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## For Our Information, January & February 1954, Vol. VI, no. 6-7

ILR School, Cornell University

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## For Our Information, January & February 1954, Vol. VI, no. 6-7

### **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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SHORT COURSE GETS UNDER WAY

The second short course this year in "Human Relations in Administration" for top management executives got under way yesterday (Sunday) with a dinner for participants and faculty in Statler Hall. Mr. Walker L. Cisler, President, Detroit Edison Company, a Cornellian and member of the Board of Trustees, was keynote speaker with an address on "Management Problems of a Corporation President."

Other outside speakers participating in the program will be: Prof. Wallace Sayre of City College of New York and Director of Research, State Commission to Study Organizational Structure of the Government of the City of New York (former Dean of Cornell's School of Business & Public Administration); Prof. Norman Maier of the University of Michigan; Clarence A. Wimpfheimer, President, American Velvet Company; Prof. Carroll Shartle, Ohio State University; Prof. Floyd Mann, Survey Research Center, University of Michigan; G. Gilson Terriberry, President of the G. Gilson Terriberry Company; Daniel Rochford, Adviser, Management Employee Communications, Standard Oil Co., (N.J.); Dr. R. C. Page, General Medical Director, Standard Oil Co., (N.J.); Ferrin Stryker and Daniel Bell, Associate Editors, Fortune Magazine; George Brooks, Research & Educational Director, International Brotherhood of Pulp, Sulphite & Paper Mill Workers; Ralph

(more)

STUDY BEING CARRIED ON IN OLEAN

Olean has been selected by the School's IULEC project as the third New York State community in which to carry on its program of preparing union members to participate in community affairs. Selected as Olean project leader was John J. Flagler, former ILR graduate student, who arrived in Olean in mid-November. Since then Flagler has been busy acquainting himself with the community and its leadership, setting up union committees and planning with them the type of project to be undertaken.

Olean was chosen as the scene of IULEC activity because the School wanted to gain experience in working in a small community. Field work under the IULEC has been in progress for over a year for labor groups in Syracuse and Utica.

Jack's appointment to the project was made possible by his winning a Fund for Adult Education internship in this field. He will work under the supervision of Mrs. Alice Cook, project director, for a 7 month period.

Another experimental project is under way for tenants of the Electchester Housing Project in Queens, sponsored by Local 3, IBEW, on problems of cooperative living.

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T. Seward, Arbitrator & Permanent Umpire, Bethlehem Steel Co.; Louis Hollander, President, New York State CIO Council; Dave Cole, of Cole, Merrill, and Berman. IIR faculty will conduct many of the sessions.

The following companies will be represented, mostly by industrial relations personnel with three or four line staffers included: Flexonics Corporation; Celanese Corporation of America; Cities Service Company; New York State Electric and Gas; Economic Development Administration (Puerto Rico); Champion Paper and Fibre Company; The Billard Company; Grumman Aircraft Engineering Corporation; New York Telephone (two representatives); National Biscuit Company; Detroit Edison Company; and Standard Oil Company of Ohio.

Profs. Earl Brooks and F. F. Foltman will be in charge of the program.

#### PROF. WHYTE VISITS SOUTH AMERICA

Last Thursday (Jan. 14) Prof. William F. Whyte of Human Relations made an eight-hour, non-stop flight to Caracas, Venezuela, headquarters of the Creole Petroleum Corporation. The purpose of Prof. Whyte's trip to this Standard Oil of New Jersey affiliate is to investigate the possibility of doing research there during his sabbatic next fall. If the plan materializes, he will make a study of the relationships of American personnel to native employees, and of the industry to the community. He plans to return to the States on Jan. 22.

#### ARDEMIS KOUZIAN IS MARRIED

Miss Ardemis Kouzian, Capital District field representative, was married at 4:00 p.m. Saturday, January 16, at St. Peter's Armenian Apostolic Church, Troy, to Diran Kalousdian of Lebanon. A small reception for friends and relatives was held at the Ten Eyck Hotel in Albany following the ceremony. The couple is taking a short wedding trip before returning to Albany.

Ardemis is the daughter of Mr. and Mrs. Harry G. Kouzian of Detroit. She was graduated from the University of Michigan and did graduate work there. Before coming to IIR in 1947, she worked for the Bureau of Labor Statistics in Washington, D. C. Mr. Kalousdian, whose home is in Beirut, Lebanon, is a merchant and in this country on business. He attended the French College in Beirut, majoring in business administration.

Later on, the Kalousdians hope to get away for a real vacation trip to Beirut.

#### PROF. ADAMS TO TOUR GERMANY

Prof. Leonard Adams, the School's research director, has been invited by the Secretary of Foreign Affairs of the Federal Republic of Germany (West) to make a four-week study tour of West Germany this Spring. The proposed visit will enable him to observe conditions in the "new" Germany, particularly in his special field of interest.

Prof. Adams, who is invited to make the tour from mid-March to mid-April, will travel in Germany with some eight members of a special "Labour-Management Relations" group. He will fly to and from Germany and will receive a daily subsistence allowance from the German government. Prof. Adams is currently on sabbatic leave.

Last year about 80 Americans took part in a similar program under the Federal Government's American Exchange Programme.

#### A&A TO BE PRINTED

Beginning with the January issue, "Abstracts and Annotations," the School's monthly digest of current literature in the field of industrial and labor relations, will be printed. With a total run of about 2,500, Librarian Gormly Miller says it probably will be cheaper and more satisfactory for the publication to be printed rather than mimeographed.

#### NEW COURSES OFFERED SPRING TERM

Two new courses, one undergraduate and one graduate, are being added to ILR's Spring semester curriculum: ILR 403, an undergraduate course, "Arbitration in Labor and Management Relations" is being offered; and ILR 624, a seminar in Clinical Treatment of Group Problems, taught by Dr. Temple Burling.

Returning to their teaching duties from leaves are Profs. John McConnell and Adolf Sturmthal. Prof. McConnell, home after six months in India, will teach ILR 370, Protective Labor Legislation and a seminar in Comparative Social and Labor Legislation. Visiting Professor Sturmthal, back from a research study in Mexico, will teach ILR 691, Problems in International Labor Relations.

Re-entering the resident teaching field will be Prof. F. F. Foltman who will teach ILR 364, Training in Industry.

#### TWO FACULTY ON LEAVE; WILL WORK WITH INDUSTRY

Prof. Earl Brooks, Assistant Dean of the School, has been granted sabbatic leave for the Spring semester. He plans to work with Moore Business Forms, Inc., Niagara Falls, on its management development problems and to do research in the field. He will keep his headquarters in Ithaca, traveling to Niagara Falls every other week.

Prof. John Brophy, on sabbatic leave the Fall semester, has been granted a leave of absence during the Spring term to continue the management development program he is conducting at Corning Glass in Corning. He will return to ILR in July to teach in the Summer Session.

#### RETAIL STORE PERSONNEL TO MEET

A two-day Retail Store Personnel conference, sponsored by ILR, is scheduled on campus February 1 and 2. About fifteen store executives will discuss personnel policies and problems of retail establishments under the leadership of Prof. Robert Risley.

At the conference the group will review a retail store personnel manual which the School is developing, in cooperation with retail store personnel.

#### ALUMNI LEARN OF EXTENSION

At a first meeting of its kind, ILR students completing their work during 1954 met with Extension staff members January 7. Purpose of the session, planned jointly by Resident Instruction and Extension, was to acquaint ILR prospective alumni with Extensioners and with services available to alumni through the Extension Division.

Prof. Rudolph Corvini explained the purpose of the meeting and introduced Prof. Ralph Campbell, ILR's Extension Director. He briefly described the operations of the program and then introduced field representatives from the four regional offices, who each spoke briefly on the work of his district. Those participating were Walter Spaulding of the Capital District, Richard Frank of the Metropolitan District, Dick Gordon of the Western District, and Ed Sargent of the Central District.

In summarizing, Prof. Campbell described ways in which alumni can use extension services: they can enroll in classes given in their own organization; they can consult field representatives or the School on special problems arising in their work; and when they become qualified by experience, they can serve as teachers of extension courses for the School.

### JANUARY REVIEW IS PUBLISHED

The January, 1954 issue of the ILR REVIEW made its appearance early this month, with the Wage Policies of the Wage Stabilization Board as its featured subject. These policies are discussed by seven authorities. One of these, Prof. Arthur Ross of the University of California, concludes that wage stabilization policies such as those incorporated in the Wage Stabilization Board during the Korean emergency serve many useful control functions, but they do not literally stabilize wages.

Other articles in this issue are "Social Origins and Occupational Career Patterns," by Reinhard Bendix, Seymour M. Lipset and F. Theodore Malm; "Reversion to Individualism: The Back Pay Doctrines of the NLRB," by David J. Farber; "Cost-of-Living Adjustments in Australian Wage Determination," by Kingsley Laffer; and "Mediation or Meddling?" by Allan Weisenfeld.

ILR's contributing book reviews are Profs. Earl Brooks, Ralph Campbell, Jean McKelvey, Adolf Sturmthal, and Harold Schmidhauser.

### JACOBS A STALWART ON BIG RED BB TEAM

Among the most reliable reserves on Cornell's Big Red basketball team is ILR's Don Jacobs, a senior from Yonkers. On offense, Jacobs is one of Cornell's best playmakers who is very adept in working the ball into the pivots. Possessing a keen shooting eye from the outside, Jake has also demonstrated that he can drive into the basket off the pivot posts. He has equal skill on defense with his crowd-pleasing ball hawking tactics and his ability for rebounding against taller opponents. He is one of the most valuable players while his teammates are battling to protect its lead against a full court press at the end of the game.

### WEST GERMANS FILL THEIR DAYS TO OVERFLOWING

Learning about recent and scheduled activities of the 22 West German students here at ILR School is a somewhat breathtaking experience. Their calendar of events records field trips, travelling, addressing discussion groups, and entertaining ILR students, faculty, and staff.

On January 31, all 22 will visit Albany for four days, as part of their study of American democracy and institutions. During that time they will be addressed by members of the New York State Education Department, the New York State Troopers, Civil Service Training Division, and Civil Service Employees' Association. They will also attend a legislative committee meeting, visit the legislature in session, and will meet Mrs. Mary Donlon, Chairman, N. Y. State Workmen's Compensation Board, and Harold Hanover, legislative representative of the AFL.

Last month, two members of the group, Hedwig Trebitz and Karl Eichner told the ILR staff about their life in Germany, how they were chosen to come to American, and their impressions of this country.

In an even less formal vein, almost a dozen men from the German group raised their voices to entertain more than 100 ILRers at their annual party, held on January 8.

Wasting no time, least of all their Christmas vacation, our unofficial ambassadors took off in directions that led some to Florida, Louisiana, Oak Ridge, Tenn. and returning through the Great Smokies.

And they study, to boot!

### MASTER'S CANDIDATES TO FINISH

Six MLIR candidates are slated for completion of their degrees this month. They are: Herb Brown, Jim Buckley, Francis Cahill, Herb Mines, Fred Nazario, and Robert Sepessey. Bill Fries will complete residence for his MLIR, also, but illness has prevented his taking exams.

#### TWO REPRINTS APPEAR

Two reprints have been added recently to the School's series: Reprint #17 is entitled "Interviewing for Organizational Research," by Prof. William F. Whyte, and appeared in the Summer '53 issue of "Human Organization." In the reprint Prof. Whyte presents an example of a non-directive interview with an interpretation of his responses and the reasons for them.

In the second, No. 18, ILR's Research Associate George Strauss and Don Willner a member of the Oregon Bar, co-author "Government Regulation of Local Union Democracy." This article, in which the authors attempt to evaluate judicial decisions and legislative enactments in the light of human relations research in local unions, appeared in the August, 1953 issue of "Labor Law Journal."

#### HERB HUBBEN RETURNS TO AEC

Herbert Hubben, on an eight month leave from the Atomic Energy Commission to finish his doctoral residence at Cornell, will return to AEC with mission accomplished. Upon his return, he will serve as traveling personnel auditor and will visit all atomic energy installations in the country to check adequacy of staff, procedures and policies. The Hubbens have rented an apartment near Falls Church, Va.

In his spare time Herb plans to write his thesis in the wage and salary area. He received an M.S. in 1950 at ILR School. During the past term he has been assisting Prof. Donald Cullen with the West German program.

#### AUTOMATION DEMONSTRATED IN CLASS

Students of Prof. Gardner Clark's 190 class witnessed a small-scale House of Magic a while ago when Prof. Lynn Emerson demonstrated the concepts of automation through the use of several three-dimensional training aids which he'd developed. Lights flashed; fans whirred; and a windmill revolved despite the shifting winds -- all untouched by human hands. Thus in a simple but graphic way, students were introduced to the principles of automation, a relatively new revelation in industry whereby complete processes are performed by materials, independent of human stimuli.

#### APARTMENT SEEKERS PLANT IDEA FOR NEW FOI SERVICE

We've heard recently of a number of ILR students who are seeking apartments or rooms. This gave us the idea that FOI might be of service to apartment hunters. Should you be among the group, we'd be glad to "advertise" for you at no cost. You need only drop the information off at Room 3, (Ext. 4546), stating size, vicinity, and the cost of the quarters you're seeking. On the other hand, if you have a room or apartment available, you might wish to publish that information, too.

As a matter of fact, depending upon the need and interest, FOI will inaugurate a type of Classified Column for ILR students, faculty and staff.

#### GRAD STUDENTS STUDY AT SYLVANIA PRODUCTS

Two ILR graduate students are currently making trips to the Seneca Falls plant of Sylvania Electric Products, Inc. in preparation of terms papers in Prof. Risley's class in Personnel Administration. Carl Oles is investigating and analyzing the grievance handling procedure used at Sylvania, while Tom Patten is making an appraisal of their supervisory training program. Tom, an M.S. candidate, may possibly use the material he is collecting for his degree thesis.

### HOSTESSES GO TO CLASS

An innovation in human relations training was recently carried on among hostesses in Child's Restaurant chain in New York City. Harold Schmidhauser of IIR's Metropolitan New York Extension Office conducted a five-week course in training in human relations for hostesses of the famous restaurant - the idea being that hostesses could put their learning to use in instructing waitresses under their supervision. Another such course was carried on for Child's store managers.

The idea for this type of instruction came about because one of Child's management read Prof. Whyte's book, "Human Relations in the Restaurant Industry."

A job editor of Charm Magazine attended one of the sessions and expressed interest in the program and in what more could be done for other service organizations.

### SITE IS CLEARED FOR NEW EE SCHOOL

A recent check with Cornell's Department of Buildings and Grounds reveals that the new Electrical Engineering building slated for erection across from IIR is approaching reality. According to B&G, construction will begin as soon as the site is cleared. Several large trees have already been cut down and their removal is in process.

### PROF. TOLLES WRITES FROM GERMANY

Prof. Arnold Tolles, now in Germany, wrote January 1 to Dean Catherwood. His address is: Waldperlach bei Muenchen, Germany, Frau-Halle-Strasse 7, bei Beck. Excerpts from his letter follow:

"Exactly a month after the Tolles family landed in Bremerhaven we hit the jackpot in the form of a satisfactory place to live. We have two rooms in the modern house of a nice young German couple by the name of Beck...We are located in the little village of Neubiberg, a fairy-book village in name and in appearance. Nearly all the streets are named from fairy stories. Frau Halle, whose spirit rules our street, is the lady who makes snow by shaking out the feather pillows. Adjoining streets are named Schneewitchen (Snow White) and Rotcappchen (Little Red Riding Hood). The houses are steep-gabled, with the ornamental eaves and plaster walls characteristic of Bavaria.

"The Tolles family chose Christmas for a Paris visit. Our visit there was made pleasant by Professor Adrian Srb of the Cornell Biology Department, his wife and three children...

"My wage research is beginning at the State Statistical Office of Bavaria and I'll be working quite steadily after January 6. On January 20, I'm slated to talk before a foreign conversation group here in Munich. My topic: "The Industrial Relations School at Cornell University." On March 12 I am to lecture at Amerika Haus in Heidelberg on "Can the United States Avoid a Business Depression?". Then, in May I begin a series of lectures at the University of Munich on "Development of Wage Theory in the United States." If you are inclined to wonder at the versatility of this man Tolles, please understand that I have the same feeling... Hochachtungsvoll."

### "KEEDO" PHILLIPS REPORTS ON ALASKA

Bradford (Keedo) Phillips, master's candidate at IIR, and a resident of Alaska, was an IIR visitor last month. He and his wife were en route to their home in Anchorage from a two-month trip abroad, which Keedo said was part business and part pleasure. He is Alaska Sales Manager for the Arctic Alaska Travel Service, Inc. In commenting on the Alaskan climate, Keedo reported that he hadn't had a cold since he lived in Alaska; this in contrast to the grippe he picked up while visiting in Italy.



MARTHA JIMERSON MARRIES

Martha Jimerson, ILR secretary and daughter of Mr. and Mrs. Donald Jimerson of Sodus Point, was married December 26 to Gerald Bezner of Watertown in St. Cecelia's Church in Adams, N.Y.

Martha wore a dress with a Chantilly lace over taffeta bodice and a nylon net skirt. She carried a cascade bouquet of white poinsettias. Barbara Breckenridge, also of ILR, was a bridesmaid. She wore a dress of white tissue silk and carried red poinsettias.

The couple visited Washington and Virginia on their wedding trip. At present the Bezners have an apartment in the de Chazeau home.

Martha is secretary to Profs. Ornati and Ferlman. Her husband is a first year Cornell veterinary student.

PEOPLE ARE WONDERFUL

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Eiith Lentz, Human Relations researcher and a doctoral candidate, is recovering from a troublesome appendix operation performed at the Cornell infirmary the day before New Year's.

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Extension secretary Camma Young is going to get a thorough indoctrination in the care of small fry, courtesy of an Ithaca couple. Given a three-month leave, Camma left last weekend for Hollywood, Fla. to help care for three children - ages two, four, and six. Camma and her adopted family have gone first to Baltimore, where they will first spend a week.

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Prof. Jean McKelvey referred to the graduate students' recent attendance Jan. 8 at her arbitration case in Syracuse as "Advanced Bus Riding for Grad Students." Eight grad student members of her seminar attended the session involving the Solvay Process Company and District 50, UMW to get first-hand observation of proceedings.

Prof. McKelvey heard a case last month with the Rome Grader Corporation and the Machinists union.

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Prof. Earl Brooks spoke to G.L.F. Petroleum Division personnel January 7 on "Human Aspects of Leadership." The following day he spoke to personnel of the Air Force R.O.T.C. on campus.

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Graduate student Dallas Jones is author of an article, "The N.L.R.B. and the Multiemployer Unit" in the January, 1954 "Labor Law Journal." An editor's note says the article "makes exceptionally rewarding reading." Jones wrote the piece as a term paper for Prof. McKelvey's seminar. It will appear soon as a reprint in the School's series.

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Prof. Robert Risley was a guest last week (Jan. 12-15) of the personnel meetings of the National Retail Dry Goods Association annual conference at the Hotel Statler, New York City.

Visitors to IIR during the holidays were Albert Chammah and Harold Steffan, both former grad students. Chammah, now in the U. S. Army, is attending typing school at Camp Gordon, Georgia. He still has 20 months to go. Harold Steffan, who is teaching industrial arts at State Teachers College, Buffalo, has just turned in his doctoral thesis to Prof. Emerson.

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Doris Stevenson of the Fiscal Office spent New Year's with Senator and Mrs. Irving Ives in Washington. She missed seeing the opening of the new Congress by just one day.

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Former students and IIR'ers seen at the recent IRRA meeting in Washington were: Marten Estey, John Thurber, Jake Seidenberg, Paul Yager, Arnold Brad-burd, Gerry Feldman, Irving Sabghir, and Roger Fulton.

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Eleanor and Don Riles of Skytop, Pa. were recently parents of their first son. They also have a daughter. Eleanor was former secretary to Prof. Jensen.

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Prof. Isadore Blumen has been named assistant chairman of the statistics meetings to be held at Cornell this Spring.

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Former IIR'er Gen Sherwood has returned to work for the School's Extension Division for a few weeks. On February 13 she will marry Andrew Bullock, a Cornell Electrical Engineering graduate, now working in Poughkeepsie.

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Former professor C. Kenneth Beach, now with Aramco in Saudi-Arabia, took time off from his brief holiday in Ithaca to speak to the School's inter-national luncheon group shortly before Christmas. He described his training work with the company, living conditions, and how to play golf on a sand-trap course, with greens constructed of hardened oil. He plans to fly back to his post on January 20.

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Dave and Ricky Hyatt of Rye, N.Y. are parents of a second daughter, Ann, born last September. According to Dave, Caroline, age four, is the official guardian and takes care of Ann, with some small assistance from her mother. Dave was former director of public relations at IIR and is now with Merrill Lynch, Pierce, Fenner and Beane in New York.

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Anthony Stevens, British special student at IIR last year, sends Christmas greetings and reports that he has been appointed assistant shipyard manager and is coming to grips with labor relations problems in a very real way. "Sometimes I wish our conferences were but seminars and not quite so realistic."

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John Slocum, Ph.D.'50, has been recently named a member of the State University Faculty Senate executive committee. He is secretary to the State University Board of Trustees.

Prof. Jean McKelvey was recently invited to address "fellow Republicans" at the Women's National Republican Club of New York annual luncheon later this month. A Democrat of long standing, she declined with thanks, not wishing to "sail under false colors."

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Betty O'Brien, formerly Central District Extension secretary and now a freshman at State Teachers College at Buffalo, was back in Extension helping out during the recent holidays.

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Born December 22 to Alice and Dannie Duberman, a son, exactly 17 months younger than his brother. Before leaving IIR, Alice was Prof. Tolles' secretary. Dannie is a veterinarian working in Peekskill.

Don and Carol Scobel (MIIR '53) became parents of a second daughter at 12:12 a.m. January 1, thus having the first child in 1954 in all Manhattan. Don is labor relations assistant with the Borden Company's Pioneer Division in Brooklyn.

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Prof. William F. Whyte discussed "Can We Measure Human Relations?" Jan. 6 at an IIR meeting, sponsored by the Grad-IRRA speakers program.

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On New Year's weekend the whirr of a power saw could be heard on Prof. Leonard Adams' Warren Road farm woodlot. Fil Foltman and a conservationist friend were strenuously engaged in reducing tree trunks to sizes suitable for fireplace burning.

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Prof. Gardner Clark spoke last Wednesday, Jan. 13, on "Italian Labor Problems" at a meeting planned by the School's student-faculty International Committee. An informal discussion followed his talk.

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Dr. Temple Burling will give a series of 10 lectures on "Understanding Children" under the auspices of the Ithaca Chapter of AAUW. The series will begin February 3 and will be held in Warren Hall, Room 131.

He will speak at the fifth annual meeting of the Vocational Guidance Bureau in Cleveland February 2.

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Barbara King of Resident Instruction and her husband literally "took to the air" on their Christmas visit to Ohio, flying via Mohawk to Buffalo, from Buffalo to Cleveland via American, and thence by United to Akron.

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Last Tuesday, Jan. 12, Prof. Alpheus W. Smith addressed the Syracuse Chapter of the Society of Professional Engineers at a dinner meeting. His subject was "Human Relations and The Law of the Situation."

Prof. Smith has supplied not only a skating rink but a flood light for night-time skating by young enthusiasts of the Heights section. Savage Pond, on the Smith property, provides an ideal site, four feet at its deepest.

WOMAN OF THE WEEK

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The word "grandmother" generally brings to mind a vision of a kindly grayhaired woman with specs, perhaps knitting a sweater for her small fry; however, this mental picture in no way describes blonde and trim Ruth McCann, the Research Division's secretary. Most folks simply refuse to believe that she has two grandsons, ages 3 and 5.

Having chosen Ruth as Woman of the Week, we found we made the choice just in time - for she is leaving at the end of the month to become secretary to local attorney Howard Fernow, whom she knew when he was a Cornell law student. She is excited about her plush new office and about re-entering the law field.

Born in Pennsylvania, Ruth moved to York State early in life where she attended school, first in Elmira and later in Horseheads. She then enrolled in business school, but switched to a beauticians course, which she completed the day before she was married.

Her business career was delayed for a few years with the arrival of her first daughter, Mary, and five years later, of Margaret. Sandwiched between raising her daughters and her household duties were various jobs - such as temporary work for a local advertising agency and as buyer for the Tarry Shoppe. But Ruth really "stayed put" for thirteen years as office supervisor and typist for the State Law Revision Commission, with offices in Myron Taylor Hall. There she received a real indoctrination law-wise which she can put to good use in her new job.

With her older daughter, now married and living in Wiesbaden, Germany with her Army lieutenant husband, Ruth was lured into visiting them during the summer and fall of 1952. She tried for a government job, but because of Army red tape, didn't hear she'd landed a position until she was en route back to the States. She enjoyed her trip to Germany, but said it "wasn't home."

Back from the continent, Ruth came to ILR a year ago as assistant in the Fiscal Office. Meanwhile she was studying shorthand and had a yen to try it out. So, last fall the opening in Research seemed tailor-made for her initiation into the secretarial world.

Ruth has strong convictions about a citizen's duty to help out in civil defense and has enrolled in a medical aid course due to start shortly. Here she will learn to administer first aid, hypos, and to assist doctors generally. She, with several other ILR staff, is already taking a Red Cross nurses aid course, where the participants are about ready to start work in the local hospital's maternity ward.

Golf has always claimed a lot of Ruth's time and energy, and in past years she has played in the local women's tournaments. Refusing to quote her score, she admits having "broken 100."

Ruth's younger daughter, Margaret, now working at the local hospital, and a three-month-old pup, Joe, comprise the McCann household. The pup, with a profound disregard for personal property, has already finished off one hat, one glasscase and two bedroom slippers.

Last month, at Christmas, Ruth visited her elder daughter and family, recently returned from Germany, and renewed acquaintance with her grandchildren. She won't have much more opportunity to see them, though, for they will soon be off to Ft. Sill, where her son-in-law will be re-assigned.



### NEUFELD'S ITALIAN STUDY PUBLISHED

Prof. Maurice Neufeld, in his recently published study, declares that Communist domination of Italian industry through control of grievance committees in strategic plants has existed since the end of World War II. Prof. Neufeld's book, "Labor Unions and National Politics in Italian Industrial Plants," is the first in the School's new series of Cornell International Industrial and Labor Relations Reports.

Ambassador Clare Boothe Luce is said to be concerned about placement of U.S. military contracts in Communist-dominated Italian factories. Prof. Neufeld confirms Mrs. Luce's fears and discloses that in 176 iron, steel, and metal fabricating plants in heavily industrialized Milan city and province, the Communist Italian General Confederation of Labor won 63.27 per cent of 490 contested grievance committee seats.

The study is based on first-hand observation and research by Prof. Neufeld while he was in Italy during the spring and summer of 1952.

Prof. Neufeld points out the relationship between Communist control of grievance committees and the recurring political crises in Italy during recent months. "One Italian out of three voted for the extreme left-wing parties.

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### DEAN ON LABOR DISPUTE BOARD

Dean Catherwood headed back to Chicago Saturday, Feb. 13, to resume meetings with the two other members of the labor dispute board to which he was appointed last month by President Eisenhower. The Dean was named one of this three-member emergency board to make recommendations in a controversy between 15 unions representing non-operating railway employees and the managements of the country's Class I railroads.

Heading the group is Charles Loring of Tucson, Ariz., former chief justice of the Minnesota Supreme Court. The other member is Justice Adolph E. Wenke of the Nebraska Supreme Court.

The board met for two weeks in Chicago, Jan. 19 to Jan. 30, and will reconvene today.

The dispute, in which the unions have voted for a strike, does not involve wages, but largely concerns fringe benefits, including health and welfare plans, holidays, premium pay for Sunday service, vacations, and free transportation for about one million non-operating employees. Under the Railway Labor Act, emergency boards are appointed by the President when disputes are certified to the White House by the National Mediation Board. Appointment of the board freezes present conditions for 60 days. The board's recommendations are not binding but usually influence final settlement.

During the fall of 1951 the Dean served as chairman of a New York State Board of Inquiry investigating work stoppage on the New York docks.

The comparable proportion among industrial workers was probably even greater." Given the fact that United States aid to Italy has amounted to more than \$3,000,000,000, the allegiance of Italian workers to the Communist and Left-Socialist cause becomes a concern of primary international importance, the author writes.

This report represents the first time that the influence of grievance committees in Italian industrial plants has been seriously studied and analyzed either in Italy or in the United. If this had been done earlier, Prof. Neufeld maintains, American policy makers would not have been surprised at the strength of the Communists revealed during the national elections in June, 1953. Moreover, the dangers involved in placing military contracts in Communist-dominated plants would have become apparent earlier, he contends. Careful attention to grievance committee election returns since 1943 would have brought to light the facts of Communist control.

In the report, the development and functions of grievance committees are first traced from their beginnings in Italy at the turn of the century to their destruction under Fascism. The study then examines the fate of grievance committees after their rebirth in 1943 and analyzes the influence of extreme Marxist ideas upon the effectiveness of grievance committees in industry generally. A specific analysis of three important Italian plants - Motta, Falk, and Lesa - follows. Section III of the report analyzes the provisions of five national agreements between the Confederations of labor unions and the General Confederation of Italian Industry. These agreements established grievance committees throughout the plants of the nation. The actual day-to-day functions of grievance committees in nine large plants in Milan are described in Section IV. The Appendix contains the texts of the agreements, as translated by Prof. Neufeld, and available for the first time in English.

He concludes his study with this observation: "A realistic appraisal of the future possibilities for victory by the non-Communist Confederations in the plants of Italy compels this observation: so long as an overwhelming number of Italian workers remain wedded to an embittered Marxist outlook upon life, they will give their allegiance to the Communist Italian General Confederation of Labor and the purposes of grievance committees will remain unfulfilled."

During World War II, Prof. Neufeld served for two and one-half years with the U. S. Army in Italy as Executive Officer of the Regional Offices of Allied Military Government in Sicily, Naples, Rome, and Milan.

#### VISITING LECTURER NAMED

Ralph Seward, an outstanding arbitrator in the industrial and labor relations field, has been appointed visiting lecturer at the School for the spring term. Mr. Seward will be in Ithaca each Monday to teach a graduate seminar in Arbitration in Labor-Management Relations.

Mr. Seward is currently permanent arbitrator for the Bethlehem Steel Corporation and the United Steelworkers of America, CIO; previously he served as chairman of the Board of Conciliation and Arbitration.

A Cornell graduate, Mr. Seward received his M.A. from New York University and an LL.B. from Columbia. He has had a long career as mediator and arbitrator, having served as executive secretary of the National Defense Mediation Board; public member, War Labor Board; Impartial Chairman of the Metropolitan New York milk industry; and impartial umpire for GM-UAW.

1954 ILR SUMMER SESSION

The ILR Summer Session in 1954 will continue emphasis on one-week seminars and workshops for practitioners having responsibilities for personnel, labor relations, public relations, or specialized areas of these fields. This sequence of seven independent, noncredit, one-week seminars and workshops will be:

<u>Week of</u>	<u>Subject</u>	<u>Instructor</u>
June 21	Personnel Selection and Placement	Rudolph Corvini
June 28	Problem Solving Conferences	F. F. Foltman
July 12	Health, Welfare & Pension Plans	John W. McConnell
July 19	Community Relations	Wayne L. Hodges
July 26	Design & Use of Attitude Surveys	F. F. Foltman
August 2	In-Plant Communications	Wayne L. Hodges
August 9	Annual Wage Issues	John W. McConnell

The usual six-week credit courses in industrial and labor relations, beginning July 6 are:

Supervision of Personnel - John P. Windmuller  
Personnel Administration - Vernon H. Jensen  
Survey of Industrial and Labor Relations - Mark Perlman  
The American Labor Union - John P. Windmuller  
Collective Bargaining Today - Vernon H. Jensen  
Economics of the Labor Market - Mark Perlman

Industrial Education six-week summer courses also will be offered:

Seminar in Industrial Education - Lynn A. Emerson  
Development of Courses of Study in Industrial Education - John M. Brophy  
Methods and Materials in Adult Education - Lynn A. Emerson  
Industrial Education in Smaller Communities - John M. Brophy

JACOBS OUT FOR BB SEASON

A casualty of the Penn t.b. game Junior weekend was ILR's Don Jacobs, who suffered a shoulder separation. His injury, according to the Athletic Office, will keep him from playing the rest of the season. Coach Royner Greene said of Jacob's loss: "I felt as badly about losing Jacobs as losing the game. Jake has been perhaps our most inspirational player."

Royner Greene and Cornell baseball fans hope that Jake will recover in time to fill his spot as third baseman on the Big Red team.

PROF. WITTE TO TOUR MEDITERRANEAN

Visiting Professor Edwin Witte and Mrs. Witte, having ended their one-semester stay at Cornell, left February 11 on the S. S. Excambion for a four-month European tour. The first leg of their journey, a five-week Mediterranean cruise, will take them to Spain, France, Italy, Egypt, Lebanon, Syria, Jordan and Greece.

Prof. Witte has been invited to deliver a series of lectures at American University, Beirut. Following the cruise, the Wittes plan to spend their remaining time in Italy, Switzerland, France and England. They will leave Liverpool June 11 for the States.

Back at Wisconsin, where Prof. Witte is chairman of the Economics Department, he plans to spend the summer writing a history, and perhaps a textbook, on social security. He will resume teaching at Wisconsin next fall.

At ILR Prof. Witte taught social security and comparative social and labor legislation.

#### ON-CAMPUS CONFERENCES SCHEDULED THIS SPRING

On-campus conferences in April will be in the field of arbitration and labor relations, and in hospital personnel administration. In addition, a one-day student-sponsored conference on Industrial Relations Problems of the Steel Industry is planned.

April 13 and 14 are the dates for a conference on Current Problems in Labor Relations and Arbitration, under the direction of Profs. Ralph Campbell and Jean McKelvey. Up-state lawyers, industrial relations directors, union officers, and business agents are being invited to attend. Conference program will include five panel sessions.

A New York State Regional Hospital Conference for hospital administrators will be held April 29-30. Prof. Edward Sargent is conference director. A planning session of the Central New York Regional Hospital Council was held last week to plan the program.

ILR undergraduates, through the Student Council Speakers Bureau, are planning a one-day series of Panels April 14 to consider industrial and labor relations aspects of the steel industry. According to present plans, representatives of steel companies and of the United Steelworkers will be invited to serve on three discussion panels chaired by ILR faculty.

#### PROF. MORTON GOES ON SABBATIC

Prof. J. E. Morton has been granted sabbatic leave for the spring semester. He will serve as consultant with the National Science Foundation, Washington, D. C and direct its project on industrial research and professional manpower.

Prof. Morton, who teaches statistics courses at ILR, hopes to do further work on a mortgage study for the National Bureau of Economic Research while on leave.

#### UP-STATE CLASSES CONDUCTED BY ILR'ERS

Three ILR'ers are at present conducting extension courses in Central New York: Director of Extension Ralph Campbell is currently teaching an eight-week course in Human Problems of Administration to top management of the Seneca Falls plant of Sylvania Products and of the Electronics Tube Division.

Since last November, and continuing until May, grad student Dan Paolucci is teaching a course on Supervisory and Personnel Relationships for insurance district directors and agents of the Farm Bureau Auto Life Insurance Co. Meeting monthly in Syracuse, the insurance men devote one afternoon of a two-day meeting to this course.

Joe Milano, likewise a grad student, last week started teaching an eight-session course in Binghamton on Problems of Human Relations in Industrial Supervision, to members of the Triple Cities Industrial Management Club.

#### SHORT COURSE ENDS

The short course in "Human Relations in Administration" for executives was concluded last Friday evening with a dinner and graduation exercises at Statler Hall, which has been home to the thirteen participants for four weeks.

In addition to numerous outside speakers, many ILR faculty loaned their talents to make the program a success. In order of their appearance they were: Ralph Campbell, Edwin Witte, Robert Risley, J. E. Morton Alpheus W. Smith, Temple Burling, Rudolph Corvini, Paul Gordon, Robert Raimon, Harold Schmidhauser, Lynn Emerson, Duncan MacIntyre, Wayne Hodges, Maurice Neufeld, Dean Catherwood, Jean McKelvey, and Vernon Jensen.



### WEST GERMANS VISIT CAPITAL

The twenty-two West German trainees currently studying at ILR and representing both trade unions and management, spent four days of their mid-term break in Albany studying New York State's government operations. Highlight of the group's trip was a half hour's visit with Governor Thomas E. Dewey who welcomed them to the state capital.

To supplement their study of American democracy and institutions, the students were given an outline of the duties of a legislator by Assemblyman John L. Ostrander, Chairman of Legislative Committee on Labor and Industries, and a guided tour of the legislature in session. They were addressed by members of the State Education Department, State Commerce Department, State Board of Mediation, the New York State Troopers, Civil Service Training Division, and Civil Service Employees' Association.

Mrs. Mary Donlon, Chairman, State Workmen's Compensation Board, and Harold Hanover, AFL legislative representative also addressed the group. On the last day of their visit two of the West Germans were interviewed on a noon-time WPTR radio program.

Ardemis Kouzian Kalousdian and Walter Broderick of the Capital District Extension office helped in making arrangements for the visit. Prof. Donald Cullen, program director, accompanied the group.

### 24 NEW STUDENTS ENTER SCHOOL

Spring term at ILR opens with seven entering graduate students and 17 transfers added to the total student body. Nine of the transfer students are from other colleges and universities (two from Venezuela and one from Japan) and eight from other Cornell colleges.

A feature of the new semester was a student-faculty tea held Sunday, Feb. 14 from 3 to 5:30 p.m. at Sigma Alpha Epsilon fraternity. Guests at the tea, sponsored by the ILR Student Council, were ILR faculty and wives.

### TWO FEBRUARY SENIORS WIN HONORS

Two ILR February seniors, Alan Vogt and Don Optican, were among twenty senior Air Force ROTC cadets selected as "Distinguished AFROTC Students." Awards were presented by Col. Philip D. Coates, Professor of Air Science and Tactics.

### FEBRUARY GRADS TAKE JOBS

To-date four of the February graduates have taken jobs - all with industry. Peter Contuzzi has taken a job with Dugan Bros. (a bakery) in Newark, N.J. as labor relations assistant.

James Craig is industrial relations trainee at the Alloy, W. Va. plant of Electro Metallurgical Co., Union Carbide and Carbon Corporation.

Robert Reichenbach, (grad student) has accepted a position as college graduate trainee with the Boston Distributing plant of Western Electric Co.

Jack Wright is employed as industrial relations assistant for Columbia-Southern Chemical Corporation, New Martinsville, W. Va.

### APARTMENTS

To rent: three-room apartment, private bath and garage, 5 Woodland Place, furnished \$70.00 plus utilities. Available Feb. 10. Call 42876.

Wanted: comfortable, one-bedroom apartment wanted for Dr. Albert J. Harris, Prof. of Education, Queens College, who will be a visiting professor in the School of Education Summer Session at Cornell. Persons knowing of such apartment for the Summer Session, please contact Prof. Rudolph Corvini, who is a personal friend and former student of Dr. Harris'.

NEW ASSISTANTSHIPS GRANTED

Nine assistantships have been granted for the spring term - all to students previously in residence at ILR. They are:

Bernard Brody from New Haven, Conn. B.A. from Yale. Assists with American Ideals course.

Jean Couturier from Lincoln, Nehr. B.S. from University of Nebraska. Assists in Labor Market Economics

Gerhard Kamm - hometown, Kew Gardens. B.A. Columbia. Assists in Statistics lab.

Richard Martin from Hamilton, Ontario. B.A. Harvard. Assists with West German program. Was at ILR 1950-51 working toward M.S. Has been at Ft. Knox, Ky. for past two years.

Theodore Newman from New York City. B.A. from CCNY. Assists with Labor Administration course.

Carl Oles from Bethesda, Md. LL.B. from National University School of Law. Assists with ILR Survey course.

Ernest Savoie from Lawrence, Mass. B.A. Merrimack College. Assists with American Ideals course.

Arturo Tanco from Manila Philippines. B.A. from Union College. Assists Prof. Risley in Personnel Administration

Sam Trull from Kingston, N.Y. B.S. Union College (E.E.), M.E.E. from R.P.I. Assists Prof. Gordon in Personnel Administration

REPORT ON INDIA

Back at ILR and installed in his new office in Room 13, Prof. John McConnell has given the following report on his 6-month stay in Patna, India, where he taught at the University on a Fullbright grant:

At the University of Patna, a state institution, Prof. McConnell taught two graduate courses: Labor Welfare and Social Security, and Labor Union Organization and Industrial Relations. Patna University has 70 students in its Department of Labor and Social Welfare. There the Master's degree requires two years of residence, in addition to a thesis. The students have no background in industrial relations since undergraduate education is strictly academic with no practical work. Because of the structure of Indian society, students have no opportunity to gain any kind of work experience whatever before taking graduate work, except what a very few may have secured from working in family-owned enterprises.

The university's educational program is somewhat different from ours in that it is organized on the basis of fields of study with a syllabus and bibliography. Lectures and class discussion are only part of the requirement for the degree. The student is responsible for a lot of independent study in preparation for final examinations held at the end of the two-year program. In general, Prof. McConnell found that the requirements are not as exacting as in the U.S. There is a tendency for the majority of students to be concerned only with the lectures, postponing reading requirements until their final year.

An interesting feature of Prof. McConnell's teaching experience was a ten-day field trip which all second year students made. Traveling 2000 miles by rail, the group visited practically every type of Indian industry. Most management positions are held by Indians, although European and American technicians are used extensively. Some plants are as modern as most of those in this country. For instance, the Tata Iron and Steel Company compares favorably with mills in the U.S., while the fertilizer and chemical plant at Scindri is

probably as modern as any we have. Built in 1948 with American money and by American engineers, it is now owned and operated by the Indian government.

Prof. McConnell found a tremendous amount of interest in everything American. He did not find the Indians overly critical of us. Practically every student with whom he talked expressed a desire to come to the States, either for a visit or for future study.

The Moslems and Hindus at the University got along well in their daily student contacts; some expressed the opinion that India will become more Hindu in its culture as time passes.

Prof. McConnell spent three days with the Central Labor Advisory Board of the State of Bihar. The Board is tri-partite, consisting of management representatives, labor representatives, and officials of the State's Department of Labor. The function of this body is to formulate the legislation to be submitted to the next session of the State Assembly, and to approve the rules and regulations promulgated by the Department of Labor. The initiative in this meeting came entirely from government officials. At the meeting there was very little critical comment of any type by labor or management. In this regard it was different from tri-partite bodies in the U.S.

The McConnells arrived in Patna, a city of 300,000 in northeast India, in early July, which is in the midst of the monsoon season. The day they arrived in Bombay it rained 12 inches in 24 hours. For the ensuing two months it rained two or three hours a day, making the countryside green. From September on the whole area is dry and becomes parched and dusty.

Crops raised locally include rice, wheat, and vegetables such as peas, beans, potatoes and sugar cane. The legislature will soon act to prohibit individual ownership of large tracts of land. The maximum most frequently discussed is 75 acres per family. The zaminbars, or hereditary rent collectors have already been eliminated in most of India.

Janet, the eldest of the McConnell children, enrolled at the University of Patna, taking a course roughly comparable to a freshman arts course. The four younger ones attended a convent school run by Indian Catholic sisters for Indian students. In both the university and convent school the McConnells were the only western students.

Prof. McConnell said that it was pretty much a man's society in the university world and many faculty wives do not consider it proper to mingle with faculty. However, there is one woman faculty member, and the wife of the vice-chancellor of the University, Mrs. V.N.K. Menon, has been the Indian delegate on a number of U. N. Commissions.

All in all, the McConnells consider their stay in India both valuable and interesting. Although Prof. McConnell feels that living in India is an enjoyable experience, the United States is home. On the distaff side, Mrs. McConnell found the problems of caring for her family and their schooling worked out much better than she had anticipated. As for the children, when time came for them to return, they would have remained longer.

#### MONIE DALY NOW IN SUDAN

Monie Daly, former IIR'er now with the U. S. Embassy in Cairo, writes that she is currently spending two months in Khartoum, Sudan replacing the regular girl. Usually only married girls are assigned to this post because of its remoteness. Only staff there are the liaison officer, administrative assistant and his wife. She says the political reporting is particularly interesting in the Sudan now that the Sudanese are starting their own government.

Monie, who has been stationed in Cairo since the spring of 1952, expects to start for home sometime this summer, via Europe.. She says it has been a most interesting two years, despite the lack of latest conveniences.

PEOPLE ARE WONDERFUL

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Three new staff members, a job change, and a resignation mark the opening of the spring term at ILR.

Martha Jimerson Bezner has moved across the hall to replace Ruth McCann as Research Division secretary. She formerly worked for Profs. Ornati and Perlman.

Taking over Martha's former duties is Sally Gilbert from Clarksville, Tenn. She is the younger sister of Betty Woolcott of Extension. Sally has recently left Austin Peay State College, Tenn., mid way through her second year. There she majored in business administration, as well as doing part-time secretarial work for a faculty member.

Working temporarily in Extension until Camma Young's return in the spring is Yvonne Hall, an Ithaca and a 1953 Ithaca High graduate. Last semester she attended Cornell's Ag College. In high school Yvonne was active in dramatics; she worked in Holley's store after school.

Mrs. Paula Aaronson, a Long Islander, has taken over the duties of Marijane Kaiser in the ILR library. Paula attended Bennington College for a year and took sociology courses at Cornell last semester while her husband entered his senior year in the Veterinary College. Before her marriage in September, Paula worked as receptionist and assistant at the South Shore Planned Parenthood Center on Long Island.

Mrs. Betty Unger, secretary to Prof. Whyte in Human Relations, leaves ILR this week to become secretary to Prof. John Dean of the Sociology Department. Betty's new boss is husband of Lois Remmers Dean, Ph.D. '53.

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Fred Nazario, who has recently completed his master's degree, is awaiting the arrival of his second child before returning to his home in Puerto Rico. Fred has been on leave from his position as instructor and assistant to the Director, Labor Relations Institute, University of Puerto Rico. The Nazarios hope to leave Ithaca before the end of the month.

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Marian Pentek of Resident Instruction, her husband John, and their Doberman Gresna, have moved from a West-shore cottage to a recently purchased trailer, which is parked in Forest Home.

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Prof. J. E. Morton was author of a review in the current issue of "Scientific Monthly."

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Announcement has been made of Jim Smith's engagement to Miss Barbara Smith of Trumansburg. Jim, ILR's mail deliverer, expects to be called into the Navy sometime before March 31. His two-year tour in the Navy coincides with his fiancée's two additional years at Rochester Institute of Technology,

J. James Jehring, former IIR faculty member, now director of the Profit Sharing Research Foundation, wants to let his IIR friends know his address and what he is doing. Lately, he has been visiting plants having profit-sharing plans. He spent time recently at the Johnson Wax Company and at Signode Steel Strapping. He reports that he and Mrs. Jehring have found a nice apartment in Evanston, but that rents are much higher than in Ithaca.

Mr. Jehring's address is: Profit Sharing Research Foundation, 1322 Chicago Ave., Evanston, Ill.

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Mrs. Lillian Payne, library circulation assistant, is recovering at her home in Newfield from a recent operation. She hopes to return to IIR within a couple of weeks.

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Grad student Seymour Evans, hometown Brooklyn, has replaced Fred Nazario as assistant in the School's Audio-Visual Lab.

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A graduate student from the University of Norway, Reidar Hirsti, will end a two-week visit on campus and at IIR the end of this week. He is interested in a wide range of topics and problems relating to politics, student life, and industrial and labor relations.

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At a Saturday morning coffee session last month, Roy Marlow and Dan Paolucci appeared wearing flowing ties in approved western style. Dan's was a vivid orange-red; Roy's was a more modest black string model. The ties were obtained in mysterious fashion during a western Christmas holiday jaunt. Joe Milano was slated also to appear in fancy tie, but thought better of it.

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Hideo (Butch) Kawabuchi, a non-candidate in 1951, has been promoted to personnel manager, head office of Sumitomo Metal Ind., Ltd. which has a membership of 13,000. He is author of a book, in Japanese unfortunately, entitled "Personnel Notebook", copy of which he has sent to our library, care of Prof. Brooks. The book, which is inscribed by him in memory of his days at Cornell, contains pictures taken at IIR and in Ithaca.

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Prof. Gardner Clark was a panel speaker on "Industrial Russia - the New Competitor" January 21 at a meeting of the National Industrial Conference Board at the Hotel Astor, New York City. Panel chairman was Erehon Somervell, President of Koppers Company, and a trustee of the NICB. Other panel members were Mose L. Harvey, Chief, Division of Research for USSR and Eastern Europe, Department of State; J.D.A. Morrow, President, Joy Manufacturing Company; and Harry Schwartz of the New York Times.

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Prof. Wayne Hodges will discuss union public relations with the Triple Cities Labor Council in Binghamton Wednesday night, February 17.

Grad assistant Paul Richards, in policeman's uniform, can be seen on campus these nights in his role of deputy sheriff. Paul helps police Cornell athletic events, concerts, etc. a couple of nights a week.

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Last Wednesday, Feb. 10, Prof. Lynn Emerson spoke on Techniques of Training at the Marquette University Management Center in Milwaukee, Wisc.

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Prof. Earl Brooks addressed 250 service club members of Cortland and Homer January 19. His speech on "Effective Manpower Management" was broadcast over Station WKRT, Cortland.

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Frank and Louise Cahill are parents of a son, Thomas, born January 29. This is the Cahill's first child. Tommy weighed 7 lbs. 14 oz. Frank is a February graduate with an MILR degree.

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ILR has a flute player in its midst - Prof. Ed Sargent of the Central District Extension Office. Presented with a flute during an illness last summer by the girls in Extension, he has mastered it to the tune "On Top of Old Smoky" (tho some of his audience think the rendition more closely resembles "Look Over Your Shoulder"). Ed also confesses that back about 20 years ago he was champion harmonica player of the Orange County Council of Boy Scouts.

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Among ILR ski enthusiasts taking advantage of this winter's snow at Snow-crest near Cortland are Gardner Clark and Fil Foltman.

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Prof. Arnold Hanson of Resident Instruction represented the Dean at a State University meeting in Albany on February 5.

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Prof. William Whyte addressed a joint meeting of the Rochester Chapter, National Vocational Guidance Association, and the University of Rochester Management Clinics January 28. He discussed middle management leadership development and motivation.

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Ph.D. candidate, Bob Christie, back in Ithaca after doing research on the carpenter's union in New York City, tells a fascinating tale of a battle with an actress over an apartment which Bob and his wife Sallie had subleased via a verbal agreement. Bob hopes to finish his 600-page thesis shortly.

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Ardemis Kouzian Kalousdian, Capital District field representative, and her husband, Diran, plan to leave March for a tour of Europe and a visit to Diran's home in Beirut.

MAN OF THE WEEK

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With a sigh of relief, Professor Felician F. Foltman last Friday put aside the formidable stack of books, pamphlets, and other teaching aids until the next "short course" rolls around. For the past four weeks this genial and versatile member of the School's personnel division has spent at least seven hours a day, five days a week with thirteen executives visiting Cornell to study Human Relations in Administration.

Prof. Foltman was born and raised in Amsterdam (N.Y.), one of a family of thirteen children. (His parents took to naming the kids after saints' days, hence Felician.) He graduated in 1940 from State Teachers College in Oswego with an industrial arts degree. Following graduation he became an industrial arts teacher in the Adirondack village of Mineville, where he also was supervisor of the N.Y.A. Resident Work Center. About that time the Army claimed him and kept him occupied for the next five years in the Near East and ETO. At the war's end, Foltman was executive officer of an Ordnance Battalion, having risen from private to major.

Re-entering civilian life in 1946, he became interested in industrial training through ILR's Prof. Lynn Emerson. He thereupon enrolled at Cornell as one of ILR's first grad. students. He received his M.S. in 1947 and his doctorate two years later. While at ILR he assisted both Professors Brophy and Hanson, in addition to teaching extension courses.

Upon joining ILR's faculty in 1949, Prof. Foltman's first assignment was handling placement in the Office of Resident Instruction. For the past year and a half he has been assisting Prof. Brooks with personnel conferences, with emphasis on the short course. He has also taught extension courses.

In the space of one year - 1951-52 - things happened fast in Foltman's life: he was married, built a new house, and became a father. Shortly after his marriage to Christina Steinman, herself a former ILR'er, Foltman started work on a three-bedroom, contemporary house of his own design. Except for some summer-time help from a younger brother and various expert advice and kibitzing, he constructed the house himself - doing the heating, plumbing, wiring, etc., putting his industrial arts background into good use.

He has since added most of the furniture, of a built-in type, and is now in process of building a series of cabinets for the dressing room.

Two-year-old Laurie, with the family Boxer, Jet, is her father's constant companion and was disconsolate when her daddy was given an electric razor for Christmas. She had become accustomed to going through the motions of shaving with him each morning in her own small washbowl. She can't seem to get into the swing of the new electric gadget.

Foltman's other hobbies include skiing, coasting with Laurie, golf, and high fidelity audio equipment.

His job experience includes working in toy and carpet factories, owning a service station, and serving as carpenter's helper during college vacations.

Now that another short course is behind him, Prof. Foltman is occupied during spring term teaching the personnel course, Training in Industry. His last resident teaching was the freshman course, Industrial Occupations and Processes, commonly known as Bus-Riding 101. Next summer he is slated to teach two one-week seminars - one in Problem-Solving Conferences and one in Design and Use of Attitude Surveys.