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For Our Information, January and February 1953, Vol. V, no. 6-7

Abstract

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

Keywords

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Comments

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Vol. 5, No. 6

January 17, 1953

NEW TEACHERS AND COURSES ADDED

ILR students and others on campus will be introduced to three new courses and three new teachers next semester.

New courses include an undergraduate course in "Journalism for Industry and Labor", ILR 491, taught by Prof. Wayne L. Hodges, and two graduate seminars: "American Democratic Thought and Method, 1880-1940", ILR 690, taught by Visiting Professor Charles Destler of Connecticut; and "Problems in International Labor Relations", ILR 691, by Visiting Professor Adolph Sturmthal of Bard College.

Prof. Destler will also teach the course, "Development of American Ideals", usually taught by Prof. Milton R. Konvitz, now on academic leave. A second visiting faculty member, Prof. Clyde W. Summers of University of Buffalo, will teach "Labor Relations Law and Legislation."

For the first time, "Personnel Administration", ILR 250, will be taught in four sections, with Prof. John Brophy and Paul Gordon each teaching two sessions. An unprecedented pre-registration of about 150 students make this break-down necessary.

"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 and Labor Relations at Cornell University.

FOUR-WEEK COURSE BEGINS TOMORROW

The four-week course in "Human Relations in Administration" for middle management will get under way with a dinner for participants and faculty tomorrow (Sunday) evening in the Statler's faculty lounge. Mr. Carlton Ward, chairman of the board of Thompson Industries, and himself a Cornellian, will keynote the course with remarks on the objectives and responsibilities of management.

The first week will consider orientation, planning and organization for management. Afternoon clinics will be devoted to analyses of specific problems.

Among other prominent outside speakers participating in the program will be: Louis Swift, President, Taylor Instrument Co.; John Corson, McKinsey & Company; William Maloney, Manager, Personnel, Esso Standard; Morris Iushe-witz, Secretary-Treasurer, New York City CIO Council; David Cole, Director, Federal Mediation Service; Louis J. Male, Schenectady Works Manager, General Electric; Dr. R. C. Page, General Medical Director, Standard Oil Co.

Included among the participants are: Fred J. Boeckelman, manager, employee relations, Pullman Company; Henry D. Eryk, plant manager, Arwood Precision Casting Corp.; Charles Doh, area manager, Schlumberger Well Surveying Co.;

(more)

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William E. Foltz, assistant vice president, New York Telephone Co.; Richard Frederick, project manager, International Business Machines; Edward G. Kothe, assistant manager, Socony Vacuum Oil Co.; Stanley Luke, assistant vice president, International Telephone; Dwight Palmer, division manager, General Cable; George H. Pash, safety assistant, New York State Gas and Electric Co.; John B. Retta-liata, public relations director, Grumman Aircraft; Cornelius J. Shea, assistant manager, J. C. Penney Co.; E. W. Vick, district manager, New York State Gas and Electric; W. Dean Wallace, chief industrial engineer, Camillus Cutlery Co.; and representatives from Corning Glass and Winchester Arms.

Prof. Earl Brooks, assisted by Prof. F. F. Foltman, is director of the course.

JANUARY REVIEW APPEARS

Staff members figure prominently in the current issue (Winter) of the School's "Industrial and Labor Relations Review."

In his article "The Indeterminateness of Wages of Semiskilled Workers", Prof. Robert L. Raimon examines the failure of labor markets to produce determinate rates for each occupation as postulated by traditional theory. This may be explained, according to his article, in large part by the nature of the hiring process. Prof. Raimon points out that diversity of wages among semi-skilled workers, who usually are hired on a nonoccupational basis, is considerably greater than among skilled and unskilled workers, who are employed on the basis of their qualifications for specific types of work.

With the publishing of "The Local Union Meeting", Prof. Leonard Sayles and Dr. George Strauss pre-publish another chapter of their forthcoming volume, entitled, "The Local Union: Its Place in Industrial Government. In the present article the authors examine the functions and problems of the local union meeting, particularly its effectiveness as a device for democratic participation in and control of the affairs of the union rank-and-file members.

Book reviews were contributed by Professors Jean McKelvey, C. Arnold Hanson, C. Kenneth Beach, Adolf Sturmthal, and Oscar Ornati.

The House of Labor, co-edited by Prof. Maurice F. Neufeld, is reviewed by Jack Barbash.

ILR STUDENT ELECTIONS HELD

Results of the ILR student elections held Friday, January 9, are as follows: Martin Siegel '55, president; Leonard Greenwald '54, vice-president; Joan Murray '55, secretary; Thomas Shirhall '56, corresponding secretary; John Mahon '54, senior representative; Douglas Stafford '55, junior representative; Arthur Hershey '56, freshman representative; and Jack McCartie '55 and George Riordan '55, trustees.

ILR PARTY HELD JANUARY 9

Over 200 undergraduates, graduates, faculty and staff attended the annual ILR all-school party held in the Eagles Hall on Friday night, January 9.

The evening was highlighted by Jerry Halsband '54 and his orchestra. In addition, a special show emceed by Ed Sargent included Lisa Hilliard, ballet dancer, and Dave and Archie Hunter, a ventriloquist act from Sampson Air Base.

The affair was planned by the School social committee which includes representatives of graduate and undergraduate students, faculty and staff.

WEST GERMANS HAVE BUSY HOLIDAY

The 28 West German students at Cornell this year have had a busy month partying and traveling. Things got off to a successful start December 16 when the young foreign students staged a bang-up Christmas for 120, including their landlords, friends, and faculty at Anabel Taylor Hall on campus. In the festively decorated One-World Room, students from different parts of Germany explained how Christmas was celebrated in their respective homes, and sung a song typical of that area.

Twenty-two of the young Germans, with other Cornell students, took to the road December 19, with New Orleans as their destination. The trip was arranged and conducted by the Ithaca Westminster group under the guidance of Rev. Alfred Klaer of C.U.R.W. Traveling in two-tarpaulin-covered trucks, the group slept in sleeping bags while the trucks rolled, ate in restaurants or cooked outdoors when warmer weather permitted. En route they inspected the atomic energy plant at Oak Ridge.

Once in New Orleans they were quartered at Camp Leroy Johnson on Lake Ponchartrain, where their host was International House. They toured the New Orleans waterfront, and observed drilling operations by the California Oil Company. They were luncheon guests of the Cornell Alumni Club (at which they arrived dusty and dirty from their trip to the oil field).

The return trip was through Florida where they stopped at Silver Springs, Daytona Beach, St. Augustine and Marineland, with brief stops at the Gettysburg Battlefield en route home.

FACULTY HAVE ARTICLES PUBLISHED

Prof. John W. McConnell is author of a 6-page article, "The Utilization of Older Workers", in the January issue of Personnel. In a preliminary note, the editors say: "A great many of the arguments we hear for and against the employment of the older worker have one thing in common -- they are so heavily charged with emotion that some of the important facts of the matter tend to become obscured. Here...is a thoughtful examination...of the claims and assumptions that have been made about the employment of elderly workers and their adjustment to retirement."

Prof. Mark Perlman's article, "Wage Regulations in Australis" appears in the current issue of Labor Law Journal. In his article Prof. Perlman expressed the belief that his analysis of the Australian experience with wage regulation over a half-century might be applicable to similar American problems.

He made visits to Australia last summer and during 1949-50, under grants by the Social Science Research Council and the American Philosophical Society. Prof. Perlman is teaching a course, "Theories of Labor Movement" this semester.

ILR BULLETINS IN DEMAND

Mrs. Addie Tracy of the School's Distribution Center reports that a total of 32,236 research and extension bulletins were distributed during the past year. Most popular single bulletin was "Introduction to Public Relations" by Dave Hyatt, of which 4,765 have been distributed.

Next in popularity was "You Can't Hire A Hand and Other Essays" by Dr. Temple Burling, with another human relations subject, "Role Playing in Action" by Chris Argyris, placing third.

However, runners-up in popularity during the past year are the recently-published "Pension Plan Policies and Practices" by Michael Puchek (July, 1952) with a distribution of 2,465, and Prof. J. J. Jehring's "A Guide to Audio-Visual Materials in Industrial and Labor Relations" (August, 1952) with a circulation of 2,145.

FACULTY TEACH EXTENSION COURSES

Three faculty members have taken on the teaching of extension courses for Central New York's district this month.

Beginning January 14 and running for six weeks, a course in "Mutual Understanding in Contract Negotiations" is being taught by Prof. John Windmuller for the Binghamton (N.Y.) Central Labor Union.

Prof. Duncan MacIntyre and William Hosking of the Hobart College faculty are jointly conducting a course, "An Introduction to Labor Relations for the Shop Steward" for Local 4784, United Steelworkers of America in Auburn. Hosking is teaching the first four sessions, which began Jan. 6, with MacIntyre taking over the last four sessions, ending Feb. 24.

In addition, Prof. MacIntyre is teaching a four-week series in Ithaca on "Labor Legislation for the Building Trades Apprentices" for the State Apprentice Council.

PROF. LYNN EMERSON'S BOOK PRAISED

Prof. Lynn Emerson, author of the text, "How to Prepare Training Manuals," has received enthusiastic recognition of his study from all parts of the country.

One comment from a state division of safety training coordinator says: "In my opinion, it is the finest text on the subject I have ever seen...It is the only publication which adequately covers preparation for trainers as well as the preparation of training materials...It is a pleasure to read a manuscript which is practical and meaningful and not a stereotyped educational nonsense."

From the California Training Directors' Association comes a review which notes that "about 25 nationally known industrial training men reviewed the manual outline and furnished samples of training material."

PROF. BROOKS RECEIVES PLAQUE

In appreciation of his services in conducting two on-campus conferences for them, members of the Northeastern Retail Lumbermen's Association presented Prof. Earl Brooks with a handsome plaque of Abraham Lincoln, inlaid with 29 different kinds of wood, from all over the world.

Underneath is a quotation from Lincoln: "Property is the fruit of labor; property is desirable; it is a positive good in the world; that some should be rich shows that others may become rich."

Attached to the plaque is a plate which reads: "In grateful appreciation of the outstanding contribution of Earl Brooks to the management leadership of our industry."

SCHOOL ADVISORY GROUPS MEET

ILR's two advisory groups, the Advisory Council and the Labor Advisory Council, met at the School last month.

The Advisory Council, with seven members attending the annual fall meeting on December 12, had as the principal item on the agenda the resident instruction program of the School. Prof. Arnold Hanson, director of resident instruction, discussed the graduate and undergraduate program. There was general discussion concerning size of student body and the need for expanded physical facilities.

The Advisory Committee on Labor Education, with 13 members present, met December 19. A report concerning the organization and operation of the Committee was present and there was discussion of the Inter-University Labor Education Committee Project on Community Participation. Other types of extension programs were illustrated and discussed.

ILR STAFF CHANGES LISTED

Three newcomers have joined the ILR secretarial staff this past month; there has been one re-assignment. Catherine Howard, who for the past 3½ years has assisted Doris Stevenson in the Fiscal Office, is now Prof. Konvitz' secretary.

Mrs. Joan Monson, a Britisher by birth, has replaced Bea Clarke as secretary to Profs. Lynn Emerson and John Windmuller at 5 East Ave. Joan met her husband in England during World War II and came to the States in 1946 as a war bride. Her husband, a "farmer" employed by the Ag College, has always yearned to have farm. His wish is now satisfied for the Monsons recently purchased a farm on the Hunt Hill road atop a small "mountain" five miles east of Ithaca. Here they have a small Jersey herd which they hope to expand into a paying operation. Joan worked in the Robert Hall Business Office before coming to ILR.

Mrs. Ruth McCann replaces Catherine Howard in the Fiscal Office. She has just returned from a 4-month stay in Wiesbaden, Germany, where her son-in-law is with the U. S. Army. Because of army red-tape the job she hoped to get failed to materialize -- until too late. After her return aboard the S. S. United States last month, she found that she had been offered a job. Ruth has had various jobs in Ithaca. Most recently she was clerk-typist in the New York State Law Revision Office. She has worked on the Ag campus, for a brokerage firm, an advertising agency, in a doctor's office, and at one time she was learning to be a dress buyer. In sports her first love is golf. Her 18-year-old daughter, Marjorie, who lives with her mother, is now attending Cascadilla School.

Miss Beatrice Cascio, who hails from Brooklyn, has joined Lily Ann Newbury and Doris Smith in the stenographic "pool." Beatrice came to Ithaca a year ago to live with her brother, an Ag College student, and her sister who attends Corland State Teachers College. Beatrice has worked as secretary in Electronic Stores on campus and for a Wall Street investment broker.

ILR STAFF ORGANIZATION IS ACTIVE

The ILR staff organization, in addition to its regular monthly meetings and its weekly extension classes, played the role of Santa Claus to Ithaca's underprivileged children. The staff members bought and gift-wrapped 52 presents for local children whose names were supplied by Ithaca professional men.

At its December 12 meeting Prof. Lynn Emerson showed colored slides of his cross-country travels during a recent sabbatic.

At the January 7 meeting of the staff organization's survey course in I&IR, Prof. Earl Brooks introduced staffers to the field of personnel administration. He discussed the findings of an attitude survey made by the School, what the employer expects of the employee; and what the employee expects of the employer.

On January 14, Prof. Paul Gordon followed with a discussion of wage and salary administration, promotions, transfers, etc. On January 21 Prof. John Brophy will conclude the personnel discussions by speaking on training and communications. A question and answer period follows each of these talks.

PROF. GORDON IS AUTHOR OF HOSPITAL SERIES

Beginning with the February, 1953 issue, Modern Hospital will run a series of seven articles, based on a recent hospital survey, on various phases of hospital administration. The articles concern administration and personnel relations in hospitals. The proposed series includes such topics as "The Hospital Chief Executive", "Top Management Organization", "Who Helps Top Management?", "Better Use of an Executive's Time", etc. Prof. Paul Gordon is author of all seven articles.

DORIS STEVENSON TO ATTEND INAUGURATION

Miss Doris Stevenson of the Fiscal Office leaves today to attend inauguration festivities as guest of Senator and Mrs. Irving Ives. Sunday she is scheduled to attend a concert, with the Festival coming up Monday and the inauguration and ball on Tuesday. We'll expect details when Doris returns.

PEOPLE ARE WONDERFUL

L. R. Piper, IIR custodian, and Mrs. Piper celebrated their 25th wedding anniversary Sunday, December 14 at their home on the Coddington Road. Mr. Piper estimated that about 90 neighbors, relatives and friends dropped by to congratulate them. The Pipers have a daughter, Patricia, and a son, Louis.

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Dorothy and Erwin Winokur sold seven of their previously-mentioned Boxer pups to Gimbel's pet shop. The other two they sold locally.

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Dr. Temple Burling, M.D. and psychiatrist, will deliver a series of ten lectures on psychiatry to the Ithaca branch of the American Association of University Women. The lectures will begin at 8:00 p.m., Wednesday, February 4, in Warren Hall.

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Ginny Wallace (of the library staff) and husband Lee, hold the long-distance travel record among IIR staff during the recent holidays. The Wallaces, accompanied by Ginny's parents and sister, drove to Orlando, Fla. to visit relatives. Ginny returned with a goodly number of snapshots of beach scenes, of Bok Tower, and of the Cypress Gardens.

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Prof. P. J. McCarthy of IIR, acting director of the Cornell Statistics Center, was chairman of meetings on Training and on Demonstration and Experiment in the Teaching of Statistics at the American Statistical Association meetings in Chicago, December 27-30. Prof. J. E. Morton of IIR is chairman of the Association's publications committee.

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Shirley Bruce recently received a letter from Ellen Basler Duflocq, former IIR'er. Ellen writes that she and husband Bob, '50, have moved to a new house in Waterford, Conn. and that 6-month-old son, Ricky, is doing fine. Bob is with the Charles Pfizer Co., Groton, Conn.

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Prof. John Brophy is collaborating in the preparation of a paper portraying to other nations what this country is doing in the field of executive development, to be delivered to the International Management Congress at San Paulo, Brazil, next month. Prof. Brophy's section deals with "A Survey of Devices and Programs to Develop Executives in Small Companies."

Prof. C. Kenneth Beach was also invited to contribute a section of the paper.

Prof. Brophy will speak March 17 on "Job Analysis: A Basic Administrative Tool" at the American Hospital Association Institute to be held in Washington, D.C. He received a citation from the American Hospital Association for his participation in the Institute on Nursing Service Administration in Chicago, Ill. last month.

Among former ILR'ers who visited the School during the holidays were:

Mary K. Sullivan, former secretary to Prof. Whyte. Mary K. and her husband, a veterinarian, are building a new home in Portland, Maine.

E. Ann Carman, former secretary to Profs. McKelvey and Neufeld, in town visiting her parents, Dr. and Mrs. Willets Wilson. E. Ann has been working part-time since last fall for the School's New York-Metropolitan extension office.

Martha Simon Conway, formerly of Student Personnel, visiting us for the first time since the birth of her son, Jimmy. Martha promised to bring Jimmy with her on her next visit.

Alice Duberman and 5-month-old son David, here with husband Danny for the Veterinarians Conference on campus. Alice, former secretary to Prof. Tolles, now lives in Peekskill.

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Announcement is made of the engagement of John Lauber '51 to Miss Jean Barr of Amsterdam. Miss Barr, a graduate of Vassar, is employed by the State Civil Service Department, while Johns works for the State Budget Division. They plan to be married in the Spring.

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Frank and Mary Ellen Kano are parents of a daughter, Sheila Mitchell, December 29; weight 6 lbs. 12. Frank received a MS in ILR from the School last June and is now labor reporter for the Toledo Blade.

Note: Grad student Karl Gruen visited Frank in Toledo just prior to Christmas and reported that Frank was a "nervous wreck" awaiting Sheila's arrival.

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In addition to Ginny Wallace, other ILR'ers took advantage of the holiday season to take a longer vacation: John Brophy and family visited relatives in Wisconsin; Jean Reid and Adrienne Smith Fried visited their parents' in Buffalo and Lake Placid respectively. Shirley Bruce and Lee Eckert just stayed at home and enjoyed sleeping late in the morning.

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John Thurber, formerly of the ILR extension division and now an editor with the Bureau of Labor Statistics in Washington, reports having lunch with Prof. Jean McKelvey during the holidays, which she spent working in the Department of Labor library.

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Prof. Vernon Jensen spoke Jan. 7 on "Labor Relations and the Engineer" before a meeting of the student division of the American Society of Mechanical Engineers in West Sibley.

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Readers of "The Key Reporter", Phi Beta Kappa newspaper, were surprised to see therein a picture of Mrs. Bessie Pommer and husband Henry, talking with Prof. George Healy of Cornell at a Council meeting in Lexington, Ky. last September. Bessie formerly worked in the ILR library.

Deer hits car -- Paul Gordon's car suffered only a slight dent when a deer creashed into it recently near Varna on Route 13. The deer didn't escape so easily, being turned over to the Reconstruction Home for eating. Gordon wonders if he can claim his contribution to the Home as an income tax deduction.

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While in Chicago attending meetings of the American Economic Association last month, Prof. Brophy met Jack Culley, Ph.D. '52 who is director of industrial relations with the A. L. Garber Printing Co. of Ashland, Ohio.

Prof. Arnold Tolles, also attending the meetings, reported seeing former students Roger Fulton, an economist with Du Pont; Arnold Bradburd, now teaching at Concord College, West Va.; and Esther Demeo Arceste, personnel supervisor for Goldblatt Department Store in Chicago.

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Director of Extension Ralph N. Campbell was elected chairman of the Board of Directors of the Inter-University Labor Education Committee at a meeting of the Board held last month. Prof. Campbell will succeed Prof. Ed Warren of the University of California in this post.

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Born to Bob and Mary Stockwell of Corpus Christi, Texas, a daughter on December 16. Bob, a former IIR student, is recovering from injuries he received last summer in a Texas bus accident.

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Harold Hedges '50 writes a Christmas greeting to Prof. McKelvey: "I am now with the Wage Board and am struggling along with pension and health and welfare plans; not a permanent position but rather an interesting field. I am in the midst of a thesis on "Economic Implications of Private Pension Plans", which is largely an argument favoring the expansion of social security. Hope to complete it by June as it is the only obstacle for my M.A. (from American University, Washington)..."

FORMER STUDENT IS SECRETARY OF UNION CO-OP (reported by John Thurber)

Sallie Heller, B.S. '49, is secretary of a unique labor union cooperative venture in St. Louis, Mo.

The St. Louis unions have just received state approval for a projected Union Funeral Cooperative. The new co-op was suggested first by the AFL Upholsterers. The Cooperative can follow either of two plans -- to bargain collectively with established undertakers for lower-priced services or to establish a co-op funeral home of their own. Unions in Detroit have already effected notable savings through the first plan, while southern Illinois unions have achieved even greater savings for their members through the second plan. The St. Louis project includes both AFL and CIO locals.

CASE STUDY CO-AUTHORED BY FORMER STUDENT

A case study issued by the National Planning Association was co-authored by Robert Crisera '50. The study is #10 of the series on "Causes of Industrial Peace Under Collective Bargaining." Both authors, Crisera and George P. Shultz, are with M.I.T.'s Industrial Relations Section. The parties in the study are the La Pointe Machine Tool Company and United Steelworkers of America.

Charles Christenson '52 is author of an article "Legality of New Jersey's Antistrike Law", in the November, 1952 issue of "Labor Law Journal". It will appear soon as one of the School's new reprint series.

MAN OF THE WEEK

Raul Lara, graduate student and father of two children, was a happy man as he winged his way across the Atlantic toward his home in San Juan, Puerto Rico, a few days prior to Christmas. Seven hours after leaving New York, Raul was home -- to see for the first time his ten-week-old son, Ivan Rafael. Ivan was born after Raul had left his home last September to enter Cornell for graduate study. The Lara's older son, Raul, Jr., had grown amazingly, but knew his father. During Raul's visit home, his son hardly let his dad from his sight.

According to Lara, the Puerto Rican holiday season extends from Christmas to Epiphany (Twelfth night), on January 6. Most businesses and all government offices close for an eight-day period and there is a constant round of eating, partying and caroling. This year, Santa arrived at the San Juan airport via helicopter, bringing gifts to about 5,000 poor children.

While home for the holidays Raul attended the inauguration of Puerto Rico's new governor, Luis Munoz Marin, as well as the inaugural ball at La Fortaleza, the ancient seat of government.

Raul, who is assistant supervisor, Trades and Industrial Education for Puerto Rico's Department of Education, had to leave school to go to work before completing high school. For seven years he worked as a carpenter for his father, a building contractor. During this period he studied with the University's Bureau of Extension and earned his high school diploma when he was 23.

Following this work period, he taught rural people how to construct furniture from odds and ends and designed a pendulum cradle, which would rock for half an hour by itself.

Graduating from Polytechnic Institute in 1941, he worked for a year training workers for war industries; for two years as director of a vocational school; as a diversified occupation coordinator in a high school; and as an information specialist in the government Office of Price Control.

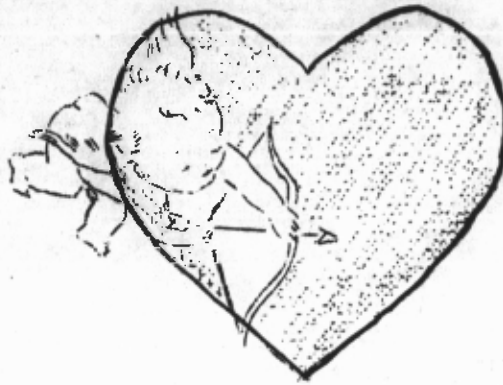
Raul's carpentry experience has served him well. He designed and constructed the family's home in Hato Rey, a San Juan suburb. Constructed of terra cotta brick and reinforced concrete with vermicula tile roof and with the liberal use of glass brick, the house is cool in summer, yet light and airy. Raul's wife, whom he married in 1948, was a counselor in a San Juan vocational school.

Raul is the first to be sent to the States for further study by his employers, the Trades and Industrial Education Division. He chose to study for his master's at IIR, having learned of its work through the IIR Review, to which he has subscribed for three years. He is particularly concerned about industrial and workers education and still is a member of the Carpenters and Joiners International union. When Raul returns to Puerto Rico next fall, he will be in charge of teacher training for trade and industrial teachers at the University of Puerto Rico. He hopes to contribute materially to the industrial development of his island.

GERMAN EDUCATOR TO VISIT CAMIUS

Dr. Reinhold Klingenberg, director of the Adult Evening School in Berlin-Schoeneberg, Germany, will be on campus next week (Jan. 19-24) to study first-hand the organization and administration of adult education programs at IIR and the College of Home Economics. Under the guidance of Prof. Eleanor Emerson, he will spend three days (Jan. 21-23) with members of the School's extension staff.

In this country for 90 days, Dr. Klingenberg will spend some time in Washington and at New York University's School of Education before returning to Germany next month.



TWO ILR FACULTY BEGIN SABBATICS

Two ILR faculty members - Profs. Vernon H. Jensen and Effey Riley - have been granted sabbatic leaves, effective February 1st.

Prof. Jensen sails for England the first part of March aboard the S. S. United States for a three-month investigation of grievance handling in the metal trades field. He will concentrate his studies on the lower levels of union-employer relations, spending most of his time in Birmingham.

The Jensen family will remain in Ithaca.

An authority on labor relations in the lumber and non-ferrous metals mining industries, Prof. Jensen is author of two books, "Lumber and Labor", and "Heritage of Conflict."

Prof. Riley, director of the New York-Metropolitan extension office, has been awarded a grant from the Fund for Adult Education for study in adult education. She has already begun visits to other educational institutions. Her first visit was to Pennsylvania State College and she is now in Chicago. Her tour will carry her as far west as California.

Prof. Riley has had wide experience in industrial and labor relations and in workers' education. For nine summers she was on the staff of the Bryn Mawr Summer School for Women Workers.

SHORT COURSE ENDS TODAY

The four-week short course in "Human Relations in Administration" for fifteen selected representatives from business organizations will be concluded this evening with a dinner and graduation exercises at Statler Inn.

In addition to course participants, the dinner will be attended by representatives of top management of companies whose executives are enrolled in the course.

Dean M. P. Catherwood will award certificates to the group.

In addition to numerous outside speakers, the following ILR faculty took part in the four-week short course program: Earl Brooks, John M. Brophy, Temple Burling, Ralph Campbell, M. P. Catherwood, Rudolph Corvini, Lynn A. Emerson, F. F. Foltman, Paul Gordon, John W. McConnell, Jean T. McKelvey, Maurice F. Neufeld, Leonard Sayles, George Strauss, Robert Wilson, and William F. Whyte.

Earl Brooks, assisted by F. F. Foltman, was director of the course.

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TWO GRADUATES TAKE POSITIONS AT ILR

Ed Beal, Ph.D. '53, has been appointed research associate at the School. He will do research in international relations under the direction of Prof. Leonard Adams.

A graduate of Ohio Wesleyan, Beal holds an M.S. from Cornell. During World War II he served as director of the manpower division, Office of Military Government in the Wuerttemberg-Baden district of Germany and in Berlin.

Prior to World War II, Beal was international representative for the United Electrical, Radio and Machine Workers, CIO, in the mid-west.

Wallace Wohlking, MIIR '53, has joined the ILR Extension staff as assistant director of the Inter-University Labor Education Committee project. Mrs. Alice Cook is project director of the two-year study.

Wohlking, who has been graduate assistant on the project, is a graduate of the University of Iowa. Prior to that he served with the Merchant Marine as seaman and officer.

WEST GERMANS VISIT STATE CAPITAL

The 28 West Germans studying at ILR spent three days in the state capital (Feb. 2-4) observing the operation of the State government. Graduate assistant Dallas Jones was in charge of the group.

Included in the students' itinerary were: a session of the Legislature, the Legislative Committee on Labor and Industries, the State Mediation Board, the Workmen's Compensation Board, the Civil Service Department, the Civil Service Employees' Association, the Division of the Budget, the State Education Department, State Department of Labor, and State Troopers' Headquarters.

Ardemis Kouzian and Eric Polisar of the Capital District extension office assisted with arrangements for the Albany tour.

TWO NEW PUBLICATIONS SERIES UNDER WAY

Two new series have been added to the School's program of publications: a reprint series and a bibliography series.

The first of the reprints, "The Unpaid Local Leader", by Leonard Sayles and George Strauss has appeared, as has "Guaranteed Annual Wage and Employment Plans", by Prof. Philomena Marquardt Mullady, the first of the bibliography series.

Materials for the reprint series are purchased from the journals in which the article originally appeared, the quantity purchased varying with the estimated demand and interest in the article. Six other articles by ILR faculty members and students will appear as reprints in the near future.

The bibliography series provides selected rather than comprehensive references on particular problems in industrial relations. Each number in the series will contain a brief introduction by a qualified person, pointing up significant developments and indicating major issues in the subject covered.

STUDENTS LEARN WEAVING FIRST HAND

Following a field visit to the Firth Carpet Company, students in Prof. Lynn Emerson's class in "Industrial Occupations and Processes" learned at first-hand the intricacies of weaving. The weaving was demonstrated on a hand loom constructed by Prof. Emerson from plans furnished by the State Education Department for use in occupational therapy.

Prof. Emerson and his daughter Ruth have just upholstered a chair using a fabric woven on the hand loom.

GRADUATE STUDENTS HOLD ELECTIONS

At elections last month the following officers were named to the Graduate Student Council: Don Cullen, president; Herb Mines, vice-president; Bob Reichenbach, representative to graduate committee; John Naisbitt, representative to Office of Resident Instruction; and Fred Seubert and Frank Miller, executive board at large.

ILR ALUMS ARE PART OF KOREAN CORNELL CLUB

Two ILR alumni are among 13 Cornell alumni, now serving in Korea, who have founded the 82nd men's club in the Cornell Alumni Association, the Cornell Club of Seoul. They are Willys DeVoll '51, who entered the Quartermaster Corps upon his graduation; and Richard Kent '50. Both are lieutenants in the U. S. Army. Prior to entering the armed forces, Kent studied law at University of Michigan.

In response to a letter enclosing paper currency of 13,000 won for the first year's dues, R. Selden Brewer, general alumni secretary to Cornell, is sending a permanent charter to the group. The letter described the club's first meeting as "an elaborate affair in swank Kimchi Joe's Rice Paddy Inn at the 570th Ordnance MAM Company in suburban Seoul."

ATTENTION: NON-PROFESSIONAL STAFFERS:

Would you be interested in attending a weekly luncheon each Thursday at 12 o'clock at Willard Straight or some other convenient place? Everyone is invited to attend and to bring a letter acquainted. A sign-up sheet will be posted in the staff lounge on each preceding Tuesday for those interested in attending that week's luncheon. If there is sufficient demand, a 1:00 o'clock luncheon will be arranged for those unable to go at 12 o'clock. For further information, see Ada Williams.

ILR STUDENTS ELECTED TO PHI KAPPA PHI

Four undergraduate students and six holders of graduate degrees were recently elected to membership in Phi Kappa Phi, national honorary scholastic society, by the current membership of Phi Kappa Phi. They are: (undergraduates) Sanford Browde (Feb. '53), Mary Jane Duda, Jack Golodner, and Charles Isaac; and (graduate degree holders) Burr Coe, Val Lorwin, Richard Lyon (Ph.D. candidate), Marie Louise Paternoster, Robert Risley, James Vadakin.

LOCAL EXTENSION COURSES ARE UNDER WAY

Two extension courses are currently being conducted in Ithaca - one downtown and one on campus.

A six-week discussion course on "Problems of Human Relations in Supervision" got under way Feb. 11 at Ithaca High School. The series, sponsored by the Ithaca Industrial Management Club in cooperation with the School, is taught by Profs. Lynn A. Emerson and Edward H. Sargent. A similar course last year drew an enrollment of 80.

Prof. James Campbell, Office of Resident Instruction, is conducting an eight-week course in supervisory training for State College personnel. The course, which began Jan. 20, is held from 4 to 5:30 each Tuesday in Warren Hall. Seventeen are enrolled in the course. This is the first such course held for state college personnel.

ROBERT RISLEY'S LEAVE IS EXTENDED

The leave of absence for Robert Risley, former School administrative assistant, has been extended until June 30, 1953. He will continue as consultant to the State University of New York on the development of personnel policies, and will make Ithaca his headquarters.

The first draft of the recommended personnel policies was recently discussed at a meeting of State University unit heads in Albany.

ILR NEWSLETTER SEEKS STAFF

The newly rejuvenated Student Organization Newsletter has recently made its first appearance under the editorship of Renee Miller and Fred Steinberg. The editors are seeking students interested in working on the paper; the need is especially urgent for reporters and cartoonists. Students wishing to work on the Newsletter staff are requested to drop a note in either Renee's or Fred's letterbox. The students will then be advised of the first Newsletter staff meeting.

GRADUATES ANNOUNCE PLANS

Thirteen of ILR's February graduates have announced their plans, according to the School Placement Office. (All hold B.S. degrees unless otherwise noted.)
Edwin Beal, Ph.D., has been appointed research associate at the School.
Barton Beckley expects to enter the Navy next month.
Sanford Browde has entered New York University Law School.
Ruth Burns has been awarded an assistantship for graduate work at the Institute of Labor and Industrial Relations, University of Illinois.
David Goldstein expects to be called into the Navy soon.
Warren (Bud) Green, MILR, will become industrial relations assistant, Link Aviation, Binghamton.
Matthew Lawlor will take a job as industrial relations trainee, Jones and Laughlin Steel Corp., Pittsburgh.
Ray Mack will be sales and production trainee, Texas Co., Richmond, Va.
Frank Mason will be operations-personnel trainee, Allied Stores, New York
Oscar Rittenhouse will be industrial relations trainee, Scott Paper Co., Chester, Pa.
Richard Smith has accepted a job as position analyst with Du Pont Co., Wilmington, Del.
Dean Stewart, MILR, will become head of material control, A. L. Garber Printing Co., Ashland, Ohio.
Wallace Wohlking, MILR, has been named assistant director of the Inter-University Labor Education Committee at ILR School.

DINNER HELD AT BIGELOW-SANFORD

A dinner for participants and faculty of the Bigelow-Sanford FIM-ILR School supervisory education project was held Jan. 29 at the B-S plant in Amsterdam. At the dinner meeting Prof. Earl Brooks discussed what management and workers expect from each other.

Other IIR'ers attending the get-together were Ralph Campbell, Wayne Hodges, Gormly Miller, Alpheus Smith, R. D. MacTavish, and Ardemis Kouzian of Albany.

ARGYRIS, PH.D. '51, WINS PROMOTION

Chris Argyris, Ph.D. '51, who majored in human relations at ILR, was recently promoted to research director of the Yale Labor and Management Center. He was formerly research assistant and assistant professor.

From Chris, a recent visitor at ILR, we learned that he has written a book on executive development, as yet unnamed, that has been accepted by Harper Bros. for publication. Portions of the book have been taken from Chris' doctoral thesis.

During the past term Chris has been teaching a weekly seminar in advanced management at Columbia University.

PROF. SARGENT'S THESIS TO BE ABSTRACTED

An abstract of Prof. Edward Sargent's doctoral thesis, entitled "Religious Knowledge of High School Seniors", will appear in an early issue of the magazine, Religious Education, put out by the National Council of the Churches of Christ in the U.S.A.

GRAD ASSISTANTS NAMED FOR SPRING TERM

<u>Name</u>	<u>Area</u>	<u>Location</u>
Arline Begert	Extension	Room 15
Herbert Brown	Research	5 East Ave.
Ray Brown	Extension	Room 15
Robert Christie	Labor History Research	New York
Emma Crocetti	Library	Old Armory
Don Cullen	Labor Market Economics	Room 42
Richard Dunnington	Extension	Room 15
Henry Fries	Statistics	Room 15
Richard Gordon	Social Security	Room 26
Karl Gruen	Survey of Ind. & Labor Relations	Room 42
Ralph James	Development of Economic Inst.	5 East Ave.
Dallas Jones	West German project	5 East Ave.
Marvin Kogan	Statistics research	Warren Hall
Jiri Kolaja	Hospital project	5 East Ave.
Richard Lyon	Labor Law and Legislation	Room 40
R. D. MacTavish	Bigelow-Sanford project	5 East Ave.
Roy Marlow	Industrial Occupations & Processes	5 East Ave.
Murray Melbin	Personnel Adm. & Labor Market Ec.	Room 47
Joseph Milano	Navy Gunner's Mate project	5 East Ave.
Norman Morse	Statistics	Room 15
John Naisbitt	Public Relations	Room 3
Bob Reichenbach	American Ideals	5 East Ave.
Thayne Robson	American Ideals	5 East Ave.
Jean Scrobola	Statistics	Room 15
Bob Sepessy	Labor Union Administration	5 East Ave.
Fred Seubert	Statistics	Room 15
Wile Soik	Personnel Administration	Room 47
Herbert Zollitsch	Industrial Education	Room 20

FACULTY PARTICIPATE IN ON CAMPUS CONFERENCE

Two ILR faculty took part in the annual on-campus conference of Colleges of Agriculture and Home Economics extension workers February 2-4. The theme of the conference was "American Ideals and the Extension Service."

At the opening session Prof. Milton R. Konvitz spoke on "Clarifying and Pursuing American Ideals!" A six-member panel discussion followed.

Dean M. P. Catherwood spoke the following day on "Agricultural and Industrial Relations. This talk was followed by a question period.

PROF. JEHRING TESTIFIES ON TV

Prof. J. J. Jehring, testifying in Albany on Jan. 21 before a hearing of a state commission studying TV, suggested a "pilot plant approach" to the problem of an educational television program suggested by the State Board of Regents.

The Board of Regents has proposed that the state build and operate a network of 10 stations, one of them in Ithaca.

GRADUATES RETURN HOME

Two foreign students, Nim Chee Siew and Kishori Chanan, having completed their graduate study at ILR, have started their long journeys home.

Nim Chee Siew left New York on Feb. 1 en route to Malaya via plane. He plans to stop over in London, Rome, Beirut and Bombay to visit relatives and friends. Siew will teach economics at the University of Malaya in Singapore.

Kishori Chanana, a native of New Delhi, India, is also returning home via England and Europe. He plans to enter government work in Bombay.

-6-

PEOPLE ARE WONDERFUL

Edith Lentz, former ILR research associate and field director for the Human Relations hospital study, has turned student. This semester she has entered graduate school to work toward a doctorate at this School. She is a graduate of the University of Chicago, where she also received her M.A. in 1949.

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Marijane Keiser of the library staff is taking a week's vacation to care for her sister and the new baby in Syracuse.

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Prof. Mark Perlman visited his home in Madison, Wisconsin during the mid-term vacation to attend his sister's wedding.

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Tom Sasaki, Ph.D. '50, was on campus for conferences with Dr. Alexander Leighton and the Department of Sociology and Anthropology. Tom, now field director for Cornell's Southwest program with the Navajos, was formerly graduate assistant with Dr. Leighton at ILR.

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Chris Foltman, wife of Prof. Foltman, recently won a 24-piece set of steel cooking ware by identifying a song on a local radio program. Also included was a dinner prepared by the cooking ware company for the Foltmans and guests.

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Prof. and Mrs. William F. Whyte are parents of a son, John, born January 19; weight 9 lbs. 13 oz.

The Eric Polisars are parents of a daughter born the first week in February. Other details have not been forthcoming. Polisar is assistant field representative in the Capital District extension office.

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Prof. Earl Brooks spoke on January 28 at the annual convention of the Northeastern Lumbermen's Association in New York. His topic was "What Kind of a Boss Are You?". Frank Saturn, owner of the Cayuga Lumber Co., was a panel member in the discussion following Prof. Brooks' talk.

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Mrs. Laura Keenahan is doing part-time research on a selection and placement project with Prof. Rudolph Corvini.

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Frank (Bud) Hollands, MSIIR '51, has been transferred from the Imperial Oil Limited's Toronto plant to the Calgary Refinery, Calgary, Alberta. Bud says he is still doing employee relations work but is back again in a refinery "where I belong."

K-643

Alex Hawryluk '51, who until last month was assistant field representative in the Western District extension office, was called into the armed forces last month. He is now stationed at Camp Gordon, Ga. His address is:

Alexander Hawryluk, Pvt., U.S. 51199810, Sig C RTC, Camp Gordon, Ga.

Two newcomers joined the ILR secretarial staff this month: "Gen" Sherwood, an Ithacan, has replaced Rose Dosti as secretary to Profs. Gordon and Raimon. Gen, an Ithaca High graduate, formerly worked in the Department of Agricultural Economics on campus, and in a local law office.

Mrs. Felice (Flick) Burns, Home Ec '53, assists Almina Leach with the stenographic work in the Research Office, "Flick", who hails from Malverne, L.I., is a law student's wife. During summer vacations she has done office work and camp counseling.

Former extension grad assistant John Felker's car was stolen recently from its home parking lot. It was recovered near Ovid with its gas and oil exhausted.

Last month Dorothy Winokur had an inquiry concerning purchase of one of her Boxer pups from Bernie Lucas, former grad student, now teaching in West Virginia. His letter came too late, the pups now all have homes.

Lou and Jim Crews of Norfolk, Va. are parents of a daughter, Janet Lynn, born January 24 - weight 7 pounds. Lou was formerly secretary to Profs. McConnell and MacIntyre. Father Jim is pharmacist's mate aboard a destroyer and was in Cuba at the time of Janet's arrival.

Bea Clarke, former ILR'er and husband Charlie, are now settled in Del Rio, Texas. Charlie, an Air Force captain, is stationed at Laughlin Air Force Base. Bea reports beautiful weather, with daytime temperatures ranging from 62° to 76°. The Clarke's address is 211 E. Fifth St., Del Rio, Texas.

Esther Demeo Aroeste, MSILR '52, with husband Henry, stopped in the School last month en route from Boston to her home in Chicago. Esther, who is personnel director for Goldblatt's So. Chicago department store, reported enthusiastically of her job, which includes all phases of personnel.

While at the IRRA meetings in Chicago in December, Esther saw former ILR'ers Don Ghent, "Pat" Paternoster, Carmine DelliQuadri, Lou Abrams, Dalton McFarland, and Jack Culley.

Doris Stevenson gave a full account of her week's visit to Washington at the Jan. 28 meeting of the ILR staff organization. As a guest of Senator and Mrs. Irving Ives she attended the Symphony concert and Festival prior to the inauguration, and had reserved seats at the swearing in of the new President, and at the parade and inaugural ball. She saw several "big-wigs", including Gen. Omar Bradley, as she and her party left the ball.

K-643

Announcement is made of the engagement of Walter Raphael '55 of New York City to Miss Lorna Kaye of Brooklyn. Miss Kaye, a student at Barnard College, is an alumna of the Packer Collegiate Institute.

Prof. Jean McKelvey spoke Jan. 16 at the annual author's night at the Rochester Public Library on some of the amusing aspects of being a woman doing research in the trade union field.

On Feb. 5 she spoke on "Union Goals and Responsibilities" before the Manufacturers Association of Syracuse.

Eileen and Herman Timms have recently moved from East Lansing, Mich. to State State, Pa., where Herman will work toward a doctorate at Penn State. Eileen was formerly secretary to Robert Risley.

Prof. Oscar ^{not}~~Oranti~~ spoke Feb. 12 to a unit of the Ithaca League of Women Voters who are studying international relations.

Anne Martel, secretary to Prof. Tolles, and her husband spent last weekend in New York City visiting relatives and friends.

New York City-bound this weekend (Feb. 14-15) are Shirley and Bob Bruce and Marjorie and Arnold Toxen. Shirley works for Profs. Jehring and Perlman, and Marjorie is secretary to Miss Ranck of Resident Instruction.

Grad student Henry Landsberger reports on his internship in Chicago: (He is an intern in clinical psychology at Michael Reese Hospital, while his wife, Betty, teaches at Roosevelt College.) -- "We missed the IRRA meeting because we drove down to Florida, where Betty's parents live. Our apartment is close to the University, International House, and near Lake Shore Drive... Apart from the testing which I came to Michael Reese to learn, I've started working with the psychiatric social workers, interviewing patients..."

Jean Reid, secretary to Prof. Ferguson, had a bout with the German measles last month and returned to work wearing dark glasses a la Greta Garbo.

Hal Ross, M.S. '51, has returned to ILR to study for a doctorate. He has been working for the Wage Stabilization Board in Boston.

Also resuming his studies for a master's is Murray Melbin, who has been doing research in a Chicago department store.

Robert Risley, former administrative assistant, and now consultant for the State University, is currently conducting a six-week extension seminar on "Management Responsibilities in Employee Relations" for top management of the Oneita Knitting Mills in Utica. The series will end April 1.

WOMAN OF THE WEEK

At her desk, surrounded by Extension payrolls, expense accounts, and requests for service, Frances Reddick, Extension's industrious but unruffled administrative aide, holds a key position.

Until last summer Fran served as secretary to Director of Extension Ralph Campbell, but with administrative details mounting, Fran moved into her present post to lighten Prof. Campbell's burden. Coming to IIR in the summer of 1947, Fran literally "grew up" with the extension program. Her major responsibility is as a liaison or link between the local extension office and the district offices in Albany, Buffalo, and New York City.

After graduating from Ithaca High and working as secretary in the Cornell Alumni Office, Fran enrolled in the College of Home Economics - something she had always wanted to do. As a special student there she took courses of particular interest - such as home nursing and family life. Later she worked as nurse's aide at the Cornell infirmary and at the local hospital.

Fran also has considerable background in YMCA work. For three years, following her college course, she did secretarial work in Bridgeport, Conn. and Kansas City W.M.C.A.'s.

In 1947 she returned to Ithaca and started work at IIR. She married Bob Reddick, an Ithaca building contractor, the following year. The Reddicks live in Bob's parents' home at 1 Hampton Road in the Heights. The Reddick seniors spend most of the year in Gainesville, Florida.

Two major interests occupy Fran's out-of-work time - the local chapter of Business & Professional Women (80 members strong) of which she is president, and a Scattercraft Club, so named because its members live in all parts of the city. Most recently club members have been active in painting figurines. Soon they expect to take up ceramics.

Fran, as B&PW president, recently attended a club meeting in New York City. There she was joined by Peg Haynes, Capital extension district secretary, as president of the Rensselaer (N.Y.) chapter.

REPORT FROM MALAYA

Administrative assistant Riley Morrison received a letter last month from the Farmers, who are living in Kuala Lumpur, Malaya. Bessie Farmer, now employed by the Committee for Free Asia, was formerly secretary to Prof. Ralph Campbell of Extension.

We quote in part: "Our present address is only temporary; we are now searching for a moderately priced flat or small house. Housing accommodation is difficult to obtain in Kuala Lumpur and rents are quite high, even by U. S. standards. In the meantime we are living in a boarding house.

"We miss Ithaca, the people, the school, and the weather. Christmas day dawned here just like any other day -- the sun warm and brilliantly bright -- and the temperature reached up to the usual 90° by 2:00 p.m.

"We hope that you had a nice Christmas holiday and that all goes well for you. We heard that the coffee hour has been enhanced with the addition of a new coffee urn."

VISITING FACULTY ASSIGNED OFFICES

IIR's two visiting Faculty members can be found in the following offices: Prof. Chester Destler occupies Prof. Jensen's former office in Room 11; while Prof. Clyde Summers has been assigned to an office in Room 40.