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For Our Information, May & June 1953, Vol. V, no. 10-11

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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K. J.

REMINDER!

Save the date
Sunday, May 24
for ILR School picnic
for all students, faculty and staff
at Lower Enfield

Vol. 5. No. 10

May 6, 1953

FATHER KELLEY SCHOLARSHIP
WINNER ANNOUNCED

Robert C. Boffa, son of Mr. and Mrs. Renato Boffa of 258 Crown Avenue, Staten Island, was awarded the Father William J. Kelley Scholarship for 1953-54 at ILR School, sponsored by Local 3, International Brotherhood of Electrical Workers, AFL. Announcement of the award was made April 30 by Dean M. P. Catherwood at ceremonies at the Waldorf-Astoria Hotel in New York, attended by officers of the union, scholarship applicants, and Profs. C. A. Hanson and Wayne Hodges of ILR.

The scholarship, named in honor of Father William J. Kelley, O.M.I, pays \$1,200 a year for four years, and is open to sons and daughters of Local 3 members.

Mr. Boffa is a graduate of Tottenville High School, Staten Island, where he stood second among 159 in his class. He was on the varsity basketball team, was president of both the Student Council and his class, and held offices in numerous other school organizations.

Current scholarship holders are John Mahon, Barbara Loreto and Estelle Dinerstein.

S&S PLUS WHYTE PLUS \$50,000
EQUALS NEW HARPER BOOK

A \$50,000 Grant Foundation grant and the presence on the ILR Human Relations staff of two young men named Sayles and Strauss combined fortuitously nearly three years ago to justify Prof. Whyte's belief that internal organization of local unions deserved systematic research comparable to that given management problems and organization.

This combination resulted also in a book on this month's Harper list: The Local Union -- It's Place in the Industrial Plant, by Leonard Sayles and George Strauss.

While still in manuscript form the book was awarded the Annual Industrial Relations Research Award of the Society for the Psychological Study of Social Issues, a branch of the American Psychological Association. Any industrial relations research completed during the period 1950-52 was eligible and papers were submitted from all sections of the country.

In addition, "S&S" have published 12 articles in various professional journals on their research including the Harvard Business Review, Labor Law Journal, Industrial and Labor Relations Review, Human Organization, American Journal of Sociology, Sociometry, Sociology and Social Research. They have also given papers at two meetings of the Industrial Relations Research Association and have had a

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paper accepted for inclusion in the research projects section of the American Sociological Society Annual Meeting.

The Sayles-Strauss research was not designed to examine the life of the union as distinct from, or in opposition to the management organization or the work place itself. Quite the contrary was true; the union organization and its problems were assumed to be shaped by the actions of the company as well as by broader social and economic forces external to the local, and by the policies and actions of the international union. Their studies have stressed the relationship of union officers to the membership, the sometimes conflicting interest groups within the rank and file itself based on occupation, age, seniority, sex, nationality and work location, the impact of management organization and technical changes, and the effect of improved union-management relationships on internal union life.

The project was initiated by Prof. Sayles with an eight month study of three local unions in the steel industry in Dunkirk. This study was later extended to affiliated locals in Pennsylvania. Prior to coming to Cornell Sayles had completed much briefer case studies in chemicals, food processing, trucking, printing, and men's clothing manufacture.

The following year George Strauss was added to the research staff. Sayles and Strauss had taken graduate work together at M.I.T. and although their theses were on quite separate topics, one dealing with the grievance procedure as reflected in internal union life and the other with the types of members selected for leadership positions in local unions, the two men spent many months discussing the problems and potentialities of union research.

The opportunity to work together at Cornell meant that Strauss' work with four locals of a large New England public utility and smaller studies of soft drink bottling plant workers, telephone workers, and ladies garment workers could be added to the growing stock of field research data.

Currently field research is continuing in the Rochester, N.Y. area with studies in a more widely diversified group of local unions, including a greater representation of craft and white collar groups.

PANEL TO BE HELD FOR PARENT WEEKEND

In recognition of freshmen Parents Weekend, IIR will hold a panel session on Friday, May 8 at 3:30 p.m. in the School. Subject of the panel will be "Trends in Labor Relations". Taking part in the session will be four parents, Dean Catherwood, and Martin Siegel, Student Council president.

Parents will include R. L. Herron, Personnel Director, Loblaw Groceteria; Henry H. Eskay, Vice President, Industrial Relations, Conmar Products Corp.; Albert Mackie, officer of Local 3, International Brotherhood of Electrical Workers; and Russell C. McCarthy, Manager, Industrial Management Council, Rochester.

Jay Schwartz, a member of the speakers committee, will serve as moderator. He will direct questions at panel members to bring out information and opinions concerning aspects of "Trends in Labor Relations".

TWO REPRINTS APPEAR

Two additional reprints in the reprint series were published this month by the Research Division: "Patterns of Participation in Local Unions" by George Strauss and Leonard Sayles (Reprint #3) from the October 1952 Review; and "Conflicts within the Local Union", by Leonard Sayles and George Strauss (Reprint #4), reprinted from the December 1952 Harvard Business Review.

ILR WOMEN ELECTED TO HONORARY

Two ILR undergraduate women, Nancy Eisenberg and Judith Morrison, both of the class of '55, have been elected to membership in Raven and Serpent, junior women's honorary. Selections are made on the basis of extra curricular activities (quantity of activity and quality of effort). A total of 17 students were chosen.

Nancy's activities include: women's editor, Cornell Daily Sun; corresponding secretary of Sigma Delta Tau; women vocational information committee, WSGA; chairman, Books for FreeMinds; member of the secretarial staff of Komos Aeidein; and former secretary of the procedure committee of the Independent Council.

Judith is engaged in the following activities: member of the orientation counselor's committee '52; WSGA representative to the Committee, '53; freshman vice president; member of ILR research committee (chairman of committee investigating honor systems); class of '55 representative to judiciary committee of WSGA.

ALUMNI DIRECTORY COMPILED

In response to an alumni survey made during the month of April by Prof. Rudy Corvini of the Office of Resident Instruction, 515 former students out of a total of 610 returned questionnaire postcards. Information reported includes date of graduation, degree received, home address, present job title, together with name and address of employer, date of birth, marital status, and number of children.

The purpose of the survey was to gather information for the first alumni directory to be published by the School which will include names and home addresses of former students. From the date of its founding through February 1953, the School has granted 596 degrees. The fourteen persons who make up the difference between the number of degrees granted and the total number of alumni covered in the survey are students who are no longer in attendance but who have not completed requirements for a degree.

Distribution of the directory will be made to all alumni responding to the survey and to faculty members early this month. Other persons interested in seeing the directory may see copies in the ILR library.

ILR STUDENTS ACTIVE IN CORNELL SPORTS

Spring sports at Cornell this year has its share of ILR'ers.

Playing regularly on the baseball team at third base is Don Jacobs, a junior from Yonkers, and junior Jim Craig from Wells, who alternates at left and right field. Bob Young of Niagara Falls and Joe Marotta of Brooklyn are relief pitchers. Hal Booth of Pittsford has seen action as catcher, while Dick Conti of Endicott is a second base hopeful.

As of now (Apr. 29) Craig is the squad's highest hitter with a .429 mark, while Jacobs is third with .333.

Todd Kolb, Shaker Heights, Ohio junior plays regular defenseman on Cornell's lacrosse team, with Dick Schaap of Freeport being among the goalies.

Rainer Georgii, West German student at ILR, is on the track squad. He participated last winter in the indoor meet at Philadelphia.

LUMBERMEN TO MEET ON CAMPUS

"Organization and Management" will be the theme of a management workshop conference for 20 members of the Northeastern Retail Lumbermen's Association to be held on campus May 10-13. Conducted by the ILR School, the conference will be under the direction of Profs. Earl Brooks and F. F. Foltman.

Attendees will be officers of building material companies from New York, Connecticut and Massachusetts. Subjects to be discussed include organization and management, planning work, supervision and selection of employees.

RESEARCH PROJECT RECEIVES ADDITIONAL AID

Stephen Richardson, ILR doctoral candidate, will continue as director of the study of research skills involved in social science field observations and interviewing which the Social Science Research Center at Cornell has been carrying on for the past two years.

The Carnegie Corporation of New York has recently announced a grant of \$27,800 to the Center for the continuation of this project. The project is being carried out by a three-man committee - Prof. John Dean (husband of grad student Lois Dean), Urie Bronfenbrenner, and ILR's Prof. William F. Whyte.

The techniques of field observation and interviewing under study in the project are considered basic to most research which social scientists are now carrying on in problems of industry, mental health, national defense and other areas. The Cornell study is not only seeking to identify these skills and to develop tests for measuring them, but also is attempting to devise appropriate training methods.

STUDENTS TAKE FIELD TRIPS

Students of two classes at ILR last month participated in three-day field trips to view actual industrial situations first-hand.

A group of eight students in Prof. Philomena Mullady's class in Collective Bargaining spent three days (Apr. 22-24) at the Daystrom Furniture plant in Olean, N.Y. The program, arranged by W. H. Buch, Industrial Relations Manager, consisted of a special clinic for students to demonstrate the complete operation of the plant's industrial relations department. Conferences and discussions were held on personnel, training, and wage and salary administration.

Another group, Prof. John Brophy's class in Training in Industry, left Ithaca April 26 for a three-day trip to the New York-New Jersey area. They visited the Port of New York Authority where Richard Johnson, Director of Training, was their host; Esso Standard Oil Company, with E. R. Chappell, Manager of Education Training doing the honors; and Johnson and Johnson at New Brunswick, N.J., where Director of Training Frank Fisher was in charge of arrangements.

NEW AUDIO-VISUAL CATALOGUE AVAILABLE

An up-to-date listing of audio-visual materials available at ILR School was recently issued by Prof. J. J. Jehring and his staff. The six-page mimeograph booklet lists 16 mm sound films, slide films, technical slide films and recordings and transcriptions.

The materials are available for use of School staff, on campus and in extension. On campus previews may be arranged for any items listed, by calling Prof. Jehring's office at Ext. 2547.

STUDY BY FORMER ILR'ER APPEARS

Mim Chee Siew's account of "Labour and Tin Mining in Malaya" has been issued recently by Cornell's Southeast Asia Program under its Data Paper series, in cooperation with ILR School. Siew, who was a graduate student at ILR during 1951 and 1952, has condensed this study which was his honor's thesis at the University of Malaya. During 1947 Siew worked as a general assistant to the managing director of a Chinese tin mining company in Kuala Lumpur and for a two month period in 1950-51 he carried out a field investigation in various tin mining areas of Malaya.

ARTICLE APPEARS IN JOURNAL

An article on "Nationalization and Workers' Control in Britain and France" by Prof. Adolf Sturmthal appears in a recent issue of "The Journal of Political Economy." Prof. Sturmthal's paper, part of a series of studies of nationalized enterprises in France and Great Britain, discusses the evolution of policy concerning both nationalization of industry and workers' participation in the management of nationalized industries.

PROF. GORDON TO HELP TRAIN STUDENT LEADERS

Prof. Paul Gordon met last Saturday (May 2) at Hidden Valley camp near Watkins Glen with a group of more than 100 upperclassmen who are planning a program of freshmen dormitory counseling next fall. The purpose is to train upperclassmen discussion leaders for advising freshmen on problems of adjustment during the first year at college.

On April 24 Prof. Gordon met with the "old men's" group of ILR married senior veterans at Pete Contuzzi's home to discuss job hunting and job advancement with the group.

As a follow-up to a talk on "Catholics and Labor" which he gave at the annual Knights of Columbus Palm Sunday communion breakfast, Prof. Gordon will conduct a series of clinics on the same topic.

SCHOOL STAFF TEACH EXTENSION COURSES

Extension courses for groups in Johnson City, Binghamton, Niagara Falls and Ithaca are currently being conducted by ILR staff.

Prof. Lynn Emerson is teaching a seven-week course in "Human Relations in Supervision" for the GE plant in Johnson City; Prof. John Brophy is conducting a course on "Executive Leadership in Executive Discussions" for executives of the Carborundum Company in Niagara Falls; and Richard Dunnington, graduate assistant in Extension, is teaching two courses in "Problems of Human Relations in Supervision" - one for the Triple Cities Industrial Club in Binghamton and another for women supervisors of three local industrial firms - Ithaca Laundries, Morse Chain and National Cash Register.

JERRY ROUNDS WEDS BETTY HORVATH

The Asbury Methodist Church near South Lansing was the scene Saturday, April 18 at 2:00 p.m. of the marriage of Miss Elizabeth Horvath of South Lansing to Jerry Rounds, ILR's mailing room supervisor.

The Rev. Milton F. Sweet performed the double ring ceremony in a setting of white flowers, lighted tapers and a bank of palms. White satin bows tied with fern were the pew markers.

Michael J. Vary of Plymouth, Mich., the bride's brother, gave her in marriage. She wore a gown of white slipper satin fashioned with a snug fitted bodice and yoke of Chantilly lace and full skirt with full length panels of lace ending in a train. She wore a fingertip veil of imported illusion caught to a crown of pearls and orange blossoms. She carried a white Bible with an orchid and white satin-streamers knotted with white rosebuds.

Mrs. Joyce Wright of Freeville, matron of honor, wore a gown of yellow net over taffeta. The bridesmaids, Miss Mary Horvath, sister of the bride, Mrs. Audrey Palmer, the bridegroom's sister, and Mrs. Neil Newman were gowned in mint green net over taffeta. Sharon Horvath, the bride's niece, was flower girl. She wore pink net over taffeta and carried a nosegay of pink rosebuds.

John Riihinen of Ithaca and ILR was best man and the ushers were Ralph Rounds, the bridegroom's brother, George Moses, and James Smith (of ILR).

A reception for approximately 250 guests was held in South Lansing Grange Hall. Mrs. Lily Newbury of ILR, with others, assisted in serving.

For her wedding trip to Washington, D.C. and through the south, the bride wore a pink suit with powder blue accessories.

Mrs. Rounds was graduated from Ithaca School, class of 1950, and is employed at the First National Bank. The bridegroom was graduated from Ludlowville High School in 1948.

Mr. and Mrs. Rounds will be at home after May 7 at 420 W. Buffalo St.

PROF. JENSEN WRITES FROM ENGLAND

Prof. Vernon Jensen writes from England where he is investigating grievance procedures in the metal industries:

"After a visit to London where I have had good success in getting to see responsible people in labor, management, and government, I have returned to the Midlands, with Birmingham as my base, until the end of my stay. At Birmingham when I arrived, the Austin Motor Company and the National Vehicle Builders Union were involved in a dispute which had been building up for several months. Having exhausted all procedures in the normal machinery, a strike had broken out late in February. It was at its height while I was there and it is still unsettled. There are some very interesting angles to the dispute and in some respects the issues are unique. At the moment a Court of Inquiry is holding hearings in London and I have had an opportunity to see this type of governmental machinery in operation.

"Grievance handling, of course, is not basically different than in the U.S., but procedures are sometimes quite different and they vary a good deal from industry to industry. Furthermore, grievance handling is not unrelated to the current and highly controversial movement of "Joint Consultation" which is being fostered by certain sections of both labor and management.

"But most interesting in the field in which I have tended to concentrate my research, the metals industry - referred to over here as the engineering industry - a very interesting matter is up for consideration within the machinery of bargaining. The half-century-old machinery in the industry, unmodified since 1922, is being challenged by the several unions involved - 39 altogether - and the controversial question of managerial functions is at the center of it. Under procedures for bargaining which will be complied with, it may take months or a year or two to bring the matter to a head, but demands for a change have been presented and are being debated. The outcome, of course, could influence grievance handling to a great extent."

GRADS PLAY SOFTBALL

The IIR grad softball team opened the 1953 season on an encouraging note by drubbing the "Farnow Fireballers" 15-3. "Tiger" Jim Buckley twirled for the grads and was mighty stingy with his base-hits. The game was highlighted by three double plays, one of the garden variety and two of the hybrid type. The infield of H. Ross, T. Robson, R. Gordon and H. Mines turned in a sparkling performance. Bob Sepessy, the closest thing to Mickey Mantle the grad league has, blasted a somewhat questionable line drive homerun and H. Ross and B. Reichenbach each poked the ball over the fence into the tennis courts for ground rule doubles. The outfield of Sepessy, Reichenbach and Gruen almost froze to death for lack of activity.

One week after the opener, April 24, the high-flying IIR's clashed with the Entomologists (a game which Capt. Reichenbach wanted to win badly because his wife works in that department). The IIR's jumped into a quick two-run lead and then extended it to a 5-2 lead at the end of two. The third inning was scoreless. In the fourth everything went wrong. When the inning was over, the score stood at 5-5. In the next inning, the Bugologists picked up three more runs for what turned out to be the ball game. Final score was 8-6 with IIR on the losing end.

In case anyone is interested in seeing some of the games and lending some moral support to the team, the games start at 4:30 p.m. and are played on upper alumni field. The schedule of games and fields is posted on the bulletin board opposite the mail boxes.

Bob R.

PEOPLE ARE WONDERFUL

Three ILR secretaries -- Felice Burns, Bobbie Halporn and Jean Reid,--are leaving the School at the end of the month. Reason: their respective husbands are finishing school!

Felice (Flick) Burns, a Research Division secretary, hopes to accompany her husband wherever Uncle Sam elects to send him. He will complete law school next month.

Bobbie Halporn and husband, draft board permitting, will travel to Austria next fall where Jim will study under a Fulbright fellowship at University of Vienna. Jim is completing his doctorate in ancient languages at Cornell. The Halporns will spend the summer in New York.

Jean Reid and husband George plan a six-week trip across the country this summer before settling down in Buffalo. George, a June law school graduate, has a job with the law firm of Dudley, Stowe and Sawyer.

Prof. Robert Aronson is feeling a bit lost these days - he has completed requirements for his doctorate and as yet hasn't found anything to fill in his time. He took his final exam at Princeton on April 17. The subject of his thesis, a study of union policies toward technological change in the mass production industries, was "Job Modification and Collective Bargaining in the Mass Production Industries."

The final touch in making the transition of the former Office of Student Personnel to "Office of Resident Instruction" was accomplished recently when the lettering expert removed the old sign and the new name "Resident Instruction" took form.

Professors Earl Brooks and Ralph Campbell attended the Central New York Personnel conference in Syracuse April 30.

Two Ithaca High seniors, Maxine Crispell and Marie Fidler, are working at ILR part-time -- Maxine for Prof. Ornati and Marie in the library catalogue room. Upon their graduation from school in June, they expect to work full-time.

Two ILR'ers have moved to new positions at ILR: George Youngman has replaced Marian Sweetland as Prof. Neufeld's secretary. She was formerly in the administrative assistant's office. Marian Sweetland is now employed in the Ag College's Dairy Department.

Marilyn Cooper of the Mimeograph Room, is replacing Georgia in the Administrative Assistant's office.

Bud and Dorothy Green are parents of a son, Geoffrey Wayne, born April 13; weight 7 lbs. 2 oz. Bud, MILR '53, now training director for Link Aviation, Binghamton, recently visited the School re possible extension programs.

Two former ILR'ers are making changes in their places of residence: Maryrose and Bob Alexander have moved from Ithaca to Newark, N.J. Bob now has a civilian accounting job with the Army Ordnance in New York City.

Lou Crews, with her baby daughter, is spending two months visiting her parents near Ithaca, before joining her husband in Key West, Fla., where he will be stationed with the Navy for the next three years.

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Prof. Paul Gordon's second article in a series of seven, titled "Top Management Has Its Troubles, Too", appeared in the April issue of Modern Hospital.

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The team of Profs. Arnold Hanson and Jim Campbell of Resident Instruction recently visited Rochester and Syracuse to interview prospective ILR undergraduate students.

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In the April issue of Industrial Bulletin, under "Bulletin Briefs" is a write-up and picture of ILR's West German group on a recent trip to Albany.

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Jim Smith of the Mailing Room took off for Bainbridge, Md. on May 4 for a two-week training period with the Quartermaster Corps at the Naval Training station there.

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Prof. Ralph Campbell spoke on April 29 to members of the ILR Student Council on "Making the Most of your Summer Work Opportunity."

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Profs. Lynn Emerson and Jack Brophy will attend the 9th annual meeting of the American Society of Training Directors at the Sheraton Plaza Hotel in Boston May 6-8. Prof. Brophy will chair a panel on "Recruitment, Selection and Training of Engineering Graduates."

On May 6 Prof. Brophy will speak in Chicago on "Job Analysis as an Administrative Tool" before the operating room administration institute, arranged by the American Hospital Administration.

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ILR extensioners Ralph Campbell, Eleanor Emerson and Alice Cook attended meetings of the Inter-University Labor Education Committee in Pittsburgh April 27 and 28. Prof. Campbell is Committee board chairman, while Prof. Emerson is the School's representative on the operating committee.

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Prof. Oscar Ornati is author of an article titled "Some Changes in the Private Sector of the Capital Market in the United States since 1941 and Their Implications" in the current issue of an Italian professional journal, Moneta E Credito (Money and Credit). Prof. Ornati's article is part of a symposium explaining industry in Italy, Great Britain and the United States.

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Jim Barry, MS'53, is employed with the Foster Grant Co. of Leominster, Mass. which is the largest manufacturer of plastic combs, brushes, etc. in the East.

Three ILR'ers participated in the IRRA meeting in Pittsburgh April 24 and 25. Prof. Sayles was a member of a panel discussion of research on members' attitudes in unions; Prof. Mark Perlman and Val Lorwin took part in a panel session on the role of unions in industry here and abroad. Prof. Sayles also spoke April 30 on "Work Attitudes toward Incentives and Job Evaluation" at a meeting of the American Institute of Industrial Engineers in Cincinnati.

FOI recently received a copy of former ILR'er Phyllis Krasilovsky's new children's book, "The Very Little Girl", from Doubleday & Company, publisher. It can be seen in the Public Relations Office.

The Dean attended the fourth conference on Less Government in Labor-Management Relations: an Achievable Goal?, sponsored by the Labor Relations Council of the Wharton School of Finance and Commerce on April 10. Conferees included representatives from business, government, and universities.

Grad assistant Joe Milano, doctor's degree candidate, has been elected vice president of Phi Delta Kappa, honorary education fraternity. Herb Zollitsch, grad assistant in industrial education, is outgoing president.

Prof. Clyde Summers, ILR visiting professor, was principal speaker in a panel discussion of "Labor under the Republican Administration" on April 21 at Willard Straight Hall. Profs. John Windmuller and Bertram Willcox were other panel members.

A C-47 plane carried Assistant Dean Earl Brooks to and from Keesler Field at Biloxi, Miss. where he addressed 100 personnel officers on April 27. The plane returned him to Niagara Falls next day where he discussed human relations and supervisory development before the Niagara Falls Industrial Management Club.

Grad assistant Karl Gruen visited Dean Stuart, MILR '53, and family in Ohio during spring recess. According to Karl, the Stuarts are happily situated. Dean is supply section chief at A. L. Garber Printing Co., Ashland, O,

Horace Sheldon, MS '48, has been appointed manager of the personnel management division of the Commerce and Industry Association of New York, Inc, where he is in charge of the Association's bureau dealing with member labor relations, wages and salaries, government controls, and veterans' and personnel problems. For the past four years Sheldon has been labor relations representative of the Milk Dealers' Association of Metropolitan New York.

Lt. Jay Robinson '52 and Miss Mary Joyce of Hudson were married April 11 in Schenectady. The bride a graduate of the N.Y. State College for Teachers, Albany, is an engineering assistant with General Electric. Robinson, whose home is in Scotia, will soon be assigned to Elmendorf Air Base, Alaska.



GRADUATION - JUNE 15

Vol. 5, No. 11

June 5, 1953

PROF. WINDMULLER ILR DELEGATE
TO ICFTU CONGRESS

Prof. John Windmuller will fly to Stockholm, Sweden June 27 to represent the ILR School at the biennial Congress of the International Confederation of Free Trade Unions. About 50 countries will send delegates to the Congress which will be held in the Swedish Parliament, the Riksdag.

Such notables in the trade union movement as George Meany, president of the AFL and Walter Reuther of the CIO, will attend. The Congress, which ends July 12, will discuss such problems as human rights and trade union rights, world peace and national freedom, and economic and social tasks of today.

Following the Congress, Prof. Windmuller plans to travel in several European countries including France, Holland, Belgium, Switzerland, and Germany, with visits to the ILO headquarters at Geneva, the ICFTU headquarters in Brussels, and to various universities, particularly in Holland. He plans to return to the States by mid-August.

Prof. Windmuller, who received his doctorate at ILR in 1951, has been in charge of the West German industrial relations trainee program at the School for the past two years. During the past semester he taught a course in Development of Economic Institutions.

BIGELOW-SANFORD PROGRAM
CONCLUDED JUNE 3-5

ILR's unique long-distance program for 22 highly selected supervisors of Bigelow-Sanford's Amsterdam plant came to a three-day conclusion at Statler Hall June 3-5. After 80 weeks of faculty traveling to Amsterdam to conduct the Bigelow Institute of Industrial Management course, the students for the first time have come to their teachers at Cornell for an intensive program on planning, organizing, staffing, direction, control, coordination, communications, and policy.

At the concluding dinner tonight (June 5), Elliott Peterson, Vice President of Manufacturing of Bigelow-Sanford, will talk on "Bigelow Management Looks Ahead." Dean Catherwood will award certificates to the persevering twenty-two. Other guests expected at the dinner are President Deane W. Malott of Cornell and Fletcher Waller, Vice President of Personnel, Bigelow-Sanford.

Also part of the third day of the conference will be evaluation of the entire program by the participants,

(more)

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together with their discussion of how they are going to use their knowledge on the job and what their recommendations for additional work in the field are.

This unusual team-work experiment in executive training now ending after two years was financed by a grant from the company. The University's Sibley School of Mechanical Engineering cooperated in the project.

Each member of BIIM course has had to pass examinations in eleven technical subjects which formed the curriculum: Report Writing, Plant Organization & Management, Industrial Engineering, Quality Control, Reading Course, Human Relations, Labor Relations and Labor Law, Cost Control, Production Control, Personnel Management, and Management Problems. These eleven university-level courses in industrial management were given by members of the Cornell University faculty and other authorities especially enlisted. This assignment incidentally, was no easy task for the Cornell staff, who traveled more than 300 miles per round trip each week through rain, shine, snow or storm to get to the Amsterdam plant.

Every effort was made by the teaching staff to give the class a broad base for individual development, with special attention paid to the application of the course to each man's performance on the job.

The course was conducted without expense to its 22 members, except for textbooks and instructional materials. A modern technical library was provided by Bigelow-Sanford to cut down these costs. One three-hour session was held each week for forty weeks a year, making a total of 240 hours of instruction.

The program has been directed first by Prof. C. Kenneth Beach, and later by Prof. Earl Brooks. E. D. MacTavish, graduate assistant, has worked with the program throughout the two years.

PROF. MCCONNELL TO TEACH IN INDIA

The John McConnell family, five strong, will sail June 13 on the U.S.S. Constitution en route to a six-month stay in India. Prof. McConnell, on sabbatic for the ensuing six months, has a Fulbright grant to teach at the University in Patna, a city of about 300,000 located northwest of Calcutta. There he will conduct a course in industrial relations and a faculty seminar, plus some lecturing. His two-semester teaching duties begin July 15 and end January 15.

The two oldest McConnell girls, Janet, a Trumansburg High School senior, and Kathleen, a sophomore, are staying home to finish their school year. They will fly to Rome, Italy after Janet's graduation to join the rest of the family; then all will continue on their journey for another 14 days by ship to India. Janet plans to return to the States in the fall to enter college, probably Cornell.

Other faculty scheduled for sabbatic leaves between now and September 1 are: Profs. Leonard Adams, John Brophy, Eleanor Emerson and Arnold Tolles.

SECOND WEST GERMAN PROGRAM ENDS

The second industrial relations nine-month program for 28 West German students at IIR will be concluded Friday, June 5. Graduation ceremonies will be Friday at 2:00 p.m., 5 East Ave., with presentation of diplomas by Prof. Arnold Hanson, followed by a dinner that evening in the Kimball Room of Willard Straight Hall.

The group will then scatter, some to return to Germany immediately, others to travel around the country visiting relatives and friends during the summer. Three of the group have purchased a 1940 Plymouth in which they hope to reach California.

PROF. STURMTHAL TO DO RESEARCH IN MEXICO

Prof. Adolf Sturmthal, Visiting Professor at the School, is undertaking a long-range study of the role of unions in the economic development of various countries. As part of this long-range research, Prof. Sturmthal will leave early in July to spend the Fall semester in Mexico. There he will make a general survey of the Mexican labor movement, plus a concentrated study of one particular industry and one particular union.

On his return to Cornell in the Spring of 1954, he will use the findings of his Mexican research as a case study on which to base his larger project dealing with the role of unions in economic development. His research in Mexico is being sponsored by the Social Science Research Center of Cornell.

Prof. Sturmthal sees his research project as twofold: "It includes the question as to how unions affect the process of economic development and the problem of how economic development affects the unions."

He will again teach his graduate seminar on international labor problems at ILR.

Mrs. Sturmthal and two daughters will accompany Prof. Sturmthal to Mexico.

PROF. KONVITZ AWARDED GUGGENHEIM FELLOWSHIP

Prof. Milton Konvitz has received a Guggenheim Fellowship for next academic year to enable him to continue his study of the Bill of Rights. During the current academic year, Dr. Konvitz has been on a leave of absence, having been awarded a Ford Foundation Faculty Fellowship. During the year he has completed a book on "Civil Rights in Immigration", which will be published early next fall. He will teach his course in American Ideals next year.

UNION RESEARCH DIRECTORS CONFERENCE HELD

Fourteen union representatives attended a two-day conference on campus May 22 and 23 on "Union Wage Bargaining Problems." Attendees were union representatives responsible for analyzing wage information for collective bargaining.

Included among speakers and discussion leaders were the following union research directors and officials: David Kaplan, Teamsters Union; George W. Brooks, Pulp, Sulphite and Paper Mill Workers; Donald O'Connor, Local 1607, Machinists Union; Woodrow L. Ginsburg, United Rubber Workers; Everett N. Kassalo CIO Research Department; and Albert S. Epstein, Machinists Union. School faculty who participated included Dean M. F. Catherwood and Profs. N. Arnold Tolles, Robert H. Ferguson, Jean T. McKelvey, Robert L. Raimon, and Robert Aronson.

Profs. Tolles and Raimon were in charge of the conference which paralleled last year's wage conference for employers association representatives.

EXTENSION TEACHERS TO BE HONORED

Eighteen ILR extension teachers who have been teaching for the School for four years or longer will get together for a meeting at the Cornell Club in New York City June 8. Special recognition will be made of five-year teachers. In addition to Extension staff, Dean Catherwood and Dean Reuben Frodin of the State University will be present.

FIRST FACULTY-GRAD STUDENT DINNER HELD

Martin Wagner, Executive Director of the Labor-Management Citizens Committee of Louisville, Ky., was speaker at the first of a planned series of faculty-graduate student dinners Wednesday evening, May 27 at Statler Hall. Thirty-eight were present. Mr. Wagner discussed the organization and functions of the Louisville joint committee. Dean M. F. Catherwood presided.

CONFERENCE FOR TRAINING SPECIALISTS SET

The third annual institute for training specialists will be held on campus June 29 to July 2, under direction of Prof. Lynn Emerson. The conference this year is geared for those relatively new to the field of training in industry. An address by an authority in the field will introduce each morning session of the four-day program. Following the talks will be simultaneous sectional discussions of more specialized aspects of training.

Among the speakers will be: Otis McCroery, educational director of Aluminum Company of America; Cecil Garland, training director, Corning Glass Works; Charles P. Scott, professor of industrial education, University of Pittsburgh; Raymond D. Jarvis, manager, General and Vocational Education, I.B.M.; and C. Kenneth Beach, Coordinator-Training Services, Arabian-American Oil Co. (Prof. Beach is on leave from IIR). Donald McMaster, vice president and general manager, Eastman Kodak, will be the banquet speaker on July 1.

TENTATIVE LIST OF SUMMER CONFERENCES

The following is a list of conferences tentatively scheduled at the School for the summer months:

		<u>In Charge</u>
June 17-20	United Automobile Workers of America, CIO	E. Emerson
June 29-July 2	Institute for Training Specialists	L. Emerson
July 12-18	United Steelworkers, CIO	E. Emerson
July 19-25	United Gas, Coke & Chemical Workers, CIO	E. Emerson
July 26-Aug. 1	Union Conference of Teachers in Local Unions	E. Emerson
July 31-Aug. 2	Local 3, Int. Bro. of Electrical Workers	E. Emerson
Aug. 5-8	New York State Savings Bank Association	R. Campbell
Aug. 5-9	Federal Labor Unions, AFL	E. Emerson
Aug.30-Sept. 1	Newspapers Editors in New York State (University-wide)	R. Brossman & W. Hodges

LIBRARY ASSOCIATION MEETS ON CAMPUS

The annual meeting of the Western New York Chapter of Special Libraries Association was held on campus May 23. Prof. Gormly Miller, School Librarian, was in charge of the program, while Leone Eckert of the library staff was responsible for reservations.

Prof. John Brophy, principal speaker, discussed "The Librarian in the Industrial Organization."

At the business meeting which concluded the session, Katherine Spinney, head of the School's catalog room, was elected treasurer of the Association.

The IIR Documentation Center was the subject of a write-up by Lee Eckert in the quarterly (May) issue of "Cornell Library News." Introduced by this verse: "Records to the right of them, records to the left of them, records in front of them, they are surrounded", the piece goes on to say that is how you feel when you enter the basement of the Old Armory, currently the Documentation Center of the IIR School.

GRADUATING STUDENTS ANNOUNCE VARIED PLANS

Prof. Rudolph Corvini of the School's Placement Office reports about 80% of IIR's June graduating class will see military service one way or another, either as commissioned officers or enlisted men. Of the 46 graduates, eight are women and 38 men, four of them veterans.

Six graduate students are slated to receive advanced degrees this month. They are: Albert Chamamah, MILR; Francoise Gebhart, M.S.; Arthur Hillier and Raul Lara, M.Ed., and Murray Melbin and Norman Morse, both M.S. degrees.

Murray Melbin plans to work until October 1; he then plans to travel throughout Africa and the Near East until his savings run out.

Norman Morse is contemplating staying on at IIR for a doctorate.

Graduating seniors not headed for the armed forces have announced their plans

Robert Bowman will be employee relations assistant, Chambers Works, E. I. Du Pont Co., Carney's Point, N.J.

Jay Brett plans to enter Harvard Law School.

Carl Carlson will become industrial relations trainee for Westinghouse Electric Corp., Pittsburgh.

Joel Field will enter Kent School of Law at Columbia.

Charles Isaac plans to enter Yale Law School.

Barry Robinson will become management trainee, production engineer, with National Carbon Div., Union Carbide and Carbon Corp., Tennessee Plant, Columbia, Tenn.

Allan Vesley has a job as management trainee with the Bankers Trust Co., New York City.

Robert Abrams will enter the Harvard Graduate School of Business Administration.

William Naugaman eventually hopes to enter University of Michigan Law College after two years of active duty with the armed forces.

LEONARD SAYLES GOES TO U. OF MICHIGAN

Prof. Leonard Sayles, who has been with the Human Relations Division of the School since 1950, has accepted a position as assistant professor of industrial relations at University of Michigan's School of Business. Since coming to IIR he has worked on a special project dealing with human relations in unions and is co-author with George Strauss of the book, "The Local Union - Its Place in the Industrial Plant." Sayles received his B.A. from the University of Rochester and his Ph.D. from M.I.T.

The Sayles family will leave Ithaca at the end of June.

FACULTY TO ENTERTAIN JUNE GRADUATES

Graduates of the School who have received degrees since last September will be guests of the School faculty, together with their guests, at an informal luncheon in Room 50 immediately following graduation on June 15. Faculty and wives and husbands are also invited to attend.

IIR WOMEN GET TOGETHER

Twenty-one IIR women faculty, staff, and graduate students enjoyed a roast beef or turkey dinner at Taughannock Farms on Tuesday evening, May 12. Flowers and favors decorated the table. After dinner Miss Yachiyo Motouchi from Japan, and Mrs. Alice Jyding of Denmark were presented gifts as a remembrance of their year at the School.

THREE REPRINTS APPEAR

Reprints Nos. 8, 9, and 10 of the School series appeared during May. They are: "The Indeterminateness of Wages of Semiskilled Workers" by Prof. Robert Raimon (from the IIR Review); "Utilization of Older Workers" by Prof. John McConnell (from Personnel); and "Wage Regulation in Australia" by Prof. Mark Perlman (from Labor Law Journal).

STUDENT-FACULTY AWARDED RESEARCH GRANT

Marvin Gelfand '54 and Prof. Robert Raimon have received a joint research grant from the Social Science Research Council to study the supply of skilled labor in the United States. The grant permits qualified undergraduates to measure their interest and ability in graduate level research. The research project of the student-professor team will be carried on at the School this summer and completed during the fall semester. Gelfand and Prof. Raimon each receive \$600 and \$100 expenses.

SYRACUSE GROUP VISITS ILR

On Thursday, May 28 13 members of the Manufacturers Association of Syracuse, representing many of Syracuse's leading industries, came to the School for an informal program. After a luncheon attended by the M.A.S. group and several ILR faculty, the members of the group who completed extension courses earlier in the Spring were awarded certificates. The session was concluded by a tour of the library.

Eugene Bushnell '52, employment interviewer at Solvay Process, Syracuse was among the attendees.

STAFF ORGANIZATION ENDS SERIES

The ILR Staff Organization wound up a seven-month series of weekly classes on May 20 with a presentation of extension certificates by Prof. Edward Sargent of Extension to the 23 staff members attending 60% of the meetings.

The sessions, surveying the major fields in industrial and relations, were given to introduce the non-professional staff to ILR's subject matter. The last two sessions, conducted by visiting professor Clyde Summers from the University of Buffalo, dealt with Constitutional Freedom and the Communist Threat, and Congressional Inquiries into Colleges.

The Staff Organization held its monthly meeting on June 1st at 3:30 p.m.

BERNICE MANNING IS MARRIED

Bernice Manning, secretary to Profs. John McConnell and Duncan MacIntyre, was married to John Oltz, Jr. of Willseyville at 2:00 p.m. Saturday, May 16 in the Allen Memorial Baptist Church, Candor. The Rev. Urban F. Cline, pastor, performed the double-ring ceremony before an altar flanked by baskets of white gladioli and snapdragons.

The bride, given in marriage by her father, wore a gown of embroidered net and white satin. The bouffant skirt was fashioned with a deep yoke of embroidered net to which was attached the two-tiered net skirt over satin. She carried a white Bible with white carnations and lilies of the valley.

Her sister, Agnes, of Binghamton was maid of honor. She wore a gown of pink embroidered net over pink taffeta. Another sister, Helen was bridesmaid and wore light blue embroidered net over blue taffeta.

Robert Kellogg was best man and the ushers were Edward Cozdeba, Ronald Dougherty and Raymond Andrews.

A reception for approximately 135 guests was held in the church parlors.

For her wedding trip the bride wore a navy faille suit with white accessories.

Bernice and her husband were both graduated from Candor Central School, class of 1950. Jack is proprietor of the Valley View service station and motel in Willseyville. The couple is making their home near Willseyville.

PEOPLE ARE WONDERFUL

Cake and flowers at coffee hour May 22 honored nine ILR stenographers who are leaving or have left ILR.

Barbara Lindner, secretary to Prof. Sturmthal, will spend the summer at Woods Hole, Mass., where her husband will be doing research.

Ann Martel, Prof. Tolles' secretary, will spend the summer at Hanover, N.H. Her husband has been awarded a fellowship to attend a summer institute in mathematics.

Gen Sherwood, secretary to Profs. Gordon and Raimon, is leaving June 15 to seek work in Washington, D.C.

The birth of Florence Sobol's daughter is reported elsewhere.

Marian Stanton, Bob Risley's typist, will be married June 6 to John Pentek, a Veterinarian student.

Dorothy Winokur of Extension, leaves ILR June 23 after three years' service; her husband, Erwin, a June Vet grad., will become associated with a veterinarian in Brewster, N.Y., in the Hudson Valley.

The remainder, Shirley Bruce, Bobby Halporn and Jean Reid, were mentioned in the last issue of F.O.I.

New Arrivals - ILR reports the birth of four babies during the past month:

The Ralph Campbells are parents of their first child, Peter Norton, born May 5; weight 7 lbs. 14 oz. Prof. Campbell is director of ILR's Extension Division.

Florence and Arnold Sobol are parents of a five-pound daughter born May 28. Until recently, Florence worked in the stenographic pool. Her husband is an airman at Sampson.

Anna and Vincent Macaluso announce the arrival of a daughter, Antoinette, born May 23. Vincent, MSILR'51, is attorney-adviser with the NLRB in Washington. Ann was former secretary to Profs. Clark and Ferguson.

Paula (Ross) and Herbert Gorten are parents of a daughter, Helen Ann, born May 20. Paula, formerly of the library catalog room, now lives in Levittown, L.I.

Georgia Youngman's student husband, Stan, was one of five in New York State colleges and universities to receive the first Arvie Eldred Scholarships. The \$700 awards were established by the New York State Teachers Association and are based on scholarship, personality, leadership, teaching aptitude and need. Stan is a second-year Ag student.

Back from a three-month visit to Great Britain, Prof. Vernon H. Jensen reports that his faithful dog, Muphinz, is again happy now that he can shadow his master. Prof. Jensen gained an English tweed suit, but lost his moustache.

Prof. F. F. Foltman plans to attend Chrysler Corporation's business management conference for teachers of economics, business administration, and industrial relations in Detroit June 8 to 19.

Approximately 60 ILR students of Accounting 84, with Bob Beck as teacher, enjoyed a picnic at Lower Enfield on Wednesday, May 20. Sport was provided by a softball game between the Tuesday and Wednesday class sections.

Prof. J. E. Morton of the Statistics Division attended a meeting of the Census Advisory Committee in Washington May 22.

Ed Rosenberg, former ILR'er noted for his writings, is author of "Our Felix", which appeared in Stanford Short Stories, 1953. Ed is with the Stanford University English Department.

Miss Ardemis Kouzian of the Capital District Extension Office spoke before the Utica Kiwanis Club on June 3.

Kate Catherwood, younger daughter of the Dean, won the Good Hands Class at the Cornell Horse Show May 9 and 10. Riding her mount, Fascinating Firefly, she qualified to compete again this year in the National Horse Show at Madison Square Garden. Kate also won a blue ribbon in advanced equitation for those under 15.

West German student Rainer Georgii placed second in the 880 yard sprint when Cornell met the Princeton track squad; he placed third in the Colgate meet on May 23.

Profs. Earl Brooks and J. J. Jehring attended a Central New York safety conference in Syracuse May 12. Prof. Brooks spoke on oral communications, while Prof. Jehring discussed visual communications.

Shirley Bruce (sec. to Profs. Jehring and Perlman) and husband Bob, recently visited the Herman Timms at State College, Pa. Shirley reports that the Timms and their 2½-year-old son, Henry, are nicely situated in a small house in a housing project. The Timms lost their year-old daughter this spring, a victim of leukemia.

Prof. Vernon H. Jensen has contributed an article entitled, "Hourly versus Price-Wage Rates in Forest Employment" to a new publication, Research in the Economics of Forestry, published by the Charles Lathrop Park Forestry Foundation.

Word from Bess and Norman Parmer, former IIR'ers now living in Kuala Lumpur, Malaya, reveals that they have moved to a house of their own (Address: 3 Perak Rd., Kuala Lumpur.) and that they are becoming acclimatized, but that when the time comes, they'll have no hesitation about going home.

Hugh Law, Feb. MSILR '53, visited the School May 9. Hugh, who is doing union relations work with GE in Toronto, finds his work interesting but thinks Toronto is too large.

Harvey Machaver, M.S. '49, personnel director of the Jewish Hospital of Brooklyn, was at IIR early last month recruiting for his hospital.

Herb Held '50, employee relations assistant with GE in Schenectady, was also a recent visitor. His brother, Paul, is an IIR freshman.

On May 25 Profs. Earl Brooks and F. F. Foltman held the first of a series of three follow-up sessions to the two-week course held last March for New York City hospital administrators. Organizational, management, and human relations problems were discussed.

Prof. Foltman spoke on May 2 on "Developing Executive Personnel" at the joint meeting of the Public Relations and Employee Relations Committees of the State Savings Bank Association at the Statler Hotel, Buffalo.

Anne Dimock of the Office of Resident Instruction was recently elected treasurer of the local chapter of Business and Professional Women's Club. Fran Reddick of Extension concluded a term as president.

Prof. John Brophy will be visiting professor of Trade and Industrial Education at Florida State University, Tallahassee, from June 15 to July 3. He held a similar position last year.

Catherine Howard, who has been working for Prof. Konvitz during Anna Lane's absence, has replaced Jean Reid as Prof. Ferguson's secretary.

Prof. Ralph N. Campbell, the School's director of extension, has been elected chairman of the National Committee on Grants for Study in Adult Education. This committee was appointed by the Fund for Adult Education to initiate and administer a program of fellowships, scholarships and study awards in adult education.

On May 27 Prof. Ralph Campbell spoke at the 20th annual convention of the National Industrial Service Association at the Hotel Statler in New York on "Human Relations in Industry."

Daniel Beam '51, just out of the Air Force, was on campus in mid-May, as was Gladys Waltcher, M.S.IIR '51.

Gill Boehringer '55 of Drexel Hill, Pa. has been elected first vice-president of the Cornell Student Council; George Riordon '55, a Brooklynite, was chosen president of the junior class.

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Starting this summer, Jack Griffin, Feb. '55, will do part-time placement work for John Munschauer, director of the Cornell University Placement Service.

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Bruce McKenzie '49 was mentioned in a recent issue of California Grocers Advocate. Of Bruce, managing director of Food Industry Labor Service of San Francisco, the article says: "Under the able leadership of Bruce McKenzie, this corporation has presented a program for the grocery industry that may well set the pace for collective bargaining in this industry across the country."

WOMAN OF THE WEEK

Mrs. Alice Cook, director of ILR's union education project on community participation (IULEC) is small in stature but dynamic and articulate.

Coming here last fall direct from Frankfurt, Germany, where she was adult education adviser to the German High Commissioner, Mrs. Cook plunged enthusiastically into setting up a two-year program aimed at helping union people participate more actively and effectively in community affairs. Her extensive background in workers education has enabled Mrs. Cook quickly to translate project plans into a growing activity in two cities - Syracuse and Utica. At present 11 extension teachers are conducting 14 courses (mostly in community organization) for a total of 253 union members. Plans call for starting work in a third smaller state community at a later date.

Although a Virginian by birth, Mrs. Cook moved to the mid-West as a child and attended school there. She has a B.L. in Speech from Northwestern and from there went to Indianapolis and St. Louis to do social case work and to Commonwealth College (a labor school) in Arkansas to teach.

For the next ten years Mrs. Cook served as industrial secretary in Chicago and Philadelphia Y.W.C.A.'s. During this period she took two years out for advanced study in Germany, first as a German exchange student at the University of Frankfurt and then on a German fellowship at Hochschule fuer Politik in Berlin (College of Political Science).

Mrs. Cook's earlier experience with unions includes working as education director for the Textile Workers' Rayon Division and as editor for Philadelphia Joint Board, Amalgamated Clothing Workers. During the 30's she taught for five summers for the now extinct Southern Summer School for Workers in North Carolina.

During 1949-50 Mrs. Cook served as consultant, Office of Labor Affairs, HICOG. She did three studies for them including a trade union study in Bavaria and one of teaching methods in labor academies. It was during this period that Mrs. Cook and Miss Eleanor Emerson crossed paths for the second time. Mrs. Cook invited Miss Emerson to Germany in the summer of 1951 to do a study of workers education. Back in the 30's the situation was reversed; Mrs. Cook worked for Miss Emerson in the Philadelphia Y.W.C.A.

Mrs. Cook, in addition to her 14-year-old son Philip, has assumed guardianship of a 16-year-old German lad, Thomas Bernstein, son of a student friend of 20 years ago in Germany. His mother, a writer, has published her second novel,