annie helps me here now when I get stuck. Then I say, "Annie, could you give me a helping hand?" Because now that I'm in my eighties things in my brain don't work that well. You know, I'm absolutely stuck and then I call Annie, and then she says, "Oh, Thea, I'll come by. I'll leave early." She goes early to work and she leaves early. Then she said, "Well, I come over and help you."

**Harkewicz:** Okay. What's Annie's last name?

**Schultze:** Oh god. I knew you would ask me. Annie.<sup>20</sup> I don't know. I don't . . . .

**Harkewicz:** So, it sounds like you were really busy at work. What did you do in your free time? Did you, did you have a family outside of work?

**Schultze:** I don't have a family. I'm the only one who's over here from Germany.

**Harkewicz:** So, none of your family ever came over here?

**Schultze:** My family—no. When I didn't work here, then my sister would. She would come one year and I would go the next year to Germany. And then she was over here and I went back to Germany, you know. But then we got older and, you know, it's eighteen hours from here. My knees and my legs wouldn't do it anymore. So then, I called my sister the last time I was over there and I said, "I can't do it anymore." She said, "Thea, I can't do it either." *[Laugh]* I said, "Well, but we have the telephone." I said, "Then we can talk by telephone." So, she calls me. I have always a harder time to call because here, due to the fact that 250 people are here, the whole system is, you have to dial P-R and then the number, or whatever.

**Harkewicz:** You have to go through like a switchboard?

**Schultze:** Yeah. And, I always forget it, you know, and then I say, "What was I again supposed to do? And then they look at me. And I say, "Don't look at me. I'm an old lady."

**Harkewicz:** It's too bad you couldn't have gotten onto the computers and you guys could both compute, you know, send email to each other or something like that?

**Schultze:** She calls more often than I do. And then it's, of course, it's nine hours different.

---

<sup>20</sup> Annie W. Townsend began work at Scripps as a research associate in the Marine Life Research Group, but later became a senior museum scientist.

- Harkewicz:** Yeah. I know that makes it hard.
- Schultze:** You know, which makes it hard when I think, "Oh, I should really call her." Then that's when she's already asleep. The last time I called and she said, "You're lucky. It's nine o'clock. I just want to go to bed."
- Harkewicz:** So, you never got married?
- Schultze:** No, because he never came back. *[Laugh]*
- Harkewicz:** You're still waiting for the guy in the Air Force?
- Schultze:** No, I don't. The thing is, I am my father's daughter. You know, his name was Theo and my name is Thea. And I am like my father. My father was general manager of a big factory and very exact in his job. Worked on Saturdays and Sundays, and what have you, and I have an awful lot from him. So what am I aiming for?
- Harkewicz:** You said you were a lot like your father, you spent a lot of your time at work, I guess just like him?
- Schultze:** And he would go on Saturday and Sunday. And, I'm the same way with the work. It has to be good, you know.
- Harkewicz:** Right. So, what do you do now that you're retired?
- Schultze:** I'm just loafing around. *[Laugh]* My sister, I called my sister and I said, "Send me some German books because," I said, "I'm afraid I'm losing," you know.
- Harkewicz:** Losing the language?
- Schultze:** The language. And I said, "And then I'm in trouble." Because over there my sister can do a little English but that's about the size of it. So she has sent me now German books, which I can read.
- Harkewicz:** That's good.
- Schultze:** Which are easy, you know, novels which you can read and then put away. But he was exact and that's the way I am too, you know.
- Harkewicz:** So, how long did you work at Scripps?
- Schultze:** Thirty years.
- Harkewicz:** So you would have been in your sixties, or so, when you retired?

**Schultze:** I was sixty-two when I retired. And then they said, "Thea, you can't leave yet. What are we going to do without you?" I said, "Well, you have to try it." I said, "I think I have about enough" I said, "looking through the microscope all the time." And then things had changed and it was different, you know. And with Paul, he cared about his students but it was in a different way. I felt, "I think I've done my thing," I have done it now. And, they were very nice. *[Laugh]* I said, "Now, let me just go quietly." I said, "I came quietly. Let me go." *[Laugh]* Of course, they didn't. Big advertise. "Thea, after thirty years, is going to retire." And then they had up on the hill where the Ph.D.s used to live, you know but now it's open, they had that and they had big cake and what have, and all that stuff. And Paul Dayton, who was young, he got with Jim Enright and they wrote to everybody who had come through Scripps that knew me.

**Harkewicz:** Really?

**Schultze:** Uh huh. Paul Dayton wrote to them and said, "Now, send the letters to Jim Enright," because I would always pick up the mail.

**Harkewicz:** Yeah.

**Schultze:** So, [the album of letters] is *that* thick. It's unbelievable. And then Paul talked, and then he said, "Oh Thea, I have a little package for you."<sup>21</sup> And then he showed it to me and the girls all said, "Well, just don't forget the Kleenex right next to it, because you're going to cry." And I did. When I went home I cried because it was so nice. Everybody always talked about, you know, that I always worried about the students. And we had, one time, young students. I took them over the border, you know.

**Harkewicz:** To Mexico?

**Schultze:** To Mexico. I took them with me. And so they wrote, "We never forgot it that you did it for us and stuff," and all that. And I said, "It wasn't really that good, you know, because I just do it automatically,"

**Harkewicz:** Well, you had that kindergarten teacher training. That must have helped you with the students? Yes.

**Schultze:** Ya, some of the students, sometimes they had a baby, then they gave it to me because they had to talk to the [professor], "Can you hold him for a minute?" *[Laugh]* "Ya." I said, "Ya, I can hold her," you know. And Paul Dayton's son and daughter, I was in the office and they both came.<sup>22</sup> They were so funny,

---

<sup>21</sup> An album of letters and photographs was presented to Thea Schultze upon her retirement in 1985. In 2006, she donated it to the Scripps Archives, where it is accessioned as 2006-27.

<sup>22</sup> Gage Hart Dayton (1972 - ), post-doctoral student at Moss Landing Marine Labs located in Moss Landing, California; Anaika Elizabeth Dayton (1974 - ), veterinarian practicing in the San Diego area.

anyway, those kids. And, then they would sit next to me. Paul was busy. He didn't have time. And then so I had paper clips...

**Harkewicz:** Paper clips?

**Schultze:** Paper clips. Ya. I had those. And then I said, "Now we can do nice, you know . . ."

**Harkewicz:** Necklaces and things? Yeah.

**Schultze:** Necklace. Oh ya. So, they both were working so hard. *[Laugh]* And then, then, or I had paper there and I said, "Today we have to paint, and color, and stuff." And it was his oldest daughter, it was so funny. Then I got a letter from her. "Dear Thea, I love you. L-O-V-E. I love you." *[Laugh]* And then she had brought, colored a cat there and stuff. And I found that so enchanting, you know, that she did it. I saved all that. Then when I left I had put it into something. I said to Paul, "Now, you give it, give that to your daughter." And he said, "What is it?" I said, "All the letters she wrote to me. I want her to have it because it's part of her youth." And he said, "Thea, how come?" I said, "They were so cute. You just don't throw them away." And, Gage, he didn't write very much. Fellows don't like it. But what little he had, I put for him, and then I write a letter to them how much I appreciated and enjoyed the time. And, the next day I gave it to Anaika and she read it and she was laughing and then she called all her little friends in the neighborhood. She said, "I have to show you something." And then she showed them how her spelling was and the animals she drew. And Paul called me up the next day. He said, "Thea, you couldn't have done anything nicer. They were laughing and giggling." I said, "Yes. Those are days of your youth and you forget it, but now they have all that stuff." So, it was fun. Yeah.

**Harkewicz:** Well, I just have a few last questions, then I'll get out, you know, leave you alone here since we've been talking for quite a while now. There's these three questions that I ask everybody that I talk to. So, one of them is, in your opinion, what do you think made Scripps successful?

**Schultze:** Well, I think, it's some of the Ph.D.s, which were very powerful and some who are the, but as presidents . . . .

**Harkewicz:** Yeah. The directors of the lab?

**Schultze:** Directors. We had sometimes very good directors. And again the Ph.D.s. They contributed an awful lot because they had a name all over the world and so people were coming, you know.

**Harkewicz:** So, they brought more people, then?

**Schultze:** Yeah. Definitely. Because when I started there they had, we had twelve students all together, and then slowly more, you know. We got more Ph.D.s and so then we got more students and stuff. So, it started growing. The first building which went up was Ritter Hall. I worked in that, when I came. I was in that old one now. There were very, very few people there, basically, when you think about now, you know, how much is in the upper campus. I call it always the "upper campus." We are the lower campus. The other day we went through the Aquarium, because I wanted to see it. I hadn't seen it for a while, so we went there. But, unfortunately there were a lot of families with small children, four or five years old and there was a graduate student and he was telling us about what species are there. But you could hardly understand it because the kids were screaming, "Aieeee," you know. So, that was kind of bad. But even though, that's marvelous. Because we had the Aquarium down in our building, and it was always so hot because then the, the mother and fathers with their kids came through and then they came to us and then they saw me there working, you know, and then they would say, "What are you doing?"

**Harkewicz:** So they interrupted you a lot?

**Schultze:** Oh, constantly, you know. It was terrible.

**Harkewicz:** So, I'm sure you saw a lot of changes then?

**Schultze:** Oh yeah, very much so. And I mean they, they really did a beautiful job there, you know. I felt so sorry for the graduate student who had to do that. The Ph.D. wouldn't do that. And he had to speak so loud over everything, and explain things. And I stood in the back because I had seen things many, many times, you know, so I said, "Well, I'll just stay in back." I just wanted to see the changes. You know, but it was a student, I said, "A Ph.D. is not going to do that. Forget it."

**Harkewicz:** So then, I asked you what made, you thought made Scripps successful. Then I wondered, what do you think might have threatened Scripps' success?

**Schultze:** Threatened? Well, first of all what's threatened it, if they are not financially supported. Because there are sometimes times where they have technicians and they have to let them go because they don't have. When somebody applies, you know, and he doesn't get enough money then the technician has to leave. From what I hear, is that a lot of people there are worrying about their job. That enough money is coming.

**Harkewicz:** I know you've talked about Dr. Fager working out the plan with John Isaacs for you. Did you ever worry about losing your job?

**Schultze:** Well, I wasn't aware of it. I thought I was with Fager when he got so and so much money. And, I thought I was in that one. And when it runs out then he has to

apply again. So I really didn't worry that much about it, but Fager did. He knew something was happening to him. Isaacs always got an awful lot of money. Fager talked to Isaacs and he said, "You have to keep her." He said, "She's very good, but they don't have that much money," you know. But that's always the darn problem. You have to rely on what Washington does, and if there is somebody there who is very interested in, ecology, and what happens, and how much is the effect of it then a lot of money comes down. But if you aren't, then you don't get enough money. Let's say I'm still working, and now finances are not there so I have to go. But, these are jobs which are so specialized that most of them don't get jobs. I know the one with Dr. Fager, well one has now a nursery and an awful lot of them they do that kind of stuff.

**Harkewicz:** Typing and things, yeah.

**Schultze:** That's a job they could do, but not something which they had learned in their field because the money is not there, which makes it very hard. And somebody one time they said to me, "Thea, my son wants to be . . ." I said, "Well, I would think it over very, very careful," I said, "Because jobs are very, very hard to get." And then when the women came in on top of it, you know, then it was the man and the female, which of one is going to get the job now? And then they say, "Thea, we haven't heard anything from it. Do you think I'm going to get it?" I said, "I can tell you nothing. I don't know." You know. And then they said, "Well, but you have now females there, too, and so they have to get jobs," you know. So, it was getting to be a very difficult kind of a thing.

**Harkewicz:** Well, at least historically speaking, some people feel like women shouldn't have certain positions because they don't have to support the family like the man does. Well, how do you feel about that, having worked, but never marrying? What do you feel about women taking jobs that traditionally were men's jobs?

**Schultze:** Well, I think females have the same right like men have, you know. We had an awful lot of our students, they married at a very early time and then they got their Ph.D. Well, having a Ph.D. and getting a job sometimes doesn't mean all that much because you have to start at the bottom and work yourself slowly up. An awful lot I have seen from the ones I know that the marriage is going kaput, because then all of a sudden, you're not alone when they were students and they didn't get to paid so much, you know. They said, "We are so sick and tired of eating just sandwiches and stuff because we don't have the money." Then quite often they have already a baby, and so then they can't go out because the baby is there. So, there is all of a sudden so much friction in there. And all of a sudden it's out because I hear it from the group I had. This one is out, that one is out. They are, you know.

**Harkewicz:** So, being married and being a Ph.D. doesn't necessarily work out very well?

**Schultze:** No. I think if you're already up and you have your Ph.D., and here we have one couple, they are both working here, then it's all right. Or they go to Hawaii, also, because an awful lot has to do with diving, diving, diving, you know, that they can do that. But it doesn't always work out that way.

**Harkewicz:** I see. Yeah. I can understand that. Well then, my last question to you is, what did Scripps mean to you?

**Schultze:** Scripps meant an awful lot for, to me. First of all I felt, "Will I ever learn it?" you know. I don't know what they are going to do, but then I always said, my father said, "No is never the answer. You should try and you try as you possibly can." So when my friend said, "She can do it. I know it. Just give her a chance, you know." And, I was working, and working, and working hard. I'm not as good as the ones who are going for their Ph.D., because when I was helping I had, this one did this and this one did that, and that one did that, and stuff, you know, so that I always got a small inkling of what it was, you know. But not the same. And I really didn't want it anymore, toward the end. I was, yeah, sixty-two or sixty-three I was, when I left. By that time I said, "Well, my eyes were bothering me with the microscope all the time," so that it was enough. And I said, "No." And since Fager was gone I missed something. He was such an unusual person. I mean, I always say how lucky I am, you know, that I had the chance to work with him. He was so very honest and so that was really great.

**Harkewicz:** Great. Well, thank you very much for taking all this time to talk to me today. I really appreciate it.

**Schultze:** That's all right. I'm home all day long. *[Laugh]*