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## For Our Information, May 1951, Vol. III, no. 10-11

ILR School, Cornell University

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## For Our Information, May 1951, Vol. III, no. 10-11

### **Abstract**

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

### **Keywords**

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

### **Comments**

Copyright by Cornell University, ILR School.

This coming Saturday, May 12  
is

SPRING DAY -

a University holiday

No classes

Offices closed  
(except for Dean's, Student Per-  
sonnel and Extension)

Vol. III, No. 10

May 8, 1951

DR. GULICK APPOINTED  
VISITING PROFESSOR AT ILR

Dr. Charles A. Gulick, professor of economics at the University of California, has been appointed Visiting Professor for the fall term at ILR School, Dean Catherwood announced this week.

Dr. Gulick will offer a graduate and an undergraduate seminar in comparative labor movements. The seminars will consider the economic, political, social, and other institutional aspects of several foreign labor movements.

Dr. Gulick has been in the Department of Economics at California since 1926. He formerly taught at Columbia, New York University, and University of Texas. A native of Dallas, he received his A.B. and M.A. degrees at the University of Texas, his Ph.D. at Columbia.

He is author of three books: "Labor Policy of United States Steel Corporation," "Trust and Corporation Problems" (with Henry Seager), and "Austria from Habsburg to Hitler." He is editor of "Papers of Mirabeau Bonaparte Lamar" and "Labor and Other Economic Essays of Henry Seager." He has also contributed many articles to professional journals.

"For Our Information" is issued by the Public Relations Office, Room 7, for the information of all faculty, staff, and students of the New York State School of Industrial and Labor Relations, Cornell University

EXTENSION TEACHERS TO MEET  
HERE THIS WEEK

The fifth annual state-wide conference for ILR extension teachers will be held here this Friday and Saturday, May 11 and 12. Approximately 100 teachers have been invited to attend.

Purpose of the conference is to enable the teachers to exchange ideas and experiences regarding teaching techniques and to determine ways in which the extension program can effectively meet the needs of a mobilization period.

Professors Neufeld, Brooks, and Ferguson, together with three extension teachers, will speak on current developments from the respective points of view of labor, management, and the community and the effects of these developments upon extension teaching.

Since last July ILR Extension Division has conducted 184 adult education programs throughout New York State as a public service to labor, management, and community groups.

TRAINING DIRECTORS CONFERENCE  
SCHEDULED JULY 12 AND 13

ILR School has announced the Fifth Annual Conference of Training Directors to be held here July 12 and 13. Theme of the conference will be "Organizing and Administering the Training Function."

(more)

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Company representatives from Eastern and Central states who have policy-making and administrative responsibility in industrial training will attend. Discussion sessions will be devoted to identification of training needs, development of programs, supervisory improvement, and to other aspects of organization and administration of training. A special session will also be held on the development and use of training methods and materials.

LIBRARY AND STUDENT PERSONNEL OFFICE  
PREPARE JOB INFORMATION BULLETINS

The first two in a series of information guides for the job-hunting student are now available at the ILR library or the Student Personnel Office.

The first bulletin is a guide to directories concerning business and industrial organizations. The second publication describes directories dealing with unions and other organizations related to the labor movement. All the publications listed in these bulletins have been carefully annotated so that a student can tell at a glance the items of information included about a business firm or a labor union.

Two additional bulletins are planned. One will describe directories and other publications dealing with government agencies. The other will be a compilation of city, state, and regional directories of business firms.

The bulletin series is a cooperative effort of the Library and Student Personnel Office.

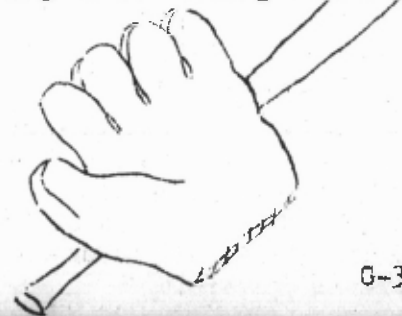
ILR TO HAVE COMPREHENSIVE SUMMER INDUSTRIAL EDUCATION PROGRAM

A program of six courses and two workshops in the field of industrial education will feature ILR School's 1951 summer session offerings. Courses will be given in supervision and administration of industrial education, training in industry, development of training materials, vocational-technical training, and industrial education in smaller communities. In addition, two curriculum workshops will be held to give students an opportunity to prepare and revise instructional materials for industrial arts and technical courses.

According to Professor Beach, a number of prominent leaders in the field will visit the campus to give special talks to students. Expected guest speakers include officers of the American Vocational Association and representatives of education departments of several states.

ILR SCHOOL PICNIC TO BE HELD MAY 16

The long-awaited annual spring picnic for ILR faculty, staff, and grad students is slated for 4 p.m., Wednesday afternoon, May 16 at Taughannock State Park. The central pavilion has been reserved (Enter through south gate). The highlight (aside from supper) will be the annual softball game between faculty and grad students which will start around 4:30 p.m. Supper will be served around 6. Co-chairmen Marten Estey and Bob Mulcahy promise plenty of food and drink, plenty of entertainment, and plenty of fresh air. Arrangements for transporting those wishing a ride will be announced later.



### STUDENT PERSONNEL H'S TWO NEW STAFF MEMBERS

Two new staff members have joined the Office of Student Personnel: Mrs. Beatrice Clark, dividing her time between Miss Kathryn Ranck and Rudolph Corvini; and Martha Simon, working for James Campbell.

A native of Long Island, Mrs. Clark accompanied her husband to Ithaca. He is commanding officer of a food service squadron at Sampson Air Base. Prior to coming to ILR, Mrs. Clark did clerical work for the Personnel Planning Division of Dun and Bradstreet. For three years she was credit interviewer, receptionist, and account analyst for Brooklyn's largest store, Abraham and Straus. During this time she took night courses at NYU and at City College. She has also attended Eastman School of Business in New York. During World War II Mrs. Clark served in Mississippi, Iowa and South Dakota as a WAC in the Air Force.

A native of Toledo, Martha Simon is not new to the Cornell campus. Previously she served as secretary to Mr. Williams of the Admissions Office. Prior to coming to Ithaca she was a bookkeeper for several years for the New York State Electric and Gas Company, Oneonta. Becoming a little weary of this type of work, Miss Simon spent a summer at American University in Beirut, Lebanon, studying Arab life and culture. Upon her return to the States, she picked Ithaca as a place to work because of its proximity to Oneonta and because it was not too large a city. Miss Simon is active in the Ithaca Community Players. At the moment she is busily painting scenery for their next production.

### ILR SCHOOL COMMENDED

Salvator Ciccarelli of the Syracuse Manufacturers Association was the springboard for the present Syracuse Management Club class in Human Relations. When the Education Committee of the Syracuse Management Club, an organization of foremen from four Syracuse plants, asked Ciccarelli for help in their proposed Human Relations program, he suggested they contact the ILR School. The result is a six-session discussion course in Human Problems of Supervision being jointly conducted by Ralph Campbell and Alpheus Smith.

Education is the answer to labor-management conflict according to one arbitrator who has named the School in three recent arbitration awards as a possible source of help to the parties in learning to work together to promote better industrial and labor relations and do away with the necessity for such arbitration. - - from "Around the State", April, 1951.

### ILR GRAD STUDENT GROWS BEARD TO AVOID JAIL

If you've been wondering why grad student "Keedo" Phillips is growing that beard, it's because he doesn't want to pay a \$10 fine and get thrown into jail or into Alaska's Chena River.

Phillips is a resident of Fairbanks and expects to return there in June in time for the "Days of '98" celebration held annually to commemorate the gold rush days of that era. According to Phillips, Fairbanks has a municipal law requiring every male citizen to grow a beard for three months prior to July 4th -- termination date of the celebration.

If he is caught beardless on the streets, a vigilante committee of prominent citizens will fine him \$10 and throw him into jail or into the chilly waters of the Chena. According to Phillips, money received from the fines paid goes toward the national crippled children's drive. In fact, the major emphasis of the celebration is to help the drive.

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Although a native of Lansing, Michigan, Phillips has resided in Alaska since the war. He has attended various universities, including Tennessee, Michigan State, University of Alaska, and University of Miami, where he received his B.B.A. in February '51. He majored in economics and industrial management.

Phillips has had a variety of work experience, including several months with a gold mining concern. There he worked in the "gold room" department, which handles the task of removing gold from dredges, separating gold from residue, assaying, smelting, and shipping it from the Fairbanks area. He has also worked as a teamster, airline operations agent, carpenter, mason, post office employee, maintenance worker, teletypist, and ticket agent, and has done some prospecting on his own.

This summer he will continue the public relations work that he began last summer with the Arctic-Alaska Travel Service.

Married, he enjoys traveling (this will be his fourth trip over the Alaskan Highway), hunting (has a collection of 15 guns), and playing poker.

#### IIR ADVISORY COUNCIL MEETS AT CORNELL

On April 27 the Advisory Council of IIR School met on the campus for their annual meeting. Attending members were: Frank Columbus, chairman, New York State Legislative Board, Brotherhood of Locomotive Firemen and Enginemen; Mary H. Donlon, Chairman, New York State Workmen's Compensation Board; Harold J. Garno, secretary-treasurer, New York State CIO Council; Martin F. Hilfinger, president, Associated Industries of New York State; Louis Hollander, president, New York State CIO Council; Harold Kollar, Commissioner, New York State Department of Commerce; and Reuben Frodin and Dwight Taylor, State University of New York.

#### GRAD STUDENTS ACTIVE

IIR grad students have been active both intellectually and recreationally the past few weeks. At a Graduate Student Council meeting held April 12, the group voted to re-establish operating liaison with the IIR School social committee. Also discussed was a possible amendment to the constitution that would require a \$2 assessment per student each term.

During April the Council sponsored three visiting speakers: Gus Tyler, Director of ILGWU's Political Department; Andrew Shonfield, foreign editor of "Financial Times"; and Commander Stuart M. Pratt, director of industrial and labor relations at Brooklyn Navy Yard.

The softballers under Coach Joe Gallagher have been getting several practice games under their belt and hope to be at full strength for the annual game with the faculty. Players include Ernie Beamer, Carmen DelliQuadri, Bob Elias, Don Ghent, Fred Golub, Joe Ludlum, Mike Lysak, Charles Meyer, Bob Mitrani, Bob Mulcahy, Ed Rittenhouse, Hal Ross, Bill Slayman, Al Theis.

#### HUMAN RELATIONS STAFF TO PARTICIPATE IN CONFERENCE

Professors Temple Burling and William Whyte of IIR Human Relations Division will take part in a conference on "Living in Industrial Civilization" at the Corning Glass Center, May 17 - 19.

The Corning Glass Works and the American Council of Learned Societies will sponsor the conference. The participants, some 100 industrialists, labor leaders, scientists, and philosophers, will study and discuss the enjoyment of life and prospects for happiness of the average man, woman and child under today's conditions in a typical American community.

SEEN IN WASHINGTON RECENTLY BY A FRIEND OF ILR SCHOOL

Charles Franke, former ILR grad student, and his family busily moving into their new Bethesda, Maryland, home.

Walt Lewis, well remembered around ILR, waiting patiently for a street-car at 7th and G.

Kent Fendler, '50, lunching at the "400" with an Ithacan friend.

Earl Kipp, M.S. in I.L.R. '51, starting to work on his new job in wage trends with the Bureau of Labor Statistics.

Vivian McConnell, former ILR grad student, entertaining guests at her delightful home in old Georgetown.

Vince Macaluso, M.S. in I.L.R. '51, building a novel bookcase attachment to his bed.

Inn Macaluso, formerly in Professor Ferguson's and Clark's office, taking care of public relations duties at the Department of Labor.

Charles Sparks, '49, busy on the phone in his Air Force organization and methods job.

WHEN OUR THOUGHTS TURN TO TRAVEL...SHIRLEY BRUCE REPORTS ON GUATEMALA

Late spring is the time of the year when our thoughts often turn to travel and vacation. Just to whet your wanderlust, Shirley Bruce, secretary to Professor Jehring, summarizes her recent 12-day visit to Guatemala, "The Land of Eternal Spring."

**NATIVES** -- The Maylan Indians, who make up about three-fourths of the population, are very superstitious. For example, when a baby is born, its head is immediately covered by a long stocking cap and no one is allowed to see the baby's face until he is six months old. This is to keep the "evil eye" from seeing the baby and killing it.

**DRESS** -- The natives wear very colorful costumes which vary according to the village. The men in Solola village, for example, wear red and white striped cotton trousers with black and white wool checked aprons. In the village next to them, the men wear black wool shorts with large cloth fins which flap back and forth when they walk. The importance of a person is indicated by the amount of embroidery his fins have.

**ROADS** -- The roads are very poor. It took us seven hours to go by bus (along with natives, chickens, milk cans and what have you) to Chichicastenango which is only 100 miles from Guatemala City.

**CHICHICASTENANGO** -- In Chichi we visited the largest open air market in the country and stayed at a lovely inn which had wonderful meals. Three meals a day plus a large room with fireplace cost us \$2.50 each. We visited the church where natives sit on the floor with sardine cans of incense, candles, and red and white rose petals. The red petals are for the living, the white ones for the deceased. One native was putting a layer of red petals, a few drops of liquor, more red petals, more liquor, and then white petals on top like a pyramid. Our guide explained that evidently this native had an enemy and was putting a curse on him, hoping he would get drunk and stay drunk until he died.

**MARRIAGE** -- We were told that the natives' life span is only 45. The children mature early and usually marry at 14. A man may have three wives at one time. An Indian woman takes great pride in her hair which she washes in village pools or creeks several times a week.

**PRICES** -- Groceries are very inexpensive -- ground round steak at 35¢ a pound, a bunch of bananas for 5¢, but anything imported is very high. A new Chevy costs \$2000 -- most people walk or have oxen, though there are quite a few motor cycles. Large bouquets of sweet peas, poppies, lilies, etc. are from 3¢ to 10¢ each. We had great times bargaining for souvenirs and finally had to buy two more suitcases to get all our loot home.

PEOPLE ARE WONDERFUL

A son, Thomas Franklin, was born to Mr. and Mrs. Robert Alexander at the local hospital Thursday, April 26. Tommy weighed in at 6 lbs. 14 oz. His mother, Maryrose, until recently was secretary to Professors Jensen and Mullady.

o

Addie Tracy of the Distribution Center spent a few days in New Hampshire visiting friends.

o

Conclusive proof that men are the best cooks: Jerry Rounds of Materials Lab, a contestant in a cake-baking contest at the North Lansing Grange, won first prize with his melt-in-your-mouth chocolate cake. He carried off a pyrex cake plate and a box of cake flour as prize.

o

Frances Eagan and Almina Leach of Research and Addie Tracy of Distribution Center visited the Humphrey Press in Geneva April 18. Their host on this inspection trip was Mr. Thomas, a partner of the Press. Humphrey Press prints many School bulletins as well as the ILR REVIEW.

o

Grad student Geraldine Senderoff learned the hard way how to get around crutches. With a cracked ankle as a result of stepping off a curb, her leg is encased in an imposing-looking cast. She has now discarded her crutches.

o

Mr. and Mrs. William Birdsall are parents of a son, William, born April 22. Weight 7½ lbs. Mrs. Birdsall was until recently an ILR library clerk in the University library.

o

Professor C. K. Beach will address the Cornell Club of Western Massachusetts at Springfield, Mass. May 15. His subject will be the New York State School of Industrial and Labor Relations.

o

John Riihinen, ILR'er now with Uncle Sam, has completed basic training at Ft. Dix and has reported to Seattle, Washington, for movement overseas. He visited friends at ILR before leaving for Washington.

o

The interesting and informative series "Know Your Faculty" posted in the lower section of the glassed-in bulletin board is attracting much attention and comment. Kosmos, an ILR undergraduate student group, is responsible for innovating this feature.

o

Mr. and Mrs. Rexford Kastner are parents of a son, Henry Powell, born April 22; weight 8 lbs. 9 oz. Kastner, M.S. '50, is with the industrial relations department of the Norco, Louisiana refinery of Shell Oil Co.



Did you know that Professor William Brownrigg of Personnel Administration recently spent some months in Iran as adviser to the Iranian government in establishing a civil service personnel system? He has worked for the Federal government in various capacities, including personnel officer of the Department of Labor and personnel director of the Justice Department. He has also been executive director of the Michigan State Civil Service and the California State Personnel Board.

o

Administrative assistant Bob Risley returned April 25 from conducting the three-man visiting Norwegian team on the Chicago to Los Angeles lap of their three-month tour. According to Mr. Risley highlight of the trip for the Norwegians was their dip in the Pacific at Santa Monica Beach. They particularly enjoyed their stay at the Marathon Corporation guest house in Menasha, Wisconsin, and their tour of the Lockheed plant at Burbank, Calif.

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Grad assistant Bob Carney is sporting a blue Pontiac coupe. After unsuccessfully trying to dispose of his old Pontiac to two cautious grad students, he finally sold it to a used car dealer.

o

A picture appearing in the April issue of the "Industrial Bulletin" includes Miss Ardemis Kouzian, IIR School's Capital District Extension Representative. The photo shows Albany officials giving guidance to French government representatives visiting in this country.

o

Word has been received of the marriage of Ida Alter '47 to Chaim Miller on April 19 in Brooklyn. Ida's new address is 1166 Grand Concourse, Bronx 56, N.Y.

o

Hazel Cleary who has divided her time between the stenographic pool and statistical work for the School, left IIR May 3 to devote her entire time to her family. She has two small children.

o

Norma Merdes of Distribution Center recently visited her home near Pittsburgh to attend the wedding of her sister.

o

Professor N. Arnold Tolles on April 19 consulted with Bureau of Labor Statistics personnel in Washington regarding the study he and grad assistant Bob Raimon are preparing on the wage surveys of trade associations. According to Professor Tolles, the project has reached the stage where he wants to get some comparative views on it.

o

Professor Alpheus W. Smith of Extension will speak on "The Million Murdering Cause" to the Broome County Council of Social Agencies on May 17 at the First Congregational Church, Binghamton.

Dean M. P. Catherwood spoke before the Foughkeepsie Rotary Club May 2 on "Education in Industrial and Labor Relations."

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The Labor Market Economics office has a rash of new cars - Professor Tolles with a 1950 Buick and Bob Raimon with a new Henry J.

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The progress of the coffee line was considerably slowed down the other morning as coffee-seekers filed by the bulletin board on which were posted six stenographic and clerical openings at ILR. It was noted that graduate students as well as the stenographic staff were interested in reading these job descriptions. Perhaps there will be grad student applicants for these openings.

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On April 25 Frank Plasha of Public Relations pinch-hit for the regularly scheduled speaker at the 25th Annual Institute for Parent-Teacher Leaders at Cornell. He discussed the application of various public relations techniques to specific P.T.L. problems. About 500 teachers and leaders were in attendance.

Plasha spoke before a joint meeting of the Cortland-Ithaca Kiwanis Club in Cortland May 1 on "Goals and Problems of Organized Labor."

\_\_\_\_\_ o \_\_\_\_\_  
It has come to light that Professor C. K. Beach and grad student and assistant crew coach Loren Schoel rowed against each other as college crewmen. Only difference was that Beach rowed for Oregon while Schoel rowed for Washington.

\_\_\_\_\_ o \_\_\_\_\_  
Professors Gardner Clark, Robert Ferguson, J. James Jehring and grad assistant Bob Elias attended a meeting of the Central New York Economics Conference at Colgate University April 28 and 29. At the session Professor Tolles spoke on "Conferences on Teaching of Labor Economics: Values and Limitations." Professor Jehring showed a film on economics.

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Mary K. Sullivan of the Human Relations office spent last week in Cleveland visiting her parents. They are moving to Chicago shortly.

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Professor Jehring of Audio-Visual Aids recently received a letter from Dr. Charles Mertens, former ILR special student and now on the faculty of Louvain University, Belgium. Mertens writes requesting information on audio-visual materials for a safety training program which he is inaugurating. Mertens will be remembered as the student who flew to Belgium during the 1949 Christmas vacation to be married, returning with his wife in time for resumption of classes.

MAN OF THE WEEK

Dig under the professor-like mien of one of our younger faculty members and you will uncover an ex-newspaper reporter, ex-airplane mechanic, and ex-factory production worker. Professor Ferguson first taught at ILR during the fall semester of 1945-46, when ILR opened its doors. He and Professor Phillips Bradley taught the only course given that term -- "Introduction to Industrial and Labor Relations." At that time Professor Ferguson served as part-time instructor at ILR while working on his doctor's degree in Cornell's Economics Department. In the fall of 1947 he was appointed to the ILR faculty in the field of labor market economics.

A rarity at ILR, where the staff comes from widely scattered places, Ferguson was born and raised in Auburn, N.Y. (35 miles to the north). He chose Union College in Schenectady for his undergraduate work. Graduating in 1938 with an A.B. in social studies, he went on to Brown University for graduate work. Two years later he emerged with a M.A. in Economics. While at Brown he served as graduate assistant.

From that time until 1942, when the war interrupted his studies, Ferguson studied toward his doctor's degree at Cornell. From 1942 to 1945 he served with the Air Force as airplane mechanic, electrical specialist and statistical control officer. He rose from enlisted man to first lieutenant.

Upon his release in 1945 he returned to Cornell to complete his doctor's degree which he received in February, 1948 with a major in labor economics.

During his undergraduate days at Union, Professor Ferguson earned his way by serving as reporter of college activities on the Schenectady DAILY STAR. In addition he was editor of the college newspaper.

Professor Ferguson's publications include a book "American Way of Life" which he co-authored, "Textile Unions in Rhode Island," his master's thesis, and "Unionization of Foremen" his doctoral thesis.

He is a member of the American Economic Association, Psi Upsilon fraternity, American Association of University Professors, and the Industrial Relations Research Association.

With his family consisting of wife Mary Margaret and two small daughters Terry and Peggy, ages three and four, Professor Ferguson lives on Delaware Avenue. Prominent also in the household is the black cocker. Ferguson admits to meeting his wife at the USO in Lincoln, Nebraska while he was stationed there with the Air Force. Contrary to most war romances, Mrs. Ferguson left town before he did, and the courtship progressed by correspondence interspersed with short visits. Photography is his chief hobby, with particular emphasis on children's pictures. The family also has a garden in the Belle Sherman plot on Mitchell Street, where Ferguson says he copies the more experienced gardeners.

Ordinarily a teaching faculty member, Ferguson has been devoting the current semester to research in the field of wage trends and inter-industry differences in wages. He spends considerable time acting, with Professor Neufeld, as faculty adviser to the ILR Student Organization. He is slated to teach courses in Labor Market Economics and Survey of Industrial and Labor Relations during ILR summer session.

**K. J.**

REMINDER:

Faculty, graduating seniors and grad students, and their guests have been invited to attend an informal buffet luncheon to be held in the ILR School following Commencement exercises on Monday, June 11. Please advise Student Personnel Office by June 4 the number of reservations you will require.

Vol. III, No. 11

May 28, 1951

SCHOOL BULLETINS BY PROF. MCCARTHY  
AND CHRIS ARGYRIS PUBLISHED

"Sampling -- Elementary Principles," by Professor Philip J. McCarthy and "Role-Playing in Action," by grad assistant Chris Argyris have been published as ILR bulletins 15 and 16 respectively and are available at the Distribution Center, Room 45.

The bulletin by Professor McCarthy discusses aspects of sampling that would be useful in conducting employee attitude and public relations surveys, wage and salary studies, and other research in industrial and labor relations. Various sampling methods are described and illustrated, and the appropriate formulae are given for evaluating the accuracy of the chosen sample.

The bulletin by Argyris discusses the philosophy behind role-playing, when to use the technique, preparing for and carrying on the skit, helping the group observe correctly, evaluating the technique, and overcoming resistance to training. Also included are practical do's and don'ts in using the technique.

"For Our Information" is issued by the Public Relations Office, Room 7, for the information of all faculty, staff, and students of the New York State School of Industrial and Labor Relations, Cornell University.

ILR FACULTY PROMOTIONS ANNOUNCED

The promotion of Professors Philip J. McCarthy and Jean T. McKelvey to the rank of professor and of Professor M. Gardner Clark to associate professor was announced last week. The appointments are effective July 1.

Philip J. McCarthy, prior to joining the ILR staff in 1946, was with the Cornell Department of Sociology and Anthropology. He has served with Columbia University's Division of War Research and as a member of the Navy Department's Operations Research Group. For three years he was a staff member of the Statistical Research Group of the Applied Mathematics Panel at Princeton University. A graduate of Cornell with advanced degrees from Princeton, he has collaborated with Princeton in investigating the various sampling methods used in pre-election polls. He is co-author of a book "The Pre-Election Polls of 1948."

Jean T. McKelvey was a member of the faculty at Sarah Lawrence College before coming to ILR early in 1946. A graduate of Wellesley College, she is a member of that college's board of trustees. She received her M.A. and Ph.D. from Radcliff College.

She has served as Public Panel Member on the War Labor Board, as vice-president of the New York Consumers

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League, and is a member of the American Arbitration Association.

M. Gardner Clark received his Ph.D. at Harvard prior to coming to ILR in the fall of 1948. While at Harvard where he also earned his M.A. and A.B., he served as teaching fellow. He has also received an M.A. from the University of Minnesota. Clark spent last summer in Europe furthering his interests in the field of foreign industrial and labor relations.

ILR TO CONDUCT VARIETY OF SUMMER CONFERENCES

Nine special conferences and institutes, varying in subject from wage and salary administration to bank personnel problems, will be conducted by ILR School during July and August. Following is a summary of the conference schedule (as of May 24):

<u>Date</u>	<u>Conference</u>	<u>Theme or Topic</u>	<u>Who Will Attend</u>	<u>Professor in Charge</u>
July 10-12	Industrial Education	Improving Teaching of Industrial Education	Vocational & Indus. Education Teachers & Leaders in N.Y.S.	C.K. Beach
July 12-13	Training Directors	Organizing & Administering the Training Function	Industrial Training Administrators	J. Brophy
July 13-15	International Assoc. of Machinists	Problems facing business & local lodge officers in an emergency defense period.	I.A.M. business agents and local lodge officers	E. Emerson <i>E. Emerson</i>
July 15-22	United Steelworkers of America, CIO	Labor in a mobilizing economy	Union representatives	<del>C. K. Beach</del>
July 16-20	Training Institute	Training in Industry and Business	Training Specialists	C. K. Beach
July 20-21	Macy's S-1 Local		Union employees	E. Emerson
July 23-27	Wage and Salary Administration	W&SA under stabilization controls	Practitioners	E. Brooks & P. Gordon
July 26-28	National Conf. of Christians and Jews	Teamwork in Industry	Leaders in business, government, industry, labor, and educational specialists	R. Campbell
Aug. 1-3	N.Y.S. Savings Bank Assn.	Bank personnel problems during mobilization.	Savings bank officers	R. Campbell

ILR'ERS ATTEND PERSONNEL CONFERENCE IN SYRACUSE

Dean M. P. Catherwood, Professors Earl Brooks and Arnold Tolles, and graduate assistants Gene Everhard and Lou Abrams attended a meeting of the Central New York Personnel conference at Hotel Syracuse on May 9. The theme of the conference was "Personnel Management in '51". At the morning session Professor Tolles spoke on "Wage Stabilization in our General Economic Picture."

#### WHAT ILR GRADUATES ARE DOING

Sheila Epstein '51 is temporarily doing research for Triangle Publication Corp., New York City.

Paul Fasser '51 is doing research for United Steelworkers of America (CIO) in Pittsburgh, Pa.

Chandler Fizer, M.S. in ILR '51, is an industrial relations assistant with Doehler-Jarvis Corp., New York City.

Fred Ginzler '51 is sales manager for the Union Circulation Co., New York City.

John Hunt, master's candidate, who left ILR this spring, is employed as personnel supervisor for Thompson Products, Inc., Cleveland, Ohio. His address is 1980 Ford Drive, Cleveland.

Richard Locke '51 is a salesman for Eugene Bradley Insurance & Real Estate Co., Ithaca.

#### ILR FACULTY MEMBERS TO OBSERVE INDUSTRIES THIS SUMMER

Professors Jesse Carpenter, C. Arnold Hanson and Richard Dean will each spend from ten days to six weeks observing industry in action this summer.

On June 11 Prof. Carpenter will begin a six-week stay with Pittsburgh Plate Glass Company under a college-business exchange program designed to provide university teachers an opportunity for on-the-spot study of business during their summer recess.

Prof. Hanson will attend a ten-day symposium on business problems to be sponsored by the Du Pont Corporation. Purpose of this program is to give college teachers a behind-the-scenes glimpse of the operations of a large corporation.

Beginning June 11 Prof. Dean will spend two weeks in Detroit attending Chrysler Corporation's Conference of Business Management,

#### NORWEGIAN TEAM RETURNS TO NORWAY; REPORT IMPRESSIONS OF AMERICA

The three-man Norwegian team which has been touring the country under the guidance of Professors John Brophy, Richard Dean, and Robert Risley, sailed for Norway May 18. According to Professor Brophy, one of the things that impressed these men most was the close cooperation between industry and universities. They were also favorably impressed with the way in which they were oriented concerning American industrial operations at both Cornell and Harvard before beginning their plant visits.

The Norwegians had expected to arrive at some definite opinions about productivity which they could carry over to their own organizations. However, after visiting more than 30 plants, they came to the conclusion that neither the American union nor the American employer believes in any single system or procedure for increased productivity. They found this to be particularly true in the use of incentives and wage payment systems. They found that one of the conspicuous differences between the American and Norwegian systems was the relatively greater freedom which the individual American employer and union had in all matters affecting productivity.

#### ILR STUDENTS MAKE FIELD TRIP TO METROPOLITAN AREA

ILR students enrolled in industrial education courses participated in an extensive field trip to the New York Metropolitan area May 6, 7, and 8. Twenty-seven undergraduate and graduate students, accompanied by Professor C. K. Beach, made the trip by bus to supplement their "book learning" with first-hand observation. The itinerary included the Training Center of Johnson and Johnson, New Brunswick, N.J.; the Esso Training Center, Elizabeth, N.J.; and the Port of Authority in New York.

POPULARITY OF ILR COURSES INDICATED  
BY OUT-OF-COLLEGE REGISTRATIONS

Out-of-college registrations in IIR courses numbered only 24 during the 1945-46 school year. The number has increased with each year..107...349... 523...622...until this year registrations of non-ILR students totalled 750.

"An increasingly important function of the School has been the provision of courses of interest to students in other colleges on campus," Dean Catherwood states. "The steady increase in registrations, it is felt, represents progress in integration of the School into the University picture."

The course "Survey of I&LR" is now required of all students in two of the Schools of Engineering. The course "Personnel Problems in Supervision" has been provided to meet the needs of students of Home Ec and other colleges. The School has also continued a unique course in the field of labor law, offered jointly by ILR and the Law School.

"American Ideals" and "Statistics" are two courses within the regular ILR curriculum which are heavily attended by non-ILRers.

GUIDE TO AUDIO-VISUAL MATERIALS NOW AVAILABLE

A guide to audio-visual materials in the field of industrial and labor relations may be obtained in the Distribution Center, Room 45. The guide lists films, film strips, and recordings used by management, unions, and educators. Prepared in the ILR instructional materials laboratory, the 47-page listing was compiled by Professor J. J. Jehring.

The list is divided into nine subject areas: industrial safety, labor history, education and training, supervisory training, steward training, economics, politics and social welfare, human relations, and industrial history and processes. The title, length, source, and description of each audio-visual item are given.

ILR'ERS ATTEND CINCY CONFERENCE OF I.R.R.A.

Professor Leonard Adams, Research Associate Leonard Sayles, and eight grad students attended the spring conference of the Industrial Relations Research Association, held May 18-19 in Cincinnati's Hotel Gibson.

At a panel session on Human Relations Problems within Unions, Sayles reported on ILR School's unique project in the Dunkirk-Fredonia area. In cooperation with two locals of the United Steelworkers (at Allegheny-Ludlum Steel and at American Locomotive Company,) Sayles is conducting field research into human relations problems of labor unions.

Graduate students attending the conference included: Fred Golub, Karl Gruen, Arch Hudson (School of Education), Charles Meyer, Bob Mulcahy, Marie Paternoster, Ed Rittenhouse, and William Slayman.

PROF. JEHRING LEADS DISCUSSION AT SAFETY MEETING

Professor J. J. Jehring of Audio-Visual Aids led a panel discussion on Labor-Management Cooperation for Safety at the Central New York Safety Conference in Syracuse May 15. Panel speakers were David Mould, safety director for General Motors and Bart Tidland of the International Brotherhood of Paper

Jehring reports that Richard Hanley, M.S. '48, of the labor relations department of Continental Can, Utica, was present with a group of foremen; Ernest [unclear] of the Sealright Corp., Fulton, was there with a group of management and foremen; and William Heinith '48 personnel director of the Mack-Miller Candle Co., Syracuse, attended.

#### JAKE SEIDENBERG TO GO WITH W.S.B.

Jake Seidenberg, having completed his Ph.D. requirements, will soon join the staff of the Wage Stabilization Board in Washington, D.C. He will serve in the Wage and Hour Liaison Division. This assignment will necessitate travel to the various Board regional offices.

A 1937 graduate of Pennsylvania Law School, Seidenberg has served as trial attorney and hearing officer for the Regional War Labor Board; as assistant to the general counsel of the National War Labor Board; and on the faculties of University of Delaware and Haverford.

#### FRANCOISE GIRARDOT GETS AROUND

ILR grad student Francoise Girardot leads an active life on the CU campus. As an M.S. candidate majoring in labor market economics, she is currently taking three seminars and courses. As a Fellow in the Arts College, she teaches 18 hours of French in the Division of Modern Language. Now, in her spare moments, she is planning a summer tour through Mexico. That is, if she can find transportation.

"A friend and I are looking for someone with a car and with an interest in touring Mexico this summer," she says. "Both of us speak fluent Spanish and will share expense."

A native of Lille, France, Miss Girardot majored in economics at the Ecole Superieure de Commerce in Lille. For graduating at the top of her class in 1949, she received the Medaille Siegfried, awarded by the French Association Amicale des Anciens Eleves des E.S.C.

Following graduation she came to the United States under a Fulbright Travel Grant and accepted a scholarship to New Jersey College for Women. She received a B.A. in Economics there in June 1950.

Last summer Miss Girardot worked as a counselor in Camp Ecole Champlain, a girls' camp in Vermont. This summer she hopes to make the Mexico trip. She says her chief hobby is walking, so if she can't find a driver perhaps she'll walk all the way.

#### PROF. WHYTE IS HONOR GUEST AT UNIQUE CEREMONY

In 1946 a 191-day strike climaxed ten years of bitter labor-management relations at Inland Steel Container Company's Chicago plant. But that following year a rapid and unexpected change toward mutual harmony and respect took place.

And only this spring the plant management and employees held a special meeting together to celebrate publication of Prof. William F. Whyte's new book "Pattern for Industrial Peace." The book tells the amazing story of how the plant union local and management achieved cooperative relations after many years of strife.

In attendance at this unique ceremony were Prof. Whyte (who almost blistered his fingers autographing copies given to each employee by management) as honor guest, William G. Caples, president of the subsidiary; James G. Thimmes, national union vice-president from Pittsburgh. There was a congratulatory telegram from Phil Murray.

#### I.R.R.A. CHAPTER ELECTS NEW OFFICERS

At annual elections held the week of May 14, Vernon Jensen was elected president of the Cornell Chapter of the Industrial Relations Research Association. He succeeds N. Arnold Tolles. Dalton McFarland was elected secretary-treasurer, and the following were elected to the executive board, Fraeda Aronovitz, Dick Martin, Jean McKelvey, Maurice Neufeld and N. Arnold Tolles.



PEOPLE ARE WONDERFUL

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Ed Beal traveled to the recent ILR picnic via his "motorized kayak." He and passengers Gladys Waltcher and Ed Wickersham arrived in time for a late meal. The return trip was accomplished by disassembling the float-boat and transporting it to its home base in Bette Clark's station wagon.

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Jane Nesbitt, Librarian Gormly Miller's secretary for the past 2½ years, is now working in the Plant Breeding Department on the Ag campus. Taking Miss Nesbitt's place is Virginia Wallace, formerly secretary to Professors Brophy and Gordon.

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Department of Great Expectations: Joyce Bixby, Elizabeth Ann Carman and Betsey Pinkos will leave ILR at the end of the week.

Mrs. Bixby, secretary to Professor Brooks, will spend the summer in Ithaca. Husband Britt will complete his course in physical education at Ithaca College next month.

Mrs. Carman and husband Sam, a June graduate of the College of Architecture, will make their home in Englewood, N.J. Sam plans to open a landscape architecture business.

Mrs. Pinkos of the library staff will spend the summer in Ithaca. Her husband, a Ph.D. candidate in Animal Husbandry, will receive his degree late in the summer.

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John Riihinen, former ILR'er now in the Army, at this writing is stationed at Fort Lawson Personnel Center in Washington state, awaiting overseas assignment. He writes that the camp is beautifully situated overlooking Puget Sound.

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Mrs. Marian Sweetland who lives on a farm east of Dryden, has replaced E. Ann Carman as secretary to Professors McKelvey and Neufeld. A native of Syracuse where she attended Technical High for her business training, Mrs. Sweetland has worked in Syracuse law offices; for the Wage and Hour Division, Department of Labor; and in New York for Burton Zorn, labor relations attorney. After her marriage she moved to Dryden and occupied herself with household duties. Three years ago she returned to work at the Large Animal clinic of the Cornell Veterinary College. Mrs. Sweetland owns two saddle horses, but hasn't ridden since she fell from a horse and broke her pelvis last summer.

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Miss Betty Barton, supervisor of social studies at Pearl River (N.Y.) high school, this summer will teach a course for high school teachers and principals interested in developing social studies courses materials.

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Glenn McAvoy '49 has recently been employed by the F.B.I. A former pro baseball player, McAvoy was previously employment manager for the Ithaca Gun Company.

Catherine Howard (Fiscal Office) and her mother have just returned from a week's tour of points in Virginia. They visited Williamsburg, Lynchburg and Charlottesville.

Lee Eckert of the library staff, recently nursing a severe case of poison ivy, reports that sufferers can receive shots which immunize for a year.

Beth Hoffman (former secretary to Dean Catherwood) husband John, and son Mark are now living in Alexandria, Va. John, air force major, was recently transferred to the Pentagon from Victorville, Calif. Their address: 801 S. Florida St., Alexandria.

Former ILR'ers Ann and Vince Macaluso were recent visitors at ILR. They drove up for a weekend from Washington where they are both employed.

Professor C. K. Beach has arrived: On a recent trip to New York Mrs. Beach and he got tickets to the long-sought-after show "South Pacific." Beach declared it was the best show he ever saw.

Professor Effey Riley, extension district representative of the New York District, is recuperating from a recent illness at her home in Rochester.

Jerry Ottoson, M.S. '49, has been appointed training director for Solvay Process Division, Allied Chemical and Dye Corp., New York City. He is responsible for the planning, supervision and coordinating of all training activities in the company's six major plants in the Eastern United States and Canada. He was formerly with the Bureau of Occupational Extension and Industrial Services, New York State Department of Education.

Professor Paul Gordon spoke on personnel administration May 18 at the annual banquet of Chi Epsilon, Civil Engineering honorary society.

The annual picnic for library staff and families was held Sunday, May 20 at Taughannock State park. Bud Curry '50 and family of Rochester drove down as guests. Bernie Naas, as is the custom, acted as chef.

Professor John M. Brophy addressed the Middle Atlantic Hospital Assembly May 23 in Atlantic City. He spoke on "Training the New Worker."

Nick Shatsky '51 attended the recent I.R.R.A. conferences in Cincinnati. He is in industrial relations with Dayton Malleable Iron Company.

Professor and Mrs. C. Arnold Hanson are the parents of a son, Carl Arnold, born May 21. He weighed 8lbs. 1 oz. The Hansons have a daughter Barbara, age 2½.

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Professor Neufeld recently contracted for the services of ILR'ers Eleanor Emerson and Doris Stevenson to work in his yard at home on a Saturday afternoon and Sunday. Total stipend for this overtime work was four meals!

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Librarian Gormly Miller, Leone Eckert, Katherine Spinney and Grace Horton of the ILR library staff attended a meeting of the Western New York Library Association at Allegheny State Park the weekend of May 19-20. Professor Miller was installed as president of the Association at this meeting.

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Jane and Charles Gimbrone and their son, Charles James, were in Ithaca the weekend of May 20-21. Nine-month Charles Jr. was christened at the local Presbyterian Church with Lily Newbury of ILR as godmother. Jane Gimbrone was employed in the ILR Materials Lab.

Professor Milton R. Konvitz is one of the contributors to "Civil Rights in America," just published by the American Academy of Political and Social Science as the May issue of "The Annals." His article is entitled "Legislation Guaranteeing Equality of Access to Places of Public Accommodation."

An essay by Professor Konvitz has been published in a book "Freedom and Reason -- Studies in Philosophy and Jewish Culture." The essay is on "The Life and Mind of Morris R. Cohen."

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At a meeting of the ILR staff organization held May 22, the following officers were elected for the coming year: Sydelle Puchek, chairman; Jackie Kaldon, secretary; Liaison Committee: Frances Reddick chairman, Almina Leach, Carol Anthony; Advisory Committee: Carmine Yengo, chairman, Virginia Wallace, Dorothy Winokur; Program Committee: Lee Reisman, chairman, Alice Duberman, Jean Reid; Educational Committee: Mary Kay Sullivan, Jean Burnham, Monica Daly; Recreational Committee: Grace Horton, chairman; Bea Clark, Addie Tracy; Members-at-large: Doris Stevenson, Shirley Bruce.

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Radha C. Das, Ph.D. '50, writes to Professor Beach from Ravenshaw College in Orissa, India where he is teaching: "Mrs. Das and I are leading a quiet and peaceful life here in a government quarters attached to the college. Since I wrote you last, we have had another member in our family - this time a girl - now five months. My son, Kunu, is now almost four years old and is just beginning to read. He has a little tricycle which he paddles around.

"It is only the middle of April now and I know the beautiful weather you are having there except for the April showers. But over here, it is so hot that even at 11 p.m. I have to sit near a fan to write this letter... Our college closes for summer from April 25 to July 2.

"From the side of government there is very little chance of any form of industrial education coming up in the near future. However our Utkal University here seems to be doing something in that line, having obtained a donation from an industrialist towards the establishment of a technical school."

Jackie Kaldon who has been assisting in the stenographic "pool" will replace Joyce Bixby as Professor Brook's secretary.

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Two IIR graduate students will be married early next month. On June 2 Carol Naumann will marry Robert Shallenberger, a grad student in the Ag College. One week later Robert Christie will marry Sally Watkins, a junior in the Art College.

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To help bolster the depleted IIR social activity fund, good natured Ed Sheldon has offered to contribute half the profits derived from his off-duty greeting card and stationery sales. If you are interested, Sheldon has samples of many of the 87 different items which he sells on order -- greeting cards, stationery, salt and pepper shakers, table cloths, and many other items.

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Professor Brophy is busy with plans for the Fifth Annual Conference for Plant Training Directors to be held July 12 and 13. To-date ten speakers have accepted invitations to speak at the conference.

#### MAN OF THE WEEK

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As IIR "swing shift" custodian, Russ Hovencamp performs duties somewhat different from those on the day stretch. Since the classrooms are mostly emptied of students and profs by the time Russ arrives at 3 o'clock, his chief responsibility is tidying up after the ebb and flow of day-time traffic. In addition he cleans up the IIR Instructional Materials office in the Old Armory and sees that all IIR doors and windows are closed for the night and that all lights are out. Russ prefers the later shift since it enables him to get home chores done in the daytime before coming on the job.

"Born and raised" near Jacksonville, Russ attended Jacksonville grade school and Theca High. Upon leaving high school, he and a brother worked their father's farm, including some 150 acres, on which they raised cattle and cattle feed.

In 1942 Russ was inducted into the army where he served as ambulance driver and litter bearer in Sicily and Italy with the 54th medical battalion. He claims he doesn't begrudge the time he spent in the service since it enabled him to see places he never would have gotten to see.

A year prior to entering the armed forces Russ married Jean from nearby Trumansburg. The Hovencamps have three children: Rita 8, Marsha 5, and Steve 2. IIR'ers will remember that Steve made the pages of the Post Standard a year and a half ago because he walked at age 7 months.

After his release from the army, Russ did painting and paperhanging in the vicinity, but gave up that work in March, 1948 when he came to IIR.

Russ has a large garden, the mainstay of the family's food. He already has eight rows of potatoes planted. Last year he and his wife canned approximately 400 quarts of fruits and vegetables.

Russ' hobby, aside from his family, is fishing. He fishes for trout in nearby streams; later in the season he shifts to upper Cayuga Lake near Canoga where he lures bullhead, bass, pike and pickerel.

I.L.R. GRAD STUDENT, ONCE GIVEN UP FOR DEAD, IS VERY MUCH ALIVE

For three years during the Japanese occupation of the Philippines, I.L.R. grad student David Ines, then an infantry commanding officer in the Philippine Army, was given up for dead by hometown folks.

But he was very much alive indeed. For during this time he was serving as a guerrilla leader under an American colonel, who had managed to escape from the Bataan siege.

"We were always certain that Allied troops would eventually be victorious in the Philippines," Ines states. "At no time did we give up hope."

A native of Laoag, Ilocos Norte, Ines is a graduate of the University of the Philippines, receiving an LL.B. in 1939.

His service includes seven years as commander and training officer with the Philippine Army and three years' (1946-49) technical service with the U. S. Army. On this latter duty he was in charge of Philippine Scouts on Guam, Saipan, and Iwo Jima. Since 1949 he has been practicing law in Manila. He entered I.L.R. School in February to pursue the M.S. in I.L.R. program.

He is married and has a 1-year-old son. His wife Hortense is teaching high school in Ilocos Norte. As for hobbies, Ines enjoys tennis and basketball, having played on varsity teams at the University of the Philippines. He is looking for an opportunity to live and work on American farms this summer.

GEORGE LUM PREDICTS STATEHOOD FOR HAWAII

"We should make it at the next session of Congress," predicts George Lum, I.L.R. grad student from Honolulu, referring to Hawaii's chances for statehood. "We are eagerly awaiting the opportunity to elect our own governor to have representation with taxation, and to enjoy the freedoms and responsibilities of statehood."

"Hawaiian-born war veterans, in particular, feel this need," Lum states, "for they were asked to risk their lives yet lacked a citizen's vote."

Lum himself is a U.S. Army veteran of 23 months service in Europe. Serving as a rifleman, he participated in campaigns in Austria and Germany in 1945 and continued serving with the occupation forces.

Lum attended high school in Honolulu and in June 1950 received his B.A. in economics at the University of Hawaii. In his junior year he received a gold medal for extracurricular activities that included three years' work with the World Student Service Fund, two years as chairman of the University's annual WSSF campaign, and two years in the YMCA cabinet. He was also a counselor on the university student council. In 1945, while still in the Army, he attended the World Student Congress held in Prague.

His civilian work experiences include government war construction employment in Honolulu and two years as a YMCA camp manager. A "GI Bill" student, he is an M.S. in I.L.R. candidate. Lum's chief hobbies are listening to classical records and playing tennis.

SPECIAL SUPPLEMENT

F.O.I. READERSHIP SURVEY CONDUCTED BY HERMAN STERN

As a term project in ILR 490 (Public Relations), ILR senior Herman Stern recently interviewed 31 undergrads, 8 grad students, 5 faculty members, and 9 staff members to obtain a sampling of opinion as to what they think of F.O.I. As many of those polled expressed an interest in seeing the results, we are including the following digest of the findings.

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Question 1: Do you receive FOI regularly?    Yes 47    No 6

Most of those not receiving FOI regularly blamed it on the recent change in distribution methods, in which copies for undergraduates are placed in the student lounge, rather than in their individual mailboxes.

Some duplication exists, with some people getting as many as four copies. A married grad student got a copy in his mailslot, a copy sent to his home, and one or more copies through the ILR mail distribution. (Ed. Note: Will those receiving more copies than they need please let us know).

Question 2: Do you read it?

All of it	<u>17</u>
Most of it	<u>20</u>
Part of it	<u>16</u>
None of it	<u>0</u>

It is of extreme interest to note that even the most critical appraisers do at least skim through the publication, and invariably find some item having sufficient interest to merit its reading.

Grad students and staff members seem to read more in FOI than undergrads. The reason: FOI carries items mainly of interest to these groups, and undergrads do not know many of the persons mentioned.

The fact that more than two-thirds of the readership read all or most of it speaks well of the publication. A number of people interviewed volunteered the comment that the editors are to be commended on a job being well done.

Question 3: What part do you read first?

Page one	<u>35</u>
Man or Woman of the Week	<u>3</u>
People Are Wonderful	<u>4</u>
Skim through it and read what looks interesting	<u>6</u>
Nothing in particular	<u>3</u>
News about jobs being held by alumni	<u>1</u>
Skim through it and read about familiar names	<u>1</u>

While staff members indicated they sought more personal notes in FOI, students generally leaned more toward reading items of technical value.

Question 4: What do you look for in a paper of this sort?

Coming ILR events	<u>3</u>
News and information about school, professors, etc.	<u>17</u>
News about courses and school policy	<u>3</u>
News about students	<u>7</u>
What students, profs, ex-staff, alumni are doing	<u>12</u>
Personal notes, human interest notes, news of interest about people	<u>15</u>
Outside programs the school is engaging in	<u>5</u>
Names I know	<u>3</u>
(more)	

Question 4 continued:

Information (gossip) not obtained through undergrad newsletter, other channels or grapevine	8
Placement and vocational information	<u>3</u>
Nothing	<u>5</u>

(Other items mentioned two or less times: Future outlook in field; what people think of ILR school; news on publications; their own names; very little; no opinion; what divisions (other than one interviewee is in) are doing).

Personal whims result in the many different answers. Each group interviewed can be considered as a separate public, with varying interests, and therefore difficult to cater to in one small publication.

<u>Question 5: Does FOI satisfy this requirement:</u>	Yes	36
	No	<u>5</u>
	Partially	9
	No opinion	<u>3</u>

The vast majority of readership are satisfied with the paper. Of the five who were not satisfied, four were undergrads and one a grad student.

Question 6: What could be omitted?

Everything (or almost everything)	3
Nothing	<u>23</u>
Gossip	<u>10</u>
People are Wonderful	<u>2</u>
Man or Woman of the Week	<u>2</u>
Things which don't interest me, or news of people I don't know	7
News articles should be cut or eliminated	<u>1</u>
No opinion	<u>10</u>

Quite a few of the students thought that the gossip was excessive, that trivial personal notes should be deleted. On the other hand, staff members and all women in general felt that this was of prime interest.

Question 7: What should be added, or what sections should be better developed?

In answer to this question there was the widest diversity of opinions, each group indicating that they should get a better coverage, or that things of immediate interest to them should be awarded more space. While students are interested in such things as placement news, success of alumni in the field and what people outside the school think of the institution, staff members look toward a better coverage of intraschool events.

No opinion	<u>10</u>
More information on undergraduates, faculty, and courses	<u>17</u>
More on jobs and placement by "people in the know"	<u>6</u>
What are alumni doing and how does this affect the school	<u>8</u>
More than one "Man of the Week"	<u>3</u>
Nothing should be added (more)	<u>5</u>