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Abstract

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Comments

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For Our Information . . .

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NEW YORK STATE SCHOOL OF INDUSTRIAL AND
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Vol. XVI, No. 1

Fall 1963

MOORE NAMED DEAN

David G. Moore was appointed IIR's fourth Dean effective September 1. He comes to Cornell from Michigan State University where he was professor of management and sociology and head of the Department of Management in the College of Business.

He is a graduate of the University of Illinois where he received his M.A. in sociology, and of the University of Chicago where he received his Ph.D. in sociology. Prior to his academic career, he worked in personnel staff and administrative activities for Western Electric and Sears Roebuck and Company. For Sears, he served as personnel director of the David Bradley Company.

After ten years of business experience, he joined the faculty of the University of Chicago in sociology and industrial relations. There he initiated an extensive employee attitude survey program and was also co-author of the SRA Employee Inventory. Later at the University of Chicago he became associate professor of business administration and director of the well-known executive program there.

Dean Moore has contributed chapters to several books in the field of management and is co-author with Burleigh B. Gardner of Human Relations in Industry, now going into its fourth edition. He has recently co-authored a book, The Enterprising Man, about men who start businesses.

The Moores, who have purchased a home at 220 Berkshire Road, have two children, David, age 10, and Kathryn, age 9. And last but not least is the family Bassett hound named Huckleberry.

OTHER APPOINTMENTS

Dean Moore has announced the appointment of Robert F. Risley as assistant dean and director of extension. Risley has been serving as acting dean since the resignation of former Dean John McConnell last January.

Other administrative personnel are Miss Doris Stevenson, acting administrative assistant and Mrs. Virginia Tull, administrative aide.

SCHOOL CONVOCATION HELD

Faculty, staff, and students gathered for their annual convocation in Ives Auditorium on Wednesday, September 25. The program consisted of the presentation of awards and scholarships to outstanding students and short speeches by faculty and visitors.

Mrs. Irving M. Ives, wife of the late Senator Ives, the School's first dean, presented three cash awards to Robert C. Schubert '66, Andrew Abraham '65, and Deborah Schuster '64. Peter Bundarin '63 received his award last June. The prizes were presented in memory of Ives, to students demonstrating good faith, integrity, responsibility, cooperativeness, and good will. Mrs. Ives then quoted the declaration contained in the 1940 Report of the Joint Legislative Committee on Industrial and Labor Conditions, which says in part:

Though we may legislate to the end of time, there will never be industrial peace and harmony without good faith, integrity, a high degree of responsibility, and a real desire to cooperate on the part of all parties concerned. Without this spirit of good will, all of the social, economic and labor laws of man will prove eventually to be in vain.

She said that good faith cannot be ground out in legislative halls, that integrity and responsibility go hand in hand, that cooperativeness can be challenging but cannot be legislated, and that if you don't have good will, you cannot mediate or cooperate to the fullest extent. It cannot be forced; it can be generated by diplomacy and tactfulness.

Dean David Moore was then introduced by Assistant Dean Robert F. Risley.

He said that as a newcomer to the School he can view it in a somewhat detached manner.

"...The history of the School up to this point has been written entirely by others. Some sense of the great contribution of Senator Ives has been given by Mrs. Ives. His wisdom, foresight, and sense of justice are important parts of the spirit of the School. I am referring in the first instance to those men and women who have been here since the School's beginning, like Professors Emerson, Jensen, Konvitz, McKelvey, Neufeld, and Smith. These and all the others who have followed have contributed something of themselves in raising the stature of education and research in the industrial and labor relations field.

"Yet something has happened here which has resulted in a dedication that is more than a routine commitment to a mundane subject matter. I suspect that what has happened here can be attributed to the sense of mission which has characterized the School from its beginning and to the quality of the faculty initially and subsequently attracted to the School as a consequence of this sense of mission. We catch a feeling of the School's humanistic mission when we read Professor Konvitz's eulogy of Senator Ives and President Day on the occasion of the move into Ives last October.

"We discover still another aspect of the sense of mission characterizing the faculty of the School when we read the note of appreciation to Professor William F. Whyte which appears at the beginning of the book, Money and Motivation, and which was written by other contributors to that volume. Here we find another aspect of faculty dedication which has raised and enhanced the stature of this School. Professor Whyte illustrates the faculty's dedication to science and the search for concrete knowledge.

"Yet another current that has characterized the School has been the concern with teaching at all levels. Somehow we have been able to maintain our academic integrity and yet serve the people of the state in all walks of life."

RETURNEES FROM ABROAD

Not in recent years has the School had such a rash of returning travelers, both long-term and short-term. Six have returned from prolonged absences.

Leonard P. Adams has been in India for the past year under a Ford Foundation-sponsored labor relations research project. He has returned to his former position as Director of Research and Publications.

Isadore Blumen, under a Fulbright grant, has been teaching for the past year at the University of Groningen, The Netherlands.

Dr. Temple Burling has been teaching at the University of Ankara, Turkey for the past year under the Cornell-BPA School program. He also studied the meaning and philosophy of work in a Moslem society in transition from a peasant to an industrial economy.

Gardner Clark spent the Spring semester and past summer in Europe studying the extent to which the Soviet foreign trade and aid policies are economically motivated. He spent the last month in Russia.

Alice Cook has been teaching at Keio University in Japan for the past year, plus extensive traveling in the Philippines, Indonesia, Korea, Saigon, Hongkong, and Singapore.

Emil Mesics spent the Spring term conducting one-week seminars for management, union, and university groups in five major industrial cities of Colombia.

OTHER FACULTY RETURN

F. F. Foltman spent his sabbatic year as consultant to the Bureau of Employment Security, Washington, D.C. He worked primarily with the U. S. Employment Service, helping to plan and conduct research on youth problems and employment of persons in professional occupations.

George Hildebrand, under a Ford research professorship, spent the past academic year completing a study on the postwar economy of Italy.

IRVIN LEAVES IIR

Floyd Irvin, counselor in the School's Office of Resident Instruction, has accepted a position as assistant professor in Purdue University's Department of Psychology. He also will be counseling psychologist at the University's Counseling Center. Irvin received his Ph.D. at Cornell in 1961.

TWO ON SABBATIC

Robert Aronson is spending his sabbatical year as visiting professor and research associate at the University of California (Berkeley). He is teaching at the School of Business Administration and conducting research at the Institute of Industrial Relations.

James Morris is on sabbatic leave during the Fall semester. He is completing a manuscript on the origins and development of the Chilean labor relations system.

VISITORS AT IIR

Professor Ricardo Hornet Caceres has been named visiting fellow at the School for the coming year. He is professor of Sociology at the University of Arequipa, Peru. He will be under Professor Whyte's aegis.

Professor Toshiya Kohdo of Kansai University will be at IIR during October and November. He is assistant professor of industrial and labor relations in the Faculty of Commerce at Kansai. He will occupy Room 168 during his stay.

FALL CONFERENCES SLATED

Five on-campus conferences are slated during the next month. First was a week-long (September 30-October) Training Conference for 11 staff of District 4, United Steelworkers of America. Ronald Donovan was conference chairman. IIR faculty participating were Dean David Moore, N. Arnold Tolles, M. Gardner Clark, George H. Hildebrand, and Jean T. McKelvey.

The sixth annual Joint Labor-Management Conference for the New York State Building Construction Industry was held October 6-8 under the chairmanship of Harlan B. Perrins. The conference agenda included problem areas where cooperative action by labor and management will benefit industry, the public, and the parties concerned.

The fifth Wilhelm Weinberg Labor-Management Seminar, with about 30 attending, will be held October 13-18. The theme will be "The Public Interest in Our Changing Society: New Roles for Labor and Management." Co-chairmen are Leonard P. Aries of the National Conference of Christians and Jews and Wayne L. Hodges of IIR.

Included in the program will be Victor Reuther, Vice President, UAW, Hobart Taylor, Jr., Executive Chairman, President's Committee on Equal Employment Opportunity, John Snyder, President, U. S. Industries, Harry Van Arsdale, President, New York City Central Labor Council, Theodore W. Kheel, labor arbitrator. IIR faculty on the program include Dean Moore, N. Arnold Tolles, F. F. Foltman, and Lawrence K. Williams.

Meeting for two days, October 22-23, will be the Industrial Training Council of New York State, with the theme "Economic and Social Dimensions for Manpower and Development." Twenty-five members will hear discussions on the impact of technology in those areas of concern to training. Dean Moore will discuss "Social Research and Executive Development" at the opening dinner. Other IIRers taking part will be Lawrence K. Williams, Emil Mesics, Ned Rosen, and George H. Hildebrand.

Robert F. Risley is president-elect of ITC for the coming year.

A three-day Water Utility Management School for the New York Section, American Water Works Association will be held October 30-November 1, with Harlan Perrins as conference chairman. Speakers will include Professor Robert G. Smith of Colgate, Armand Adams, Counsel to the Joint Legislative Committee on Revision of Conservation Law, and Professors Alpheus W. Smith and Harlan Perrins of IIR.

WORLD TRAVELERS RETURN

A number of IIRers have returned from shorter sojourns abroad and in South America.

Charlotte Gold from a 2½ month tour of 11 Western European countries.

Milton Konvitz from a visit to Geneva, Switzerland, where he consulted with the International Labor Organization on Liberian labor legislation.

Fred Slavick from a meeting of the International Gerontological Congress in Copenhagen and the International Gerontological Seminar in Markaryd, Sweden.

William Whyte from three weeks in Peru following up his research on social problems of industrialization in that country.

NEW APPOINTEES ON STAFF

Neil Check has a joint appointment as assistant professor in the Departments of Organizational Behavior and Collective Bargaining. He has a Ph.D. from Washington University and a B.A. from the University of Minnesota. During the past year he was senior research assistant at the Medical Care Research Center, Washington University. Prior to that, he was research assistant in the Social Science Institute and the Department of Sociology at Washington University and the University of Minnesota.

Mrs. Alice Grant has been named assistant field representative for the Western District Office, stationed in Rochester. For the past year she worked with the Rochester Joint Board of the Amalgamated Clothing Workers in developing their Health Center. For 10 years she was education director of that organization. She has a B.A. from Wells and an M.A. from Cornell.

William Connors, IIR assistant catalog librarian, resigned to accept a position in the catalog department of the University of Maryland. Replacing him is Gordon N. Holloway. He has B.A. and M.A. degrees from Indiana University. He comes to IIR from the Central Cornell Library where he was assistant librarian. While in Indiana he served as graduate assistant in library research.

Mardean Huggler has been named research associate for one year, working under Professor Rosen. She will make a detailed literature review of industrial social psychology and item writing. She has a B.A. from the University of Wyoming. She has worked for the National Opinion Research Center and the Center for Human Relations Studies at NYU. Most recently, she was research analyst for the Rochester-Monroe Joint City-County Youth Board.

Dorothy Melkin has been appointed research associate for the Fall term, working with Professor Friedland. She will examine a number of trade unions and the structures of the industries within which they operate. She has a B.A. from Cornell.

Geoffrey Spinks is a newly-named research associate working in the IIR library. He will organize and analyze materials which have accumulated over the past few years. He has a B.S. from Bradley and a M.I.R., 1963. He worked full-time in the Labor-Management Documentation Center this past summer.

SEMINAR HELD FOR TEACHER TRAINING

Following a decision to do intensive development of the teacher training program with union personnel, a two-day seminar was held in Ithaca in July. Attendees included district directors, selected resident staff, and selected part-time teachers from the districts. Techniques, methods, and objectives were reviewed and plans laid for developing the programs.

Opening classes are being held in New York City for the Manufacturing Division of IBEW Local 3. Negotiations are under way for the training of UAW staff, for training with the postal groups, for the State, County and Municipal Workers, and others.

VERONICA SHAW IN NEW YORK

Veronica Shaw, former IIR Research Associate, is now living in New York City where her husband has an appointment at Columbia. She is working at the Cornell Medical Center. Their address is 41 W. 74th Street, New York 23.

LETTER FROM LIBERIA

John Paterson, administrative assistant-on-leave, writes from Monrovia, Liberia, where he is helping to develop administrative services for the University of Liberia. His wife and two children are with him:

"Going over, the plane was full of all descriptions of foreign people. Our first stop was at Dakar and then on to Monrovia. Carlton Wright, project director, was there to meet us. We cleared customs with our nine suitcases and after one hour's ride, arrived at our home near the Police Academy which is 10 miles from the city and University.

"We have a large house, new, completely furnished with three bedrooms, three baths, large living room, dining room, kitchen, screened porch and carport. A breezeway connects the house with the house-boy's quarters, storage and laundry room. This is in a new housing area with 14 new pre-fab houses with aluminum siding and metal roofs - all made in the US and shipped over here. Each bedroom is air conditioned and there is a large fan in living room.

"After visiting AID headquarters, embassy, etc. on Wednesday a.m., I reported for work. After two-and-a-half days of work I can well see the tremendous job ahead of me but I think I can be of some help. Office hours are from 7 to 4.

"All the family are well. Were very tired on arrival but are o.k. now.

Later: I had my first staff meeting - - the Business Officer and all his staff (15). A lot of problems, a lot of work, but the type I enjoy."

STAFF ORGANIZATION MEETS

The IIR Staff Organization held its final meeting of the year on Thursday, October 3, with Eleanor Martin chairing the meeting. Nominations for officers for the coming year were made. Those nominated for the education committee were: (3 elected) June Smith, Irene Grant, Almina Leach, Elsie English, Ann Whittaker, Nancy Johnson. For three places on the Social Committee the following were nominated: Margaret Mason, Margaret Byrnes, Maxine Henry, Ruth Olmstead, Elanie Slovik. For secretary, Marilyn Hickok, Nancy Westfall and Eugene Hovanus were nominated. Ballots will be mailed to the staffers.

The first duty of the newly-elected Social Committee will be to plan the Organization's fall luncheon.

Miss Doris Stevenson, administrative assistant, spoke briefly to the members following other business.

NEWS AND NOTES

Professor Robert Ferguson is president of the Trumansburg Community Council, an organization which handles the United Fund Drive, serves as nominating committee for the school board election, etc.

Professor Robert Aronson, on leave in California, writes of the family's trip cross country during which they visited the Badlands, Mt. Rushmore, Salt Lake City, Reno, and the Sierra Nevadas. They arrived in Berkeley August 24 in their new Dodge Dart. He had already met Louise Berman, an IIR advisee, Bruce Neighbor, former IIR grad student, and Alice Cook, who was en route home from Japan.

Aronson's address is 113 South Hall, University of California, Berkeley 4,

Professor Lawrence Williams is author of an article summarizing the London Conference on Automation in a report to President Kennedy by the American Foundation on Automation and Employment.

Kathie and Ron Woods (MIIR '61) are parents of a daughter, Christina, born September 2 (Labor Day). She weighed 7 lbs. 4 oz.

Professor Ralph Campbell spoke September 14 at Cooperstown on "Labor Problems of Weekly Newspapers" at the annual meeting of the New York State Press Association. On September 20 he addressed the American Airlines Management Club in Los Angeles on "The Challenges and Responsibility of Management."

Miss Frances Perkins will deliver a Marshall Woods lecture at Brown University in a series titled "Women and the World" in late October.

Assistant Dean Robert Risley and Professor Lawrence Williams attended an Automation and Public Welfare Conference in New York October 6 and 7.

Dean Davie Moore and Assistant Dean Risley will attend the annual meeting of the New York State AFL-CIO at Lake Kiamasha October 24-26.

Dean Moore, Assistant Dean Risley, Professor William Wasmuth and Mrs. Addie Tracy will attend the New York State Council of Retail Merchants at Grossingers October 8 and 9. Mrs. Tracy will be in charge of a display of the School's publications.

NEWS AND NOTES cont'd.

Professor Eric Polisar is chairman of a 30-week extension program on "The Union Leader as a Decision-Maker" to be conducted in New York City. The opening session is being held at Cornell October 11. A similar program was conducted last year.

Professor Harrison Trice will teach a one-day program in New York City October 11 on "Techniques of Personnel Selection and Placement" for practitioners in the field. Because of heavy demand, he will repeat the course a week later.

Leone Eckert of the Documentation Center is teaching a 10-session course on "The Role of the Supervisor" for the Rochester Public Library.

She has just returned from attending a conference of the Society of American Archivists at Raleigh, N.C.

Professor N. Arnold Tolles has been re-appointed chairman of the Inter-area Committee on Wage Statistics of the Interstate Conference on Labor Statistics. At the annual meeting of the Interstate Conference held in San Francisco he presented a report on the evaluation of wage statistics, and also a working paper was submitted to the conference on the Multiple Dimensions of Area Wage Statistics.

Professor Tolles spoke to the Poughkeepsie Chapter of the Cornell Alumni Association on October 8 on "Foreign Trade and Economic Development." He attended the annual meeting of the board of directors of the New York State Council on Economic Education at Albany October 9.

Professor Emil Mesics is speaking October 11 in Salamanca to management of the Fancher Furniture Company. Beginning late this month, he will conduct a series for the Rochester Personnel Women's Association. On November 1 he will address the American School Food Service Association convention in Atlantic City on "Exploring the Human Factor for Effective Employee Training."

Professor Milton Konvitz delivered an address on "How Brave Is the New World" at the Freshman Convocation in Barton Hall on September 24.

He gave a talk on the occasion of the Silent March of Mourning held Sunday, September 22 in DeWitt Park.

Russell Hovencamp of the Materials Lab is taking the week of October 21 off to go hunting. Good luck!

Almina Leach of the Big Machines Office and husband Mike took a few days off to see the autumn colors in Pennsylvania and visited their old home in Wilmington, Del.

NEWS AND NOTES cont'd.

Professor William Wasmuth will conduct an Extension workshop on Manpower Programs and Practices in Growing Small Business Organizations" with company representatives from the Jamestown area in mid-November.

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Professor Harlan Perrins, IIR Conference Coordinator, is Cornell's frosh hockey coach for the third season.

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Sara Gamm, Eric Polisar, and Donn Coffee conducted a two-day teacher training program October 4 and 5 on "Teaching Administration of the Agreement" for Local 3, International Brotherhood of Electrical Workers in New York City.

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Jim Belasco, IIR'57, has returned to his alma mater as a doctoral candidate. He is graduate assistant to Professor Mesics. Since his graduation Jim has worked for Sylvania-Corning Nuclear Corporation, Hicksville, first as industrial relations representative, and more recently, as production manager. Jim is married and has three children.

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Two graduate assistants are teaching extension courses as part of their assistantship assignments:

Fraser Isbester is teaching two courses this fall, one in "Conference Leadership" for the Oswego Industrial Management Club, and another "Communications Workshop" for the Finger Lakes Industrial Management Club.

Ted Schmidt is teaching a six-week course in "Labor Law and Contract Negotiations and Administration" for the Associated Lithographers at Syracuse, and another 10-session course in "Job Evaluation" for Local 313, IUE, at Painted Post.

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Professor Kurt Hanslowe will teach a three-day course, "Managing Change under the Collective Bargaining Agreement" in New York City in mid-November.

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Professor Robert Ferguson participated in a two-week workshop on Labor-Management Relations and the American Economy held at State University College at Oswego August 12-23. Directing the program was Raymond Wedlake of Oswego College, formerly of the Western District Extension Office.

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Leone Eckert of the Labor-Management Documentation Center conducted a session September 27 for the recording secretaries prior to the annual meeting of the New York State Council of Machinists in Rochester. Subject was "How to Write Minutes and Keep Files."

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Gormly Miller is a member of the County Committee on Local Taxes. He also announces that he is not running for re-election as Councilman: official reason is "pressure of business."

NEWS AND NOTES cont'd

Professor Maggie Blough of Extension attended a meeting of the American Sociological Association at Los Angeles in August.

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Professor Harrison Trice conducted an informal lecture tour of the South this past summer. He spoke at the University of Florida's School of Occupational Health, lectured and taught at the University of Georgia's Southeastern School of Alcohol Studies; and wound up at the University of Texas where he conducted a session on Selection and Placement. His family accompanied him.

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Professor Gormly Miller, School Librarian, will be a panelist on the topic "Current Problems Facing Academic Libraries" at a meeting of the New York Library Association in Rochester October 11.

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Headquarters of the Latin American Peace Corps project on campus are on the third floor of the Research Building. The group consists of Tom Davern, project director, his assistant, Dennis Casper, and Ann Pendleton and Joanne Newman.

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Professor William Whyte spoke on "Supervisory Leadership: An International Comparison" in mid-September at the 13th International Management Congress held in New York City. Professor Williams attended the Congress also.

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Professor Alpheus W. Smith will pretty much cover the state during October. On the 10th he will speak to members of the Buffalo Sylvania Management Club on "The Legend of the Big Bad Boss." A week later he will address the Managerial Development for Women program at Saratoga Springs on "Human Nature, Motivation, and the Boss." On the 22nd his topic will be "Of Men and Bosses" at an organization meeting of the Society for the Advancement of Management at Oneonta.

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Professor William Friedland discussed his recent experience with the Peace Corps in Sierra Leone at the annual YWCA membership drive in Cortland last month.

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Professor George W. Brooks has spoken twice recently on "Trends in Collective Bargaining" to members of the Foreign Service Institute, a State Department training program at Arlington. He also has participated twice in recent weeks in Columbia University's Executive Development program at Arden House. His topic was "Management's Part in Sound Union Relations."

He is doing research for the Joint Legislative Committee on Industrial and Labor Conditions, under the chairmanship of Assemblyman Anthony Savarese.