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## For Our Information, July & August 1952, Vol. V, no. 1-2

ILR School, Cornell University

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## For Our Information, July & August 1952, Vol. V, no. 1-2

### **Abstract**

An official publication of the ILR School, Cornell University, "for the information of all faculty, staff and students."

### **Keywords**

school, industrial, labor, relations, cornell, university, history, archives

### **Comments**

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Vol. No. 1

July 1952

### THREE UNION CONFERENCES TO BE HELD THIS MONTH

The School will be the scene this month of three union conferences -two for officers and members of AFL unions and one for a CIO union.

Officers and members of Local 1-S, United Department Store Workers of America, CIO, will meet on-campus July 19-20. This conference of Local 1-S members, which represents the employees of Macy's Department Store, will include sessions on economic and political developments influencing the growth of labor unions, the relations of government to unions, and various attitudes toward unions.

Approximately 30 members of Federal Labor Unions, AFL, from all parts of the state will attend a one-week conference from July 20-25. The conference will include sessions on wage determination, grievance handling, wage stabilization, and workmen's compensation. John Schreier, AFL organizer from Buffalo, will lead a session on education programs for local unions.

A two-day conference will follow on July 26-27 for 40 members of Local 3, International Brotherhood of Electrical Workers, AFL. School staff members will conduct discussions on labor unions' community relations, problems of social security, and the general labor situation in the country today.

"For Our Information" is issued by the Public Relations Office, Room 3, for the information of all faculty, staff, and students of the New York State School of Industrial & Labor Relations, Cornell University

### DEAN CATHERWOOD ANNOUNCES NEW FACULTY APPOINTMENTS

Dean M. P. Catherwood announces appointment of the following faculty members to the ILR School:

Oscar Ornati has been appointed assistant professor, effective July 1. He will devote the major part of his time to research in the area of international and comparative labor relations, under the direction of Prof. Adams, acting director of the Institute of International Industrial and Labor Relations. A graduate of Hobart College in 1949 with an A.B., Ornati received his M.A. from Harvard in 1950 and is at present completing requirements for his Ph.D. at Harvard. He has taught at both Boston and Harvard Universities, and was for 8 months an organizer for the Boston Joint Board of the ILGWU. While at Harvard, Ornati, a native of Trieste, did research for the State Department on the extent of Communist influence on the Italian labor movement prior to 1948.

Dr. Edward H. Sargent, Jr., has been appointed assistant professor in the Extension Division, effective July 1. He will be in charge of the extension programs conducted in the Central District and assist in the development of the extension programs and course materials. He received his A.B., A.M., and Ph.D. degrees from Cornell in, respectively, 1939, 1946, and 1952. From 1946 to 1950, Sargent was on the faculty of Ithaca College, teaching public speaking;

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CORNELL UNIVERSITY

English, and literature. During World War II he spent three years with the Marine Corps.

Eric Polisar has also joined the staff of the Extension Division. He will work in the Albany District Office under the direction of Field Representative Ardemis Kouzian. He received his B.A. from the University of Wisconsin in 1948, his M.A. in 1949, and has completed his doctoral work in history at Wisconsin except for the thesis. While at Wisconsin, he assisted Dr. Merrill M. Jensen in the preparation of his recently published study, "The New Nation." Since September 1950, he has been teaching at New Paltz State Teachers College.

#### TWO FACULTY PROMOTIONS ANNOUNCED

The promotion of two ILR faculty members, effective July 1, was recently announced. They are Professors James Campbell and Duncan MacIntyre.

Prof. Campbell of the Student Personnel Office is a graduate of Wittenberg College and has the M.S. and Ph.D. degrees from Cornell. A veteran of Air Force service during World War II, he has been on the Cornell staff since 1946 and with the School since 1948.

Prof. MacIntyre took his undergraduate work at Colgate University and received the A.M. and Ph.D. degrees respectively from the University of Chicago and Cornell. He served in the Army during the war, later was with several government agencies, and joined the Cornell faculty in 1947 as assistant professor in the College of Agriculture. He came to ILR in 1948.

#### DR. STURMTHAL TO TEACH AT ILR

Dr. Adolf Sturmthal, professor of economics at Bard College, has been appointed visiting professor at ILR School effective July 1. He will conduct research and teach courses in the field of international industrial and labor relations and comparative labor movements.

Dr. Sturmthal has been on the faculty of the Division of Social Studies at Bard College since 1940. He formerly was lecturer at American University and has served as consultant in international aspects of labor for Columbia University and for government departments in Washington. He has done research under awards from the Social Science Research Council and the Fulbright Administration. A native of Vienna, he received his doctorate at the University of Vienna in 1925.

He is author of "A Portrait of American Labor", "A Survey of Literature on Postwar Reconstruction", "The Tragedy of European Labor 1918-1939", "The Great Depression", and "Switzerland at the Crossroads", and numerous articles in professional journals.

#### WHAT ILR GRADS ARE DOING

Charles Christenson '52 will enter Harvard Graduate School of Business Administration this fall.

William Wilson '52 will work in the personnel and industrial relations department of the Food Division of Ford Motor Co., Chester, Pa.

Calvin Dunlap, MSinILR, has been employed by Crucible Steel, Pittsburgh and will work in their industrial relations department.

Bob German, MSin ILR, is a Public Administration intern in the State's Department of Correction, Albany

Tom Johnston, MSin ILR, will also be a Public Administration intern in the Department of Civil Service, Albany.

Bob Carney, now at ILR completing work on his doctorate, will join the faculty of the University of Louisville, Louisville, Ky. September 1. He will be assistant professor in the Department of Economics and Commerce. While at ILR Carney has served as graduate assistant to Prof. John McConnell.

PROF. LYNN EMERSON AUTHORS TRAINING MANUAL

"How to Prepare Training Manuals -- a Guide in the Preparation of Written Instructional Materials", by Prof. Lynn A. Emerson of ILR, was published last month by the State Education Department's Bureau of Vocational Curriculum Development and Industrial Teacher Training.

The 350-page book, unique in its field, provides basic principles and practices in the preparation of written instructional materials.

The manual includes chapters on types of written instructional materials, steps in developing instructional materials, formats, writing of manuscript copy, illustrating manuals, preparing copy for printing, etc. More than 300 illustrations add to the "how-to-do-it" value of the manual.

Much of the material in the manual was supplied by industrial organizations and training directors. Its compilation was a joint effort, with the New York State School of Industrial and Labor Relations furnishing the personnel and funds for preparation of the manuscript and the Bureau of Vocational Curriculum Development and Industrial Teacher Training assuming responsibility for printing and distribution.

Prof. Emerson expresses special appreciation to Prof. J. J. Jehring for his help in gathering the illustrations and to Ruth Petry for carrying the main burden of editing, proofreading, checking and preparing the master copy for offset printing.

DR. BUTLER APPOINTED TO MSA POST

Dr. John Butler, who has completed a two-year program as an industrial psychiatry fellow at ILR, has been appointed a psychiatric consultant for the Mutual Security Agency with headquarters in Paris.

He expects to be part of a team of three, including a cultural anthropologist and a group dynamics expert, to seek to improve the human relations of the American staff working with western Europeans.

Dr. Butler and his family will leave for a two-year stay in Paris in September after spending the summer with their families in Idaho.

SUMMER ASSISTANTSHIPS ASSIGNED

Following is a list of assistantship assignments for the summer (tentative):

Burr Coe	Summer Teaching-Beach
Robert Christie	Research - Aronson
Donald Cullen	Public Relations
John Felker	Personnel Administration - Gordon
Richard Lyon	Research - Carpenter
Frank Miller	Human Relations
Norman Morse	Statistics
Donald Scobel	McConnell
Fred Seubert	Statistics
Dean Stuart	Research - Jensen
Edwin Beal	Research - Konvitz
Wallace Wohlking	Extension
Kishori Chanana	Library - Miller
Nim Chee Siew	McConnell
Warren Green	Student Personnel
Frank Bowen	Beach
R. D. MacTavish	Bigelow-Sanford - Beach
Herbert Brown	Research - Adams
Norman Farmer	Research - Adams

#### HUMAN RELATIONS STUDY BEGINS IN FAIRPORT

An intensive study of human relations within a labor union local, one of a series of similar research projects by the School will be made at Fairport, New York.

This study of human relations among union members and officers, including their relations with the company and the community, will be conducted with the cooperation of the Fairport Lodge 1439, International Association of Machinists, AFL, and the American Can Company.

The research program at Fairport is expected to take about six months, and is part of an overall four-year program financed by the Grant Foundation. The research series is under the general direction of Prof. William F. Whyte of ILR.

George Strauss, ILR research associate who will carry on the Fairport study, has been in charge of a similar project in Boston. Leonard Sayles, also of the School's staff, conducted research in Dunkirk, N.Y., with a Steelworkers local, and is assisting Strauss. Strauss expects to spend several months talking with officers and members of the Fairport Lodge and with members of management regarding problems faced by union officers.

A native of Staten Island, Strauss has had considerable research experience with unions in the utility, garment, and automotive industries. He is co-author, with Sayles, of a forthcoming book, "The Local Union: Its Place in Industrial Democracy", to be published in January by Harpers.

#### ROBERT RISLEY TO TAKE LEAVE OF ABSENCE

Robert Risley, the School's administrative assistant, has been granted a six-month leave of absence, effective August 1. He will serve as a consultant to the State University of New York on the development of personnel policies and procedures. The purpose of this undertaking will be to implement the report of the Personnel Policies Committee of the State University.

Mr. Risley's headquarters will be in Ithaca.

#### SENIORS AWARDED ALPERN PRIZE

The School's Committee on Scholarships and Awards has named graduating seniors Fraeda Aronovitz and Charles Christenson winners of the annual Daniel Alpern Memorial Prize. The awards, which are based upon scholastic ability and citizenship, consist of the Daniel Alpern Memorial Medal and one hundred dollars.

Miss Aronovitz, a native of Rochester, was president of the Cornell Women's Self Government Association, junior class president, a member of the WSGA House of Representatives, Phi Kappa Phi, and the Student Council. Mr. Christenson, a native of Chicago, and also a member of Phi Kappa Phi, was treasurer, Cornell Branch of Telluride Association, a member of the ILR Student Organization executive committee, and chairman of its speakers committee.

#### IRRA ELECTIONS HELD

At the annual election of officers of the Cornell Chapter of the Industrial Relations Research Association, the following were elected:

President - Donald Cullen

Secretary-Treasurer - Jack Golodner

Executive Board members:

Undergraduate - Jay Brett

Graduate students - Dick Lyon, William Watts

Faculty members - Maurice Neufeld, Robert Raimon

#### FATHER KELLEY SCHOLARSHIP WINNER ANNOUNCED

Estelle Maureen Dinerstein, 17, of 366 East 94th St., Brooklyn, has been awarded the 1952 Rather William J. Kelley Scholarship to the ILR School.

The \$1,200 a year scholarship, which covers four years of undergraduate study at the School, is awarded annually by Local 3, International Brotherhood of Electrical Workers, AFL, to a son or daughter of a member.

Announcement of the scholarship award to Miss Dinerstein was made June 11 by Dean M. P. Catherwood at a luncheon meeting at the Hotel Waldorf-Astoria, New York, attended by officials of the union and by Profs. C. A. Hanson and Wayne Hodges of the School, as well as by representatives from the electrical industry's Joint Industry Board.

At Tilden High School in Brooklyn, Miss Dinerstein was a top student in her class. She was an editor of the high school newspaper and president of the district senior council of the Girl Scouts.

#### SUMMER SCHOOL OFFERS VARIED COURSES

The 1952 ILR summer session is well under way with a total of 18 courses being taught.

Faculty for the industrial education portion of the summer session, in addition to ILR professors C. K. Beach and Lynn A. Emerson, include: Burr Coe, vice-principal of Edison Technical and Industrial High School, Rochester; Harold W. Ranney, professor of Industrial and Technical Teacher Training of the State University of New York; Dr. Richard W. Bardwell, director of the Vocational and Adult School of Madison, Wis., and Dr. Louis V. Newkirk, director of the Division of Industrial Arts in Chicago public schools.

Included in the teaching staff of the industrial and labor relations courses are ILR faculty members Paul Gordon, Wayne Hodges, Vernon Jensen, J. J. Jehring, Duncan MacIntyre, Philip McCarthy, and John McConnell.

#### STUDENTS WIN AWARDS FROM INDUSTRY

Below are excerpts of a letter from the works manager of Chase Brass and Copper Co. regarding the suggested plant layouts submitted by students of Prof. Beach's Industrial Education Class:

"I am much impressed with the work and thought that these young men (Bob Beck and John Flagler) have put into these plans. Accordingly I am pleased to enclose a check for \$15 for the first prize to Beck and a \$10 check to Flagler. Will you please express the appreciation of the Chase Brass and Copper Co. to these young men for furnishing us with the ideas incorporated in the plans submitted by them..."

#### PROF. MCKELVEY NAMED TO FACT-FINDING BOARD

ILR's Prof. Jean T. McKelvey, now on sabbatic leave, was named by State Industrial Commissioner Edward Corsi to a three-member fact-finding board to investigate a recent Rochester, N.Y. transit strike.

The strikers returned to work May 27 after a 23-day strike. They and the Transit Corporation have agreed to accept any "reasonable recommendation of the board."

Original board members included former State Supreme Court Justice Pierce H. Russell (chairman) and Burton B. Turkus of New York State's Board of Mediation. Justice Russell died of a heart attack at the board's first hearing and was replaced by Chancellor William P. Tolley of Syracuse University.

#### PROFS. BEACH AND BROOKS AID WITH PERSONNEL CONFERENCE

Profs. Earl Brooks and C. Kenneth Beach of ILR participated in a personnel conference for executives of the hotel and related industries at Statler Hall June 2-3.

Informal discussions on conference techniques, personnel needs, union-hotel experience, recruitment methods, etc. were held.

Outside speakers included Edwin Dean, assistant vice president, Hotel Statler, Inc., New York; Russell McCarthy, president, Rochester Industrial Management Council; E. M. Greaves, personnel director, Canadian National Railways; and Walter Foertsch, Rochester management consultant.

#### ALUMNI SEEN AT COMMENCEMENT TIME

ILR alumni returning to their alma mater at Commencement included Jim Brown, Eric Carlson, Harry Cornwall, Ed Culverhouse, Gerald Feldman, Lou Fendrick, Joe Fisher, Grace Gribetz, Bill Heinith, Dick Lesser, Jack Lillich, Walt MacNoase, Bob O'Regan, Wilmer Patlow, Lloyd Pike, Nelson Ripley, Pat Paternoster, and Franklyn Snyder.

At this year's exercises, 57 undergraduate degrees and 17 graduate degrees were granted to ILR students.

Between 225 and 250 seniors, their families and ILR faculty, attended the buffet luncheon which was served in Room 50 of the School immediately after graduation exercises. Arrangements for the luncheon were in charge of Miss Kathryn Ranck of Student Personnel, assisted by faculty wives and staff members.

#### NAVY RESEARCH PROJECT UNDER WAY

Prof. C. K. Beach of ILR will direct a Navy research project, contract for which has been awarded to Cornell University. The project involves working out detailed specifications for Navy ratings (gunner's mate), and entails development of a technique for job analysis applicable to various branches of the Navy using job analysis.

Dan Paolucci of the College of Engineering and Louis Vrettos of the School of Education will work on the project, which will run for a year.

#### PROF. KONVITZ WRITES FROM LIBERIA

Prof. Milton Konvitz, on leave from ILR to work on codification of Liberian law, writes to ILR'ers from Monrovia, Liberia:

"The 'African Glen' made the voyage NYC-Monrovia in record time, arriving one day ahead of schedule...We enjoyed radiant sunshine every day and not one of us was sea-sick. Although the SS 'African Glen' is primarily a cargo boat, its 12 passengers were treated with great consideration and we were at liberty to go up to the captain's bridge, look through or into all the instruments."

"Our old friend, Edward Dudley, American Ambassador to Liberia, waved to us as we came into port, and we felt reassured at once...Although there is an acute housing shortage in Monrovia, we have an adequate house, located right smack on the beach. We have a large living room, two bedrooms, kitchen, bath with tub and shower..Yesterday the Liberian government sent us over a 1952 Mercury sedan to be ours for the duration of our stay, complete with driver. Like all other Americans, we have had to engage a cook, a steward, a laundry "boy", and a watchman. Judged by American standards, help is cheap. Everything else, however, is very dear -- an egg costs 10¢, a pint of milk, canned, imported from Holland, costs 25¢, a can of orange juice 75¢.

"My work started yesterday. I kept appointments made for me by the Ambassador with the Secretary of the Treasury, the Attorney General and the Solicitor General. My collection of legal materials has already begun. I will have an office and secretary. Everyone welcomes me with open arms. They have been waiting for this job to be done for many years and they expect great things from the project, including, a revision of the Constitution."

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PEOPLE ARE WONDERFUL

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Prof. Marten Estey has recently completed requirements for his doctor's degree at Princeton. His thesis is entitled "Some Factors Influencing Labor Organization in the Retail Trades."

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Dean M. P. Catherwood headed a workshop meeting on "Staff Personnel Policies" at a conference of the eleventh institute of the State University of New York at Morrisville June 17-19. In mid-August he will attend a two-week educators' conference in Detroit conducted by General Motors.

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Mail-carrin' Jim Smith is back on dry land again after a two-week cruise to Jacksonville, Fla., courtesy of the Navy. Aboard a destroyer escort, Jim was assigned varied duties, principally in the radar room.

Gerry Rounds of the mailroom has also returned from a two-week vacation. He spent some time in Detroit

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Prof. and Mrs. Paul Gordon are parents of a son, Peter Christopher, born June 20 - weighing 9 lbs. 9 oz. The Gordons have another son, Brian.

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Victor Schmitt, ILR doctoral candidate, is the new head of Trade and Industrial Education, Florida State University, according to word received by Prof. John Brophy.

One of Schmitt's first duties will be to conduct a foremanship conference program for the Ingals Shipyard at Pascagoula, Miss. He plans to return later in the summer to write his thesis.

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Prof. Leonard Adams, ILR's research director, participated in a forum at the International Association of Public Employment Services convention at Atlantic City last month. He spoke on "Local Manpower Mobilization."

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Mrs. Fran Reddick of the Extension staff represented the Ithaca Business and Professional Women's Club at its 33rd annual convention at Bolton Landing, Lake George June 6-8. Fran is president of the local club.

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At a series of "classes" held during alumni reunion time, Prof. Arnold Tolles participated in a round table discussion of the seizure. He discussed the steel dispute in relation to wage stabilization.

Several newcomers have been added to the IIR staff:

Marilyn Cooper, a 1950 graduate of Ithaca High, replaces Jean Johnson in the Mailing Room. Before coming to IIR, Marilyn was a long distance operator in the Ithaca office of the New York Telephone Co.

Mrs. Alicia Hunt has recently been hired to assist in the library's labor-management documentation center. A native of Buenos Aires, Argentina, Alicia came to the States three years ago to visit her brother, a Cornell student. She was married last February to her husband, a student in geology. During the school year Alicia teaches Spanish in Cornell's Modern Language Department.

Jackie Johnson, a June graduate of Ithaca High and a native Ithacan, is working with Lily Newberry in the stenographic pool. She is not new to IIR; last semester she did typing for the Extension Division. Jackie was active in school activities - a member of the choral club, a cheer leader. She previously worked at the Tompkins County Memorial Hospital. She was also a member of the cast of the recently-produced play, "Finian's Rainbow."

Phyllis Besemer, cousin of former IIR'er Willis Besemer, is gaining business experience this summer in the School's research division. She is an Ithaca High junior.

Adrienne McNair and Ada Williams, housed respectively at 5 East Ave. and in Room 50, are the girls busily engaged in typing for Mr. Ranney's and Mr. Coe's curriculum workshop. Ada hails from Tully, while Adrienne, an Ithacan is a senior in Ithaca High.

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Jean Burnham and Jackie Kaldon are holding the fort this summer in the administrative assistant's office. Jean, who is working on her master's degree, agreed to work this summer; Jackie, during the absence of Prof. Brooks, is helping out until she leaves in August.

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Myra Fennell of the Student Personnel Office has resigned to spend the summer commuting between Ithaca and her grandmother's mountain home in Pennsylvania. Myra's husband plans to teach in the Newfield Central School next year while continuing his graduate study at Cornell.

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Prof. Earl Brooks and family are spending six week this summer at the Greenbriar Hotel, White Sulphur Springs, W. Va. where Prof. Brooks is doing consulting work for the hotel's personnel director.

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Eleanor Biles, secretary to Profs. Jensen and Mullady, has left IIR to live in the village of Skytop, Pa. Here her husband, a '52 Hotel School graduate, has charge of Skytop Lodge's front office. Ellie plans to take it easy and keep house for her husband and small daughter.

Conference secretary Lee Reisman and husband Eli are owners of a 1950 Plymouth, a present from Lee's father. Lee wonders if anyone in summer session is interested in buying their 1934 Ford which she claims is very reliable transportation on Ithaca's hills.

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Mr. and Mrs. Al Kingston are parents of a daughter, Barbara Anne, born May 13 at College Station, Texas; weight 5 lbs. 15 oz. Ane, one of the original ILR staff members, was secretary to then acting director of extension Lynn Emerson and later to Ralph Campbell, present director. Barbara Anne's father, Al, who received his Ph.D. at Cornell's School of Education, is director of remedial reading at Texas A & M.

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Prof. John Brophy recently received a request from the chief, training section, Civil Aeronautics Administration in Alaska, for the report of the Fifth Annual Conference of Training Directors (held last summer). Since no extra copies were available, Prof. Brophy sent his office copy which was duly returned, with a request for a list of school publications.

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Bernice Manning, secretary to Profs. McConnell and MacIntyre, has a diamond announcing her engagement to Jack Oltz of Willseyville. Jack, a graduate of Candor High and classmate of Bernice's, runs an Esso gas station and motel with his father - on route 96 at Willseyville.

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In addition to his several other honors, Roger (Red) Chadwick, ILR's outstanding senior athlete, received the annual Senior Award of the Federation of Cornell Men's Clubs. The award is made to the outstanding member of the senior class on the basis of maturity, scholarship and leadership. In addition to a scroll and gold watch, the honor carries with it a two-year term on the Federation's executive committee.

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Bruce McKenzie '49 has been appointed an alternate on the industry delegation of the Wage Stabilization Board for the California-Arizona-Nevada region. He was formerly employed by the Owl Drug Co. with headquarters in San Francisco.

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Bea Clarke of 5 East Ave. and her Army captain husband, spent a week touring the New England states and the Adirondacks. The Clarkes, who both enjoy good food, reported wonderful meals en route.

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Kindhearted ILR'er L. R. Piper, acted as good samaritan recently when he worked for an hour with specially-designed tools to release a bird which had fallen into the space below one of ILR's windows.

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Kaye Spinney of the library catalogue room and her mother motored to Halifax, Nova Scotia during Kaye's recent vacation.

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Extensioners Betty Barton, Ralph Campbell and Eleanor Emerson attended the 8th annual institute of community leaders sponsored by the New York State Citizens Council June 25-28 at Cazenovia. Profs. Barton and Campbell led discussion in a work group on economic education.

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Prof. Lynn Emerson, back from a Canadian fishing expedition, claims that in his favorite fishing spot, fishermen throw back into the water such commonplace fish as pike.

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Mary K. Sullivan, secretary to Prof. Whyte of Human Relations, is leaving Ithaca at the end of month after an 8-year stay. (She graduated from Cornell). Her husband, Ed, a '51 Veterinary School graduate and another Cornell veterinarian, have purchased a mixed practice in Portland, Maine.

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Profs. Arnold Hanson and F. F. Foltman of Student Personnel are vacationing this month. Prof. Hanson and family plans a trip to Ohio to visit relatives. Prof. Foltman is spending most of his time in Ithaca putting finishing touches on his new home and playing golf.

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Dr. Temple Burling, ILR psychiatrist, was one of 15 Grinnell College alumni honored June 8 at Grinnell, Iowa. He was awarded a special alumni citation at Alumni-Senior chapel services. He was also featured at a Phi Beta Kappa tea, with a discussion of the problems and satisfactions of membership in an interdisciplinary team.

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Fran Reddick of extension has taken over new administrative duties in the Extension Division. She will work closely with the district offices. Replacing her as Prof. Campbell's secretary is Bess Parmer, former central district secretary.

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Gamma Young, extension secretary, accompanied by a friend, hitchhiked to Asbury Park, N.J. over the 4th, only to discover a complete lack of housing facilities. After spending the night in a diner, they spend the next day sleeping on the beach.

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MAN OF THE WEEK

A man of distinction -- Burr Coe is IIR's, and perhaps Cornell's first grad student to become a grandfather. This became fact on May 30 when Burr's son, Bob of Holcomb, N.Y. became the father of Debra Jean.

Burr is also distinguished in other areas. As a graduate mechanical engineer from the University of Michigan, he is one of a handful who has the unusual combination of an engineering degree, industrial experience, plus work experience in industrial education.

A native of Detroit, Burr's first job was as cadet engineer in power plant construction for Detroit Edison Co. The next year, 1930, he came to Rochester, N.Y. as junior mechanical engineer with the Rochester Board of Education. His job was to design heating, ventilating, electrical and plumbing equipment for Rochester's new school buildings.

However, with the advent of the depression, all school construction was halted and he began teaching math in the high schools. He also taught air conditioning in evening school.

The work which Burr enjoyed most during his teaching days was his job as coordinator, from 1939 to 1946, of the honor work class at Monroe High. This class, an experimental program for gifted children, consisted of one ungraded class for grades 9 to 12. Leonard Sayles, IIR research associate, was one of his students.

In 1946 Burr became vice-principal of Edison Technical and Industrial High, a position which he still holds. During this period he did graduate work at University of Rochester, receiving his M. Ed. degree in 1945 with a major in school administration.

Burr's other industrial work experience includes time study work during one summer's employ in the Standards department of Bausch & Lomb Optical Co., and six years' part-time engineering work for the Symington Gould Co. of Rochester.

IIR's summer school bulletin was instrumental in bringing Burr to Ithaca and the School in the summer of 1947. This summer, as during the past few summers, he will participate in the curriculum construction workshop. During this time he has written three monographs which were published by the State Education Department. They are: "Machine Trades" (co-authored), "Teaching Related Subjects", and "Teachers' Manual to be Used with Shop Safety Education."

In addition to his vice-principalship at Edison High, Burr has taught teacher training classes for the State Education Department's night school.

For the past year he has been in residence at Cornell working toward a doctorate in industrial education. His thesis, which he hopes to complete within the next year, is on "Job Analysis of the Vocational High School Principalship." At the end of the summer Burr plans to return to Edison High from which he has had a leave of absence. At IIR he has served as Prof. Beach's graduate assistant.

Burr's wife, Bernadine, who is a former Rochester kindergarten teacher, have three sons: Bob (before-mentioned), football-playing Jimmie, in second year high, and 9-year-old Johnnie.

Burr's chief hobby is his cottage on Honeoye Lake which he built himself. Weekends finds the Coe's at their cottage working on the house, lawn and garden.

**K. J. 1**

RILEY MORRISON NAMED ADMINISTRATIVE ASSISTANT

Riley Morrison, ILR '50, has been appointed School administrative assistant during Mr. Risley's leave of absence. Mr. Morrison was formerly a labor editor for the Bureau of National Affairs, Washington, D.C. He has completed two semesters of graduate work at ILR toward a M.S. degree.

In addition to his industrial experience as production control clerk for Bell Aircraft and personnel assistant for Kroger Co., Detroit, he was for two years claims clerk for Jamestown Mutual Insurance Co.

While a student at ILR, he was a graduate assistant in personnel administration and public relations, and worked in the library. During the summer of 1950 he was awarded a BNA fellowship. He served for four years in the U. S. Air Force.

Mr. Morrison and his wife, the former Esther Gustin of Horseheads, live at 309½ S. Aurora Street.

NEW RESEARCH ASSOCIATE APPOINTED

Miss Mary Ann Coghill, a native of St. Louis, has been appointed research association in ILR's research division. A graduate of St. Louis

(more)

"For Our Information" is issued by the Public Relations Office, Room 3, for the information of all faculty, staff, and students of the New York State School of Industrial & Labor Relations

PROF. FERGUSON IS ILR REVIEW'S NEW EDITOR

With the October issue, the Industrial and Labor Relations Review will have a new editor. Prof. Robert H. Ferguson, who has served as associate editor for two years, will succeed Prof. Milton R. Konvitz in this post. The former editor has served in this position for five years. Prof. Robert Aronson will become associate editor.

New members on the Review editorial board are Profs. Ralph N. Campbell, Jesse T. Carpenter, Duncan MacIntyre, and J. Gormly Miller. The retiring editor will remain on the board.

In the July issue of the Review, Dean Catherwood pays tribute to Prof. Konvitz' work as editor. He says in part: "In shepherding the Review through its initiation and early development, Prof. Konvitz has performed a valuable service to all interested in the field of industrial and labor relations...I should like to congratulate Prof. Konvitz on a job well done and to express appreciation for the many hours of his time that have been spent in carrying out the arduous and often delicate tasks that go with the editorship.

"All of us, I am sure, wish Prof. Ferguson a full measure of success during the next five-year period."

University, Miss Coghill received her master's degree in journalism and mass communications research at the University of Minnesota. She has done research at Minnesota, and more recently, for the Cornell Housing Research Center.

#### LEONARD SAYLES MADE ASSISTANT PROFESSOR

Leonard Sayles, formerly research associate, has been appointed assistant professor. He will continue his work on human relations with unions. A graduate of the University of Rochester, Sayles received his Ph.D. from M.I.T.

#### ALEXANDER HAWRYLUK NAMED TO EXTENSION STAFF

Alexander Hawryluk, ILR '51, has been appointed instructor in the Extension Division. He will assist Mrs. Lois Gray in the Western District Extension Office. After graduating from ILR, Hawryluk attended graduate school at Princeton University for a semester before accepting a position as general analyst, student assistant, with the Wage Stabilization Board.

#### PROF. C. K. BEACH GRANTED LEAVE TO WORK FOR ARAMCO

Prof. C. Kenneth Beach has been granted a year's leave of absence to work for Arabian American Oil Company. He will serve as coordinator of training activities, beginning September 1, with headquarters in the company's New York office. As training coordinator he will work in the broad area of training, including executive development, supervisory training and on-the-job training. He will consult with universities offering special training programs and with industries having outstanding training programs.

Prof. Beach is a specialist in the field of industrial education and has acted as consultant and conference leader for many industrial firms.

#### CONFERENCE FOR SAVINGS BANKERS HELD

Thirty-two officials from savings banks throughout the state have wound up a three-day institute (August 6-8) on personnel problems at the School under the auspices of the Extension Division.

Subjects under consideration included development of management officials, with particular emphasis on human problems of administration, salary administration, and the reduction of costs through effective employee utilization.

Discussion leaders from outside the School were George B. Ward, assistant director, Customer and Personnel Relations, American Building Association; and Edward N. Hay, consultant on wage and salary administration.

Also on the program were Profs. Betty Barton, C. Kenneth Beach, Paul Gordon, Robert Raimon, Edward Sargent, Alpheus W. Smith, and Richard Frank and Herbert Zollitsch. Prof. Ralph N. Campbell, also on the program, was in charge of the conference.

#### POST-SESSION TO BE HELD

ILR School will hold a two-week post summer session course in conference leadership August 18-29, immediately following regular summer session. Herbert Zollitsch will be the instructor. The course, open to supervisory personnel responsible for conducting supervisory conferences, is aimed at providing practice and development of conference techniques and skills. The course, which gives two hours' credit, will meet daily (Monday through Friday) from 8 to 12 and from 1 to 3 p.m. Tuition is \$30.00.

#### LEE ECKERT HEARS PRESIDENT; MEETS A GOVERNOR

Lee Eckert, recently returned from a month in Washington, D.C., had quite a tale to tell of meeting bigwigs. Lee's group, including librarians, heard President Truman speak, expressing his interest in archives, particularly in the light of having his own papers preserved. His audience were members of an Institute for the Preservation and Administration of Archives held at American University.

While sightseeing in nearby Annapolis, Lee and a group of librarians, seeking to inspect the Maryland governor's mansion, were personally escorted through by Governor McKeldin. He also conducted them through other points of interest in the neighborhood.

#### VITA IS ACTIVE THIS SUMMER

V.I.T.A., Vocational, Industrial Arts and Technical Association, is bringing to a close another successful summer program. One of the season's highlights was the picnic at Enfield Park, attended by over 60 VITA members and their families. Grad student Frank Bowen was in charge of arrangements.

Speakers at weekly VITA meetings have included R. D. Jarvis, manager, general and vocational education, IBM, Endicott; Dr. Louis V. Newkirk, director, division of industrial arts, Board of Education, Chicago; Dr. Richard W. Bardwell, director, vocational and adult school, Madison, Wis.; Dewey Barich, manager, industrial arts awards, Ford Motor Co., Dearborn, Mich.; and Dr. M. D. Mobley, executive secretary, American Vocational Association, Washington.

The V.I.T.A. annual banquet will be held August 12 at Joe's Restaurant.

#### IIR STUDENT MAKES HEADLINES

Jeanne Herron, IIR senior, and her summer work-training job, are written up in the Buffalo News of July 1. She is working for the New York State Board of Mediation. To quote in part: "The 20-year-old North Buffalonian is spending her vacation -- and loving it -- at bargaining tables in the midst of labor-management wrangles, charges and countercharges. She's on the go, day and night, whenever and wherever employer or employe hoist the SOS.

"For Jeanne is a 'student mediator' with the New York State Board of Mediation, on ten weeks of field work in connection with her studies at the New York State School of Industrial and Labor Relations at Cornell University.

"With a smile that would melt the flintiest employer or unionist, Jeanne will tell you she thinks there are great opportunities for women in labor-management and related fields. 'I believe women can contribute a lot to mediation and labor relations,' she says. 'I think women tend to be less opinionated than men. They are more open-minded, adaptable, flexible, and wait longer to make a decision.'"

#### CURRENT "REVIEW" CONTAINS ARTICLES OF INTEREST

Articles of current interest in the July "Industrial and Labor Relations Review" include "Discrimination in Industry: Extravagant Injustice", by Elmo Roper; "Prejudice and Scientific Methods in Labor Relations," by Alfred J. Marrow; the first of two articles on the history of the Jewish labor movement in the United States, by Will Herberg.

Other articles are: "A Range Theory of Wage Differentials", by Richard A. Lester; "French Trade Unions Since Liberation, 1944-1951", by Val Lorwin, IIR graduate student; "Seniority and Defense Production", by IIR's Professor Philomen Mullady.

Prof. Gardner Clark and visiting professor Adolf Sturmthal have reviews in this issue. Prof. Leonard Adams' study, "Wartime Manpower Mobilization", is reviewed by William Haber.



### WHAT ILR GRADUATES ARE DOING

Dana Johnson '52 is industrial relations trainee for Columbian Rope Co., Auburn  
Werner Nachum '52 is job analyst, Stromberg Carlson Co., Rochester  
John Wilson '52 is working on negotiated welfare plans for Continental Casualty  
Co., Chicago  
Bob Vanderbeek '52 is with the group insurance department of Connecticut General  
Life Insurance Co., Newark, N.J.  
Pat Paternoster, M.S. in ILR '52, is working in the personnel department, Allstate  
Insurance Co., New York  
Norman Hogg '50 who has been attending graduate school in Denmark, is now working  
with the Wage Stabilization Board, Washington  
Sidney Reiff '50 is an administrative clerk in the Marine Corps, Camp Lejeune, N.C.  
George Fowler '48 and Paul Yager, M.S. '49, have been promoted from training  
commissioners to full commissioners in the Federal Mediation and Conciliation  
Service

### BUMPER CROP OF ILR BABIES NOTED

From Alice Duberman, Peekskill Hospital: "David Joel Duberman weighed in at  
7 lbs. on July 22. He is a week old today and is thriving beautifully. Danny  
(father) is very pleased with his new job, as we both are with life in general  
at this point." Alice was formerly secretary to Prof. Tolles.

Mr. and Mrs. Bradford Shaw of Ellis Hollow Rd., are parents of a daughter,  
Mary Wavelette, born July 19; weight 8 lbs. even. With Mary's arrival, the Shaws  
have two girls and two boys. Brad is ILR's reference librarian.

Joan and Fred Kaimer announce the birth of a daughter, Kathleen, born July 27  
in Ithaca. She weighed 6 lbs. Joan worked in the ILR library. Fred, an ILR  
student, expects to finish his degree next month.

Mr. and Mrs. Bob Elias are parents of a daughter, Vicki Ellen, born July 14;  
weight 7 lbs. Bob, M.S. '51, works for the Wage Stabilization in New York City.

Born July 12 a son, Richard William (Ricky), to Ellen and Bob Duflocq in  
Groton, Conn. Ellen Basler Duflocq was formerly secretary to Prof. Lynn  
Emerson, while Bob is an ILR alumnus.

Mr. and Mrs. Herman Timm of East Lansing, Mich. are parents of a daughter,  
Eileen Patricia, born last April 24. She weighed 6 lbs. at birth, but now weights  
over 13 lbs. Eileen, the mother, was secretary to Robert Risley before the Timms  
moved to Michigan. She writes that Herman may be entering graduate school this  
fall. Their son, Henry, is almost two years old.

A son, Gary Bruce, was born July 11 to Mr. and Mrs. Bruce McKenzie of 2429  
Jackson St., San Francisco. His father, '49, announced his son's birth via a  
labor relations agreement form, containing such headings as grievance procedure,  
work week, seniority rights, etc. Bruce is an industry board member for the  
Wage Stabilization Board.

### ILR SENIOR INJURED IN BUS ACCIDENT

Bob Stockwell, ILR senior, was seriously injured in the crash of two Grey-  
hound buses near Waco, Texas August 4, which killed more than 28 persons.  
As this goes to press, Stockwell was listed as out of danger although suffering  
burns and multiple fractures. A Navy ensign, Stockwell was stationed at Niagara  
Falls Navy Air Station for a two-week tour of duty. He was visiting his wife,  
a native of Corpus Christi, Texas.

PEOPLE ARE WONDERFUL

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Accidents have befallen two staff members in recent weeks. Newly appointed Prof. Oscar Ornati was given an inauspicious introduction to Ithaca when a falling limb struck him on the head as he was walking on E. Buffalo St. A short while later a large stone fell on librarian Brad Shaw's thumb, tearing off the nail.

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Shortly after her arrival at IIR, Prof. Tolles' secretary, Ann Martel, had a brush with a burglar. She was awakened in her Lake St. apartment early one morning by an intruder who told her and her husband that he was a police officer searching for two armed criminals. After he left, the Martels found \$37 in cash, a watch and a fountain pen missing. Later the loot was recovered. The burglar, a local man, was caught before he had a chance to leave town.

Two other IIR'ers weren't so fortunate in recovering money stolen from them. Adrienne Smith of Personnel Administration and Ruth Olmstead of Public Relations had money taken from their purses in their offices. Several other thefts were reported that same day on the campus.

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Prof. Mark Perlman, in Australia for the summer, has sent greetings to several IIR'ers. He will return to Ithaca next month.

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On one of Ithaca's recent torrid days, librarian Bernie Naas thought he heard his oil furnace running. He investigated to find that his 2-year-old son had turned the thermostat up to 90°. The same lad also recently swallowed 27 of a bottle of 50 children's aspirin. He suffered no ill effects.

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Kate Catherwood, the Dean's younger daughter, placed first on her new horse, Fascinating Firefly, in the children's horsemanship division of the Cayuga County Sportsmen's Association horse show at Auburn, July 20.

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Anne Dimock of Student Personnel took a week off last month to renew acquaintance with her brother and his family from California, formerly from Hawaii. Anne visited her brother in Hawaii two years ago.

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Prof. and Mrs. Lynn Emerson are currently touring the mid and far West. They hope to get as far as Wyoming with the expectation of camping in Yellowstone, Great Teton and other national parks.

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Fran Reddick of Extension and husband Bob, accompanied by friends, are vacationing in the mid-West, with accent on the Wisconsin lakes.

Jackie Kaldon, secretary to Prof. Brooks, is leaving Ithaca and IIR this month for the hills of West Virginia. Husband Harry, having completed his master's in chemistry, has accepted a job as research chemist, Westvaco Chemical Division, Food Machinery and Chemical Corp., South Charleston, West. Va.

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Mrs. Lucy Ruiz of the Distribution Center has returned from a month's stay at her home in Puerto Rico. She traveled by plane, non-stop from New York to Puerto Rico, visiting her two sons and her parents. Her husband, a Cornell student, is remaining there until later this month.

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Charlie Meyer, MSinIIR '52, visited the School last month accompanied by his wife, Miriam. The Meyers were married June 12 in New York City. Charlie reported that Earl Kipp, MSinIIR '49, was recently married.

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Prof. J. J. Jehring discussed traffic safety at the Ithaca Rotary Club July 23. He is chairman of the Ithaca Automobile Club traffic committee and member of the Tompkins County Safety Council.

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Lee Avery, secretary to the Dean, took off a week last month. She and her apartment-mate, Freddie, remained in Ithaca, but enjoyed swimming and golf.

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A recent letter from Joyce Bixby (former secretary to Prof. Brooks) reports that the Bixbys will be moving soon to Mansfield, Pa. where Joyce's husband, Britt, will become director of physical education at the Mansfield central school.

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Frank Kane, MSinIIR '52, writes from the Toledo Blade city room where he was on the Saturday night "lobster trick" waiting for the Sunday papers to get out. He marvels at the large staff on a big city daily. (Frank's wife, Mary Ellen, writes that he has already had his by-line on an article in a recent Sunday issue of the Blade.)

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John Shearer '52 has been awarded a Fulbright scholarship for study abroad next year. He plans to do research on labor relations at the University of Manchester in England.

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Former mailroom employee, John Riihinen, recently returned from Korea, is now stationed at Ft. Lee, Va. He expects to be released from the Army later in the year.

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Bernice Manning, secretary to Profs. McConnell and MacIntyre, spent two weeks' vacation last month at her home near Candor. She managed to keep cool swimming in nearby Catatonk Creek.

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Prof. Leonard Adams of Research is taking some vacation this month from IIR's research and publications business. It is rumored that he may be painting his house, but he has refused to substantiate the rumor.

Dave Hyatt, IIR public relations director from 1948-50, is now doing public relations work for Merrill Lynch, Pierce, Fenner and Beane in New York City. He was formerly associated with the Institute of International Education. The Hyatts now have an apartment in Mt. Vernon.

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Neighboring Canada seems to be a favorite vacation spot for IIR'ers this summer. Camma Young and Shirley Bruce visited Ottawa via bus; Kay Abbott took in Montreal and Quebec; Eleanor Goodman spent a week at the Muskoka Lakes; and Dr. Temple Burling and family are spending the month at their cottage at Lake Metinenda, Ontario.

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L. R. Piper is spending part of this month on vacation. He and his family plan to visit the Adirondacks, taking in Whiteface Mountain and the "North Pole."

Ed and Mrs. Sheldon visited their son and his family at Langley Air Force Base, Virginia last month. They report successful fishing for crabs and oysters.

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First and only word from IIR student Diana Hills, on a cross-country trek in her ancient car, was from New Orleans. She promised to write more fully later.

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Prof. Betty Barton of Extension served on the program planning committee July 19 for the summer meeting of the New York State Council for Social Studies in Ithaca.

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Prof. and Mrs. J. James Jehring are planning a visit to Boston and vicinity after summer session.

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Kathryn Ranck of Student Personnel is spending this month at her parents' home in Easton, Maryland, on Chesapeake Bay.

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Two would-be Ph.D'ers from Florida have returned to IIR to finish their thesis: Jim Vadakin, at IIR in 1949 and 1950, teaches economics at the University of Miami; and Vic Schmidt, head of trade and industrial education, Florida State University. Both expect to finish up within a couple of months.

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Last month Ralph Dona, Ernest Vassiere and Floyd LeRoy, all of the class of '50, visited the School.

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Marilyn Cooper of the mailing room and Nancy Edelman of the library spent a weekend in Atlantic City.

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Katherine Bond, formerly in the administrative assistant's office, writes from San Diego, Calif. that she and Lynne Flack are both working - Lynne in a real estate office and Katherine in the administrative office of an aircraft factory. Contrary to chamber of commerce propaganda, they have had much cloudy weather. Lynne expects to return to IIR next month.

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Bea Clarke of 5 East Ave. met "Miss Rheingold of 1952" at a recent Sampson Air Force Base picnic.

Katherine and Janet McConnell of Trumansburg, daughters of ILR Professor McConnell, made the news recently in the local paper. They were among eight girls pictured pulling tassels astride a corn de-tasseling machine on a nearby farm. The machine is a motor conveyance with platforms several feet from the ground that carries workers between the rows of a corn field.

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Doris Stevenson of the Fiscal Office was a guest of Senator and Mrs. Irving Ives at the recent Tompkins County Republican picnic at Stewart Park. Senator Ives, former dean of the School, was the principal speaker at the picnic. Doris accompanied the Ives to their home in Norwich where she spent the weekend.

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Prof. and Mrs. Maurice Neufeld have returned to Ithaca from a five-month trip to Europe, chockful of interesting experiences and with their trunks and suitcases full of British woolens and Italian mementos.

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Dalton McFarland, Ph.D. '52, writes from Owosso, Mich. where he is currently a member of Redmond Company's negotiating committee: "My permanent address is 515 Cornell Ave., East Lansing, Mich. We purchased a home, but the real estate men did not respond too favorably to my non-directive interviewing. The lot requires landscaping, so I'm experiencing some actual physical labor after my long vacation at NYSSIIR.

"In September I start my new work at Michigan State College. From what I see now, it looks like a challenging and interesting opportunity."

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#### NEWCOMERS TO ILR STAFF

Three newcomers have arrived on the ILR scene. They are Alice Appleby, Student Personnel, Ann Martel, Prof. Tolles' office, and Mrs. Lillian Payne, library.

Alice Appleby, who hails from Olean, N.Y., is secretary to Miss Kathryn Ranck. In addition to attending Olean's business school, Alice has added to her experience by working summers as a dental assistant and in the local Boy Scout office. Although Alice's parents have moved to Paducah, Ky., she still considers Olean as home.

Mrs. Ann Martel, from Montreal, Chicago and Miami, is a University of Illinois graduate with a major in history and economics. Prior to coming to ILR, Ann lived in Miami, Fla. for two years where her husband attended Miami University. Her husband, Martin, is doing graduate work in Cornell's sociology department toward a doctorate. Ann's hobbies are chess and bridge.

Mrs. Lillian Payne has taken over Nancy Edelman's job as library circulation clerk. (Nancy now works in the catalog room). A native of Spencer, Mrs. Payne and her husband live in Newfield, where Mrs. Payne has been a rural school teacher. Her husband has just celebrated his 25th anniversary with Socony Vacuum Oil Co. The Paynes have a garden and flowers which keep them occupied during the summer months.

### THREE GRAD STUDENTS ARRIVE AT IIR

Three of IIR's advance guard of approximately 40 grad students have arrived at the School before the opening of the fall term -- Arline Begert, Herbert Brown and Jiri Kalaja.

Miss Begert, whose home-state is Maine, is a graduate of the University of Maine. Prior to coming to IIR, she has taught commercial subjects in a Detroit suburb. She has also been employed by the U. S. Weather Bureau as a meteorologica aide. This summer she is doing secretarial work for Prof. Jensen.

Herbert Brown, a '52 graduate of Harpur College, is a MLIR candidate. He has an assistantship with Prof. Leonard Adams and is working on a selected bibliography on absenteeism. Herbert was married June 28 to Miss Arlene Michlik of Johnson City. She also attended Harpur College and plans to finish her studies at Cornell.

Jiri Kalaja, a Czech, is a Ph.D. candidate. He has an assistantship with Dr. Temple Burling and is working on the American Hospital study. He has a Ph.D. degree from Masaryk University, and a M.A. from the University of Chicago. He recently worked as a coder in the Russian Research Centre of Harvard University.

### WOMAN OF THE WEEK

Such queries as "When is the best time to hold the conference?", "Where is the best place?", and "What housing is available?", can be satisfactorily answered by but one person at IIR and that person is School conference secretary, Mrs. Leorita (Lee) Reisman. Although Lee has held this position only since April, she handles the job details with the aplomb of a veteran. Her rather unusual job perhaps can be best described as a liaison between the complex rules and regulations necessary in a State school, and the wishes and needs of the faculty member running a certain conference.

She is responsible for the thousand and one details of arranging housing, conference space, meals, tours, budget, programs, etc. for each and every IIR conference. Meeting trains and planes is one of her routine jobs and she recalls the thrill she got at Ithaca's Lehigh Valley station, when, armed with a large sign saying "Extension Teachers Conference", she welcomed that group to Ithaca last May. She claims that her job offers a wonderful opportunity to study human nature.

Lee was born and raised in the Bronx, attended New York University for two years, where she vacillated between physical education and secondary education, finally ending up at Ithaca College with a business major.

She met her husband, Eli, on a vacation in the Catskills - he a bus boy and she a guest. That social gap was quickly bridged and by the following fall they went "steady". The next summer they were married and Lee joined Eli in Ithaca. After working in home economics and for a local lawyer, Lee came to IIR in January, 1950 as secretary to Prof. Beach.

Husband Eli is a graduate student in Physics with two more years to go for a doctorate. In a vain effort to "speak his language", Lee enrolled last term in a basic physics course. Math she has given up on. She confines her out-of-office activities to cooking special dishes and exclaiming over recipes in Gourmet magazine.

Lee admits to a short trick at bargain counter clerking in New York. In four hours she once sold 500 articles of women's lingerie at \$.29 each.